



Chief Executive Women

Women leaders enabling women leaders

THE CASE FOR CHANGE:

Women at work in Australia



Chief Executive Women

Women leaders enabling women leaders

Chief Executive Women (CEW) is the pre-eminent organisation representing more than 650 of Australia's most senior and distinguished women leaders from the corporate, public, academic and not-for-profit sectors.

Our mission is women leaders enabling women leaders. We strive to educate and influence all levels of Australian business and government

on the importance of gender balance. Through advocacy, targeted programs and scholarships, CEW works to remove the barriers to women's progression and ensure equal opportunity for prosperity.

Our vision is a society where women and men have equal economic and social choices and responsibilities.

CEW advocates for change in key priority areas to achieve this vision through:

Advancing
women's
leadership

Strengthening
women's economic
security and
prosperity

Boosting
women's
workforce
participation

Enabling
workplace
flexibility

CEW presents the case for change by reviewing the current status of women in Australia in leadership, economic security, workforce participation and workplace flexibility.

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Women in Leadership

More diversity through female voices across all levels of leadership and all sectors will deliver better decisions and equitable outcomes for Australia. Our systems, structures and policies will be shaped by more diverse perspectives that represent our communities.

ASX200 Companies

Women in Executive Leadership Teams

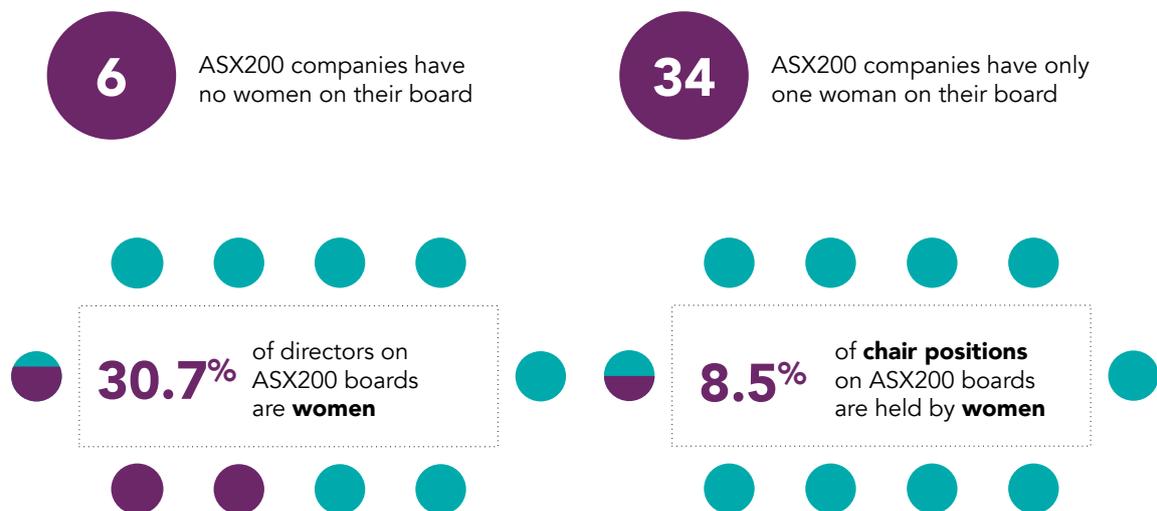
Women's progression to CEO and executive leadership positions remains limited.



Source: CEW, ASX200 Census 2019

Women on Boards

A significant number of companies are yet to reach the critical mass of women needed to unlock the benefits of boardroom diversity.



