**GENDER EQUALITY — HOW QUEENSLAND IS FARING**

**Education and training**

Females are consistently more likely than males to continue onto Years 11 and 12, with higher retention rates for females than for males at 90.6% and 86.8% respectively in 2016.[[1]](#endnote-1)

Aboriginal and Torres Strait Islander females (74.4%) were more likely than Aboriginal and Torres Strait Islander males (69.5%) to finish Year 12 in 2016.[[2]](#endnote-2)

Females comprised 59.1% of commencements and 60.1% of completions of higher education award courses in 2015.[[3]](#endnote-3) [[4]](#endnote-4)

Of people aged 15-74 years, 16.2% of women obtained a Bachelor Degree, compared to 12.2% for men, in May 2016.[[5]](#endnote-5)

Females of Aboriginal and Torres Strait Islander origin were more than twice (2212) as likely as Aboriginal and Torres Strait Islander males (1005) to hold a bachelor’s degree in 2011.[[6]](#endnote-6)

Year 12 female students made up about 9 in 10 home economics (93.2%), and dance (91.7%) subjects, but 1 in 10 technology studies (10.8%), and engineering technology (11.7%) in 2016.[[7]](#endnote-7) [[8]](#endnote-8)

Females comprised the vast majority of non-trade apprenticeships or traineeships, such as personal assistants and secretaries (97.3%), and carers and aides (93.3%), but significantly underrepresented in trade-related occupations such as construction trades workers (1.9%), automotive and engineering trades workers (2.9%), and electrotechnology and telecommunications trades apprentices (3.1%) in 2016.[[9]](#endnote-9)

**Income**

Females, on average, earnt $1333.10 in a full-time working week in May 2017, compared to $1599.60 for males in a full-time working week, resulting in the 16.7% gender pay gap[[10]](#endnote-10) — nationally 15.3% (full-time average weekly earnings of $1,387.10 for females and $1,638.30 for males)[[11]](#endnote-11).



Across occupations, technicians and trades workers were likely to have the largest gap, in terms of average hourly ordinary time cash earnings, with females earning 22.4% less than males.[[12]](#endnote-12) The lowest gender gap was for labourers (7.6%), followed by Machinery operators and drivers (10.9%).[[13]](#endnote-13)

The largest pay gap was in the finance and insurance services industry, with females earning $33.30 per hour — 39.0% less than that of males ($54.60), 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 transport, postal and warehousing industry with females earning $35.00 — 2.2% less than that of males ($35.89). [[14]](#endnote-14) [[15]](#endnote-15)

In May 2016, based on average weekly total cash earnings,

* females working part-time on a casual basis earnt, on average, a total of $522.00 weekly — 20.6% less than that of their male counterparts ($657.10)[[16]](#endnote-16)
* all female employees (working full-time or part-time) on a casual basis earnt, on average, a total of $579.60 weekly — 34.8% less than that of their male counterparts ($888.50)[[17]](#endnote-17).

**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 79.7% of women and 73.1% of men in 2013-14[[18]](#endnote-18) — nationally 77.8% of women and 72.4% of men[[19]](#endnote-19).

Females comprised 94.5% of total 61,378 single parents who received Parenting Payment, having principal care of a child or children under the age of eight years[[20]](#endnote-20), and 70.4% of total 40,450 people receiving Carer Payment in Queensland in 2013[[21]](#endnote-21).

**Retirement and superannuation**

The average superannuation balance was $80,443 for females and $123,755 for males in 2013-14[[22]](#endnote-22) — nationally $83,110 for females and $134,800 for males[[23]](#endnote-23).

In every age group, on average, females had lower superannuation balances than males, with the 55-64 year age group, which is approaching retirement, showing the largest gap of $172,780 for females and $316,094 for males in 2013-14[[24]](#endnote-24) — nationally $180,013 for females and $321,993 for males[[25]](#endnote-25).



Superannuation pension or annuity was the main source of income for 9.6% of women, aged 65 years and over who were not in the labour force, compared with 14.5% of their male counterparts in 2013-14[[26]](#endnote-26) — nationally 10.9% of females and 17.7% of males[[27]](#endnote-27).

Of people aged 15-64 years, females were more likely than males to have no superannuation coverage, with the 55-64 year group showing the greatest gender gap:

* 26.8% of females aged 55-64 years had no superannuation coverage, compared with 17.9% of males in the same age group, in 2013-14[[28]](#endnote-28) — nationally 27.3% of females and 16.9% of males[[29]](#endnote-29).

