

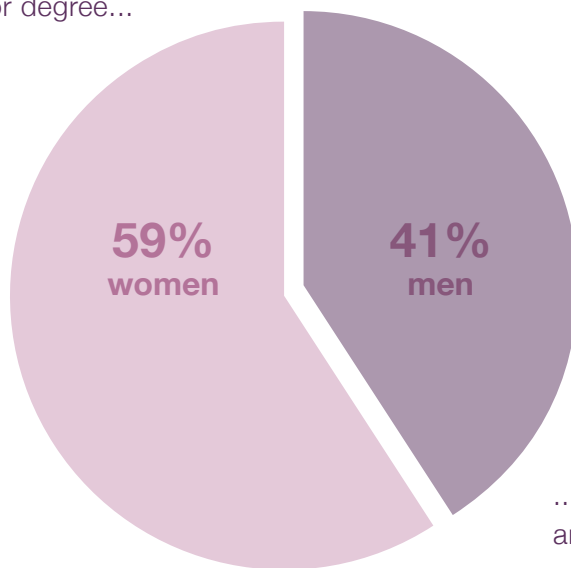
A long way to the top: women at work in Australia



Chief Executive Women

Women leaders enabling women leaders

► **More women than men** attain a bachelor degree...



... 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

Source [OECD Oct 2017](#)

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

Median starting salaries across all sectors

\$59,000
women



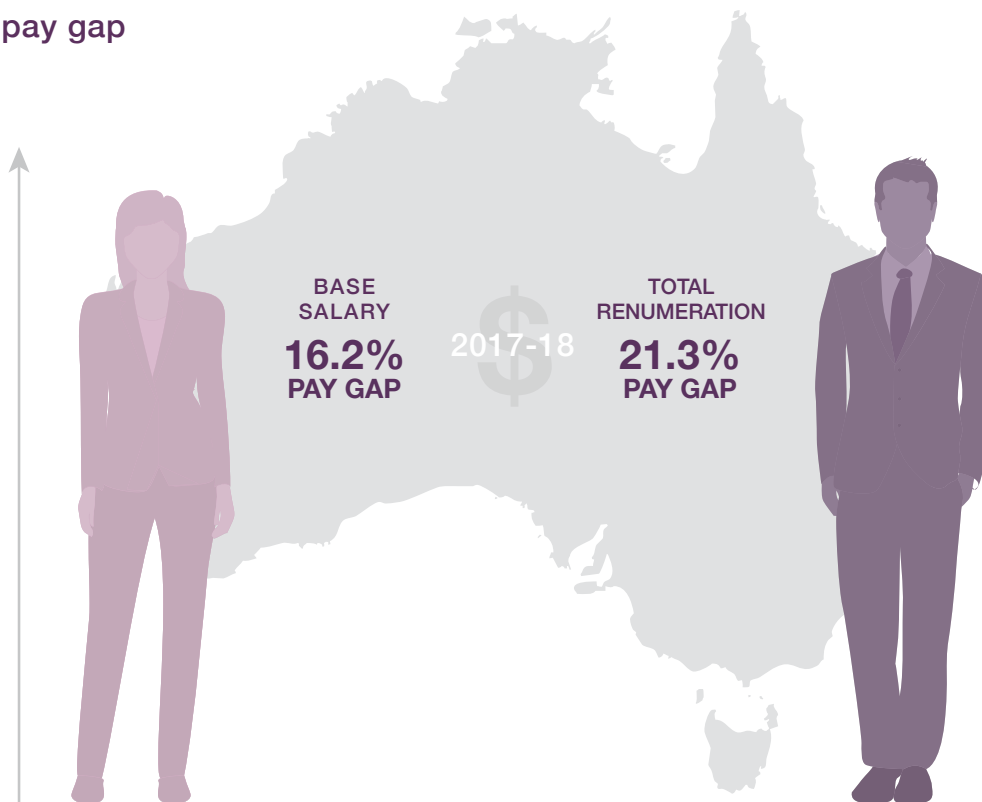
\$60,100
men



Source [ABS Sept 2018](#)

- ▶ In the overall workforce, **women earn significantly less than men**

Gender pay gap



National pay gap for base salary: the difference between women's and men's average weekly full-time base salary, as a percentage of men's salary

