



Priority area

# 1 Women's participation and leadership

## Leadership

Females comprised:

- 44.4% of the Queensland Cabinet (eight of the 18 cabinet ministers) including the Premier, and 31.2% (29 of 93 seats) of Queensland Parliament members, at 6 September 2021.<sup>1</sup>
- 37.9% (or 66) of all 174 serving judges and magistrates, including the Chief Justice of Queensland at 30 June 2020. This compares with 38.8% of judges and magistrates nationally.<sup>2</sup>
- 54% of all members on Queensland Government bodies as at 30 September 2021.<sup>3</sup>
- 50.6% of Queensland Public Sector leadership roles at Senior Officer and higher in March 2021.<sup>4</sup>
- 67.1% of the total full-time equivalent employment in the Queensland Public Sector in March 2021.<sup>5</sup>
- 23.8% (or 1,788) of the total 7,504 chief executives and managing directors in Queensland during 2020–21<sup>6,7</sup> — nationally females accounted for 29.9% (or 12,662).<sup>8,9</sup>

## Social and community participation

In the 12 months prior to the 2016 Census, females accounted for 57.3% of Queenslanders who did voluntary work, with 21.1% of females reporting engaging in voluntary work for an organisation or group, compared with 16.5% of males.<sup>10</sup>

19.4% of females, compared with 21.3% of males, were involved in community support groups in 2020, such as service clubs, welfare organisations,

parenting/children/youth, and emergency services.<sup>11</sup>

## Workforce participation

At least three in five females were either employed or looking for work in September 2021, with a seasonally adjusted labour force participation rate<sup>12</sup> of 62.0%, compared with 70.6% for males<sup>13</sup> — nationally 60.0% for females and 69.3% for males.<sup>14</sup>

Females comprised 48.0% of all employed persons in September 2021, including 26.9% working full-time and 21.1% working part-time.<sup>15,16</sup>

In 2016, Aboriginal and Torres Strait Islander females were less likely than their male counterparts to be unemployed with an unemployment rate of 19.0%, compared with 21.1%<sup>17</sup> — nationally 16.9% and 19.4%.<sup>18</sup>

Females with a disability had a lower unemployment rate (8.6%) than males with a disability (11.4%) in 2018.<sup>19</sup>

Females were 2.3 times as likely as males to work part-time



**44.0%** of all female employees, compared with **19.2%** of all male employees in September 2021.<sup>20,21</sup>



Females comprised 32.2% of the total 220,700 independent contractors, and one-third (37.4%) of owner managers of enterprises (incorporated or unincorporated) in Queensland in August 2020.<sup>22</sup>

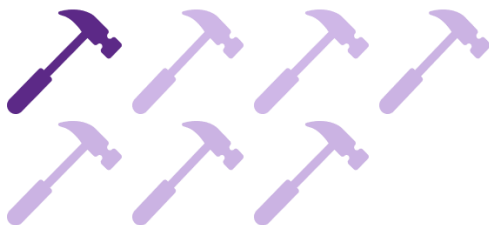
Females were slightly more likely than males to experience labour underutilisation (seasonally adjusted) with one in seven females (14.0%) in the labour force either (1) unemployed, or (2) underemployed (that is, preferred and are available to work more hours), compared with 12.2% of males in September 2021<sup>23</sup> — nationally 15.0% of females and 12.9% of males<sup>24</sup>.

Of all employees in February 2021:

- 27.4% of female employees were in casual employment, compared with 22.3% for males, and those females accounted for 55.5% of casual employees.<sup>25 26</sup>
- three in four (79.5%) female casual employees worked part-time, compared with half (55.2%) of male casual employees working part-time.<sup>27</sup>

Females were highly concentrated in the health care and social assistance industry (78.6% of all employed persons in this industry), but underrepresented in traditionally male-dominated industries, including the construction industry (14.1%) in August 2021.<sup>28 29</sup>

The construction industry had the lowest proportion of female employees with females comprising about **1 in 7** employees or **14.1%** of the total employees.



Females represented a high proportion of clerical and administrative workers (77.4%) and community and personal services workers (71.8%) in August 2021, but a lower proportion of other occupation groups, including machinery operators and drivers (9.4%), and technicians and trades workers (15.9%).<sup>30 31</sup>

About **1 in 10** machinery operators and drivers are female.



### 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.<sup>32</sup>

Females were more likely than males to provide unpaid childcare, with those aged 20–24 years showing the greatest gender gap, with females accounting for 67.8% of all Queenslanders in this age group who provided unpaid childcare in 2016.<sup>33</sup>

Females comprised 71.9% 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,<sup>34</sup> and 84.9% of all parents who were primary carers of people with a disability in 2018.<sup>35</sup>

In families with children aged 0–12 years and at least one employed parent, 61.8% of working mothers used work arrangements to care for their children in 2017, compared with 32.4% of working fathers.<sup>36</sup>

30.8% of working mothers used part-time work to care for a child in 2017, compared with 3.8% of working fathers using this arrangement.<sup>37</sup>



