



Gender workplace statistics at a glance

August 2018

Workforce Participation

- Women comprise 47.0% of all employed persons in Australia; 25.0% of all employed persons are women working full-time, and 21.9% are women working part-time.¹
- Women constitute 36.7% of all full-time employees and 69.0% of all part-time employees.²
- The workforce participation rate³ is 60.4% for women and 70.9% for men.⁴
- The workforce participation rate among those aged 15–64 years is 73.2% for women and 82.8% for men.⁵

Economic security

- The full-time average weekly ordinary earnings⁶ for women are 14.6% less than for men.⁷
- Among non-public sector organisations with 100 or more employees, the gender pay gap for full-time annualised base salary is 17.3%, and 22.4% for full-time annualised total remuneration.⁸
- The adult full-time average hourly earnings⁹ for non-managerial women are 11.1% less than for non-managerial men.¹⁰
- The average undergraduate starting salaries for women are 1.8% less than for men. This gap widens to 16.5% for postgraduate (coursework) graduates.¹¹
- Average superannuation balances for women at retirement (aged 60–64) are 42.0% lower than those for men.¹²
- 55.0% of people aged 65 years or more and receiving the aged pension are women.¹³

Educational Attainment

- Of all women aged 20–24, 91.6% have attained year 12 qualifications or above, compared to 88.7% of men in the same age bracket. Of all women aged 25–29, 39.9% have achieved a bachelor degree or above, compared to 30.9% of similarly-aged men.¹⁴
- Among people aged 15–64 years, a slightly higher proportion of women (5.9%) attained a postgraduate degree than men (5.8%).¹⁵

Paid parental leave

Of all organisations in the Agency's 2016–17 dataset:

- 45.9% provide primary carer's leave in addition to the Federal Government's paid parental leave scheme.
- 39.3% provide secondary carer's leave in addition to the Federal Government's paid parental leave scheme.¹⁶

Women in leadership

Latest results from the Agency's 2016–17 dataset show:

- Women hold 13.7% of chair positions and 24.9% of directorships, and represent 16.5% of CEOs and 29.7% of key management personnel.¹⁷
- Nearly three-quarters (70.9%)¹⁸ of reporting organisations have a male-only team of key management personnel.

Real-time statistics from the AICD¹⁹ reveal:

- 28.2% of directors in the ASX 200 are women (July 2018).
- Women comprised 50% of new appointments to ASX 200 boards in 2018 (as at 31 July).

Footnotes

- 1 Part-time refers to all employed persons who usually worked less than 35 hours a week and either did so during the reference week or did not work that week.
ABS (2018), Labour Force, Australia, July 2018, cat. no. 6202.o, viewed 16 August 2018,
<<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.o/>>
- 2 Ibid.
- 3 Participation rate is the sum of the employed and unemployed divided by total population from age 15 onwards
- 4 ABS (2018), Labour Force, Australia, July 2018, cat. no. 6202.o, viewed 16 August 2018,
<<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6202.o/>>
- 5 Ibid.
- 6 Ordinary time earnings used comprise regular wages and salaries in cash, excluding amounts salary sacrificed. For more information refer to: <<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.o/>>
- 7 ABS (2018), Average Weekly Earnings, Nov 2017, May 2018, cat. no. 6302.o, viewed 16 August 2018,
<<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.o/>>
- 8 WGEA (2018), WGEA Data Explorer, <data.wgea.gov.au>
- 9 Cash earnings used comprise regular wages and salaries in cash, including amounts salary sacrificed. Estimates of hourly cash earnings have only been produced for employees with a link between earnings and hours. For more information, refer to:
<<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.o/>>
- 10 ABS (2017), Employee Earnings and Hours, May 2016, cat. no. 6306.o, viewed 23 February 2017,
<<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.o/>>
- 11 Quality Indicators for Learning and Teaching (QILT) (2017), Graduate Outcome Survey National Report, Accessed 8 February 2018,
<https://www.qilt.edu.au/docs/default-source/gos-reports/2017/2017_gos_national_report_final_accessiblea45d8791b1e86477b58ff00006709da.pdf?sfvrsn=ceb5e33c_4>
- 12 Clare R. (2017), Superannuation account balances by age and gender, December 2017, ASFA Research and Resources Centre
- 13 DSS Demographics March 2018 excel file viewed 09 August (file was last updated June 25 2018)
<<https://data.gov.au/dataset/dss-payment-demographic-data>>
- 14 ABS (2018), Gender Indicators, Australia, Sep 2017, cat. No. 4125.o, viewed 22 February 2018,
<<http://abs.gov.au/ausstats/abs@.nsf/mf/4125.o/>>
- 15 Ibid.
- 16 WGEA (2018), WGEA Data Explorer, <data.wgea.gov.au>
- 17 Ibid.
- 18 This figure is calculated on organisations that have the relevant management level in their organisational structure.
- 19 Australian Institute of Company Directors Statistics (2018), viewed 15 August 2018,
<<http://aicd.companydirectors.com.au/advocacy/board-diversity/statistics>>