



# Fast Facts 2024

CEW

Women Leaders Empowering All Women

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## Acknowledgement of Country

Chief Executive Women (CEW) acknowledge the Traditional Custodians of the Country throughout Australia and pay our respects to Elders past and present.

CEW celebrates the diversity of First Nations people and their continuing connection to land, water and community and acknowledge the strength of First Nations Women leading their communities. We extend that respect to Aboriginal and Torres Strait Islander people who are part of our CEW community.

# Fast Facts

## 1. CEO Appointments

2023

Of 28 CEO appointments, **4 were women**, and 6% of CEOs in ASX 300 are women (18 women CEOs) – there has been no improvement since 2021.

2024

- Of 42 appointments, **10 were women**
- There are 26 women CEOs, an increase from 18 in 2022
- Women CEO's make up 9% of the ASX300

## 2. Executive leadership roles held by women

2023

**27% of executive leadership roles** are held by women across the ASX 300

2024

**29% of ELT roles** are held by women

## 3. No women in ELT

2023

**46 ASX 300 companies have no women** in their executive leadership teams, an increase from 44 in 2021.

2024

- **28 ASX300 Companies have no women** on their executive leadership teams
- All ASX100 companies now have at least 1 woman in their ELT



Source (all): <https://cew.org.au/wp-content/uploads/2023-Census-FINAL.pdf>

## 4. Line roles held by women

**2023**

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**15% of line roles** in teams are held by women (only 1% increase since 2021).

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**2024**

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- **18% of line roles** in teams are held by women
  - Women's representation has **increased by 3%** from 2022
  - **42% of the ASX300** and 27% of the ASX100 had no women in CEO pipeline roles
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## 5. CFO roles

**2023**

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**17% CFO roles** are held by women.

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**2024**

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- **27% of of CFO roles in the ASX100** are held by women
  - **19% of CFO roles in the ASX300** are held by women
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Source (all): <https://cew.org.au/wp-content/uploads/2023-Census-FINAL.pdf>



# Women on boards

## 1. Women's participation

### 2023

A trajectory of growth this year has continued across the ASX, with women's participation **increasing at around 2 percentage points** per annum in the ASX 200 and 300

### 2024

Australia's top 20 ranked companies achieved an aggregate **40% women** on their boards

## 2. How many board seats occupied by women

### 2023

**7 ASX 300** companies have no women on their board and **4 ASX 200** companies have no women on their board.

### 2024

Across the 759 directorships currently held by women in the ASX 300, an **overwhelming number are non-executive directors** (685) while just 37 are executive or managing directors including CEOs, and only 37 are chairs.

## 3. ASX300 and ASX200 who have no women on their boards

### 2023

**7 ASX 300** companies have no women on their board and **4 ASX 200** companies have no women on their board.

### 2024

**2 ASX200 and 11 ASX300 companies** have no women on their boards

Source (all): <https://www.aicd.com.au/content/dam/aicd/pdf/news-media/research/2023/gender-diversity-progress-report-q2-march-to-june-2023-web.pdf>

## 4. 30% Target

2023

195 of the ASX 300 has reached the 30% target.

2024

202 of the ASX300 has reached the 30% target

## 5. Chair roles in ASX200 and ASX300

2023

Women currently account for only 10% of the chair roles in both the ASX 200 and the ASX 300.

2024

Women hold 19 of the chair roles in the ASX200 and 37 chair roles in the ASX300

## 6. Committee chairs, audit and risk, remuneration and people committees

2023



Women account for 39% of all ASX 300 committee chairs, 48% of audit and risk committee chairs and 40% of remuneration and people committees.

Source (all):  
<https://www.aicd.com.au/content/dam/aicd/pdf/news-media/research/2023/gender-diversity-progress-report-q2-march-to-june-2023-web.pdf>



iStock  
Credit: dra

# Political Representation

The 2022 federal election led to the highest proportion of women ever in the lower house. These new levels will see Australia reverse a 20-year decline in the international ranking of women in national parliaments, from 57th up to around 37th, ahead of Portugal, Tanzania and Italy.