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- <sup>1</sup> Queensland Parliament, *Members – current members including Ministers and shadow Ministers*, accessed 6 September 2021.
- <sup>2</sup> The Australasian Institute of Judicial Administration (AIJA), 2021, *AIJA Judicial gender statistics: Number and Percentage of Women Judges and Magistrates at 30 June 2020*.
- <sup>3</sup> Queensland Government Department of Premier and Cabinet, 2021, *Register of Appointees to Queensland Government Boards*, unpublished data. The figure applies to boards designated by the Queensland Government as “in scope”.
- <sup>4</sup> Queensland Government Public Service Commission, 2021, *Queensland public sector workforce profile, March 2021*.
- <sup>5</sup> *ibid.*
- <sup>6</sup> Figures do not include employees under the classification of chief executives and managing directors not further defined. Based on an average of four quarters: August, November, February and May.
- <sup>7</sup> Australian Bureau of Statistics, 2021, *Labour force, Australia, Detailed, July 2021*, ‘EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards’, cat. no. 6291.0.55.001. Note: Extreme caution should be used when making inferences from these statistics (i.e. comparing the data between years). The labour force statistics are based on a sample and are subject to sampling error, that is, the estimates will exhibit large volatility in quarterly changes. As the data are referring to a very small/specific category of occupations, the volatility is likely to be exacerbated, even when averaging four quarters of data.
- <sup>8</sup> *ibid.*
- <sup>9</sup> Figures do not include employees under the classification of chief executives and managing directors not further defined. Based on an average of four quarters: August, November, February and May.
- <sup>10</sup> Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, ‘Queensland (State/Territory), General Community Profile – Table G19 Voluntary work for an organisation or group by age and sex’, cat. no. 2001.0.
- <sup>11</sup> Australian Bureau of Statistics, 2021, *General social survey, Australia, 2020*, ‘Table 1.3 Persons aged 15 years and over, Involvement in Community support groups – by Queensland and Australia, proportion of persons’, customised data.
- <sup>12</sup> 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.
- <sup>13</sup> Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- <sup>14</sup> Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, ‘Table 1. Labour force status by Sex, Australia - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- <sup>15</sup> Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- <sup>16</sup> Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- <sup>17</sup> Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, ‘Queensland (State/Territory), Aboriginal and Torres Strait Islander Peoples Profile, Table I14 Selected labour force, education and migration characteristics by Indigenous status by sex’, cat. no. 2002.0.
- <sup>18</sup> *ibid.*
- <sup>19</sup> Australian Bureau of Statistics, 2018, *Disability, ageing and carers, Australia: Summary of findings, 2018*, ‘Queensland, Table 8.3 Persons aged 15–64 years, living in households, disability status, by sex and labour force status–2015 and 2018, proportion of persons’, cat. no. 4430.0.
- <sup>20</sup> Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- <sup>21</sup> Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- <sup>22</sup> Australian Bureau of Statistics, 2021, *Microdata: Characteristics of employment, Australia, August 2020*, cat. no. 6333.0.00.001, data generated using ABS TableBuilder.
- <sup>23</sup> Australian Bureau of Statistics, 2021, *Labour force, Australia, September 2021*, ‘Table 23. Underutilised persons by State, Territory and Sex - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- <sup>24</sup> *ibid.*

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- <sup>25</sup> Casual employment refers to employees without paid leave entitlements. An employee is considered to be without leave entitlements if they identify as not having access to both paid sick leave and holiday leave, or did not know their entitlements.
- <sup>26</sup> Australian Bureau of Statistics, 2021, *Microdata: Participation, Job Search and Mobility, Australia, February 2021*, cat. no. 6226.0.00.001, data generated using ABS TableBuilder.
- <sup>27</sup> *ibid.*
- <sup>28</sup> Data are based on 4-quarter moving averages.
- <sup>29</sup> Australian Bureau of Statistics, 2021, *Labour force, Australia, detailed, quarterly, August 2021*, 'EQ06 - Employed persons by Industry group of main job (ANZSIC), Sex, State and Territory, November 1984 onwards', cat. no. 6291.0.55.001.
- <sup>30</sup> Data are based on 4-quarter moving averages.
- <sup>31</sup> Australian Bureau of Statistics, 2021, *Labour force, Australia, detailed, quarterly, August 2021*, 'EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards', cat. no. 6291.0.55.001.
- <sup>32</sup> 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.
- <sup>33</sup> Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, 'Queensland (State/Territory), General Community Profile, Table G22 Unpaid childcare by age by sex', cat. no. 2001.0.
- <sup>34</sup> Australian Bureau of Statistics, 2020, *Disability, ageing and carers, Australia: Summary of findings, 2018*, 'Queensland, Table 29.1 All persons, living in households, carer status, by age and sex – 2018, estimate', cat. no. 4430.0.
- <sup>35</sup> Australian Bureau of Statistics, 2020, *Disability, ageing and carers, Australia: Summary of findings, 2018*, 'Queensland, Table 34.1 Primary carers, relationship of carer to main recipient of care, by age and sex of primary carers – 2018, estimate', cat. no. 4430.0.
- <sup>36</sup> Australian Bureau of Statistics, 2018, *Childhood education and care, Australia, June 2017*, 'Childhood Education and Care, Queensland, Table 10. Families with children aged 0–12 years with at least one parent employed: Work arrangements used by male and female parent to care for child – Queensland', cat. no. 4402.0.
- <sup>37</sup> *ibid.*