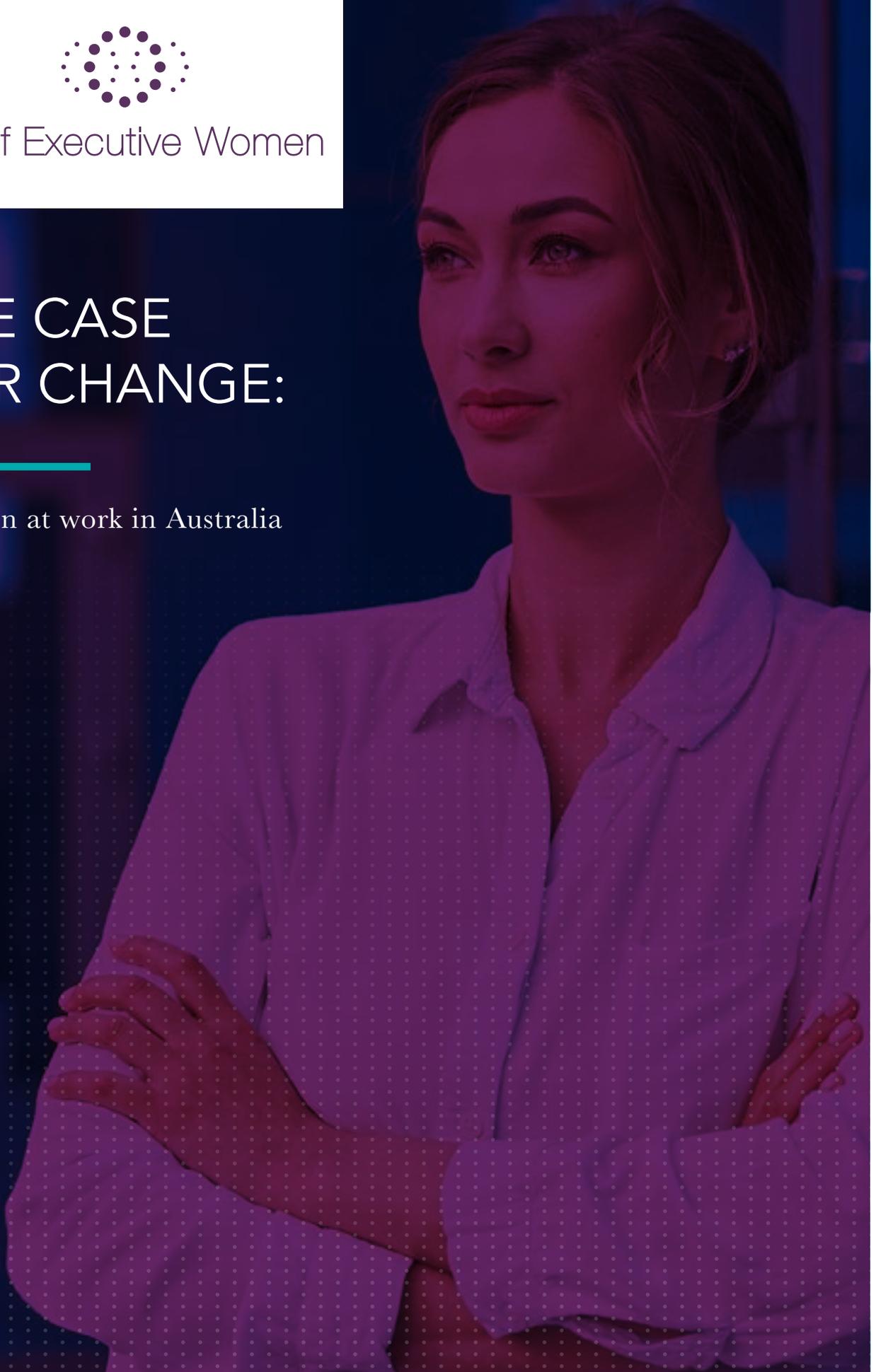




Chief Executive Women

THE CASE FOR CHANGE:

