# Queensland Women’s Strategy 2016–21

# 2019 Gender Equality Report Cards

## Priority area 2 Women’s economic security

### Education and training

Female students are consistently more likely than male students to continue on to Year 12, with higher retention rates for females than for males at 91.9% and 86.6% respectively in 2018.

[[1]](#endnote-2) [[2]](#endnote-3)

Aboriginal and Torres Strait Islander females (77.2%) were more likely than Aboriginal and Torres Strait Islander males (70.5%) to continue on to Year 12 in 2018.[[3]](#endnote-4) [[4]](#endnote-5)

Females comprised 60.0% of commencements and 60.5% of completions of higher education award courses in 2017.[[5]](#endnote-6) [[6]](#endnote-7)

Of people aged 15-74 years, 17.3% of females obtained a Bachelor Degree, compared with 12.0% for males, in May 2018.[[7]](#endnote-8)

Aboriginal and Torres Strait Islander females were more than twice as likely as Aboriginal and Torres Strait Islander males to hold a bachelor’s degree in 2016.[[8]](#endnote-9)

For STEM-related subjects, female students represented the majority of the Year 12 enrolments in biology (67.7%), agricultural science (60.4%), mathematics A (53.1%), and chemistry (54.4%), but were underrepresented in information processing and technology (14.0%) and engineering technology (10.9%) in 2018.[[9]](#endnote-10) [[10]](#endnote-11)

In 2018, females comprised the majority of certain apprenticeships or traineeships (in training) in non-trade occupations, such as specialist managers (96.2%) and carers and aides (93.2%), but were underrepresented in apprenticeships or traineeships (in training) in trade occupations such as construction trades workers (2.4%) and automotive and engineering trades workers (3.4%).[[11]](#endnote-12) [[12]](#endnote-13)

### Income

Females, on average, earnt $1,441.60 in a full-time working week in November 2019, compared with $1,712.50 for males in a full-time working week, resulting in the 15.8% gender pay gap[[13]](#endnote-14) – nationally 13.9% (full-time average weekly earnings of $1,508.50 for females and $1,751.40 for males).[[14]](#endnote-15)

Across occupations, machinery operators and drivers were likely to have the largest pay gap, in terms of average hourly ordinary time cash earnings, with females earning 21.9% less than males.[[15]](#endnote-16) The lowest gender gap was for labourers (12.3%), followed by sales workers (14.7%).[[16]](#endnote-17)

Across industries, the largest pay gap was in the professional, scientific and technical services industry, with females earning $39.50 per hour – 29.5% less than that of males ($56.00), based on the average hourly ordinary time cash earnings of adult employees working in non-managerial roles, and the lowest gender pay gap was in the accommodation and food services industry with females earning $27.20 – 5.9% less than that of males ($28.90). [[17]](#endnote-18) [[18]](#endnote-19)

In May 2018, based on average weekly total cash earnings,

* females working part-time on a casual basis earnt a total of $519.70 weekly – 25.5% less than that of their male counterparts ($697.70).[[19]](#endnote-20)
* all female employees (working full-time or part-time) on a casual basis earnt a total of $586.70 weekly – 41.8% less than that of their male counterparts ($1,008.10).[[20]](#endnote-21)

### Income support

For people aged 65 years and over who were not in the labour force, government pensions and allowances were the main source of income for 78.0% of females and 65.0% of males in 2017–18[[21]](#endnote-22) – nationally 69.4% of females and 63.0% of males.[[22]](#endnote-23)

Females comprised 94.3% of single parents who received Parenting Payment, having principal care of a child or children under the age of eight years[[23]](#endnote-24), and 70.2% of people receiving Carer Payment in Queensland in March quarter 2019.[[24]](#endnote-25)

### Retirement and superannuation

The average superannuation balance was $111,275 for females and $164,031 for males in 2017–18[[25]](#endnote-26), that is, about 32.2% less than men’s – nationally $121,322 for females and $168,474 for males.[[26]](#endnote-27)

In every age group, on average, females had lower superannuation balances than males. Those aged 70 years and over showed the largest gap, with $279,463 for females and $404,490 for males in 2017–18[[27]](#endnote-28) – nationally $290,054 and $409,263 respectively.[[28]](#endnote-29)

The average balance of superannuation accounts for people aged 65 years and over who were not in the labour force was $76,429 for females, compared with $153,699 for males – nationally $106,392 for females and $155,453 for males.