- ▶ **The gap widens for total remuneration**

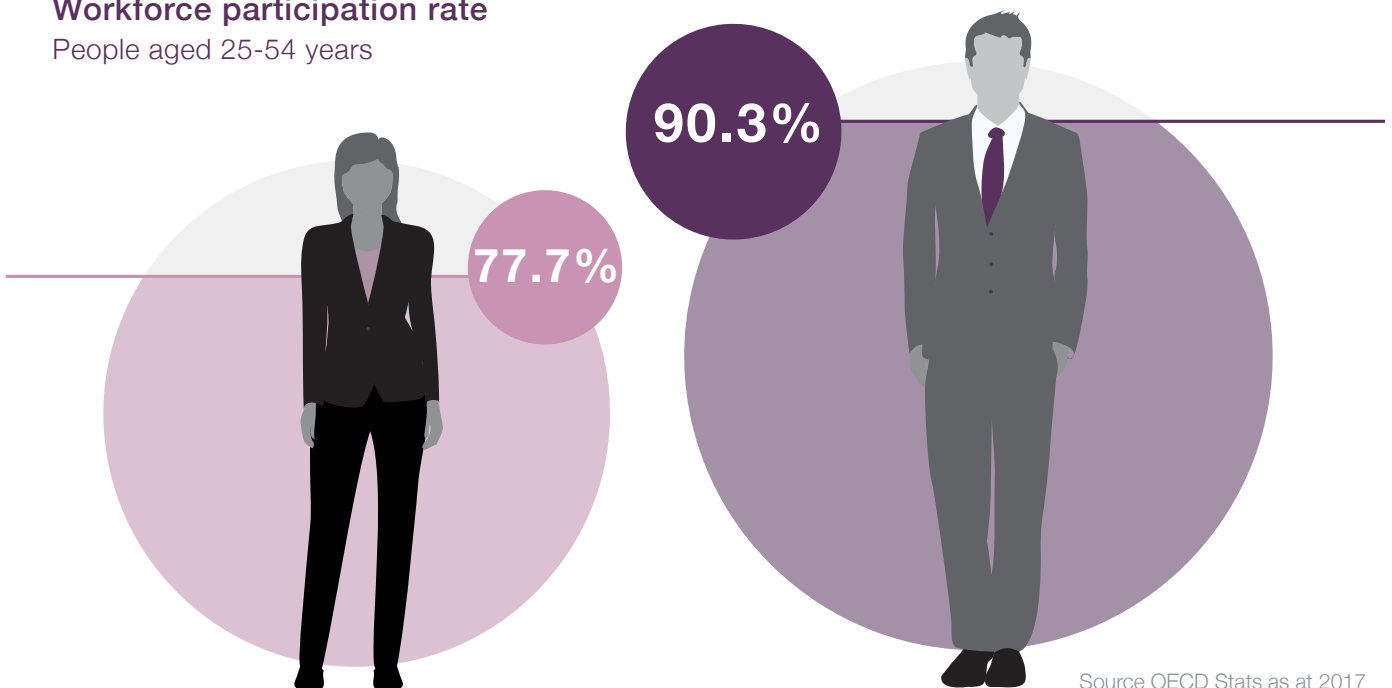
when superannuation, bonuses and other additional payments are factored in

Source [WGEA Nov 2018](#)

- ▶ **Fewer women are part of the paid workforce**

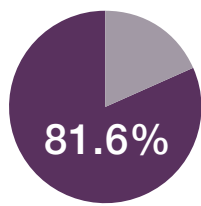
Workforce participation rate

People aged 25-54 years

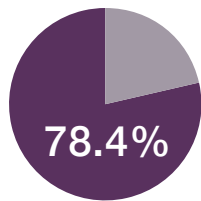


Source [OECD Stats as at 2017](#)

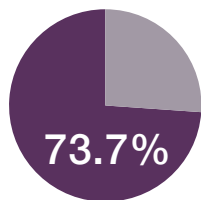
► Australia lags internationally in women's full-time employment