## 1. Australian parliament

2023

Australian parliament: **42.3% are women.**

2024

Australian Parliament: **45.1%**

Source:

[https://www.aph.gov.au/About\\_Parliament/Parliamentary\\_departments/Parliamentary\\_Library/pubs/rp/rp2223/Quick\\_Guides/CompositionPartyGenderJan23](https://www.aph.gov.au/About_Parliament/Parliamentary_departments/Parliamentary_Library/pubs/rp/rp2223/Quick_Guides/CompositionPartyGenderJan23)

## 2. The Cabinet

2023

The cabinet: **43% are women.**

2024

Australian Parliament: **42.3%**  
(10/23 cabinet ministers)

Source:

<https://www.humanrights.unsw.edu.au/research/commentary/australia-women-cabinet-politics-diversity>



### 3. House of Representatives

**2023**

House of Representatives has **57 women**, 38% of the chamber are women.

**2024**

House of representatives has **59 women**, and 39.1% of the chamber are women

### 4. Australian Senate

**2023**

Australian Senate: **48.5% are women**.

**2024**

Australian Senate has **43 women**, 57.3% representation

Source (both):

[https://www.aph.gov.au/About\\_Parliament/Parliamentary\\_departments/Parliamentary\\_Library/pubs/rp/rp2223/Quick\\_Guides/CompositionPartyGenderJan23](https://www.aph.gov.au/About_Parliament/Parliamentary_departments/Parliamentary_Library/pubs/rp/rp2223/Quick_Guides/CompositionPartyGenderJan23)

# Undergraduate & postgraduate outcomes



## 1. Bachelors degree or above compared to men

### 2023

**35.2% of women** have attained a bachelor's degree or above, as compared to 28.8% of men

### 2024

**35.2% of women** have attained a bachelor's degree or above, as compared to 28.8% of men

Source: <https://www.abs.gov.au/statistics/people/people-and-communities/gender-indicators#education>

## 2. Domestic enrolments

### 2023

Women represent **59.5% of domestic students** enrolled in universities and other institutions, which has risen from 57.9% in 2012.

### 2024

<https://www.wgea.gov.au/resources/publications/higher-education-enrolments-and-graduate-labour-market-statistics>



Source: <https://www.wgea.gov.au/resources/publications/higher-education-enrolments-and-graduate-labour-market-statistics>

### 3. Comparison undergraduate median starting salaries

#### 2023

Men's undergraduate median starting salaries were greater than women's in 15 out of 19 fields of education, and the median starting salary for women undergraduates is lower than men across all sectors.

The median starting salary for graduates is **\$63,400 for women** and \$65 000 for men

#### 2024

Men's undergraduate median starting salaries were greater than women's in 15 out of 19 fields of education, and the median starting salary for women undergraduates is lower than men across all sectors.

**The median starting salary for graduates is \$63,400** for women and \$65 000 for men

Source: <https://www.wgea.gov.au/resources/publications/higher-education-enrolments-and-graduate-labour-market-statistics>

### 4. Postgraduate

#### 2023

The median undergraduate starting salary for women is **3.9% less** than for men. This gap widens to 14.1% for postgraduate (coursework) graduates

#### 2024

The median undergraduate starting salary for women is **3.9% less** than for men. This gap widens to 14.1% for postgraduate (coursework) graduates

Source: <https://www.wgea.gov.au/resources/publications/higher-education-enrolments-and-graduate-labour-market-statistics>

# Pay Gap

## 1. Gender pay gap

### 2023

The gender pay gap is **14.1%**

### 2024

The national gender pay gap, on base salary, is **13.3%**.