Women at work in Australia



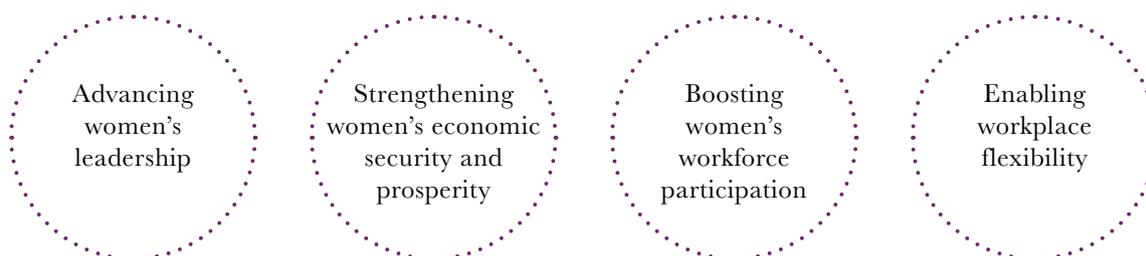
Chief Executive Women

Women leaders enabling women leaders

Founded in 1985, Chief Executive Women (CEW) now represent over 640 of Australia's most senior and distinguished women leaders, whose shared 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. CEW programs are informed by research, led by CEW Members, and generously supported by our partners.

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



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

CEO Appointments in 2020

There were 25 CEO appointments in 2020, **ONE** of whom was a woman.



Source [CEW, ASX200 Census 2020](#)

Women in Executive Leadership Teams

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

5%

of CEOs in the ASX200 are women

14

ASX200 companies have no women in their executive leadership team

65%

of ASX200 companies have no women in line roles in their executive leadership team

25%

of executive leadership positions are held by women

88%

of line roles in ASX200 executive leadership teams are held by men

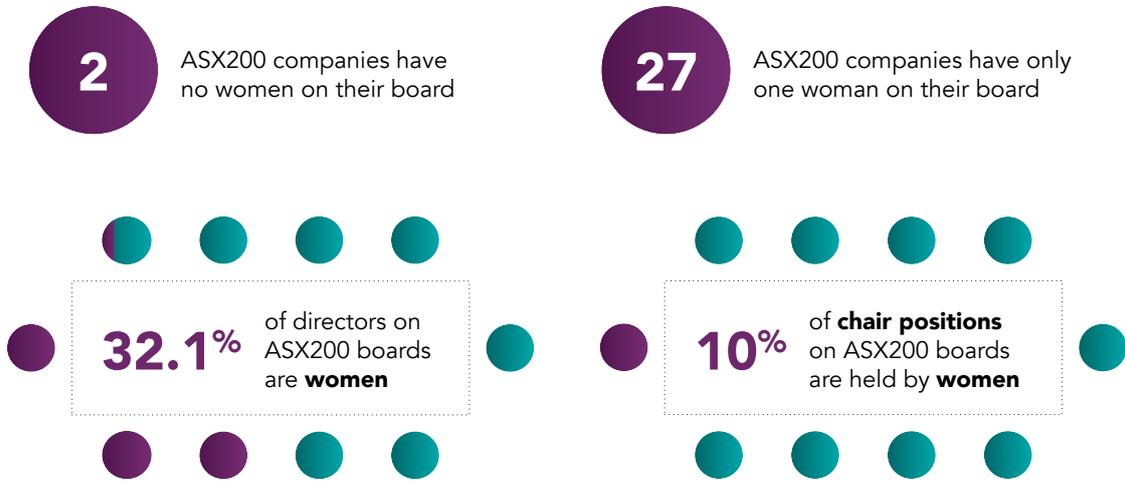
84%

of CFO roles are held by men

Source [CEW, ASX200 Census 2020](#)

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.