34.4% of females aged 15-64 years with disability and 27.6% of females aged 15-64 years who were born overseas had no superannuation coverage in 2013-14.[[30]](#endnote-30)

**Housing and homelessness**

Females comprised 64.9% (or 35,586) of all public rental housing tenants and 74.1% (or 2,688) of all state-owned and managed Indigenous housing tenants, as at 30 June 2016.[[31]](#endnote-31)

Single females aged over 55 years (19.0%) and single mothers with children, whose youngest child was under 18 years (17.9%), together made up over a third (36.8% or 21,542) of all public housing tenant.[[32]](#endnote-32)

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[[33]](#endnote-33), having ever previously been without a permanent place to live because of reasons[[34]](#endnote-34) including family/relationship breakdowns, financial problems, and tight rental/property markets.

Females accounted for 55.1% of people accessing government-funded specialist homelessness services in 2015-16, with women aged 18-44 years comprising more than half (53.8%) of female clients and just under a third (29.6%) of all clients.[[35]](#endnote-35)

Females headed 85.0% of one-parent families with children under 15 years in 2016.[[36]](#endnote-36)

* One-parent families with dependent children spent 25 per cent of their average gross income on housing costs in 2013–14, compared with 15 per cent for couple families with dependent children.[[37]](#endnote-37)
1. Australian Bureau of Statistics, 2017, *Schools, Australia 2016*, ‘Table 64a Capped apparent retention rates (APR) by year (grade) range, affiliation, sex, Indigenous status, states and territories, 2010-2016’, cat. no. 4221.0. [↑](#endnote-ref-1)
2. *ibid*. [↑](#endnote-ref-2)
3. Australian Government Department of Education and Training, Higher Education Data Collections, uCube. [↑](#endnote-ref-3)
4. 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-4)
5. Australian Bureau of Statistics, 2016, *Education and work, Australia, May 2016*, ‘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-5)
6. Australian Bureau of Statistics, 2012, *2011 Census of Population and Housing*, ‘Queensland (State/Territory), Indigenous Profile, Table I15 Non-school qualification: level of education by Indigenous status by age by sex’, cat. no. 2002.0. [↑](#endnote-ref-6)
7. Queensland Curriculum and Assessment Authority, 2017, *Subject enrolments and levels of achievement – 2016*. [↑](#endnote-ref-7)
8. Includes Year 12 Enrolments in Authority subjects (including Senior External Authority subjects) and excludes those subjects studied by less than 100 students in 2015. [↑](#endnote-ref-8)
9. National Centre for Vocational Education Research, 2016, *Australian vocational education and training statistics: Apprentice and Trainee Collection, June quarter 2016: pivot tables*, NCVER, Adelaide. [↑](#endnote-ref-9)
10. Australian Bureau of Statistics, 2017, *Average weekly earnings, Australia, May 2017*, ‘Table 11C. Average weekly earnings, Queensland (dollars) – trend’, cat. no. 6302.0. [↑](#endnote-ref-10)
11. Australian Bureau of Statistics, 2017, *Average weekly earnings, Australia, May 2017*, ‘Table 1. Average weekly earnings, Australia (dollars) – trend’, cat. no. 6302.0. [↑](#endnote-ref-11)
12. Australian Bureau of Statistics, 2017, *Employee earnings and hours, Australia, May 2016*, ‘Table: All Queensland employees paid at the adult rate, average weekly total cash earnings, average hourly ordinary time cash earnings – occupation by sex’, cat. no. 6306.0, customised data. [↑](#endnote-ref-12)
13. Australian Bureau of Statistics, 2017, *Employee earnings and hours, Australia, May 2016*, ‘Table: All Queensland employees paid at the adult rate, average weekly total cash earnings, average hourly ordinary time cash earnings – occupation by sex’, cat. no. 6306.0, customised data. [↑](#endnote-ref-13)
14. Australian Bureau of Statistics, 2017, *Employee earnings and hours, Australia, May 2016*, ‘Table: All Queensland employees paid at the adult rate, average weekly total cash earnings, average hourly ordinary time cash earnings – industry, managerial status by sex’, cat. no. 6306.0, customised data. [↑](#endnote-ref-14)
15. 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-15)
16. 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. [↑](#endnote-ref-16)
17. 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. [↑](#endnote-ref-17)
18. Australian Bureau of Statistics, 2017, *Gender indicators, Australia, August 2016*, 1. Economic security ‘Persons not in labour force aged 65 years and over by main source of personal income, 2003-04 to 2013-14, Queensland’, cat. no. 4125.0, customised data. [↑](#endnote-ref-18)
