

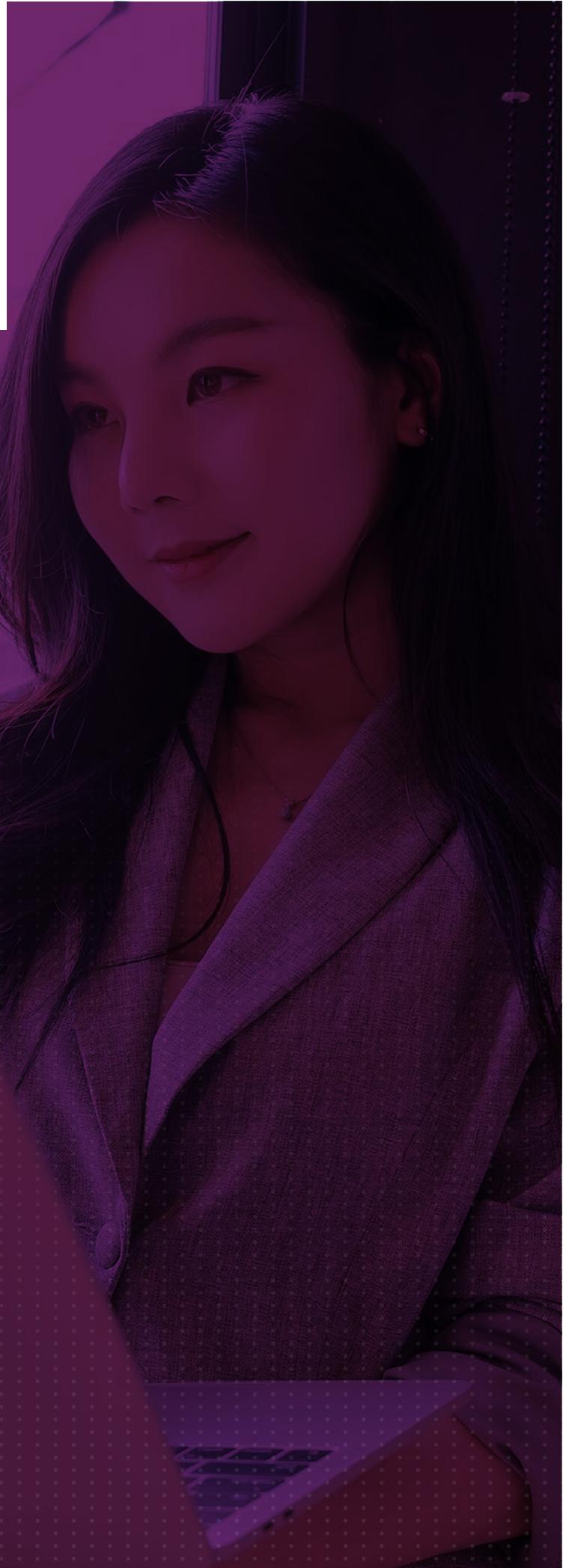


Chief Executive Women

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 814 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:



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

Women in Leadership

More diversity through female voices across all levels of leadership and sectors will deliver better decisions, gender balance in shaping policies, systems and institutions and more equitable outcomes for Australia.

ASX300 Companies

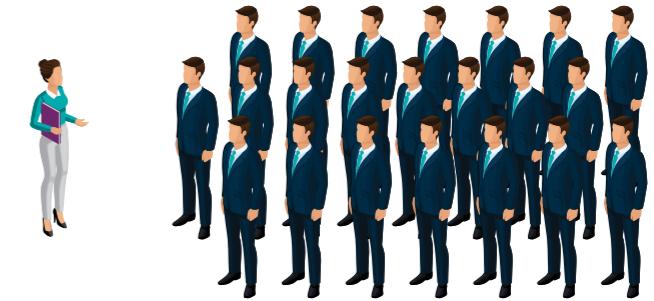


CEO Appointments in 2021

There were 23 CEO appointments in 2021, **ONE** of whom was a woman.