Source: AICD, Gender Diversity Progress Report, October 2019 – January 2020

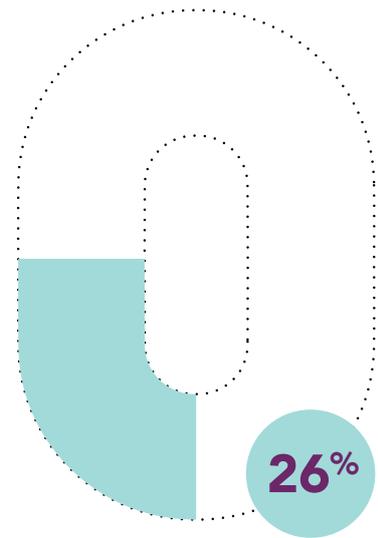
Australian Parliament

Women in power in the Australian Parliament

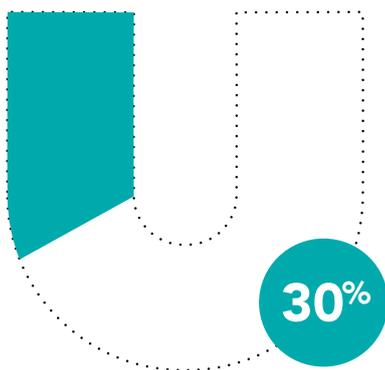
Women make up 52% of the Australian population, yet they remain underrepresented as Members of Parliament and Ministers in Cabinet.



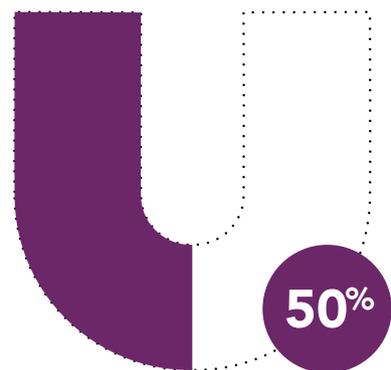
Australian Parliament



The Cabinet



House of Representatives



Australian Senate

Sources: [Australian Government Members Feb 2020](#)
[Australian Government Senators Feb 2020](#)
PM&C, Ministry List, Feb 2020.

Economic Security

Women's economic security is significantly influenced by the gender pay gap, which persists and compounds across a woman's life course. Women's economic empowerment is vital in enabling real choices, prosperity, safety and wellbeing.

Graduate Outcomes

Higher Education

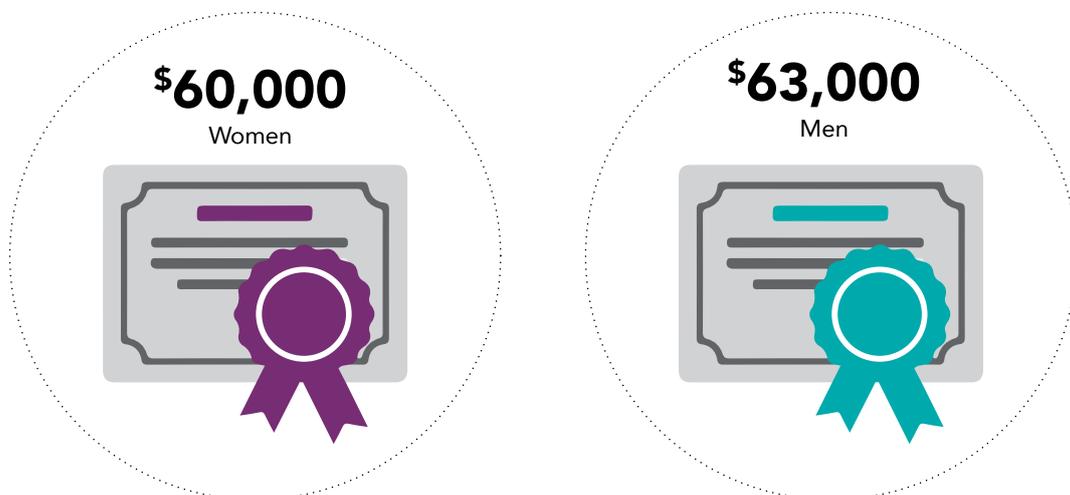
More women than men in Australia attain a Bachelor degree. Yet they are much less likely to study and work in lucrative STEM fields, and more likely to work in service jobs that tend to pay less than more technical roles.



Source: [ABS, Gender Indicators, Australia, November 2019.](#)

Salaries

Women graduates start out earning less in 15 of 19 key industries. The median starting salary for female undergraduates is lower than males across all sectors.



