



Priority area

1 Women's participation and leadership

Workforce participation

Three in five females were either employed or looking for work in March 2017, making the trend labour force participation rate¹ of 59.8% for females, compared with 69.1% for males² — nationally 59.2% for females and 70.3% for males³.

Females constituted 47.5% of all employees in March 2017. As a proportion of all employees, 25.8% were women working full-time and 21.7% were women working part-time.^{4,5}



Females were 2.5 times as likely as men to work part-time at **45.7%** of all female employees, compared with **18.6%** of all male employees in March 2017.^{6,7}

Of non-managerial employees⁸:

- 27.7 per cent of female employees were employed without paid leave entitlements in May 2016, compared with 23.1 per cent for males, and those women accounted for three in five (59.3 per cent) employees without leave entitlements.⁹
- Almost all (93.2%) female casual employees worked part-time, compared with two-thirds (67.0%) of male casual employees working part-time.¹⁰

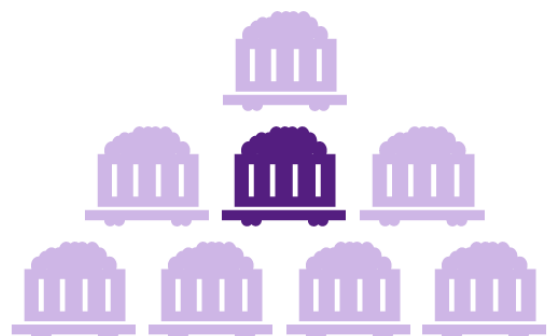
Females were slightly more likely than males to experience labour underutilisation with

one in six women (16.9%) in the labour force is either (1) unemployed, or (2) underemployed (that is, preferred and are available to work more hours), compared with 14.1% of males in March 2017¹¹ — nationally 17.0% of females and 12.7% of males¹².

Aboriginal and Torres Strait Islander females were almost four times more likely than non-Indigenous females to be unemployed at the unemployment rate of 19.6%, compared with 5.4% in 2011¹³ — nationally 16.2% and 5.2%¹⁴.

Females with disability were twice as likely to be unemployed as females with no disability at 11.6% compared with 5.6% in 2015.¹⁵

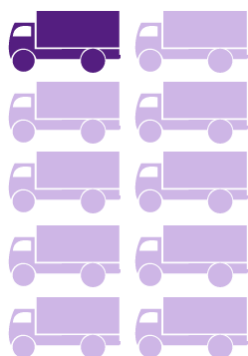
Females were highly concentrated in the health care and social assistance industry (76.7%), but underrepresented in traditionally male-dominated industries, including the mining (12.8%) industry in February 2017.¹⁶



The mining industry has the lowest proportion of female employees with females comprising about **1 in 8** employees or **12.8%** of the total employees.



Females represented a high proportion of clerical and administrative workers (79.7%) in February 2017, but a lower proportion of other occupation groups, including machinery operators and drivers (10.8%), and technicians and trades workers (12.9%).¹⁷



1 in 10 machinery operators and drivers are female.

Females comprised 30.6% of total 196,100 independent contractors, and one-third (34.9%) of owner managers of enterprises (incorporated or unincorporated) in Queensland in August 2015.¹⁸

Participation in unpaid work

Females aged 15 years and older were 2.6 times more likely than males to spend 15 hours or more every week on unpaid domestic activities – 30.4% of females compared with 11.5% of males in 2016.¹⁹

Females were more likely than males to provide unpaid child care in all age groups, with the 25-34 years age group showing the greatest gender gap, with women accounting for 61.1% of all Queenslanders in this age group who provided unpaid child care in 2016.²⁰

Females comprised 70.1 % of all primary carers, who provide ongoing assistance for at least six months with one of the core activities of communication, mobility or self-care, and 90.1% of all parents who were primary carers of people with a disability in 2015.²¹

In families with at least one employed parent, 69.9% of working mothers used work arrangements to care for their children in 2014, compared with 32.9% of working fathers.²²

38.4% of working mothers used part-time work to care for a child in 2014, compared with 3.1% of working fathers using this arrangement.²³

Social and community participation

Females accounted for 56.3% of Queenslanders who did voluntary work in 2014, with 29.9% of women reporting engaging in voluntary work for an organisation or group in the previous 12 months, compared with 23.8% of men.²⁴

33.7% of females, compared with 27.4% of males, were involved in community support groups such as service clubs, welfare organisations, parenting/children/youth, and emergency services.²⁵

Leadership

Females comprised

- 28.1% (25 of 89 seats) of Queensland Parliament members, and eight of the 17 cabinet ministers including the Premier are female, as at February 2017²⁶
- 33.3% (or 53) of all 159 serving judges and magistrates, including the Chief Justice of Queensland as at March 2017 – nationally 35.8% of Commonwealth judges and magistrates²⁷
- 43% of representation of women on Queensland Government bodies as at 30 June 2017²⁸
- 35.5% of Senior Executive Service officers and above, and a half (50.2%) of Senior Officers in December 2016 in the Queensland public service where females make up two-thirds (66.7%) of the total full-time equivalent employment²⁹
- 2,100 females were employed as chief executives and managing directors, accounting for 18.9% of total 11,200 chief executives and managing directors in Queensland in February 2017^{30 31} – nationally 23.2% (or 13,300)^{32 33}.