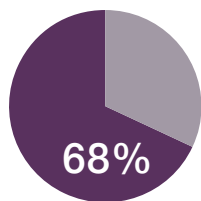
Canada



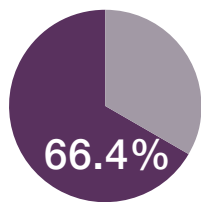
OECD



New Zealand



Australia



United Kingdom

Australian women aged 25-54 are employed full time

10.4
points
less

than the OECD average

Source [OECD Stats](#) as at 2017

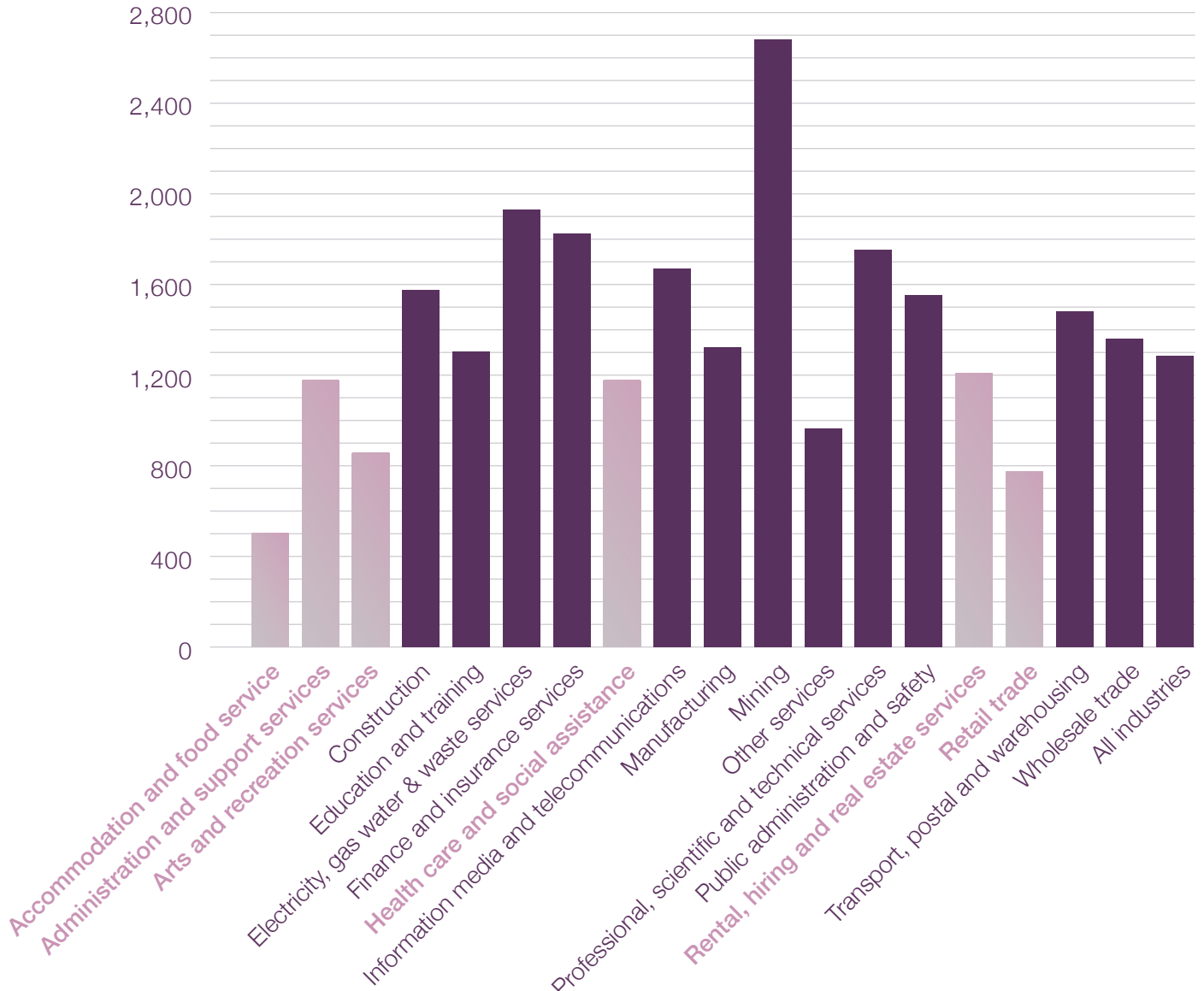
► Female dominant industries pay less

Of the 8 lowest paid industries in Australia,

75%

predominantly employ women

\$ Average Weekly Total Cash Earnings, Industry, May 2018



 >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

3 in 4

part time workers are women



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**



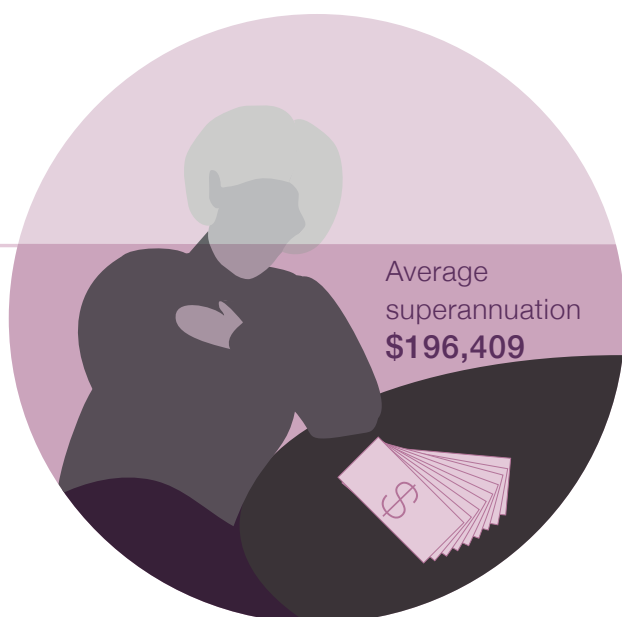
Source [ABS Sep 2018](#)

