



Priority area

# 1 Women's participation and leadership

## Leadership

Females comprised:

- 50% of the Queensland Cabinet (nine of the 18 cabinet ministers) including the Premier and Deputy Premier\*, and 32.3% (30 of 93 seats) of Queensland Parliament members, as at November 2019.<sup>1</sup>
- 36.9% (or 62) of all 168 serving judges and magistrates, including the Chief Justice of Queensland as at March 2019 – nationally 36.3% of judges and magistrates.<sup>2</sup>
- 52% of all members on Queensland Government bodies as at 31 December 2019.<sup>3</sup>
- 38.5% of Senior Executive Service officers and above and half (53.1%) of Senior Officers, as well as two-thirds (67.2%) of the total full-time equivalent employment in the Queensland Public Sector in June quarter 2019.<sup>4</sup>
- 1,520 females were employed as chief executives and managing directors, accounting for 22.2% of the total 6,850 chief executives and managing directors in Queensland during 2018-19<sup>5 6</sup> – nationally 27.3% (or 13,202).<sup>7 8</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

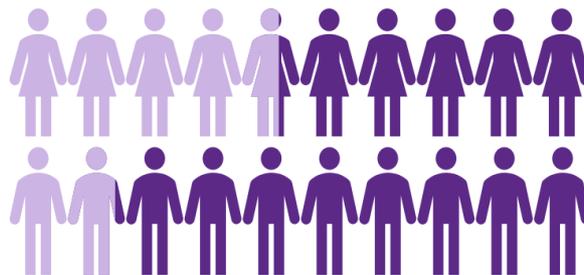
voluntary work for an organisation or group, compared with 16.5% of males.<sup>9</sup>

33.7% of females, compared with 27.4% of males, were involved in community support groups in 2014, such as service clubs, welfare organisations, parenting/children/youth, and emergency services.<sup>10</sup>

## Workforce participation

More than half (three in five) all females were either employed or looking for work in September 2019, with a trend labour force participation rate<sup>11</sup> of 61.8% for females, compared with 70.9% for males<sup>12</sup> – nationally 61.3% for females and 71.3% for males.<sup>13</sup>

Females constituted 48.3% of total employed persons in September 2019. As a proportion of all employed persons, 26.1% were females working full-time and 22.3% were females working part-time.<sup>14 15</sup>



Females were 2.5 times as likely as males to work part-time at **46.1%** of all female employees, compared with **18.4%** of all male employees in September 2019.<sup>16 17</sup>

\* Female representation fell to 44.4 per cent following the resignation of the Deputy Premier on 10 May 2020.



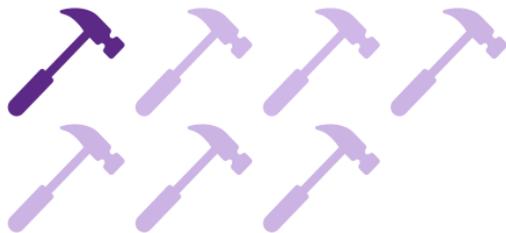
Females comprised 31.8% of the total 184,400 independent contractors, and one-third (37.8%) of owner managers of enterprises (incorporated or unincorporated) in Queensland in August 2018.<sup>18</sup>

Females were slightly more likely than males to experience labour underutilisation with one in six females (16.7%) in the labour force either (1) unemployed, or (2) underemployed (that is, preferred and are available to work more hours), compared with 13.7% of males in September 2019<sup>19</sup> – nationally 15.4% of females and 12.2% of males<sup>20</sup>.

Of all employees in February 2019:

- 29.4% of female employees were in casual employment, compared with 24.5% for males, and those females accounted for 54.9% of casual employees.<sup>21 22</sup>
- Three in four (79.0%) female casual employees worked part-time, compared with half (51.3%) of male casual employees working part-time.<sup>23</sup>

Females were highly concentrated in the health care and social assistance industry (76.2% of all employed persons), but underrepresented in traditionally male-dominated industries, including the construction industry (13.7%) in August 2019.<sup>24 25</sup>



The construction industry has the lowest proportion of female employees with females comprising about **1 in 7** employees or **13.7%** of the total employees.

