

WOMEN & THE WORKPLACE

GLOBALLY



WOMEN WORK **TWO THIRDS** OF THE WORLD'S HOURS; YET EARN **ONE TENTH** OF THE WORLD'S INCOME¹



MORE THAN
100
COUNTRIES
WORLDWIDE
STILL HAVE
LAWS THAT
RESTRICT
WOMEN'S
PARTICIPATION
IN THE
ECONOMY.³

IN AUSTRALIA

WOMEN
CONTINUE TO
EARN LESS
THAN MEN,
ARE LESS LIKELY
TO ADVANCE
THEIR CAREERS
AS FAR AS MEN,
AND ARE MORE
LIKELY TO
SPEND THEIR
FINAL YEARS
IN POVERTY⁵



INCREASING FEMALE
WORKFORCE PARTICIPATION
BY 6% HAS THE
POTENTIAL TO
ADD \$25 BILLION
EACH YEAR TO THE
AUSTRALIAN ECONOMY.⁷

For more facts see: The
Australian Women Donors
Network [Fast Facts](#) Page.

The NATIONAL GENDER
pay gap in Australia is
CURRENTLY 18.2%
and has hovered
BETWEEN 15% AND 18%
for the past two decades.⁴

Causes for this disparity
include **DISCRIMINATION**,
the different balance of paid
and unpaid work that women
and men undertake in their
lifetime, the different
industries in which women
work compared to men and
the **UNDER-VALUATION**
OF THE OCCUPATIONS
in which women are largely
employed (e.g. in caring
and personal service roles)
and the way pay is set.⁵

WHEN THE PAID

PARENTAL LEAVE
SCHEME WAS FIRST
INTRODUCED IN 2010-11,

54,478

FAMILIES RECEIVED
PAID PARENTAL LEAVE
PAYMENTS.
LESS THAN 1%
OF THE RECIPIENTS
WERE **MALE**.⁶

¹ <http://www.womendeliver.org/knowledge-center/publications/invest-in-girls-and-women-everybody-wins-2014/>

² <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

³ <http://www.security4women.org.au/wp-content/uploads>

⁴ https://www.wgea.gov.au/sites/default/files/Gender_Pay_Gap_Factsheet.pdf

⁵ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

⁶ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>

⁷ <https://www.wgea.gov.au/research-and-resources/fact-sheets-and-statistics>