19. Australian Bureau of Statistics, 2016, *Gender indicators, Australia, August 2016*, 1. Economic security ‘Table 24: Persons not in labour force aged 65 years and over by main source of personal income, 2003-04 to 2013-14’, cat. no. 4125.0. [↑](#endnote-ref-19)
20. Department of Social Services, 2014, *Income support customers: a statistical overview 2013*, ‘Table 43: Parenting payment (single) recipients by state/territory and sex, June 2013’, p. 48, Statistical paper no.12. [↑](#endnote-ref-20)
21. Department of Social Services, 2014, *Income support customers: a statistical overview 2013*, ‘Table 20: Carer payment recipients by state/territory and sex, June 2013’, p. 25, Statistical paper no.12. [↑](#endnote-ref-21)
22. Australian Bureau of Statistics, 2017, *Gender indicators, Australia, August 2016*, 1. Economic security, ‘Superannuation balance at, or approaching preservation age, by age and by relationship in the household, 15 years and over, 2003–04 to 2013–14, Queensland’, cat. no. 4125.0, customised data. [↑](#endnote-ref-22)
23. Australian Bureau of Statistics, 2016, *Gender indicators, Australia, August 2016*, 1. Economic security ‘Table 25: Superannuation balance at, or approaching preservation age, by age and by relationship in the household, 15 years and over, 2003–04 to 2013–14’, cat. no. 4125.0. [↑](#endnote-ref-23)
24. Australian Bureau of Statistics, 2017, *Gender indicators, Australia, August 2016*, 1. Economic security, ‘Superannuation balance at, or approaching preservation age, by age and by relationship in the household, 15 years and over, 2003–04 to 2013–14, Queensland’, cat. no. 4125.0, customised data. [↑](#endnote-ref-24)
25. Australian Bureau of Statistics, 2016, *Gender indicators, Australia, August 2016*, 1. Economic security ‘Table 25: Superannuation balance at, or approaching preservation age, by age and by relationship in the household, 15 years and over, 2003–04 to 2013–14’, cat. no. 4125.0. [↑](#endnote-ref-25)
26. Australian Bureau of Statistics, 2017, *Gender indicators, Australia, August 2016*, 1. Economic security ‘Persons not in labour force aged 65 years and over by main source of personal income, 2003-04 to 2013-14, Queensland’, cat. no. 4125.0, customised data. [↑](#endnote-ref-26)
27. Australian Bureau of Statistics, 2017, *Gender indicators, Australia, August 2016*, 1. Economic security ‘Main source of income at retirement, Persons not in the labour force, by main source of personal income (65 years and over), 2003-04 to 2013-14, Queensland’, cat. no. 4125.0, customised data. [↑](#endnote-ref-27)
28. Australian Bureau of Statistics, 2017, *Gender indicators, Australia, August 2016*, 1. Economic security ‘No superannuation coverage by age and relationship in the household, 15–64 years, 2003–04 to 2013–14, Queensland’, cat. no. 4125.0, customised data. [↑](#endnote-ref-28)
29. Australian Bureau of Statistics, 2016, *Gender indicators, Australia, August 2016*, 1. Economic security ‘Table 26: No superannuation coverage by age and relationship in the household, 15–64 years, 2003–04 to 2013–14’, cat. no 4125.0. [↑](#endnote-ref-29)
30. Australian Bureau of Statistics, 2017, *Gender indicators, Australia, August 2016*, 1. Economic security ‘No superannuation coverage, 15–64 years, by selected populations, 2009–10, 2011–12 and 2013–14, Queensland’, cat. no. 4125.0, customised data. [↑](#endnote-ref-30)
31. Queensland Department of Housing and Public Works, SAP R/3, June 2016, unpublished data. [↑](#endnote-ref-31)
32. *ibid*. [↑](#endnote-ref-32)
33. 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-33)
34. 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-34)
35. Australian Institute of Health and Welfare, 2017, *Specialist homelessness services 2015-16, Supplementary tables - Queensland*, ‘Table QLD CLIENTS.1: Clients and support periods, by age and sex, 2015-16, adjusted for non-response’, cat. no. HOU 283. [↑](#endnote-ref-35)
36. Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, ‘Queensland (State/Territory), General Community Profile, Table G25 Family composition’, cat. no. 2001.0, data generated using ABS TableBuilder. [↑](#endnote-ref-36)
37. Australian Bureau of Statistics, 2015, *Housing occupancy and costs, 2013-14*, State and territory data, 1994-95 to 2013-14, ‘Table 11 QLD households, housing costs as a proportion of gross income by selected household characteristics’, cat. no. 4130.0. [↑](#endnote-ref-37)