1 of 23
CEO appointments
was a woman

Source [CEW ASX200 Census 2021](#)



Take Action



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Women in Executive Leadership Teams

Progression to the CEO and Executive Leadership Team remains limited for women.

62%
of ASX300 companies have
no women in line roles in their
executive leadership team

15%
of ASX300 companies have
no women in their
executive leadership team

6%
of CEOs in the
ASX300 are women

26%
of the executive leadership
teams in the ASX300 are
made up of women

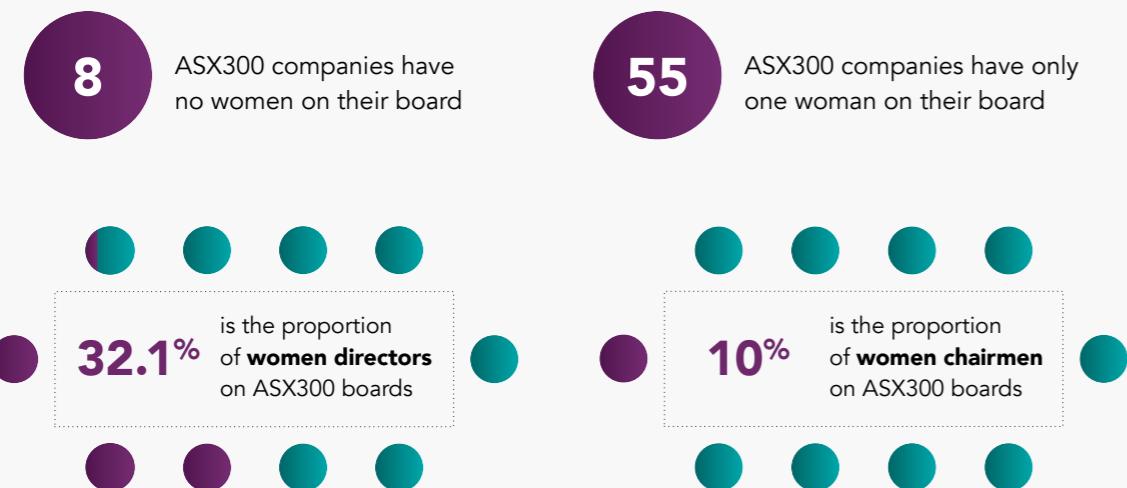
86%
of line roles in ASX300
executive leadership
teams are held by men

81%
of CFO roles
are held by men

Source: [CEW Senior Executive Census 2021](#), September 2021

Women on Boards

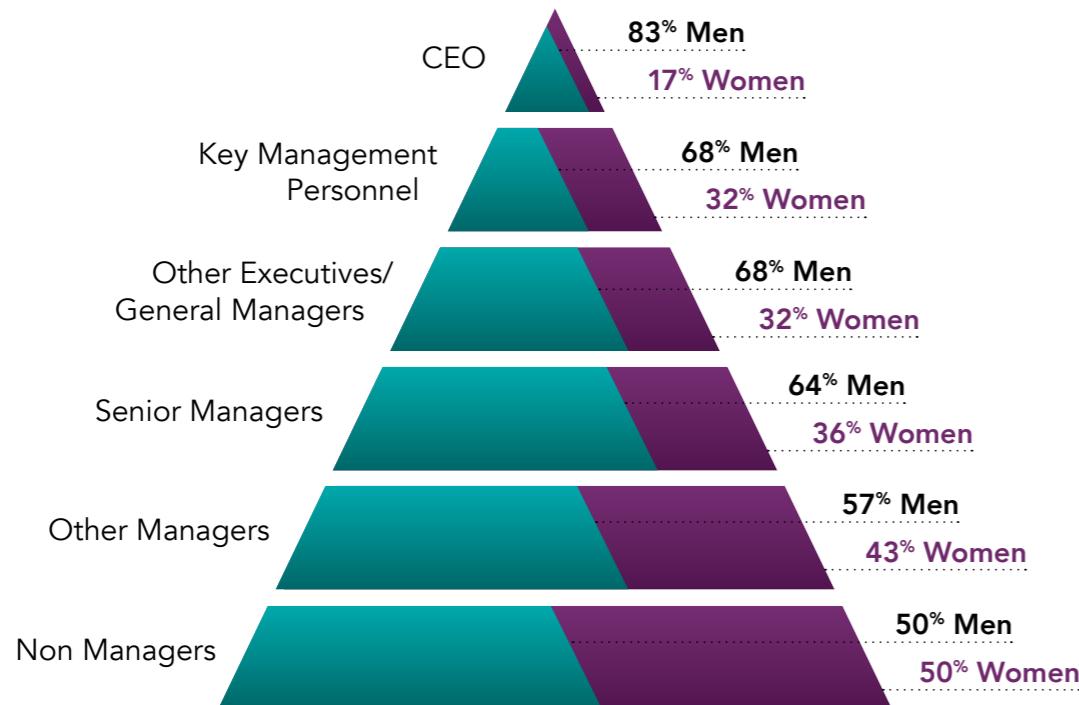
A significant number of companies are yet to reach the critical mass of women needed to unlock the benefits of boardroom diversity.