Source: [ABS, Gender Indicators, Australia, November 2019](#)

Gender Pay Gap

Earnings

Women earn significantly less than men across the Australian workforce. The gender pay gap increases at ages where women are more likely to be out of the workforce due to caring responsibilities.

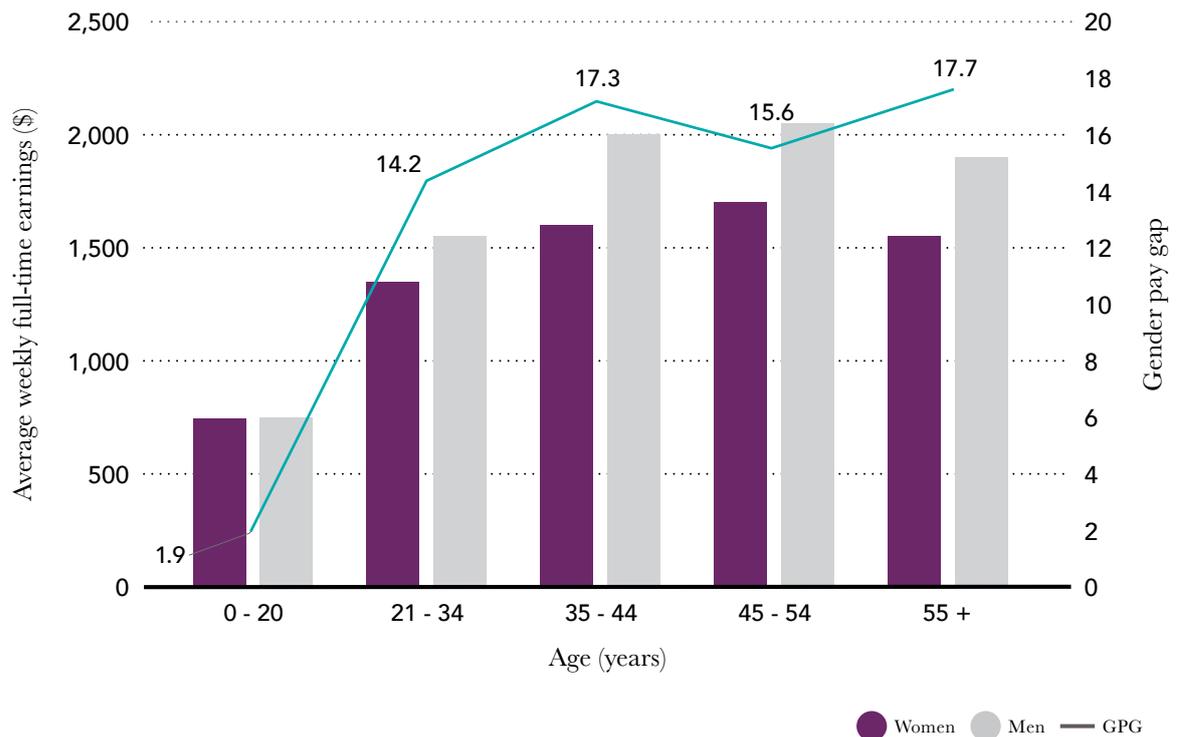


Gender pay gap: the difference between women and men's average full-time base salary.

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

Source: [WGEA, Gender Equality Scorecard, November 2019](#)

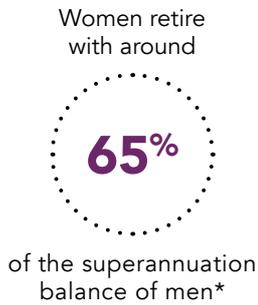
Gender Pay Gap by Age Group



Source: [WGEA, February 2020](#)

Superannuation

Women in Australia currently retire with less superannuation than men.

