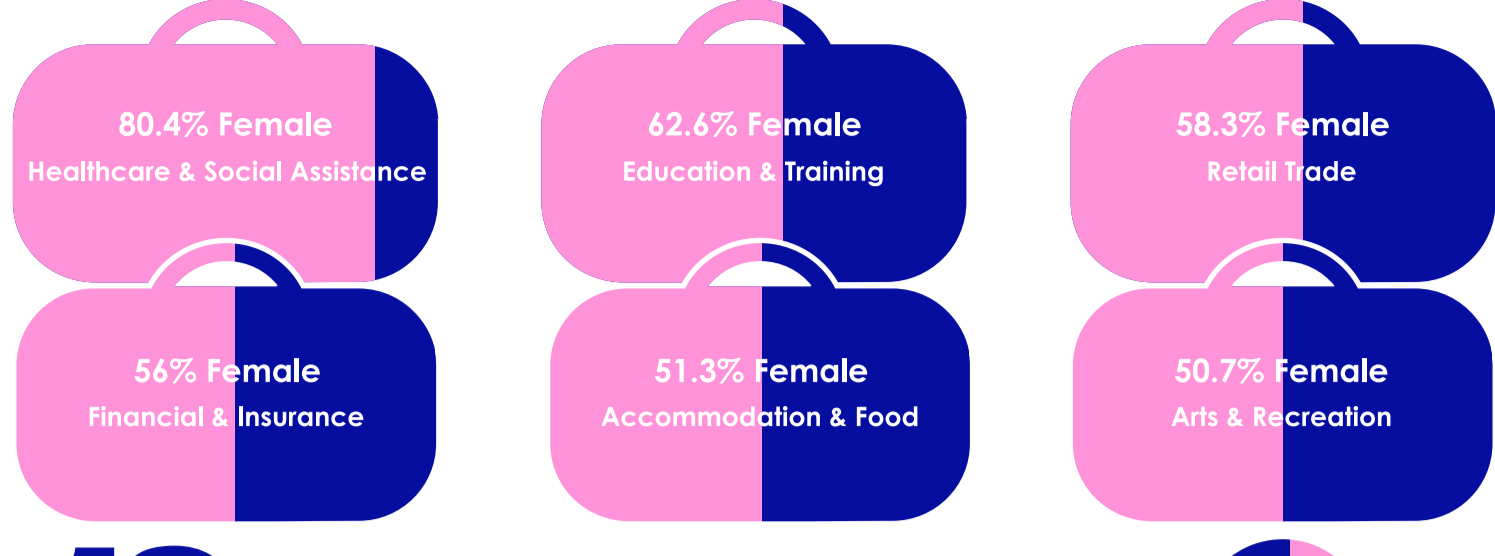


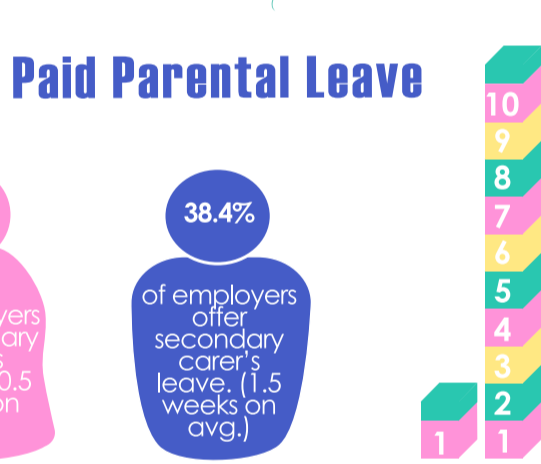
