



Gender workplace statistics at a glance

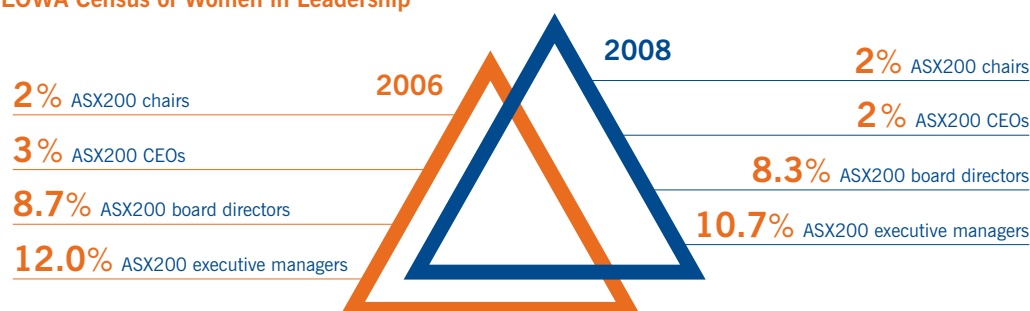
The gender pay gap

On average, women working full time earn **18%** less than men working full time¹
Female graduates on entering the workforce earn **\$3,000 p/a** less than male graduates²
Women executive managers in the ASX200 earn an average of **28.3%** less than their male peers³
Only 39.6% of reporting organisations said that they conducted an annual gender pay equity analysis.⁴
The pay gap appears to widen exponentially throughout women's careers.

Women in leadership

Women currently make up **45.3%** of the workforce⁵
2% of Chairs in the ASX200 are women⁶
8.3% of Board Directors in ASX200 are women⁷
10.7% of Executive Managers in the ASX are women⁸
33.5% of managers in organisations reporting to EOWA are women⁹
47.8% of managers in EOWA Employer of Choice for Women (EOCFW) organisations are women

EOWA Census of Women in Leadership



Paid parental leave

53.4% of organisations reporting to EOWA provide paid maternity leave with an average duration of 9.9 weeks – this is up from 23% in 2003¹⁰
100% of EOCFW organisations provide paid maternity leave with an average duration of 12 weeks

Even in organisations that provide paid parental leave, it is not available to all women.

Sex-based harassment

98.9% of reporting organisations have formal policies for dealing with sex-based harassment¹¹
Only 59% provide training to staff, and **55%** provide training to managers¹²

This is significant in light of the fact that one in five women experience sexual harassment in the workplace in their lifetime.¹³

EOWA Business Achievement Awards, Wednesday 10th November, Melbourne

This is an annual CEO event aimed at profiling best practice initiatives and acknowledging organisations leading the way in equal opportunity for women. It is a great opportunity for your business to profile its successes and acknowledge the people in your organisation who are driving change.

To nominate your organisation call EOWA on **02 9448 8500**.

EOWA Employer of Choice for Women

Is your organisation an EOWA Employer of Choice for Women?

Organisations whose achievements have been acknowledged by this citation, can use the Employer of Choice for women logo in their recruitment, advertising and other company promotional material.

This prestigious citation provides significant positioning in a competitive marketplace, particularly when a company is seeking to attract the best possible talent. For more information about the criteria and how to apply visit our website at eowa.gov.au

1 ABS, Cat. 6302, *Average Weekly Earnings*, Seasonally Adjusted, Table O2, Average Weekly Earnings – Seasonally Adjusted, February 2010. <http://www.abs.gov.au/AUSSTATS/abs@.nsw/DetailsPage/6302.0Nov%202009?OpenDocument>
2 Graduate Careers Australia, *Gradstats 2009*, 2009.
3 EOWA, *Pay Power and Position: Beyond the 2008 EOWA Australian Census of Women in Leadership*, 2009.
4 EOWA, *EOWA Survey on Paid Maternity Leave, the Gender Pay Gap and the impact of the Global Financial Crisis*, 2010 (forthcoming publication).
5 ABS, Cat. 6202.0, *Labour Force*, Australia, April 2010
Source: Table O2, *Labour Force Status by Sex – Seasonally Adjusted* <http://www.abs.gov.au/AUSSTATS/abs@.nsw/DetailsPage/6202.0Apr%202010?OpenDocument>

6 EOWA, *EOWA 2008 Australian Census of Women in Leadership*, 2008.
7 Ibid.
8 Ibid.
9 EOWA, *Annual Report 2008-09*, 2009.
10 EOWA, *EOWA Survey on Paid Maternity Leave, the Gender Pay Gap and the impact of the Global Financial Crisis*, 2010 (forthcoming publication).
11 EOWA, *EOWA Survey on Paid Maternity Leave, Sex-based Harassment Initiatives and the Gender Pay Gap*, 2009.
12 Ibid.
13 Australian Human Rights Commission, *Sexual Harassment: Serious Business*, 2008.