Of people aged 15–64 years, females were more likely than males to have no superannuation coverage.[[29]](#endnote-30) Those aged 55–64 years showed the greatest gender gap, with 20.9% of females, compared with 13.6% of males, in this age group having no superannuation coverage in 2017–18[[30]](#endnote-31) – nationally 22.4% and 16.3% respectively.[[31]](#endnote-32)

35.9% of females aged 15–64 years with disability and 26.8% of females aged 15–64 years who were born overseas had no superannuation coverage in 2017–18.[[32]](#endnote-33)

### Housing and homelessness

As at 31 August 2019, females comprised 56.5% of all public rental housing tenants and 56.7% of all state-owned and managed Indigenous housing tenants.[[33]](#endnote-34)

Single females aged over 55 years and single mothers with children, whose youngest child was under 18 years, together made up[[34]](#endnote-35):

* 40.6% of all public rental housing tenants – 22.3% and 18.2% respectively
* 44.2% of all state-owned and managed Indigenous housing tenants – 18.2% and 35.1% respectively.

Females were more likely to experience homelessness at some time in their lives with 14.5% of females, compared with 12.2% of males in 2014.[[35]](#endnote-36), [[36]](#endnote-37)

Females accounted for 56.7% of people accessing government-funded specialist homelessness services in 2017–18, with females aged 18–44 years comprising more than half (53.3%) of female clients and just under a third (30.2%) of all clients.[[37]](#endnote-38)

One-parent families with dependent children under 15 years spent 25.4% of their average gross income on housing costs in 2017–18, compared with 15.1% for couple families with dependent children.[[38]](#endnote-39) Females headed 85.0% of one-parent families with children under 15 years in 2016.[[39]](#endnote-40)

