# Queensland Women’s Strategy 2016–21

2021 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 88.9% and 81.9% respectively in 2020.[[1]](#endnote-2) [[2]](#endnote-3)

Aboriginal and Torres Strait Islander females (72.4%) were more likely than Aboriginal and Torres Strait Islander males (61.0%) to continue on to Year 12 in 2020.[[3]](#endnote-4) [[4]](#endnote-5)

As at May 2020, 28.5% of females aged 15-74 years held a bachelor degree or higher, compared with 22.9% for males.[[5]](#endnote-6)

Aboriginal and Torres Strait Islander females were more than twice as likely as Aboriginal and Torres Strait Islander males to hold a bachelor degree in 2016.[[6]](#endnote-7)

In 2019, females represented 59.8% of undergraduate and postgraduate student enrolments, but they made up 33.9% of STEM enrolments. Similarly, female students represented 61.3% of undergraduate and postgraduate course completions, but they made up 35.9% of STEM completions.[[7]](#endnote-8) [[8]](#endnote-9)

* While representing around 1 in 3 STEM enrolments, when looking at the distribution across courses among females, only 13.0% overall were enrolled in STEM compared with 37.8% of males.
* Females were most likely to be enrolled in Health courses (31.9%) followed by Society and culture (26.8%).

In December 2020, females were overrepresented in certain apprenticeships or traineeships (in training) in non-trade occupations, such as personal assistants and secretaries (96.3%) and carers and aides (93.3%) but were underrepresented in apprenticeships or traineeships (in training) in trade occupations such as construction trades workers (2.6%) and automotive and engineering trades workers (4.7%).[[9]](#endnote-10) [[10]](#endnote-11)

### Income

Females, on average, earned $1,479.20 in a full-time working week in May 2021, compared with $1,756.00 for males, leading to a 15.8% gender pay gap[[11]](#endnote-12) compared with 14.2% nationally (full-time average weekly earnings of $1,575.50 for females and $1,837.00 for males).[[12]](#endnote-13)

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.[[13]](#endnote-14) The lowest gender gap was for labourers (12.3%), followed by sales workers (14.7%).[[14]](#endnote-15)

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). [[15]](#endnote-16) [[16]](#endnote-17)

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).[[17]](#endnote-18)
* 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).[[18]](#endnote-19)

### 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[[19]](#endnote-20) — nationally 69.4% of females and 63.0% of males.[[20]](#endnote-21)

Females comprised 94.6% of single parents who received Parenting Payment, having principal care of a child or children under the age of eight years[[21]](#endnote-22), and 71.3% of people receiving Carer Payment in Queensland in June quarter 2021.[[22]](#endnote-23)

### Retirement and superannuation

The average superannuation balance was $111,275 for females and $164,031 for males in 2017–18[[23]](#endnote-24), that is, about 32.2% less than men’s — nationally $121,322 for females and $168,474 for males.[[24]](#endnote-25)

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.[[25]](#endnote-26)

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.[[26]](#endnote-27) 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[[27]](#endnote-28) — nationally 22.4% and 16.3% respectively.[[28]](#endnote-29)

35.9% of females aged 15–64 years with a disability and 26.8% of females aged 15–64 years who were born overseas had no superannuation coverage in 2017–18.[[29]](#endnote-30)

### Housing and homelessness

As at 31 August 2021, females comprised 56.4% (or 55,956) of all public rental housing tenants and 56.7% (or 5,544) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants.[[30]](#endnote-31)

* Single females aged over 55 years (22.6%) and single mothers with children, who had at least one child under 18 years of age (20.1%), together made up 42.7% (or 21,910) of all public rental housing tenants.
* Single females aged over 55 years (9.8%) and single mothers with children, who had at least one child under 18 years of age (36.1%), together made up 45.9% (or 1,457) of all state-owned and managed Aboriginal and Torres Strait Islander housing tenants.