Females represented a high proportion of clerical and administrative workers (77.1%) in August 2019, but a lower proportion of other occupation groups, including

machinery operators and drivers (10.1%), and technicians and trades workers (14.7%).<sup>26 27</sup>



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

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>28</sup> – nationally 16.9% and 19.4%.<sup>29</sup>

Females with a disability had a slightly lower unemployment rate (11.6%) than males with a disability (12.3%) in 2015.<sup>30</sup>

### 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>31</sup>

Females were more likely than males to provide unpaid child care, 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 child care in 2016.<sup>32</sup>

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,<sup>33</sup> and 90.3% of all parents who were primary carers of people with a disability in 2015.<sup>34</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>35</sup>

30.8% of working mothers in 2017 accessed part-time work to care for a child, compared with 3.8% of working fathers accessing this arrangement.<sup>36</sup>



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- <sup>1</sup> Queensland Parliament, *Members – current members including Ministers and shadow Ministers*, viewed in November 2019.
- <sup>2</sup> The Australasian Institute of Judicial Administration (AIJA), 2019, *AIJA Judicial gender statistics – judges and magistrates (% of women) March 2019*.
- <sup>3</sup> Queensland Government Department of Premier and Cabinet, 2019, *Register of Appointees to Queensland Government Boards*, unpublished data. The figure applies to 261 boards designated by the Queensland Government as “in scope”.
- <sup>4</sup> Queensland Government Public Service Commission, 2019, *Queensland public sector quarterly workforce profile June 2019*, Table 4: Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time).
- <sup>5</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>6</sup> Australian Bureau of Statistics, 2019, *Labour force, Australia, detailed, quarterly, May 2019*, ‘EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards’, cat. no. 6291.0.55.003.
- <sup>7</sup> *ibid.*
- <sup>8</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>9</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>10</sup> Australian Bureau of Statistics, 2017, *General social survey, summary results, Australia, 2014*, ‘Table 03. State and Territory, Table 3.3 All persons, selected personal characteristics – by state and territory’, cat. no. 4159.0, customised data.
- <sup>11</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>12</sup> Australian Bureau of Statistics, 2019, *Labour force, Australia, September 2019*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- <sup>13</sup> Australian Bureau of Statistics, 2019, *Labour force, Australia, September 2019*, ‘Table 1. Labour force status by Sex, Australia - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- <sup>14</sup> Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- <sup>15</sup> Australian Bureau of Statistics, 2019, *Labour force, Australia, September 2019*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- <sup>16</sup> Australian Bureau of Statistics, 2019, *Labour force, Australia, September 2019*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- <sup>17</sup> Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- <sup>18</sup> Australian Bureau of Statistics, 2018, *Microdata: Characteristics of employment, Australia, August 2018*, cat. no. 6333.0.00.001, data generated using ABS TableBuilder.
- <sup>19</sup> Australian Bureau of Statistics, 2019, *Labour force, Australia, September 2019*, ‘Table 23. Underutilised persons by State, Territory and Sex - Trend, Seasonally adjusted and Original’, cat. no. 6202.0 (trend).
- <sup>20</sup> *ibid.*
- <sup>21</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>22</sup> Australian Bureau of Statistics, 2019, *Microdata: Participation, Job Search and Mobility, Australia, February 2019*, cat. no. 6226.0.00.001, data generated using ABS TableBuilder.
- <sup>23</sup> *ibid.*
- <sup>24</sup> Data are based on 4-quarter moving averages.
- <sup>25</sup> Australian Bureau of Statistics, 2019, *Labour force, Australia, detailed, quarterly, August 2019*, ‘EQ06 - Employed persons by Industry group of main job (ANZSIC), Sex, State and Territory, November 1984 onwards’, cat. no. 6291.0.55.003.
- <sup>26</sup> Data are based on 4-quarter moving averages.
- <sup>27</sup> Australian Bureau of Statistics, 2019, *Labour force, Australia, detailed, quarterly, August 2019*, ‘EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards’, cat. no. 6291.0.55.003.

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<sup>28</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>29</sup> *ibid.*

<sup>30</sup> Australian Bureau of Statistics, 2016, *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.

<sup>31</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>32</sup> 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.

<sup>33</sup> Australian Bureau of Statistics, 2016, *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', cat. no. 4430.0.

<sup>34</sup> Australian Bureau of Statistics, 2016, *Disability, ageing and carers, Australia: Summary of findings, 2015*, 'Queensland, 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.

<sup>35</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>36</sup> *ibid.*