Source: [AICD Gender Diversity Progress Report \(June – August 2021\)](#), September 2021

Women's representation across management roles

Women's representation decreases with the seniority of roles.

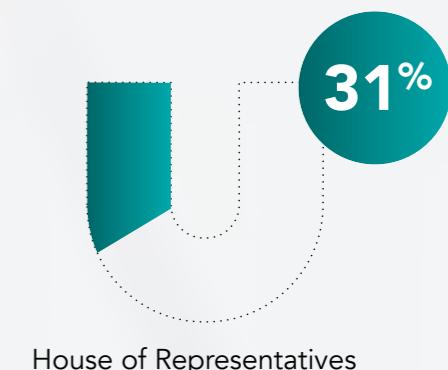
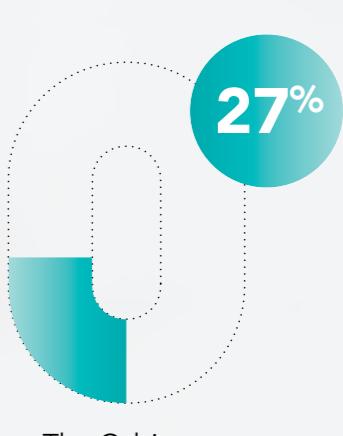
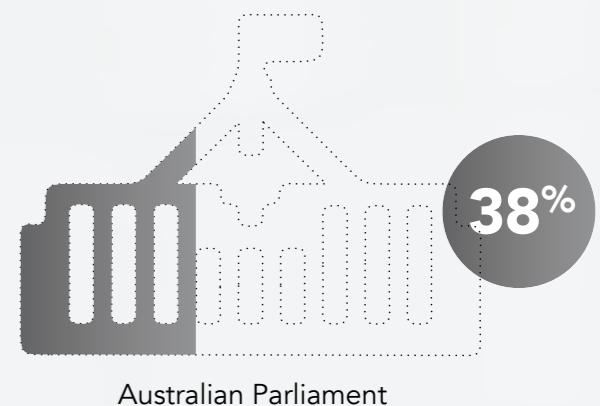


Source [WGEA, Gender Equality Scorecard November 2020](#)

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: [Composition of Australian parliaments by party and gender: a quick guide](#), November 2021

Economic Security

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

Undergraduate Outcomes

Higher Education

More women than men 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.



% of men and women with a Bachelor degree in Australia.

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

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: [Higher education enrolments and graduate labour market statistics](#), April 2021

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.