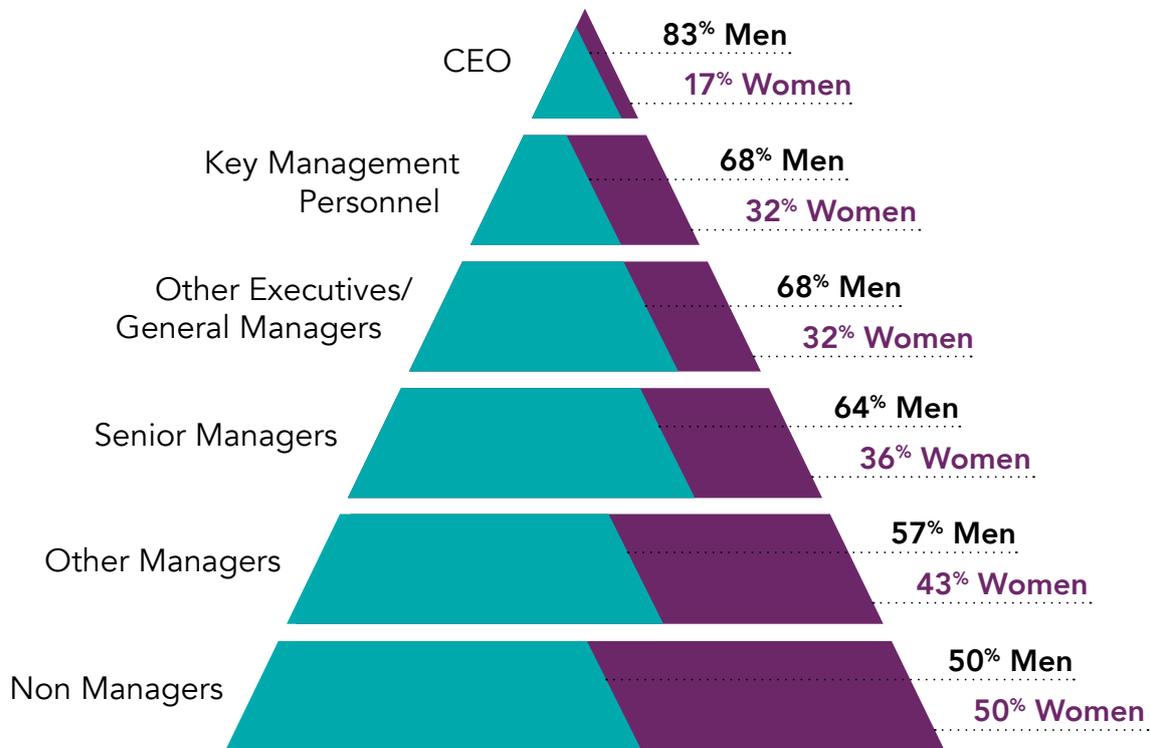


Source: [ABS, Gender Indicators, November 2019](#)

* Based on the median superannuation balance at, or approaching, preservation age (55-64 years).

Occupational Segregation

Women's representation decreases with the seniority of roles.



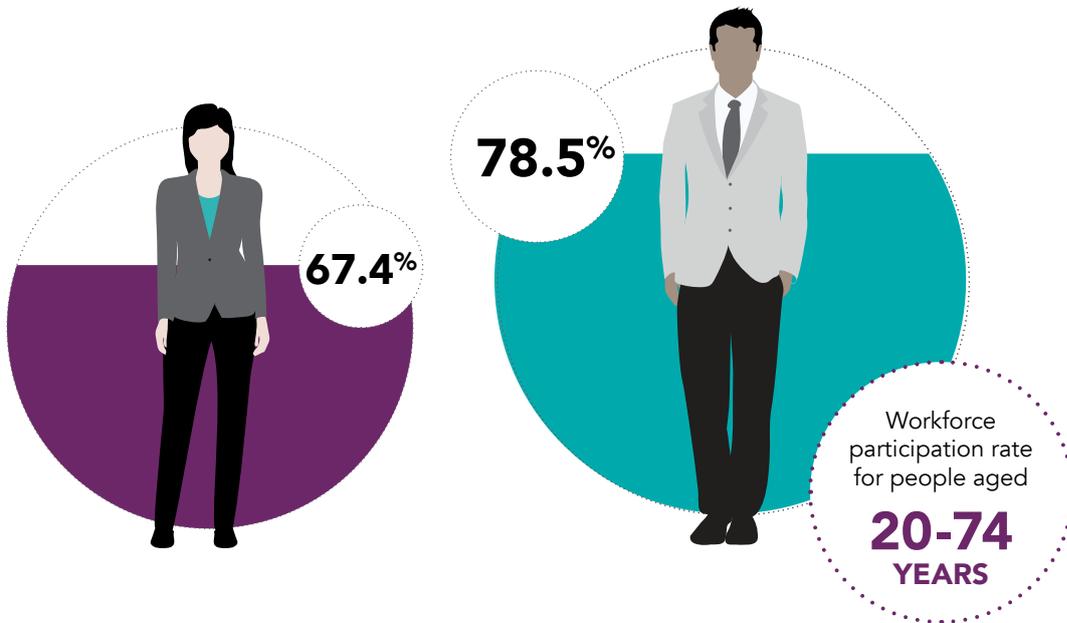
Source: [WGEA, Gender Equality Scorecard November 2019](#)