- ▶ 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.



Source [ABS Sep 2018](#)

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



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%

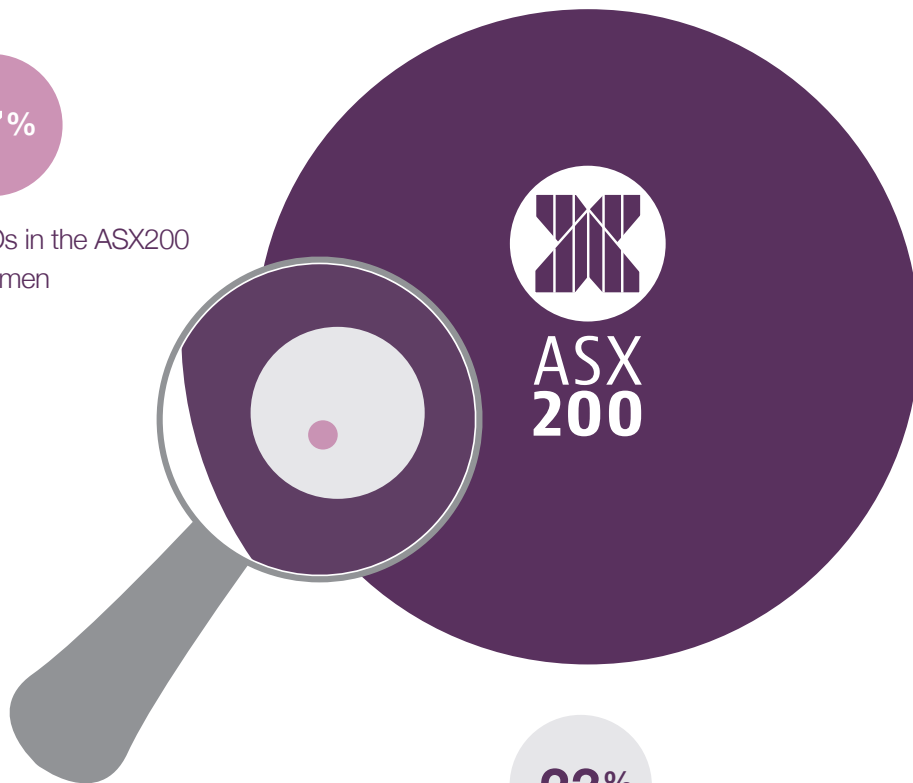
of CEOs in the ASX200 are women

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**

► **Women's representation at board level in ASX200 companies**



ASX200 companies
**have no women
on their board**

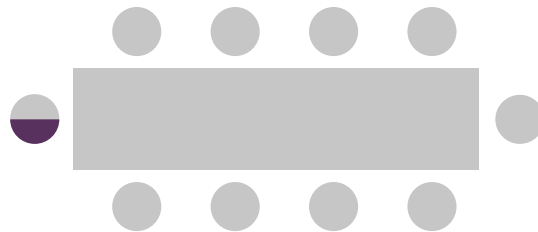
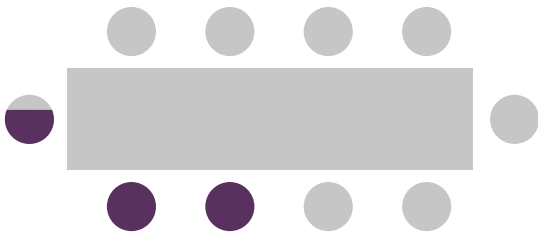
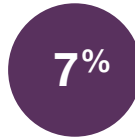


ASX200 companies
**have only one woman
on their board**

The proportion of
women directors
on ASX200 boards is



The proportion of
women chairmen
on ASX200 boards is



Source [AICD Jan 2019](#)