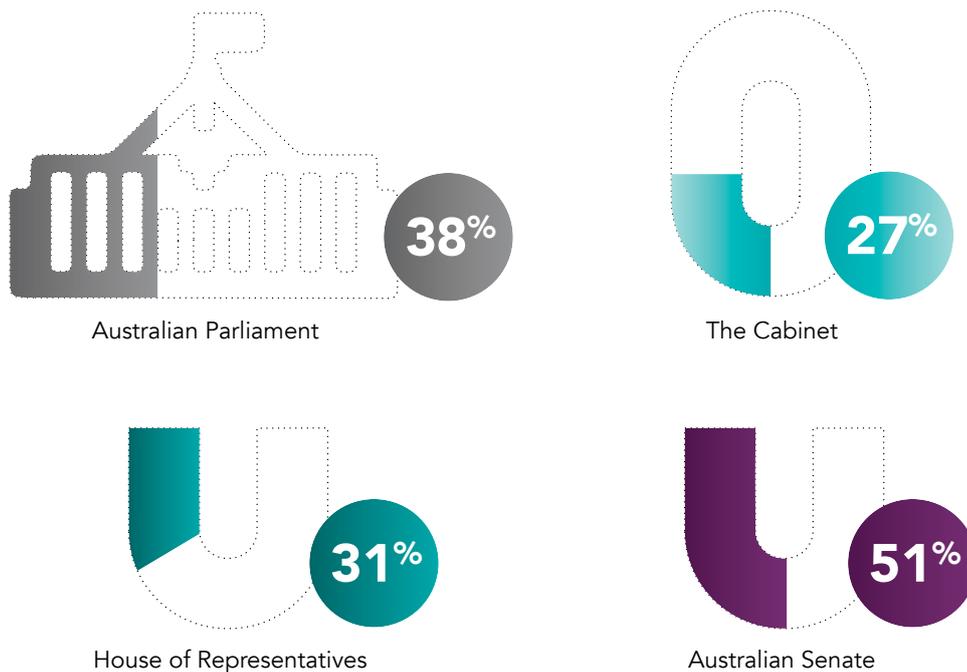


Source [AICD, Gender Diversity Progress Report, August to October 2020](#)

Australian Parliament

Women in power in the Australian Parliament

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



Source [Australian Government Members Feb 2021](#), [Australian Government Senators Feb 2021](#), [Australian Ministry List, Dec 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

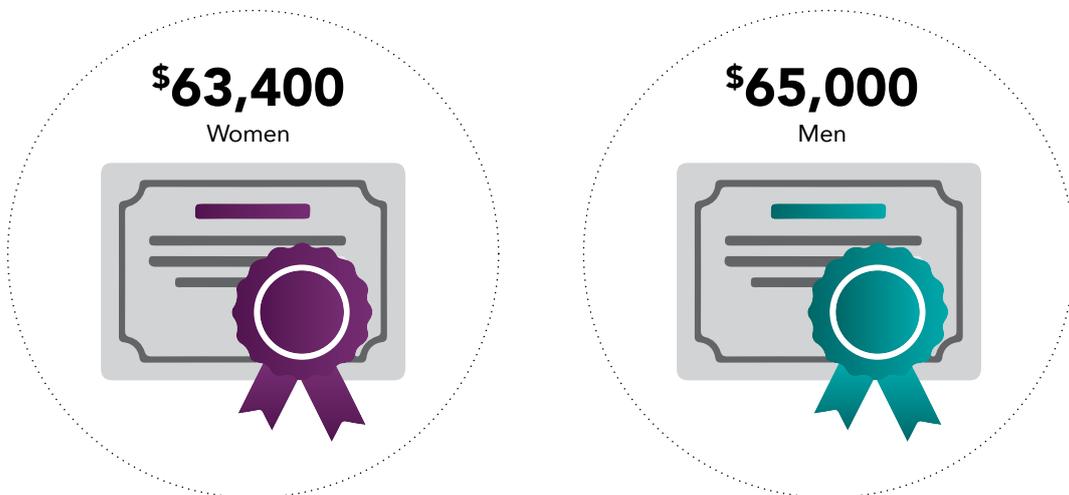
More women than men in Australia attain a Bachelor degree. Yet they are much less likely to study and work in lucrative STEM fields, and more likely to work in service jobs that tend to pay less than more technical roles.



Source [ABS, Gender Indicators, Australia, December 2020](#)

Salaries

Women have lower median starting salaries than men, and women graduates start out earning less in 15 of 19 key industries.



Source [ABS, Gender Indicators, Australia, December 2020](#)

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.