Source: <https://www.wgea.gov.au/newsroom/media-release-national-gender-pay-gap-february-2023#:~:text=Key%20facts,working%20full%2Dtime%20earned%20%241%2C907.10.>

## 2. Gender base salary

### 2023

**14.1% base salary** - national pay gap for base salary: the difference between women's and men's average full-time base salary, as a percentage of men's salary

### 2024

The national gender pay gap, on **base salary, is 13.3%**.

Source: <https://www.wgea.gov.au/newsroom/media-release-national-gender-pay-gap-february-2023#:~:text=Key%20facts,working%20full%2Dtime%20earned%20%241%2C907.10.>

## 3. Full-time average weekly earnings

### 2023

**14.26% full-time average weekly earnings** - the national gender pay gap – the difference between the average earnings of women and men in the full-time workforce.

### 2024

As of May 2023, the full-time adult average weekly ordinary time earnings across all industries and occupations was **\$1,938.30 for men** and **\$1,686.00 for women**.

Source: <https://www.wgea.gov.au/data-statistics/ABS-gender-pay-gap-data#:~:text=As%20of%20May%202023%2C%20the,that%20adds%20up%20to%20%2413%2C119.60.>

## 4. Total remuneration

**2023**

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**22.8% total remuneration** - the gap widens for total remuneration when superannuation, bonuses and other additional payments are factored in.

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**2024**

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The average total remuneration gender pay gap is **21.7%**.

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Source: <https://www.wgea.gov.au/publications/australias-gender-equality-scorecard#:~:text=The%20WGEA%20average%20gender%20pay,gender%20pay%20gap%20is%2021.7%25>.

## 5. How much less per week

**2023**

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As of May 2022, women's average weekly ordinary full-time earnings across all industries and occupations is **\$1,665.80**. Australian men's average weekly ordinary full-time earnings is \$1,912.50. On average, women earn \$263.90 less than men each week.

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**2024**

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**For every \$1 on average a man makes, women earn 78c.**

Over the course of a year, that difference adds up to \$26,393.

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Source: <https://www.wgea.gov.au/pay-and-gender/gender-pay-gap-data>



# Women's workforce participation

## 1. Workforce participation rate

**2023**

The workforce participation rate among those aged 15-64 years is **76.2% for women** and 83.2% for men.

**2024**

The workforce participation rate among those aged 15-64 years is **77% for women** and 84.4% for men.

Source: <https://www.aihw.gov.au/reports/australias-welfare/employment-unemployment>

## 2. Gender workforce participation

**2023**

Women comprise of **47.9%** of all employed person's in Australia, 26.3% of all employed person s are women working full time, and **21.6%** are working part time.

**2024**

In trend terms, in January 2024, the participation rate remained at **62.6%** for women.

**30%** of women work part time



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Credit: gpoim

Sources: <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release>

[https://www.wgea.gov.au/sites/default/files/documents/WGEA\\_Gender\\_Equality\\_Scorecard\\_2022-23\\_Executive\\_Summary.pdf](https://www.wgea.gov.au/sites/default/files/documents/WGEA_Gender_Equality_Scorecard_2022-23_Executive_Summary.pdf)

# Women's workforce participation across the OECD - Comparisons

## 1. OECD Comparison

### 2023

Australian women aged 25-54 employed full-time is **10% less** than OECD average at 69.1 % vs 78.8% for OECD countries

### 2024

Australian women aged 25-54 employed full-time is **10% less** than OECD average at 69.1 % vs 78.8% for OECD countries

## 2. OECD Average employment rate

### 2023

In 2021, the OECD average employment rate for women (65%) was around **10 percentage points lower** than the OECD average for men (75%).<sup>2</sup>

### 2024

In 2021, the OECD average employment rate for women (65%) was around **10 percentage points lower** than the OECD average for men (75%).

Source (all): [https://www.oecd.org/els/soc/LMF\\_1\\_6\\_Gender\\_differences\\_in\\_employment\\_outcomes.pdf](https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf)



# Superannuation

## 1. Median superannuation balance

2023

Median superannuation **balance for women is \$119,000** and it is \$183,000 for men, meaning women are retiring with approximately 65% of the superannuation balance of men.

