

Contents	Page
General Fast Facts	X
Women on Boards	X
Political Representation	X
Undergraduate and postgraduate outcomes	X
Pay Gap	X
Women's workforce participation	X
Superannuation	X
Women are overrepresented in part time work	X
Uptake of flexible work	X
Employers supporting flexible work	X
Of all the organisations in the workplace gender equality	X

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.

Fast Facts

1. CEO Appointments

2023

2024

Of 28 CEO appointments, **4 were** women, and 6% of CEOs in ASX 300 are women (18 women CEOs) – there has been no improvement since 2021.

- Of 42 appointments, 10 were women
- There are 26 women CEOs, an increase from 18 in 2022
- Women CEO's make up 9% of the ASX300

2. Executive leadership roles held by women

2023

2024

27% of executive leadership roles are held by women across the ASX 300

29% of ELT roles are held by women

3. No women in ELT

2023

46 ASX 300 companies have no women in their executive leadership teams, an increase from 44 in 2021.

2024

- 28 ASX300 Companies have no women on their executive leadership teams
- All ASX100 companies now have at least 1 woman in their ELT



Source (all): https://cew.org.au/wp-content/uploads/2023-Census-FINAL.pdf

4. Line roles held by women

2023 2024

15% of line roles in teams are held by women (only 1% increase since 2021).

- 18% of line roles in teams are held by women
- Women's representation has increased by 3% from 2022
- **42% of the ASX300** and 27% of the ASX100 had no women in CEO pipeline roles

5. CFO roles

2023

17% CFO roles are held by women.

2024

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

Source (all): https://cew.org.au/wp-content/uploads/2023-Census-FINAL.pdf



Women on boards

1. Women's participation



2. How many board seats occupied by women

2023	2024
7 ASX 300 companies have no women on their board and 4 ASX 200 companies have no women on their board.	Across the 759 directorships currently held by women in the ASX 300, an overwhelming number are non-executive directors (685) while just 37 are executive or managing directors including CEOs, and only 37 are chairs.

3. ASX300 and ASX200 who have no women on their boards

2023	2024
7 ASX 300 companies have no women on their board and 4 ASX200 companies have no women on	2 ASX200 and 11 ASX300 companies have no women on their boards
their board.	

Source (all): $\frac{https://www.aicd.com.au/content/dam/aicd/pdf/news-media/research/2023/gender-diversity-progress-report-q2-march-to-june-2023-web.pdf$

4. 30% Target

2023

2024

195 of the ASX 300 has reached the 30% target.

202 of the ASX300 has reached the
30% target

5. Chair roles in ASX200 and ASX300

2023

2024

Women currently account for only **10% of the chair roles** in both the ASX 200 and the ASX 300.

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

6. Committee chairs, audit and risk, remuneration and people committees

2023



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

Source (all):

https://www.aicd.com.au/content/dam/aicd/pdf/news-media/research/2023/gender-diversity-progress-report-q2-march-to-june-2023-web.pdf



Political Representation

The 2022 federal election led to the highest proportion of women ever in the lower house. These new levels will see Australia reverse a 20-year decline in the international ranking of women in national parliaments, from 57th up to around 37th, ahead of Portugal, Tanzania and Italy.

1. Australian parliament

2023 2024

Australian parliament: 42.3% are women. Australian Parliament: 45.1%

Source

https://www.aph.gov.au/About_Parliament/Parliamentary_departments/Parliamentary_Library/pubs/rp/rp2223/Quick_Guides/CompositionPartyGenderJan23



2. The Cabinet

2023

The cabinet: 43% are women.

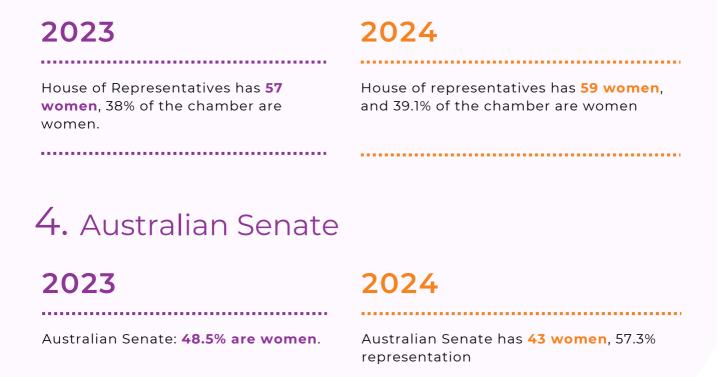
2024

Australian Parliament: **42.3**% (10/23 cabinet ministers)

Source:

https://www.humanrights.unsw.edu.au/research/commentary/australia-women-cabinet-politics-diversity

3. House of Representatives



Source (both):

https://www.aph.gov.au/About_Parliament/Parliamentary_departments/Parliamentary_Library/pubs/rp/rp2223/Quick_Guides/CompositionPartyGenderJan23