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- ¹ Labour force includes people aged 15 years and over who are employed or unemployed. The labour force participation rate (also referred to as workforce participation rate) for any group is the labour force expressed as a percentage of the civilian population aged 15 years and over in the same group.
- ² Australian Bureau of Statistics, 2017, *Labour force, Australia, Mar 2017*, 'Table 6. Labour force status by sex, Queensland – Trend, seasonally adjusted and original', cat. no. 6202.0.
- ³ Australian Bureau of Statistics, 2017, *Labour force, Australia, Mar 2017*, 'Table 1. Labour force status by sex, Australia – Trend, seasonally adjusted and original', cat. no. 6202.0.
- ⁴ Original data are used due to trend data unavailability.
- ⁵ Australian Bureau of Statistics, 2017, *Labour force, Australia, Mar 2017*, 'Table 6. Labour force status by sex, Queensland – Trend, seasonally adjusted and original', cat. no. 6202.0.
- ⁶ *ibid.*
- ⁷ Original data are used due to trend data unavailability.
- ⁸ Managerial employees are employees who have strategic responsibilities in the conduct or operations of the organisation and/or are in charge of a significant number of employees. These employees usually do not have an entitlement to paid overtime. Includes professionally qualified staff who primarily perform managerial tasks in conjunction with utilising their professional skills. Owner managers of incorporated enterprises are regarded as managerial employees. Non-managerial employees are employees who are not managerial employees, including non-managerial professionals and some employees with supervisory responsibilities.
- ⁹ Australian Bureau of Statistics, 2017, *Employee earnings and hours, Australia, May 2016*, 'Table: All Queensland non-managerial employees paid at the adult rate, number of employees, average weekly total cash earnings, average hourly ordinary time cash earnings – type of employee, employment status by sex', cat. no. 6306.0, customised data.
- ¹⁰ Australian Bureau of Statistics, 2017, *Employee earnings and hours, Australia, May 2016*, 'Table: All Queensland non-managerial employees paid at the adult rate, number of employees, average weekly total cash earnings, average hourly ordinary time cash earnings – type of employee, employment status by sex', cat. no. 6306.0, customised data.
- ¹¹ Australian Bureau of Statistics, 2017, *Labour force, Australia, Mar 2017*, 'Table 25. Underutilised persons by state, territory and sex, Monthly', cat. no. 6202.0.
- ¹² *ibid.*
- ¹³ Australian Bureau of Statistics, 2012, *Labour force characteristics of Aboriginal and Torres Strait Islander Australians, Estimates from the Labour Force Survey, 2011*, 'Table 7 Comparison of Indigenous and non-indigenous estimates, labour force status by sex and state – 2011', cat. no. 6287.0.
- ¹⁴ *ibid.*
- ¹⁵ Australian Bureau of Statistics, 2017, *Disability, ageing and carers, Australia: Summary of findings, 2015*, 'Queensland, Table 9.3 Persons aged 15–64 years, living in households, disability status, by sex and labour force status–2012 and 2015, proportion of persons', cat. no. 4430.0.
- ¹⁶ Australian Bureau of Statistics, 2017, *Labour force, Australia, detailed, quarterly, Feb 2017*, 'EQ06 - Employed persons by industry group of main job (ANZSIC), sex, state and territory, November 1984 onwards', cat. no. 6291.0.55.003.
- ¹⁷ Australian Bureau of Statistics, 2017, *Labour force, Australia, detailed, quarterly, Feb 2017*, 'EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), sex, state and territory, August 1986 onwards', cat. no. 6291.0.55.003.
- ¹⁸ Australian Bureau of Statistics, 2016, *Characteristics of employment, Australia, August 2015*, 'Table 16 Populations: State or territory of usual residence – by sex', cat. no. 6333.0.
- ¹⁹ Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), General Community Profile, Table G20 Unpaid domestic work: number of hours by age by sex', cat. no. 2001.0.
- ²⁰ Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), General Community Profile, Table G22 Unpaid child care by age by sex', cat. no. 2001.0.
- ²¹ Australian Bureau of Statistics, 2017, *Disability, ageing and carers, Australia: Summary of findings, 2015*, 'Queensland, Table 32.1 All persons, living in households, carer status, by age and sex–2015, estimate and Table 38.1 Primary carers, relationship of carer to main recipient of care, by age and sex of primary carers–2015, estimate', cat. no. 4430.0.
- ²² Australian Bureau of Statistics, 2015, *Childhood education and care, Australia, June 2014*, 'Childhood education and care, Queensland, Table 5 work arrangements: Arrangements used by male and female parent to care for child, Families with children aged 0-12 years with at least one parent employed -Queensland', cat. no. 4402.0.
- ²³ *ibid.*
- ²⁴ Australian Bureau of Statistics, 2015, *General social survey: Summary results, Australia, 2014*, 'Table 22.1 Persons who volunteered in the last 12 months, selected personal characteristics–by state/territory', cat. no. 4159.0.
- ²⁵ Australian Bureau of Statistics, 2017, *General social survey, summary results, Australia, 2014*, 'Table 3.3 All persons, selected personal characteristics – by state and territory', cat. no. 4159.0, customised data.
- ²⁶ Queensland Parliament, *Members – current members including Ministers and shadow Ministers*.
- ²⁷ The Australasian Institute of Judicial Administration (AIJA), 2017, *AIJA Judicial gender statistics – judges and magistrates (% of women) March 2017*.
- ²⁸ Queensland Government Department of Premier and Cabinet, 2017, *Register of Appointees to Queensland Government Boards*, unpublished data.
- ²⁹ Queensland Government Public Service Commission, 2016, *Queensland public service workforce statistics*, 'December quarterly workforce profile'.
- ³⁰ Figures do not include employees under the classification of chief executives and managing directors not further defined.
- ³¹ Australian Bureau of Statistics, 2017, *Labour force, Australia, detailed, quarterly, Feb 2017*, 'Table 1: EQ08 – Employed persons by occupation unit group of main job (ANZSCO), sex, state and territory, August 1986 onwards', cat. no. 6291.0.55.003.
- ³² *ibid.*
- ³³ Figures do not include employees under the classification of chief executives and managing directors not further defined.