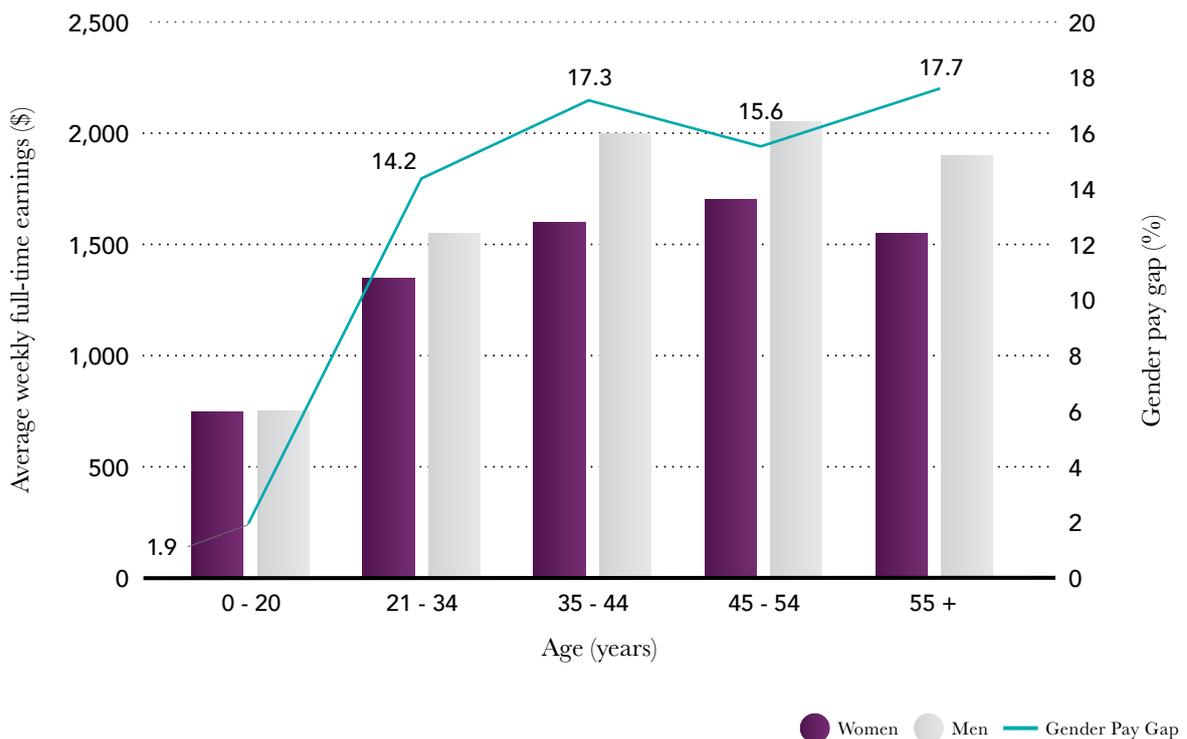


Gender pay gap: the difference between women and men's average full-time base salary.

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

Source [WGEA, Gender Equality Scorecard November 2020](#)

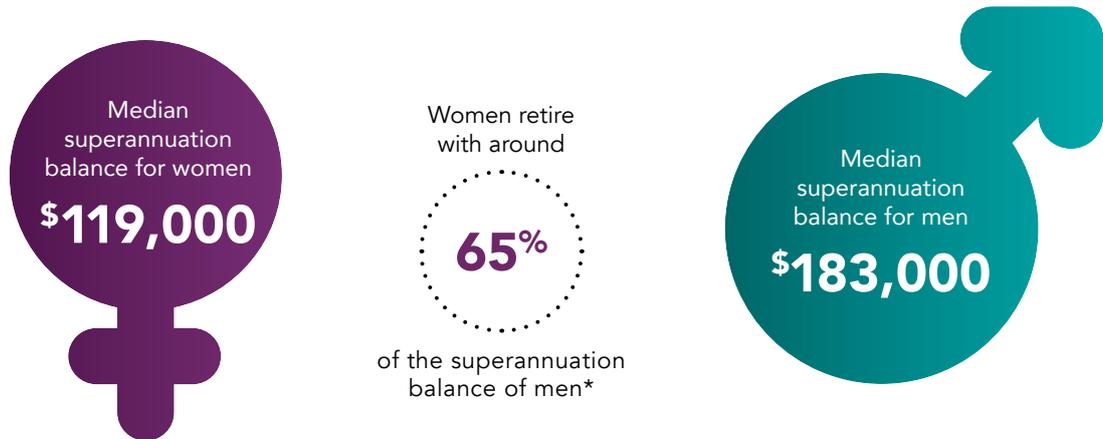
Gender Pay Gap by Age Group



Source [WGEA, February 2021](#)

