



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 April 2018.¹
- 34.9% (or 59) of all 169 serving judges and magistrates, including the Chief Justice of Queensland as at March 2018 – nationally 36.6% of judges and magistrates.²
- 47% of all members on Queensland Government bodies as at 30 September 2018.³
- 36.9% of Senior Executive Service officers and above and half (52.7%) of Senior Officers, as well as two-thirds (67.1%) of the total full-time equivalent employment in the Queensland Public Sector in June quarter 2018.⁴
- 1,845 females were employed as chief executives and managing directors, accounting for 22.8% of the total 8,084 chief executives and managing directors in Queensland during 2017-18^{5 6} – nationally 25.9% (or 13,869).^{7 8}

Social and community participation

Females accounted for 56.3% of Queenslanders who did voluntary work in 2014, with 29.9% of females reporting engaging in voluntary work for an organisation or group in the previous 12 months, compared with 23.8% of males.⁹

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.¹⁰

Workforce participation

More than half (three in five) females were either employed or looking for work in October 2018, with a trend labour force participation rate¹¹ of 61.0% for females, compared with 70.5% for males¹² – nationally 60.4% for females and 71.0% for males.¹³

Females constituted 47.5% of total employed persons in October 2018. As a proportion of all employed persons, 26.1% were females working full-time and 21.4% were females working part-time.^{14 15}

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% in 2016¹⁶ – nationally 16.9% and 19.4%.¹⁷

Females with a disability had a slightly lower unemployment rate (11.6%) than males with a disability (12.3%) in 2015.¹⁸



Females were 2.3 times as likely as males to work part-time at **45.0%** of all female employees, compared with **19.3%** of all male employees in October 2018.^{19 20}



Females comprised 30.6% of the total 196,100 independent contractors, and one-third (34.9%) of owner managers of enterprises (incorporated or unincorporated) in Queensland in August 2015.²¹

Females were slightly more likely than males to experience labour underutilisation with one in six females (17.3%) in the labour force either (1) unemployed, or (2) underemployed (that is, preferred and are available to work more hours), compared with 12.9% of males in October 2018²² – nationally 15.9% of females and 11.2% of males²³.

Of non-managerial employees:²⁴

- Almost all (93.2%) female casual employees worked part-time, compared with two-thirds (67.0%) of male casual employees working part-time.²⁵
- 27.7% of female employees were employed without paid leave entitlements in May 2016, compared with 23.1% for males, and those females accounted for three in five (59.3%) employees without leave entitlements.²⁶

Females were highly concentrated in the health care and social assistance industry (76.5% of all employed persons), but underrepresented in traditionally male-dominated industries, including the construction industry (13.1%) in August 2018.^{27 28}



The construction industry has the lowest proportion of female employees with females comprising about **1 in 8** employees or **13.1%** of the total employees.

Females represented a high proportion of clerical and administrative workers occupation (74.5%) in August 2018, but a lower proportion of other occupation groups, including machinery operators and drivers occupation (12.1%), and technicians and trades workers occupation (14.1%).^{29 30}



About **1 in 8** 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 2016.³¹

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 2016.³²

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 90.3% of all parents who were primary carers of people with a disability in 2015.³³

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.³⁴

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.³⁵



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- ¹ Queensland Parliament, *Members* – current members including Ministers and shadow Ministers.
- ² The Australasian Institute of Judicial Administration (AIJA), 2018, *AIJA Judicial gender statistics – judges and magistrates (% of women) March 2018*.
- ³ Queensland Government Department of Premier and Cabinet, 2018, *Register of Appointees to Queensland Government Boards*, unpublished data. The figure applies to 261 boards designated by the Queensland Government as “in scope”, and does not apply to the following government bodies/ roles on the Queensland Register of Appointees: (i) courts and tribunals (as the target is directed at board or committee appointments); (ii) Government and Non-Government ex-officio positions (as these appointments are by position); full-time or part-time statutory office holders (as the target is directed at board or committee appointments); and bodies established to meet inter-jurisdictional agreements (as appointees are decided with the agreement of another State or the Commonwealth).
- ⁴ Queensland Government Public Service Commission, 2018, *Queensland public sector quarterly workforce profile June 2018*, Table 4: Number and percentage of FTE by annual earnings and gender, based on AO equivalent (as if working full-time).
- ⁵ Figures do not include employees under the classification of chief executives and managing directors not further defined.
- ⁶ Australian Bureau of Statistics, 2018, *Labour force, Australia, detailed, quarterly, May 2018*, ‘EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards’, cat. no. 6291.0.55.003.
- ⁷ *ibid.*
- ⁸ Figures do not include employees under the classification of chief executives and managing directors not further defined.
- ⁹ Australian Bureau of Statistics, 2015, *General social survey: Summary results, Australia, 2014*, ‘Table 22. Volunteers - characteristics - state and territory, Table 22.1 Persons who volunteered in the last 12 months, selected personal characteristics—by state/territory’, cat. no. 4159.0. The *General social survey* is based on persons aged 15 years and over.
- ¹⁰ Australian Bureau of Statistics, 2015, *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.
- ¹¹ 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.
- ¹² Australian Bureau of Statistics, 2018, *Labour force, Australia, October 2018*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- ¹³ Australian Bureau of Statistics, 2018, *Labour force, Australia, October 2018*, ‘Table 1. Labour force status by Sex, Australia - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- ¹⁴ Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- ¹⁵ Australian Bureau of Statistics, 2018, *Labour force, Australia, October 2018*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- ¹⁶ 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.
- ¹⁷ *Ibid.*, ‘Aboriginal and Torres Strait Islander Peoples Profile, Table I15 I14 Selected labour force, education and migration characteristics by Indigenous status by sex’, cat. no. 2002.0.
- ¹⁸ 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.
- ¹⁹ Australian Bureau of Statistics, 2018, *Labour force, Australia, October 2018*, ‘Table 6. Labour force status by Sex, Queensland - Trend, Seasonally adjusted and Original’, cat. no. 6202.0.
- ¹⁹ *ibid.*
- ²⁰ Original data are used for both full-time and part-time employment as trend data are unavailable for part-time employment.
- ²¹ 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.
- ²² Australian Bureau of Statistics, 2018, *Labour force, Australia, October 2018*, ‘Table 23. Underutilised persons by State, Territory and Sex - Trend, Seasonally adjusted and Original’, cat. no. 6202.0 (trend).

²³ *ibid.*

²⁴ 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.

²⁵ 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.

²⁶ 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.

²⁷ Data are based on 4-quarter moving averages

²⁸ Australian Bureau of Statistics, 2018, *Labour force, Australia, detailed, quarterly, August 2018*, 'EQ06 - Employed persons by Industry group of main job (ANZSIC), Sex, State and Territory, November 1984 onwards', cat. no. 6291.0.55.003.

²⁹ Data are based on 4-quarter moving averages

³⁰ Australian Bureau of Statistics, 2018, *Labour force, Australia, detailed, quarterly, August 2018*, 'EQ08 - Employed persons by Occupation unit group of main job (ANZSCO), Sex, State and Territory, August 1986 onwards', cat. no. 6291.0.55.003.

³¹ 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.

³² 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.

³³ 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 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.

³⁴ 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.

³⁵ *ibid.*