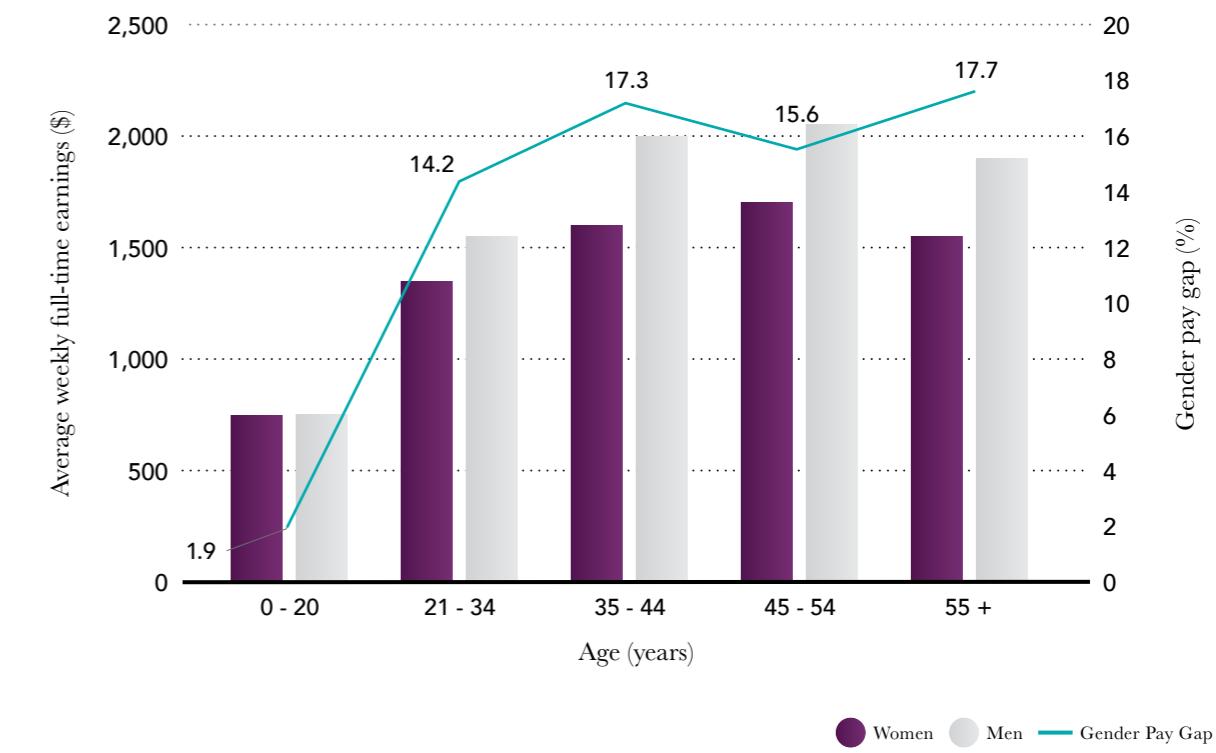
National pay gap for base salary: the difference between women's and men's average full-time base salary, as a percentage of men's salary.

The national gender pay gap – the difference between the average earnings of women and men in the full-time workforce – widened between November and May by 0.8% from 13.4% to 14.2%.