Superannuation

Women in Australia currently retire with less superannuation than men.

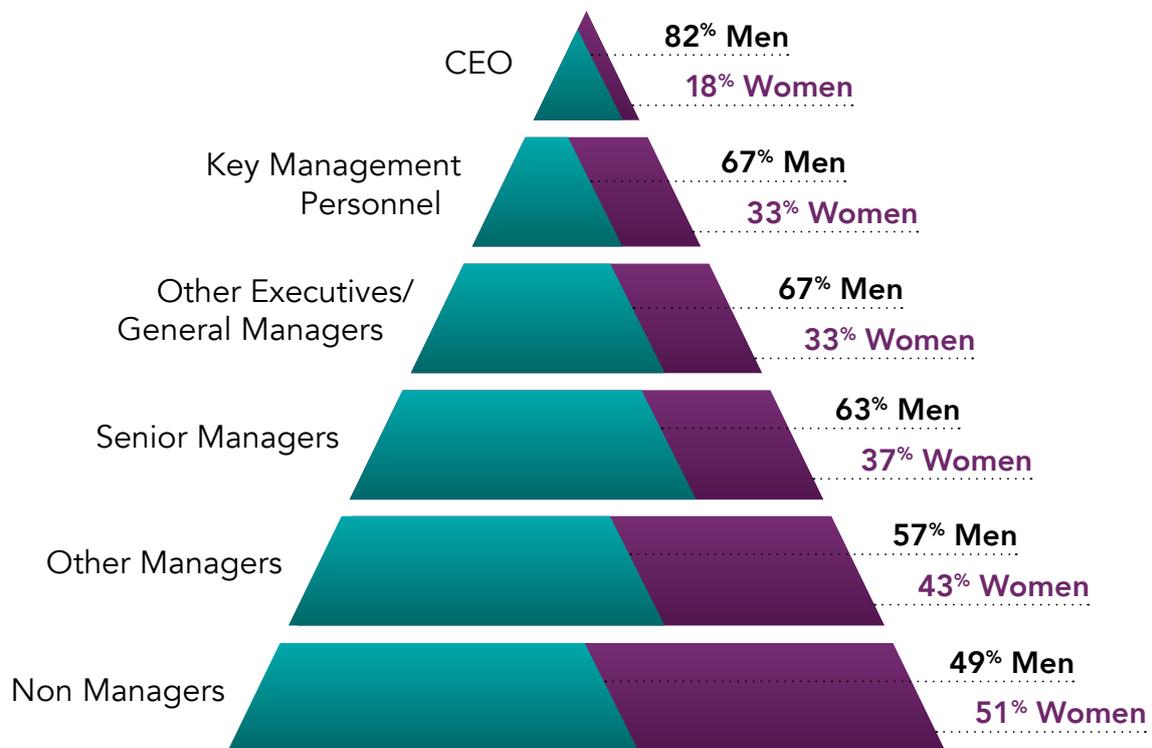


Source [ABS, Gender Indicators, Australia, December 2020](#)

*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.