2024

Median superannuation **balance for women is \$119,000** and it is \$183,000 for men, meaning women are retiring with approximately 65% of the superannuation balance of men.

Source: <https://www.wgea.gov.au/publications/womens-economic-security-in-retirement>

## 2. Money in medium superannuation balance

2023

The median superannuation balance for men aged **60-64 years is \$204,107**. For women in the same age group, it is \$146,900, a gap of 28%.

2024

The median superannuation balance for men aged **60-64 years is \$204,107**. For women in the same age group, it is \$146,900, a gap of 28%.

Source: <https://www.wgea.gov.au/publications/womens-economic-security-in-retirement>

## 3. Pre-retirement years superannuation gap

2023

For the pre-retirement years of 55-59, the **gender gap is 33%** and in the peak earning years of 45-49, the gender gap is 35%.

2024

For the pre-retirement years of 55-59, the gender gap is 33% **and in the peak earning** years of 45-49, the gender gap is 35%.

Source: <https://www.wgea.gov.au/data-statistics/ABS-gender-pay-gap-data#:~:text=As%20of%20May%202023%2C%20the,that%20adds%20up%20to%20%2413%2C119.60.>

## 4. Rate of older women experiencing homelessness

2023

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The rate of older women experiencing, or at risk of homelessness has **increased by 30%** in the last five years (2018-2022).

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2024

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The rate of older women experiencing, or at risk of homelessness has **increased by 30%** in the last five years (2018-2022).

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Source: <https://www.aihw.gov.au/reports/homelessness-services/specialist-homelessness-services-annual-report/contents/older-clients>



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Credit: Zoran Zeremski

# Women are overrepresented in part time work

## 1. Full time and part time employment rate

### 2023

Women constitute **38.4%** of all full-time employees and **68.5%** of all part-time employees.

Source: <https://www.wgea.gov.au/sites/default/files/documents/2022-23%20WGEA%20Gender%20Equality%20Scorecard.pdf>

### 2024

Of the 20.5% of employees that worked part-time in 2022-23, **74.2%** were women and 25.6% were men. Almost one third (30%) of women in WGEA’s dataset work part-time.

**42.7%** of women in the workforce work full time, 29.7% work part time and 27.9% work casually

## 2. Management opportunities

### 2023

There is no age group where more than 50% of women are working fulltime, but higher paid management opportunities were almost exclusively reserved for full-time workers. In all age groups, more than 90% of managers were working full-time.

### 2024

Of the organisations that reported to WGEA, 27% have a gender balanced management team in 2022-23. 57% have a male-dominated management team and 23% have a female-dominated management team.

Sources: [https://www.oecd.org/els/soc/LMF\\_1\\_6\\_Gender\\_differences\\_in\\_employment\\_outcomes.pdf](https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf)

# Uptake of flexible work

## 1. Companies that have flex work

2023

30% of employers do not have flexible work policies or strategies in place.

Source:

[https://www.wgea.gov.au/sites/default/files/documents/WGEA\\_Gender\\_Equality\\_Scorecard\\_2022-23\\_Executive\\_Summary.pdf](https://www.wgea.gov.au/sites/default/files/documents/WGEA_Gender_Equality_Scorecard_2022-23_Executive_Summary.pdf)

2024

the proportion of employers with a flexible work policy or strategy has increased to a record high of 84%.Based on this increase, 92% of employees have access to flexible work policies or are covered by a flexible work strategy.

## 2. Companies with targets for men's engagement

2023

2% of employers with flexible work policies have set targets for men's engagement

Women are three times more likely to use a flexible working arrangement than their male partner

Source: [https://www.wgea.gov.au/sites/default/files/documents/WGEA\\_Gender\\_Equality\\_Scorecard\\_2022-23\\_Executive\\_Summary.pdf](https://www.wgea.gov.au/sites/default/files/documents/WGEA_Gender_Equality_Scorecard_2022-23_Executive_Summary.pdf)

2024

2% of employers with flexible work policies have set targets for men's engagement

Women are three times more likely to use a flexible working arrangement than their male partner

## 3. Likelihood of flex working engagement

2023

If offered, 95% of employees would take a flexible working arrangement in the next three years.