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

Source: [WGEA Gender workplace statistics at a glance](#), August 2021

Gender Pay Gap by Age Group



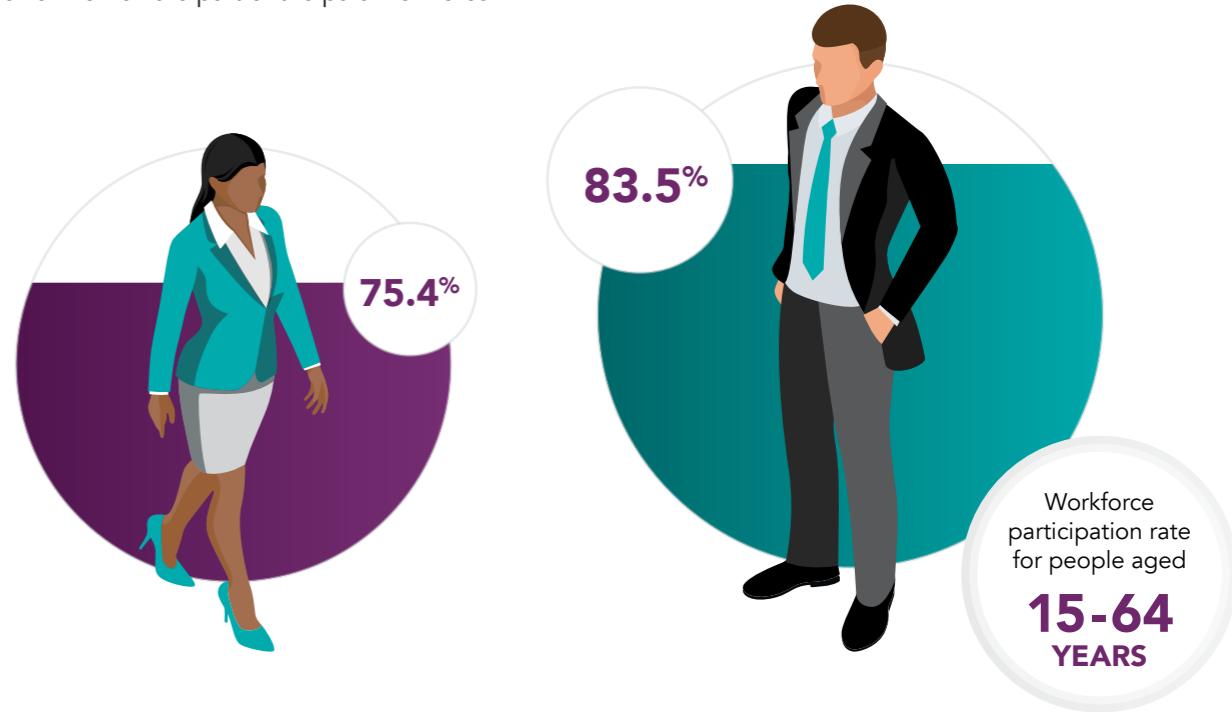
Source [WGEA, February 2021](#)

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.

Workforce Participation Rate

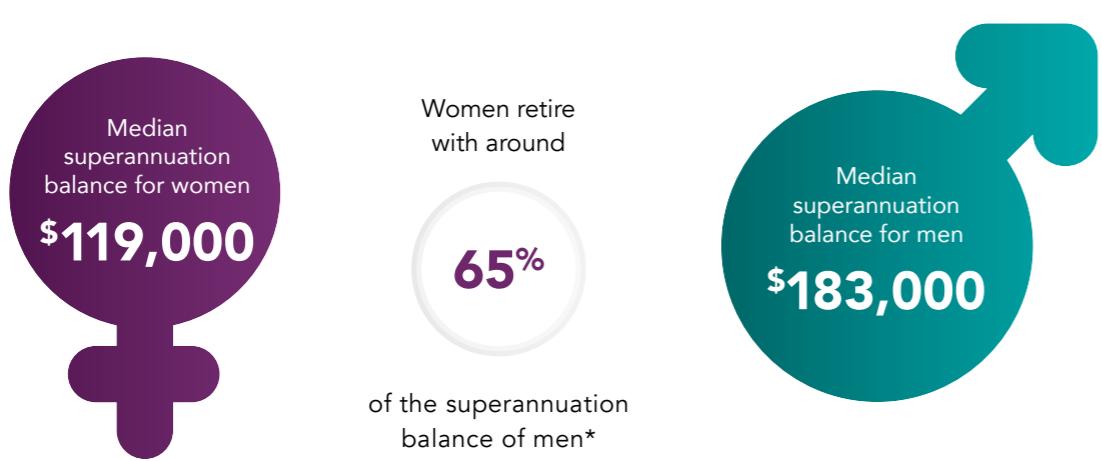
Fewer women are part of the paid workforce.



Source: [WGEA Gender workplace statistics at a glance, August 2021](#)

Superannuation

Women in Australia currently retire with less superannuation than men.