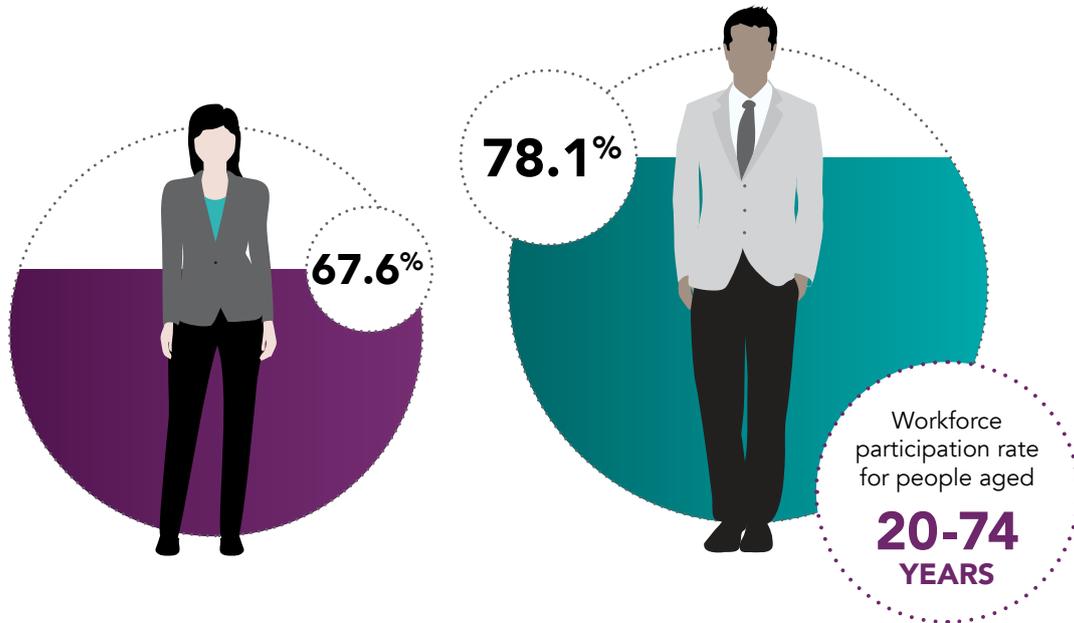
Source [WGEA, Gender Equality Scorecard November 2020](#)

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

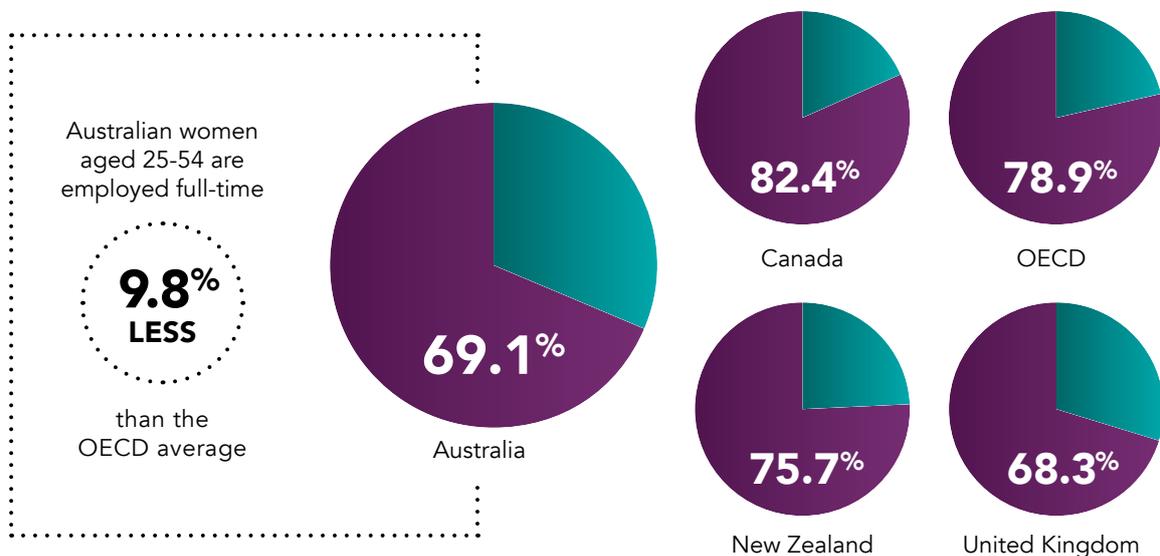
Fewer women are part of the paid workforce.



