

CEW

Women Leaders Empowering All Women

Fast Facts

2024

Equip yourself with Fast Facts about the current status of women in Australia across leadership, economic security, workforce participation and workplace flexibility

Acknowledgement of Country

Chief Executive Women (CEW) acknowledge the Traditional Custodians of the Country throughout Australia and pay our respects to Elders past and present.

CEW celebrates the diversity of First Nations people and their continuing connection to land, water and community and acknowledge the strength of First Nations Women leading their communities. We extend that respect to Aboriginal and Torres Strait Islander people who are part of our CEW community.

Women in leadership

1. CEO Appointments

2022

There were **18 women CEOs** across the ASX300 (6% of CEOs were women)

Of 28 CEO appointments, **4 were women**

2023

There are **26 women CEOs** across the ASX300 (9% of CEOs are women)

Of 42 CEO appointments, **10 were women**

2. Executive leadership roles

2022

27% of executive leadership roles across the ASX300 were held by women

2023

29% of executive leadership roles across the ASX300 are held by women

3. Absence of women

2022

46 ASX300 companies had no women in their executive leadership teams, an increase from 44 in 2021

2023

28 ASX300 companies have no women on their executive leadership teams

42% of the ASX300 and 27% of the ASX100 had no women in CEO pipeline roles

4. CFO roles

2022

17% CFO roles were held by women

2023

27% of CFO roles in the ASX100 and **19% of CFO roles** in the ASX300 are held by women

Source (all): [CEW Senior Executive Census 2023](#)



Women on boards

1. Women's participation

2022

A trajectory of growth this year has continued across the ASX, with women's participation **increasing at around 2 percentage points** per annum in the ASX200 and ASX300

2022

Women account for **39% of all ASX 300 committee chairs**, 48% of audit and risk committee chairs and 40% of remuneration and people committees

2023

Australia's top 20 ASX-listed companies achieved an aggregate **40% women** on their boards

Across the 759 directorships held by women in the ASX300 in 2023, an overwhelming number are **non-executive directors (685)** while just 37 are executive or managing directors including CEOs, and **only 37 are chairs**

2. Absence of women

2022

7 ASX300 companies have no women on their board and **4 ASX200** companies have no women on their board

2023

2 ASX200 and 11 ASX300 companies have no women on their boards

3. 30% Target

2022

195 of the ASX 300 has reached the 30% target

2023

202 of the ASX300 has reached the 30% target

4. Women Chairs

2022

Women currently account for only **10% of the chair roles** in both the ASX200 and the ASX300

2023

Women hold 19 of the chair roles in the ASX200 and 37 chair roles in the ASX300

Source (all): AICD 2023, [Gender Diversity Progress Report](#)

Political representation

1. Australian parliament

2023

Australian Parliament: **42.3% women**

2024

Australian Parliament: **45.1% women**

Source: Parliament of Australia,
[Gender composition of Australian parliaments by party](#)

2. The Cabinet

2023

The cabinet: **43% women**

2024

The cabinet: **43%** women
(10/23 cabinet ministers)

Source: Parliament of Australia,
[Current Ministry List](#)

3. House of Representatives

2023

House of Representatives had **57 women**,
and **38%** of the chamber were women

2024

House of Representatives has **59 women**,
and **39.1%** of the chamber are women

4. Australian Senate

2023

Australian Senate: **48.5% women**

2024

Australian Senate has 43 women, **57.3%**
representation

Source (3 and 4): Parliament of Australia,
[Gender composition of Australian parliaments by party](#)

Gender pay gap

The **gender pay gap** compares an average man's earnings against an average woman's earnings to identify if there is a gendered variance in pay or benefits.

A gender pay gap could result from a higher proportion of men holding senior positions (with higher pay) than women, or male-dominated industries paying higher average wages than female-dominated industries. The higher likelihood of men working overtime while women work part-time to accommodate unpaid caring responsibilities could also influence the gap.

The gender pay gap compares across people in *different* roles within one organisation or industry to create a *hypothetical* average man and average woman. It is different to **equal pay**, a legal requirement where a *specific* man and a *specific* woman performing the *same* role within an organisation cannot be paid differently.

1. Gender pay gap - Base salary

2022

The difference between women's and men's average full-time base salary, as a percentage of men's salary, is **14.1%**

2023

The national gender pay gap, on base salary, is **13.3%**

Source: WGEA 2023, [Gender pay gap data](#)

2. Full-time average weekly earnings

2022

As of May 2022, the full-time adult average weekly ordinary time earnings across all industries and occupations was **\$1912.50 for men and \$1,665.80 for women**

2023

As of November 2023, the full-time adult average weekly ordinary time earnings across all industries and occupations was **\$1,982.80 for men and \$1,744.80 for women**

Source: WGEA 2023, [The ABS data gender pay gap](#)

3. Gender pay gap - Total remuneration

2022

The gap widens for total remuneration when superannuation, bonuses and other additional payments are factored in. In 2022, the total remuneration gap was **22.8%**

2023

The average total remuneration gender pay gap is **21.7%**

Source: WGEA 2023, [Gender pay gap data](#)

**For every \$1 on average a man makes,
women earn 78c**

Over the course of a year, that difference adds up to \$26,393

Source: WGEA 2023, [Gender pay gap data](#)

Women's workforce participation

1. Workforce participation rate

2022

The workforce participation rate among those aged 15-64 years is **76.2% for women** and 83.2% for men

2023

The workforce participation rate among those aged 15-64 years is **77% for women** and 84.4% for men

Source: AIHW 2023, [Employment and unemployment](#)