Women's Workforce Participation

Women achieving their full potential without barriers to participation presents a significantly untapped resource for greater economic participation, productivity and wellbeing.

Gender Gap in Workforce Participation

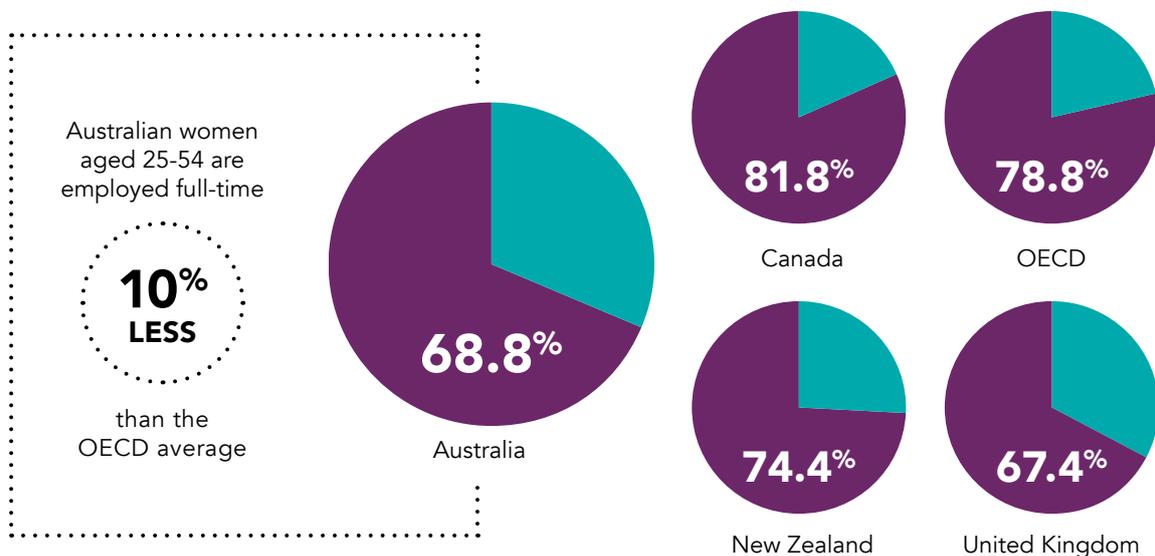
Fewer women are part of the paid workforce.