Females accounted for 41.6% of all persons who were estimated to be homeless on Census night in 2016 in Queensland.[[31]](#endnote-32) [[32]](#endnote-33)

Females accounted for 59.6% of people accessing government-funded specialist homelessness services in 2019–20, with females aged 18–44 years comprising more than half (51.9%) of female clients and just under a third (30.9%) of all clients.[[33]](#endnote-34)

One-parent families with dependent children under 15 years of age spent 25.4% of their average gross income on housing costs in 2017–18, compared with 15.1% for couple families with dependent children.[[34]](#endnote-35) Females headed 85.0% of one-parent families with children under 15 years in 2016.[[35]](#endnote-36)

1. Based on apparent retention rates from Year 7/8 to Year 12. [↑](#endnote-ref-2)
2. Australian Bureau of Statistics, 2021, *Schools, Australia 2019*, ‘Table 64a Capped Apparent Retention Rates, 2011–2020’, 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 Bureau of Statistics, 2021, *Education and work, Australia, May 2020*, ‘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-6)
6. 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-7)
7. Australian Government Department of Education and Training, Higher Education Data Collections, uCube, extracted 25 October 2021. [↑](#endnote-ref-8)
8. 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-9)
9. National Centre for Vocational Education Research, 2021, VOCSTATS, ‘Apprentices and trainees - December 2020’, extracted 22 September 2021. [↑](#endnote-ref-10)
10. 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-11)
11. Australian Bureau of Statistics, 2021, *Average weekly earnings, Australia, May 2021*, ‘Table 12C. Average weekly earnings, Queensland (dollars) – Seasonally Adjusted’, cat. no. 6302.0. [↑](#endnote-ref-12)
12. Australian Bureau of Statistics, 2021, *Average weekly earnings, Australia, May 2021*, ‘Table 2. Average weekly earnings, Australia (dollars) – Seasonally Adjusted’, cat. no. 6302.0. [↑](#endnote-ref-13)
13. 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-14)
14. *ibid*. [↑](#endnote-ref-15)
15. 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-16)
16. 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-17)
17. 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-18)
18. *ibid*. [↑](#endnote-ref-19)
19. Australian Bureau of Statistics, 2019, *Microdata: Income and Housing*, *2017-18,* cat. no. 6541.0.30.001, data generated using ABS TableBuilder. [↑](#endnote-ref-20)
20. *ibid*. [↑](#endnote-ref-21)
21. Department of Social Services, 2021, *DSS Payment Demographic Data, June quarter 2020*, ‘Gender: Payment recipients by payment type by state and territory by gender, June 2021’. [↑](#endnote-ref-22)
22. *ibid.* [↑](#endnote-ref-23)
23. Australian Bureau of Statistics, 2019, *Microdata: Income and Housing*, *2017-18,* cat. no. 6541.0.30.001, data generated using ABS TableBuilder. [↑](#endnote-ref-24)
24. *ibid*. [↑](#endnote-ref-25)
25. *ibid*. [↑](#endnote-ref-26)
26. 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-27)
27. Australian Bureau of Statistics, 2019, *Microdata: Income and Housing, 2017-18*, cat. no. 6541.0.30.001, data generated using ABS TableBuilder. [↑](#endnote-ref-28)
28. *ibid*. [↑](#endnote-ref-29)
29. *ibid*. [↑](#endnote-ref-30)
30. Queensland Department of Housing and Public Works, RESIDE@31 August 2021, unpublished data. [↑](#endnote-ref-31)
31. Australian Bureau of Statistics, 2018, Census of Population and Housing: Estimating Homelessness, 2016, Table 2.4 Homeless Operational Groups and Other Marginal Housing, Queensland, cat. no. 2049.0 [↑](#endnote-ref-32)
32. The Australian Bureau of Statistics statistical definition of homelessness is when a person does not have suitable accommodation alternatives they are considered homeless if their current living arrangement: is in a dwelling that is inadequate; or has no tenure, or if their initial tenure is short and not extendable; or does not allow them to have control of, and access to space for social relations. [↑](#endnote-ref-33)
33. Australian Institute of Health and Welfare, 2021, *Specialist homelessness services 2019–20, Supplementary tables - Queensland*, ‘Table QLD CLIENTS.1: Clients and support periods, by age and sex, 2019*–*20’. [↑](#endnote-ref-34)
34. 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-35)
35. Australian Bureau of Statistics, 2017, *2016 Census of Population and Housing*, data generated using ABS TableBuilder. [↑](#endnote-ref-36)