1. Bachelors degree or above compared to men

2023

2024

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

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

Source: https://www.abs.gov.au/statistics/people/people-and-communities/gender-indicators#education

2. Domestic enrolments

2023

2024

Women represent **59.5% of domestic students** enrolled in universities and other institutions, which has risen from 57.9% in 2012.

https://www.wgea.gov.au/resources/publications/higher-education-enrolments-and-graduate-labour-market-statistics

F

 $Source: \underline{https://www.wgea.gov.au/resources/publications/higher-education-enrolments-and-graduate-labour-market-statistics}$

3. Comparison undergraduate median starting salaries

2023

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

2024

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

 $Source: \underline{https://www.wgea.gov.au/resources/publications/higher-education-enrolments-and-graduate-labour-market-statistics}$

4. Postgraduate

2023

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

2024

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

 $Source: \underline{https://www.wgea.gov.au/resources/publications/higher-education-enrolments-and-graduate-labour-market-statistics}$

Pay Gap

1. Gender pay gap



Source: https://www.wgea.gov.au/newsroom/media-release-national-gender-pay-gap-february-2023#:~:text=Key%20facts,working%20full%2Dtime%20earned%20%241%2C907.10.

2. Gender base salary

average earnings of women and



 $Source: \underline{https://www.wgea.gov.au/newsroom/media-release-national-gender-pay-gap-february-\underline{2023\#:\sim:text=Key\%20facts,working\%20full\%2Dtime\%20earned\%20\%241\%2C907.10.}$

3. Full-time average weekly earnings

2024

14.26% full-time average weekly earnings - the national gender pay gap – the difference between the average weekly ordinary time earnings across all industries and

men in the full-time workforce. and \$1,686.00 for women.

Source: https://www.wgea.gov.au/data-statistics/ABS-gender-pay-gap-data#:~:text=As%20of%20May%202023%2C%20the,that%20adds%20up%20to%20%2413%2C119.60.

occupations was \$1,938.30 for men

4. Total renumeration

2023

2024

22.8% total renumeration - the gap widens for total remuneration when superannuation, bonuses and other additional payments are factored in.

The average total remuneration gender pay gap is 21.7%.

Source: https://www.wgea.gov.au/publications/australias-gender-equality-scorecard#:~:text=The%20WGEA%20average%20gender%20pay,gender%20pay%20gap%20is%2021.7%25.

5. How much less per week

2023

As of May 2022, women's average weekly ordinary full-time earnings across all industries and occupations is **\$1,665.80**. Australian men's average weekly ordinary full-time earnings is \$1,912.50. On average, women earn \$263.90 less than men each week.

2024

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:

https://www.wgea.gov.au/pay-and-gender/gender-pay-gap-data



Women's workforce participation

1. Workforce participation rate

2023 2024

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

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

Source: https://www.aihw.gov.au/reports/australias-welfare/employment-unemployment

2. Gender workforce participation

2023

Women comprise of **47.9%** of all employed person's in Australia, 26.3% of all employed person s are women working full time, and **21.6%** are working part time.

2024

In trend terms, in January 2024, the participation rate remained at **62.6%** for women.

30% of women work part time



Sources: https://www.abs.gov.au/statistics/labour/employment-and-unemployment/labour-force-australia/latest-release

https://www.wgea.gov.au/sites/default/files/documents/WGEA_Gender_Equality_Scorecard_2022-23_Executive_Summary.pdf

Women's workforce participation across the OECD - Comparisons

1. OECD Comparison

2023 2024

Australian women aged 25-54 employed full-time is **10% less** than OECD average at 69.1 % vs 78.8% for OECD countries

Australian women aged 25-54 employed full-time is 10% less than OECD average at 69.1 % vs 78.8% for OECD countries

2. OECD Average employment rate

2023 2024

In 2021, the OECD average employment rate for women (65%) was around **10 percentage points lower** than the OECD average for men (75%).2

In 2021, the OECD average employment rate for women (65%) was around 10 percentage points lower than the OECD average for men (75%).

Source (all): https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf



Superannuation

1. Median superannuation balance

2023 2024

Median superannuation balance for women is \$119,000 and it is \$183,000 for men, meaning women are retiring with approximately 65% of the superannuation balance of men.

Median superannuation balance for women is \$119,000 and it is \$183,000 for men, meaning women are retiring with approximately 65% of the superannuation balance of men.

Source: https://www.wgea.gov.au/publications/womens-economic-security-in-retirement

2. Money in medium superannuation balance

2023 2024

The median superannuation balance for men aged **60-64 years is \$204,107**. For women in the same age group, it is \$146,900, a gap of 28%.

The median superannuation balance for men aged **60-64 years is \$204,107**. For women in the same age group, it is \$146,900, a gap of 28%.

Source: https://www.wgea.gov.au/publications/womens-economic-security-in-retirement

3. Pre-retirement years superannuation gap

2023 2024

For the pre-retirement years of 55-59, the **gender gap is 33%** and in the peak earning years of 45-49, the gender gap is 35%.