Source: [ABS Gender Indicators November 2019](#)

Women's Workforce Participation across the OECD

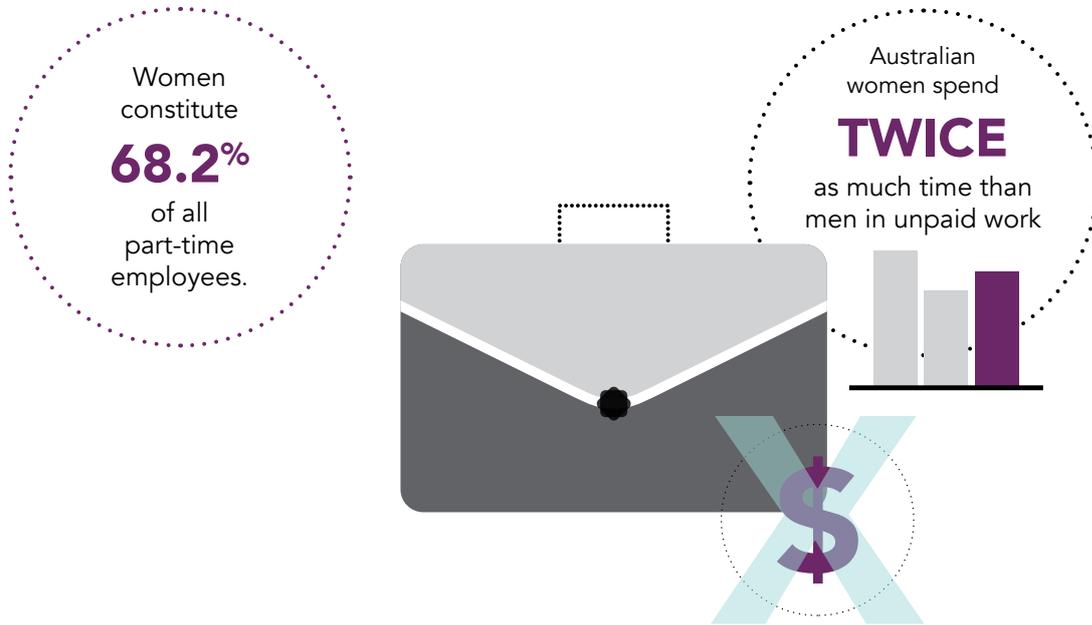
Australia lags internationally in women's full-time employment.



Source: [OECD, Labour Force Statistics 2018](#)

Part-time Work

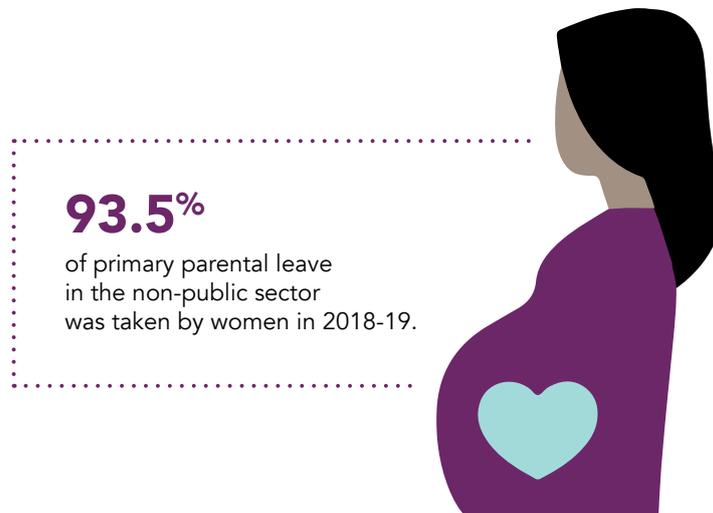
Women are over represented in part-time work, often due to caring responsibilities.



Source: ABS, Labour Force January 2020 and [ABS, Gender Indicators November 2019](#)

Primary Parental Leave

Women continue to be the predominant recipients of primary parental leave. Primary parental leave is the type of leave most likely to affect an individual's career trajectory.



Source: [WGFA, Gender Equality Scorecard November 2019](#)

Workplace Flexibility

For men and women to share equal choices and responsibilities in caring and paid work, there must be equal access to and equal success with flexible work for men and women.

Employers supporting flexible work

Work policies or strategies

72.7%
of employers have flexible work policies or strategies in place



2.3%
of those have set targets for men's engagement

Source: [WGFA, Gender Equality Scorecard November 2019](#)

Flexible work requests



Men are
TWICE
as likely to have their flexible work requests rejected than women



Source: [CEW/Bain & Company 2016](#)

Contact CEW

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