Source ABS, Gender Indicators, Australia, December 2020

Women's Workforce Participation across the OECD

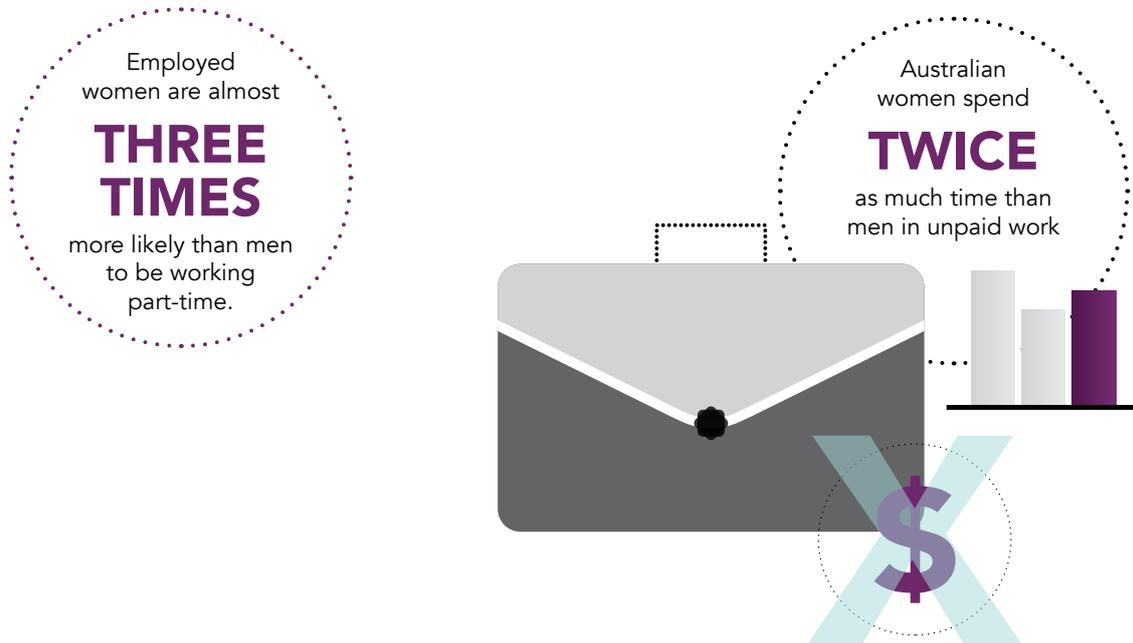
Australia lags internationally in women's full-time employment.



Source OECD, Labour Force Statistics 2019

Part-time Work

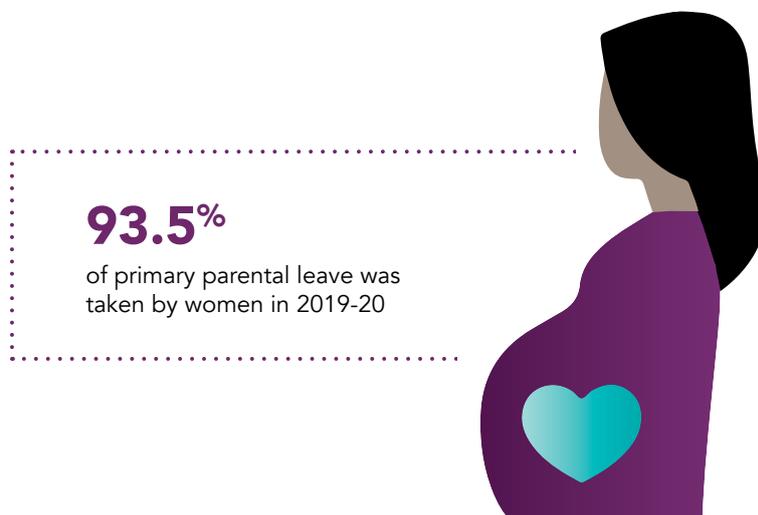
Women are over represented in part-time work, often due to caring responsibilities.



Source [ABS, Gender Indicators, Australia, December 2020](#)

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 [WGEA, Gender Equality Scorecard November 2020](#)

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

75.9%
of employers have flexible work policies or strategies in place



However, only **2.2%** of those have set targets for men's engagement

Source [WGEA, Gender Equality Scorecard November 2020](#)

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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