A long way to the top: women at work in Australia
More women than men attain a bachelor degree...

- 59% women
- 41% men

... but they are much less likely to study and work in lucrative STEM fields, and more likely to work in service jobs that tend to pay less than more technical roles

Women graduates start out earning less in 15 of 19 key industries

Median starting salaries across all sectors

- $59,000 women
- $60,100 men

Source: OECD Oct 2017
Source: ABS Sept 2018
In the overall workforce, women earn significantly less than men

Gender pay gap

The gap widens for total remuneration when superannuation, bonuses and other additional payments are factored in.

Fewer women are part of the paid workforce

Workforce participation rate
People aged 25-54 years

Source: OECD Stats as at 2017

Source: WGEA Nov 2018
Australia lags internationally in women’s full-time employment

Canadian women aged 25-54 are employed full time: 81.6%

OECD average: 78.4%

New Zealand women aged 25-54 are employed full time: 73.7%

Australian women aged 25-54 are employed full time: 68%

United Kingdom women aged 25-54 are employed full time: 66.4%

10.4 points less than the OECD average

Source: OECD Stats as at 2017
Female dominant industries pay less

Of the 8 lowest paid industries in Australia, 75% predominantly employ women.

Average Weekly Total Cash Earnings, Industry, May 2018

$ 2,800 2,400 2,000 1,600 1,200 800 400 0

- Mining
- Other services
- Public administration and real estate services
- Professional, scientific and technical services
- Transport, postal and warehousing
- Retail trade, wholesale trade
- All industries

>50% employees are female

Source: ABS Employee Earnings and Hours, Australia May 2018 & Gender Indicators, Australia Sep 2018
Women are overrepresented in part time work, but only a small proportion of part time work is at management level.

Women working part-time in management roles earn 25% less than men working in part-time management roles.

Part-time professional men earn 20% more than their female peers, with the pay gap widening over time.

Only 6.4% of management positions are part time.

Source: WGEA Nov 2018

And women in Australia spend twice as much time as men providing unpaid care work.

Source: ABS Sep 2018
In 2016-17, **95% of primary parental leave in the non-public sector, was taken by women.** Primary parental leave is the type of leave most likely to affect someone’s career trajectory.

Women of retirement age have **37% less superannuation** than men of the same age.

- **Average superannuation**
  - Women: $196,409
  - Men: $310,145

Source ABS Sep 2018
How many women make it to the top?

▶ **Women leaders** in ASX200 companies

- **1 in 9** ASX200 companies **have no women** in their executive leadership team.
- **59%** of ASX200 companies **have no women in line roles** in their executive leadership team.
- **7%** of CEOs in the ASX200 are women.
- **88%** of line roles in ASX200 executive leadership teams are held by men.
- **88%** of CFO roles are held by men.

Women make up **23%** of executive leadership teams.

Source: CEW Sep 2018
Women’s representation at board level in ASX200 companies

- **4** ASX200 companies have no women on their board
- **51** ASX200 companies have only one woman on their board

The proportion of women directors on ASX200 boards is **29.7%**

The proportion of women chairmen on ASX200 boards is **7%**

Source: AICD Jan 2019

Women in the Australian Parliament

- **30%** of members in the House of Representatives are women
- **39%** of members of the Australian Senate are women
- **33%** of members of the Australian Parliament are women

Source: Australian Government Senators Sep 2018 and Australian Government Members Sep 2018
Chief Executive Women

Through advocacy, targeted programs and scholarships, CEW works to remove the barriers to women’s progression and ensure equal opportunity for prosperity.

We strive to educate and influence all levels of Australian business and government on the importance of gender balance.