2. Full time and part time employment rate

2022

Women constitute **38.4%** of all full-time employees and **68.5%** of all part-time employees

2023

Of the 20.5% of employees that worked part-time in 2022-23, **74.2%** were women and 25.6% were men. Almost one third (30%) of women in WGEA's dataset work part-time

42.7% of women in the workforce work full time, 29.7% work part time and 27.9% work casually

Source: WGEA 2023, [Australia's Gender Equality Scorecard](#)

3. Management opportunities

2023

There is no age group where more than 50% of women are working fulltime, but higher paid management opportunities were almost exclusively reserved for full-time workers. In all age groups, more than **90% of managers were working full-time**

Source: WGEA 2023, [Australia's Gender Equality Scorecard](#)

The percentage of Australian women aged 25-54 employed full-time is **10% less** than the OECD average at 69.1% in Australia vs 78.8% for OECD countries

Source: OECD 2022, [Gender differences in employment](#)

Superannuation

1. Superannuation gender pay gap

Women approaching retirement have **23% less superannuation** than men

Source: ATO (2020) [Taxation statistics 2019-20, Snapshot Table 5, Chart 12, Median super balance by age and sex.](#)

2. Pre-retirement years superannuation gap

For the pre-retirement years of 55-59, the **gender gap is 33%**

In the peak earning years of 45-49, the **gender gap is 35%**

Source: KPMG 2021, [The gender superannuation gap](#)



The rate of older women experiencing or at risk of homelessness increased by **30%** in the five years from 2018 to 2022

Source: [AIHW 2024](#)

Employers supporting flexible work

1. Companies that have flexible work

2022

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

2023

The proportion of employers with a flexible work policy or strategy has increased to a record high of **84%**

Based on this increase, **92% of employees** have access to flexible work policies or are covered by a flexible work strategy

2. Promoting flexible work

2021

The share of organisations promoting flexible work has gone up from 15% in 2017 to **nearly 68% in 2021** - Covid-19 was a major driver here

2023

Flexible work is promoted in **75%** of surveyed companies.

3. Visible role models

2022

Leaders are visible role models of flexible working for nearly **70% of businesses**

2023

Leaders are visible role models of flexible working for nearly **78% of businesses**

4. Targets for engagement in flexible work

Only **1 in 10 organisations** set targets for engagement in flexible work, and only 5% extend those targets specifically for men.

Source (1, 2, 3 and 4): WGEA 2023, [Australia's Gender Equality Scorecard](#)

5. Companies offering subsidised childcare

Only **5% of employers** offered subsidised childcare in 2021

Source: BCEC and WGEA 2022, [Gender equity insights 2022](#)

Uptake of flexible work

1. Men's uptake of flexible work

2% of employers with flexible work policies have set targets for men's engagement

Women are **three times more likely** to use a flexible working arrangement than their male partner.

Source: WGEA 2023, [Australia's Gender Equality Scorecard](#)

2. Likelihood of flexible working engagement

If offered, **95% of employees** would take a flexible working arrangement in the next three years.

Source: WGEA 2022, [Gender equality workplace statistics at a glance 2022](#)



Paid parental leave

1. Provision of primary carer's leave

2021-22

62% of employers offered some form of paid parental leave in addition to the government scheme

2022-23

The proportion of employers offering some form of paid parental leave in addition to the government scheme rose to **63% in 2022-23**

2. Provision of secondary carer's leave

2021-22

52.5% of companies provide secondary carer's leave in addition to the Federal Government's paid parental leave scheme



3. Uptake of parental leave

2021-22

88% of primary parental leave in the non-public sector was taken by women

2022-23

86% of primary parental leave in the non-public sector was taken by women.

Source (all): WGEA 2023, [Australia's Gender Equality Scorecard](#)

Men now account for **14.0%** of all employer-funded paid primary carer's parental leave taken, an increase of 0.6pp

About CEW

Chief Executive Women's (CEW) shared purpose is 'women leaders empowering all women'. CEW's over 1,200 members represent Australia's most senior and distinguished women leaders across business, academia, government, sport, the arts, and not-for-profit sectors. CEW's members have leading roles within Australia's largest private and public organisations. They oversee more than 1.3 million employees and \$749 billion in revenue. Members' organisations have a combined market capitalization greater than \$1.144 trillion and contribute in excess of \$249 billion to Australia's GDP.

Since 1985 CEW has influenced and engaged all levels of Australian business and government to achieve gender balance. Through advocacy, research, targeted programs and scholarships, CEW helps to remove the barriers to women's progression and ensure equal opportunity for prosperity. CEW's members work actively to realise our vision of a community where women and men have equal economic and social choices and responsibilities.

To learn more about CEW, and how our team can support your organisation's journey to gender equality, visit our website www.cew.org.au or contact us at cew@cew.org.au



Educational outcomes

1. Bachelors degree or above

2023

35.2% of women have attained a bachelor's degree or above, as compared to 28.8% of men

Source: ABS 2023, [Gender indicators](#)



2. Domestic enrolments

2019

Women represent **59% of domestic students** enrolled in universities and other institutions, which has risen from 57.9% in 2012

3. Comparison undergraduate median starting salaries

2019-20

Men's undergraduate median starting salaries were greater than women's in **15 out of 19 fields** of education, and the median starting salary for women undergraduates is lower than men across all sectors.

The median starting salary for graduates is **\$63,400 for women and \$65,000 for men**

4. Postgraduate

2019-20

The median undergraduate starting salary for women is 3.9% less than for men. This gap widens to 14.1% for postgraduate (coursework) graduates

Source (2,3 and 4): WGEA 2021, [Higher education enrolments](#)