For the pre-retirement years of 55-59, the gender gap is 33% and in the peak earning years of 45-49, the gender gap is 35%.

Source: https://www.wgea.gov.au/data-statistics/ABS-gender-pay-gap-data#:~:text=As%20of%20May%202023%2C%20the,that%20adds%20up%20to%20%2413%2C119.60.

4. Rate of older women experiencing homelessness

2023

The rate of older women experiencing, or at risk of homelessness has increased by 30% in the last five years (2018-2022).

2024

The rate of older women experiencing, or at risk of homelessness has increased by 30% in the last five years (2018-2022).

 $Source: \underline{https://www.aihw.gov.au/reports/homelessness-services/specialist-homelessness-services-annual-report/contents/older-clients}$



Women are overrepresented in part time work

1. Full time and part time employment rate

2023 2024

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

Source

https://www.wgea.gov.au/sites/default/files/documents/20 22-23%20WGEA%20Gender%20Equality%20Scorecard.pdf 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

2. Management opportunities

2023 2024

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

Of the organisations that reported to WGEA, 27% have a gender balanced management team in 2022-23. 57% have a male-dominated management team and 23% have a female-dominated management team.

 $Sources: \underline{https://www.oecd.org/els/soc/LMF_1_6_Gender_differences_in_employment_outcomes.pdf}$

Uptake of flexible work

1. Companies that have flex work

2023 2024

30% of employers do not have flexible work policies or strategies in place.

Source:

https://www.wgea.gov.au/sites/default/files/documents /WGEA_Gender_Equality_Scorecard_2022-23_Executive_Summary.pdf 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. Companies with targets for men's engagement

2023 2024

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

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

 $Source: \underline{https://www.wgea.gov.au/sites/default/files/documents/WGEA_Gender_Equality_Scorecard_2022-23_Executive_Summary.pdf$

3. Likelihood of flex working engagement

2023 2024

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

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

Source: https://www.wgea.gov.au/publications/gender-equality-workplace-statistics-at-a-glance-2022

Employers supporting flexible work

1. Promoting flexible work

2023

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.

2024

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

2. Visible role models

2023

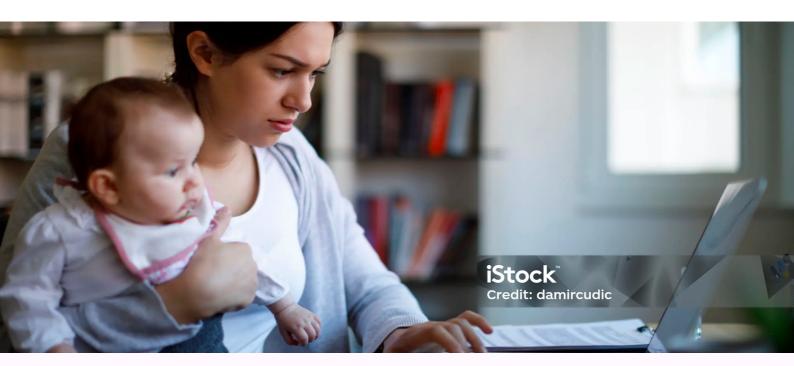
Leaders are visible role models of flexible working for nearly **70% of businesses**.

2024

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

Source (all):

https://www.wgea.gov.au/sites/default/files/documents/2022-23%20WGEA%20Gender%20Equality%20Scorecard.pdf



4. Targets for engagement in flexible work

2023 2024

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

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

Source: https://www.wgea.gov.au/sites/default/files/documents/2022-23%20WGEA%20Gender%20Equality%20Scorecard.pdf

5. Companies offering subsidised childcare

2023

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

2024

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

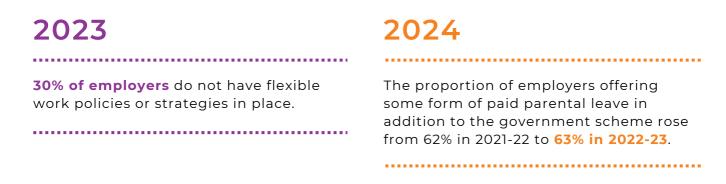
Source:

https://www.wgea.gov.au/newsroom/gender-equity-insights-2022-report



Of all the organisations in the workplace gender equality

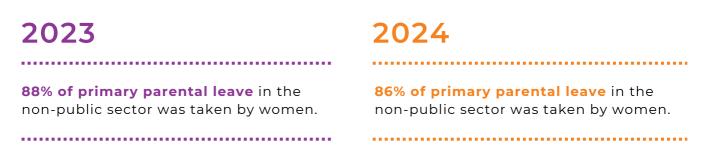
1. Provide primary carers leave in addition to federal gov PPL scheme



2. Provide secondary carers leave in addition to government's PPL



3. Primary PPL take up from non public sector



Source (all):

https://www.wgea.gov.au/sites/default/files/documents/2022-23%20WGEA%20Gender%20Equality%20Scorecard.pdf

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.