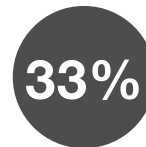
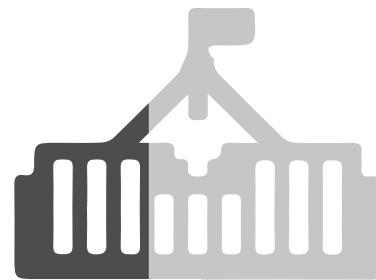
► **Women in the Australian Parliament**



of members in the
House of Representatives
are women



of members of the
Australian Senate
are women



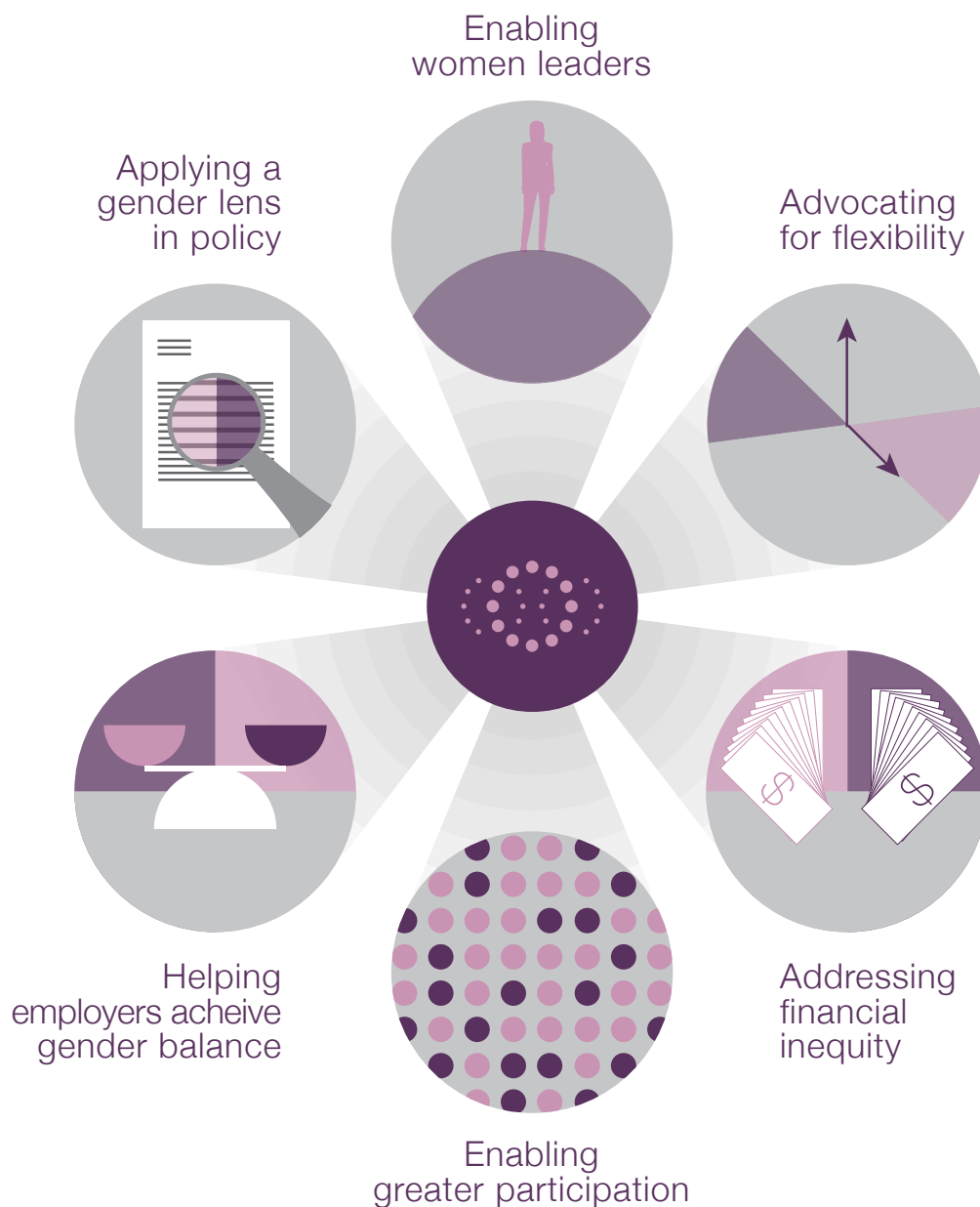
of members of the
Australian Parliament
are women

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.





Chief Executive Women

Women leaders enabling women leaders