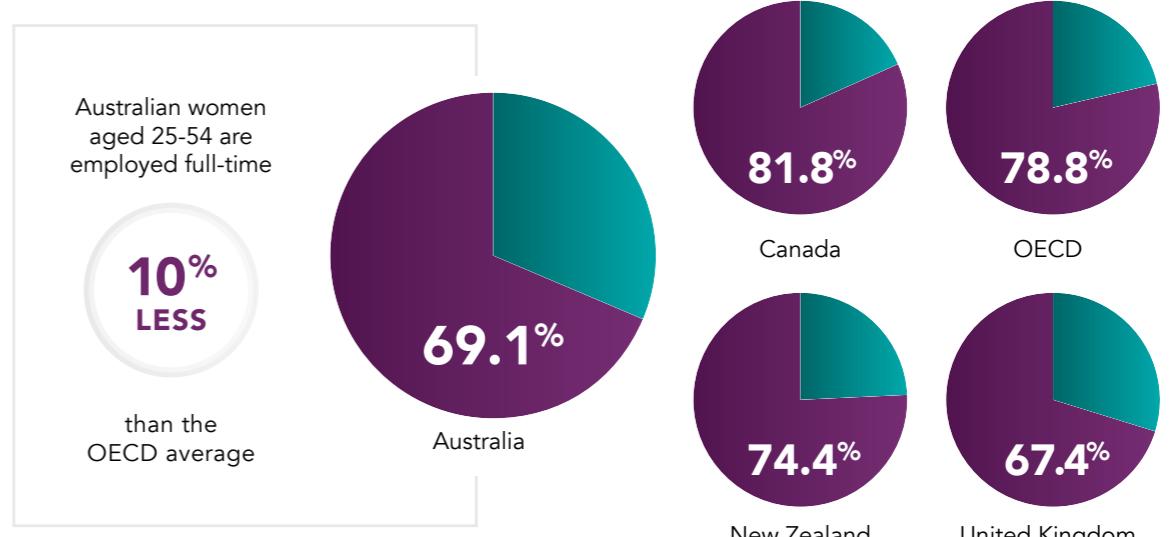


Source [ABS, Gender Indicators, Australia, December 2020](#)

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

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

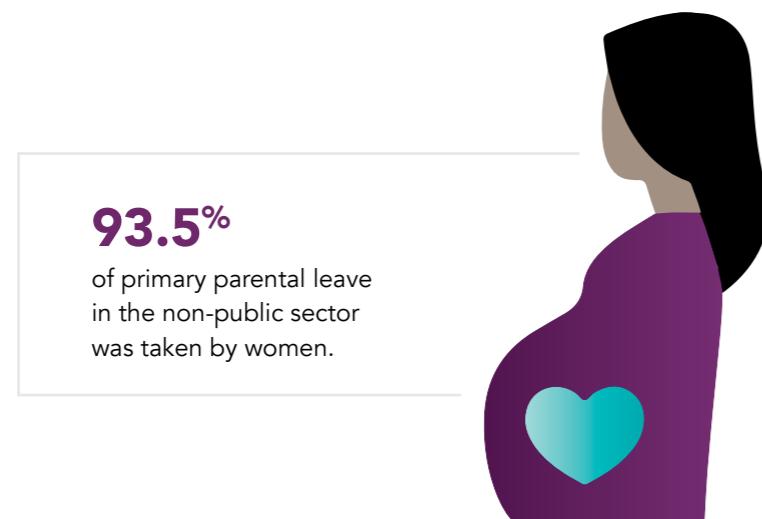
Women are overrepresented in part-time work, and only a small proportion of part-time work is at management level.



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

Primary Parental Leave

Women continue to be the primary carers of households as 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

70%
of employers have flexible work policies or strategies in place



However, only
2%
of those have set targets for men's engagement

Source: [Bain & CEW's Equitable Flexibility: Reshaping Our Workforce, 2021](#)

Employers supporting flexible work



Source: [Bain & CEW's Equitable Flexibility: Reshaping Our Workforce, 2021](#)

Contact CEW

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