Source: <https://www.wgea.gov.au/publications/gender-equality-workplace-statistics-at-a-glance-2022>

2024

If offered, 95% of employees would take a flexible working arrangement in the next three years.

# Employers supporting flexible work

## 1. Promoting flexible work

2023

The share of organisations promoting flexible work has gone up from 15% in 2017 to **nearly 68% in 2021** - Covid-19 was a major driver here.

2024

Flexible work is promoted in **75%** of surveyed companies.

## 2. Visible role models

2023

Leaders are visible role models of flexible working for nearly **70% of businesses**.

2024

Leaders are visible role models of flexible working for **78% of businesses**.

Source (all): <https://www.wgea.gov.au/sites/default/files/documents/2022-23%20WGEA%20Gender%20Equality%20Scorecard.pdf>



iStock™  
Credit: damircudic

## 4. Targets for engagement in flexible work

**2023**

Only **1 in 10 organisations** set targets for engagement in flexible work, and only 5% extend those targets specifically for men.

**2024**

Only **1 in 10 organisations** set targets for engagement in flexible work, and only 5% extend those targets specifically for men.

Source: <https://www.wgea.gov.au/sites/default/files/documents/2022-23%20WGEA%20Gender%20Equality%20Scorecard.pdf>

## 5. Companies offering subsidised childcare

**2023**

Only **5% of employers** offered subsidised childcare in 2021

**2024**

Only **5% of employers** offered subsidised childcare in 2021

Source: <https://www.wgea.gov.au/newsroom/gender-equity-insights-2022-report>



iStock  
Credit: Lordn

# Of all the organisations in the workplace gender equality

## 1. Provide primary carers leave in addition to federal gov PPL scheme

**2023**

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**30% of employers** do not have flexible work policies or strategies in place.

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**2024**

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The proportion of employers offering some form of paid parental leave in addition to the government scheme rose from 62% in 2021-22 to **63% in 2022-23**.

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## 2. Provide secondary carers leave in addition to government's PPL

**2023**

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**52.5%** provide secondary carer's leave in addition to the Federal Government's paid parental leave scheme.

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**2024**

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**Men now account for 14.0%** of all employer-funded paid primary carer's parental leave taken, an increase of 0.6pp.

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## 3. Primary PPL take up from non public sector

**2023**

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**88% of primary parental leave** in the non-public sector was taken by women.

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**2024**

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**86% of primary parental leave** in the non-public sector was taken by women.

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Source (all):

<https://www.wgea.gov.au/sites/default/files/documents/2022-23%20WGEA%20Gender%20Equality%20Scorecard.pdf>

# About CEW

Chief Executive Women's (CEW) shared purpose is 'women leaders empowering all women'. CEW's over 1,200 members represent Australia's most senior and distinguished women leaders across business, academia, government, sport, the arts, and not-for-profit sectors. CEW's members have leading roles within Australia's largest private and public organisations. They oversee more than 1.3 million employees and \$749 billion in revenue. Members' organisations have a combined market capitalization greater than \$1.144 trillion and contribute in excess of \$249 billion to Australia's GDP.

Since 1985 CEW has influenced and engaged all levels of Australian business and government to achieve gender balance. Through advocacy, research, targeted programs and scholarships, CEW helps to remove the barriers to women's progression and ensure equal opportunity for prosperity. CEW's members work actively to realise our vision of a community where women and men have equal economic and social choices and responsibilities.



To learn more about CEW, and how our team can support your organisation's journey to gender equality, visit our website [www.cew.org.au](http://www.cew.org.au) or contact us at [cew@cew.org.au](mailto:cew@cew.org.au)

CEW Director  
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