

# Gender Inequality in the workplace

## GENDER PAY GAP

On average, employed women make almost one-third less than employed men (does not count self-employed people). The gender pay gap is even bigger for the self-employed, since most women entrepreneurs work part-time in very small businesses. The biggest factor suppressing women's wages is their concentration in part-time work and other irregular or precarious jobs [6].



## FEMALE DOMINATED INDUSTRY

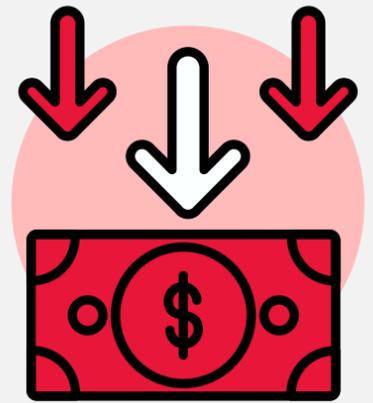


Women tend to dominate particular sectors and specialisations – such as education, health and welfare services – and are relatively absent in others, such as construction, distribution and production management [7]



## CONTINUING IMPACT OF THE COVID PANDEMIC

The economic consequences of the COVID-19 pandemic hit women harder than men [3]. In the early months of the pandemic in Australia, between March and May 2020, more than 800,000 workers lost their jobs. Women accounted for 54% of that number [4]. During this period, with schools and early childhood education centres closed across Australia, women were also more likely than men to withdraw from the workforce completely [2].



## BUYING-IN TO GENDER EQUALITY

Male leaders tend to be more likely to defend the status quo, with the effectiveness of change strategies that rely on leadership and buy-in of those whose privilege is embedded in existing arrangements being called into question. This problematises dominant organisational approaches casting senior leaders as effective change agents for gender equality [1].

## THE FUTURE IS BRIGHT, SOME POSITIVE CHANGES:

- Decrease in total remuneration gender pay gap of 7.5 percentage points (pp) from 28.6%, to 21.1% [5]
- Boards with no women down 11pp, but still 26% have no women
- Women are 42% of managers, up from 36%, and gender pay gap for managers down 6.9pp to 22.8% [5]
- Proportion of the workforce in gender-dominated industries down 8pp to 51%, but still the majority [5]
- Women's average pay has been growing faster than men's in recent years due to employment growth in some female dominated industries being strong; rapid hiring in health care and community services a notable example [6].

Scan to access the Workplace Gender Equality Agency's (WGEA) [Progress Report](#)



## SOURCES

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- [4] Jose, G., Sharma, L., Sharma, A., Bijo, K., & Mathew, A. M. (2025, May). Gender Equality Across Australian Workplaces: A Critical Reflection of the Initiatives Undertaken. In *International Conference on Human-Computer Interaction* (pp. 365-377). Cham: Springer Nature Switzerland.
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