1. Based on apparent retention rates from Year 7/8 to Year 12. [↑](#endnote-ref-2)
2. Australian Bureau of Statistics, 2019, Schools, Australia 2018, ‘Table 64a Capped Apparent Retention Rates, 2011–2018’, cat. no. 4221.0. [↑](#endnote-ref-3)
3. ibid. [↑](#endnote-ref-4)
4. Based on apparent retention rates from Year 7/8 to Year 12. [↑](#endnote-ref-5)
5. Australian Government Department of Education and Training, Higher Education Data Collections, uCube, extracted 1 August 2019. [↑](#endnote-ref-6)
6. Includes domestic students only. Excludes students who commenced and completed enabling programs or non-award units of study, which do not lead to a higher education award. [↑](#endnote-ref-7)
7. Australian Bureau of Statistics, 2018, Education and work, Australia, May 2018, ‘Table 9 Highest educational attainment: Level – by state or territory of usual residence and sex, persons aged 15-74 years’, cat. no. 6227.0. [↑](#endnote-ref-8)
8. Australian Bureau of Statistics, 2017, 2016 Census of Population and Housing, ‘Queensland (State/Territory), Aboriginal and Torres Strait Islander Peoples Profile, Table I15 Non-school qualification: level of education by Indigenous status by age by sex’, cat. no. 2002.0. [↑](#endnote-ref-9)
9. Queensland Curriculum and Assessment Authority, 2019, Subjects: Enrolments and levels of achievement – 2018. [↑](#endnote-ref-10)
10. Includes Year 12 Enrolments in Authority subjects (including Senior External Authority subjects) and excludes those subjects studied by less than 100 students in 2018. [↑](#endnote-ref-11)
11. National Centre for Vocational Education Research, 2019, VOCSTATS, ‘Apprentices and trainees - December 2018’, extracted 31 July 2019. [↑](#endnote-ref-12)
12. Trade occupations are classified as occupations within Australian and New Zealand Standard Classification of Occupations (ANZSCO) major group 3 whereas non-trade occupations are classified as ANZSCO major groups 1-2 and 4-8. [↑](#endnote-ref-13)
13. Australian Bureau of Statistics, 2020, Average weekly earnings, Australia, Nov 2019, ‘Table 11C. Average weekly earnings, Queensland (dollars) – trend’, cat. no. 6302.0. [↑](#endnote-ref-14)
14. Australian Bureau of Statistics, 2020, Average weekly earnings, Australia, Nov 2019, ‘Table 1. Average weekly earnings, Australia (dollars) – trend’, cat. no. 6302.0. [↑](#endnote-ref-15)
15. Australian Bureau of Statistics, 2019, Employee earnings and hours, Australia, May 2018, ‘Table: All employees paid at the adult rate in Queensland, average hourly ordinary time cash earnings – occupation by sex’, cat. no. 6306.0, customised data. [↑](#endnote-ref-16)
16. ibid. [↑](#endnote-ref-17)
17. Australian Bureau of Statistics, 2019, Employee earnings and hours, Australia, May 2018, ‘Table: All non-managerial employees paid at the adult rate in Queensland, average hourly ordinary time cash earnings – industry by sex’, cat. no. 6306.0, customised data. [↑](#endnote-ref-18)
18. Due to data unavailability, average hourly ordinary time cash earnings for non-managerial employees in Mining, Public administration and safety, Arts and recreation services industries are not included. [↑](#endnote-ref-19)
19. Australian Bureau of Statistics, 2019, Employee earnings and hours, Australia, May 2018, ‘Table: All employees paid at the adult rate in Queensland, average weekly total cash earnings – type of employee, employment status by sex’, cat. no. 6306.0, customised data. [↑](#endnote-ref-20)
20. ibid. [↑](#endnote-ref-21)
21. Australian Bureau of Statistics, 2019, Microdata: Income and Housing, 2017-18, cat. no. 6541.0.30.001, data generated using ABS TableBuilder. [↑](#endnote-ref-22)
22. ibid. [↑](#endnote-ref-23)
23. Department of Social Services, 2019, DSS Payment Demographic Data, March quarter 2019, ‘Gender: Payment recipients by payment type by state and territory by gender, March 2019’. [↑](#endnote-ref-24)
24. ibid. [↑](#endnote-ref-25)
25. Australian Bureau of Statistics, 2019, Microdata: Income and Housing, 2017-18, cat. no. 6541.0.30.001, data generated using ABS TableBuilder. [↑](#endnote-ref-26)
26. ibid. [↑](#endnote-ref-27)
27. ibid. [↑](#endnote-ref-28)
28. ibid. [↑](#endnote-ref-29)
29. No superannuation coverage is defined as having a zero balance of total superannuation accounts, not receiving a current weekly income from superannuation/annuity/private pension, and not having received a lump sum superannuation payment in the last two years. [↑](#endnote-ref-30)
30. Australian Bureau of Statistics, 2019, Microdata: Income and Housing, 2017-18, cat. no. 6541.0.30.001, data generated using ABS TableBuilder. [↑](#endnote-ref-31)
31. ibid. [↑](#endnote-ref-32)
32. ibid. [↑](#endnote-ref-33)
33. Queensland Department of Housing and Public Works, SAP R/3@31 August 2019, unpublished data. [↑](#endnote-ref-34)
34. ibid. [↑](#endnote-ref-35)
35. 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. [↑](#endnote-ref-36)
36. Homelessness refers to whether a person has ever previously been without a ‘permanent place to live’ for reasons other than one (or more) of the following only: saving money; work related reasons; building or renovating their home; travelling/on holiday; house-sitting or having just moved back to a town or city. People who had ever previously been without a permanent place to live for other reasons (e.g. family/relationship breakdowns, financial problems, tight rental/property markets etc.) were counted in the survey as having had an experience of homelessness. [↑](#endnote-ref-37)
37. Australian Institute of Health and Welfare, 2019, Specialist homelessness services 2017–18, Supplementary tables - Queensland, ‘Table QLD CLIENTS.1: Clients and support periods, by age and sex, 2017–18’. [↑](#endnote-ref-38)
38. Australian Bureau of Statistics, 2019, Housing occupancy and costs, 2017–18, ‘15. Housing Occupancy and Costs, Queensland, 1994–95 to 2017–18, Table 15.2 Housing costs as a proportion of gross household income, selected household characteristics, Queensland, 1994–95 to 2017–18’, cat. no. 4130.0. [↑](#endnote-ref-39)
39. Australian Bureau of Statistics, 2017, 2016 Census of Population and Housing, data generated using ABS TableBuilder. [↑](#endnote-ref-40)