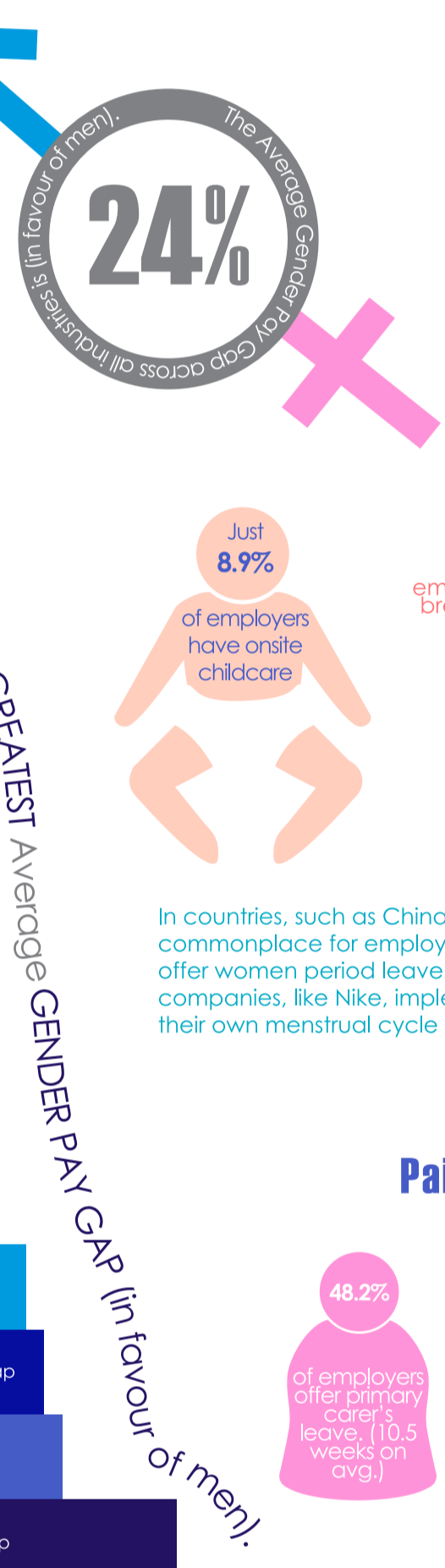
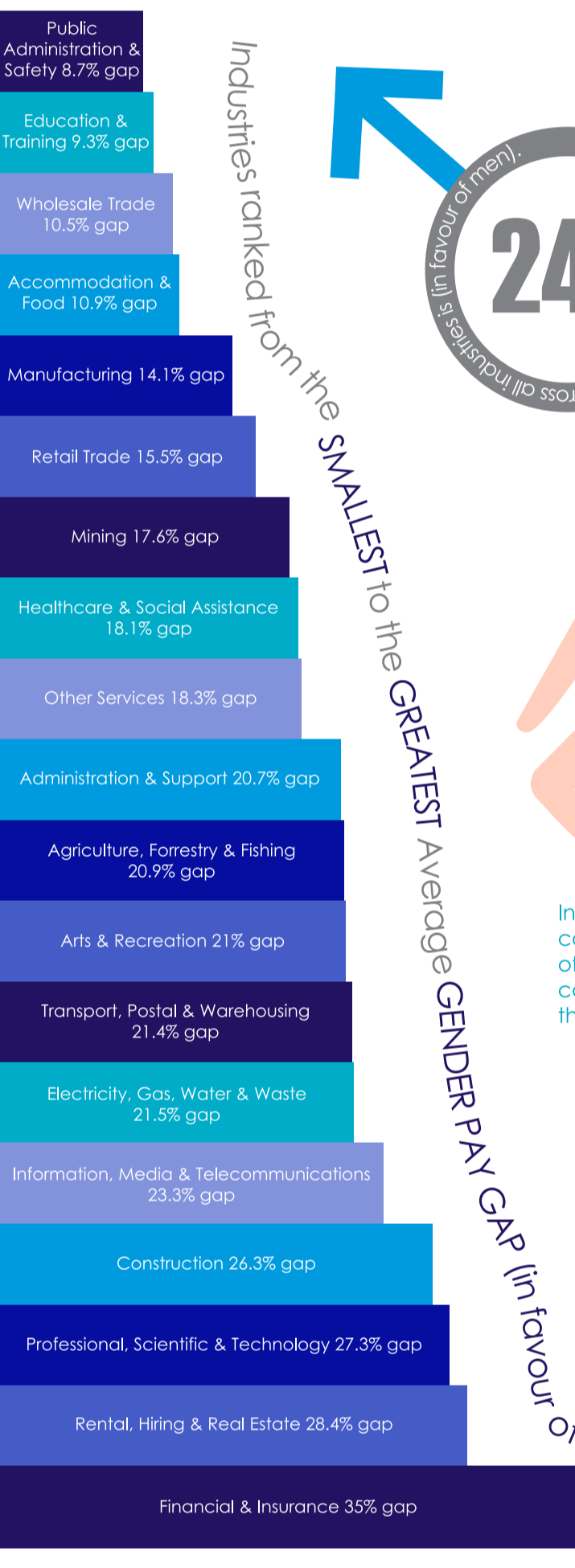
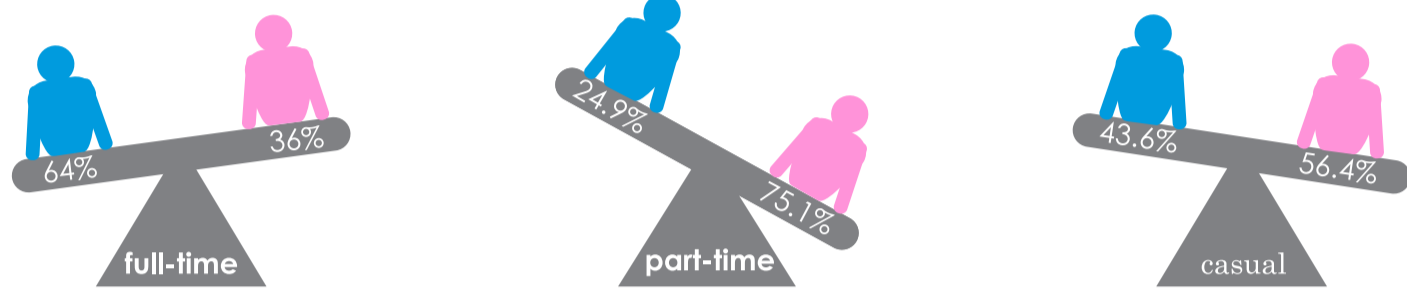
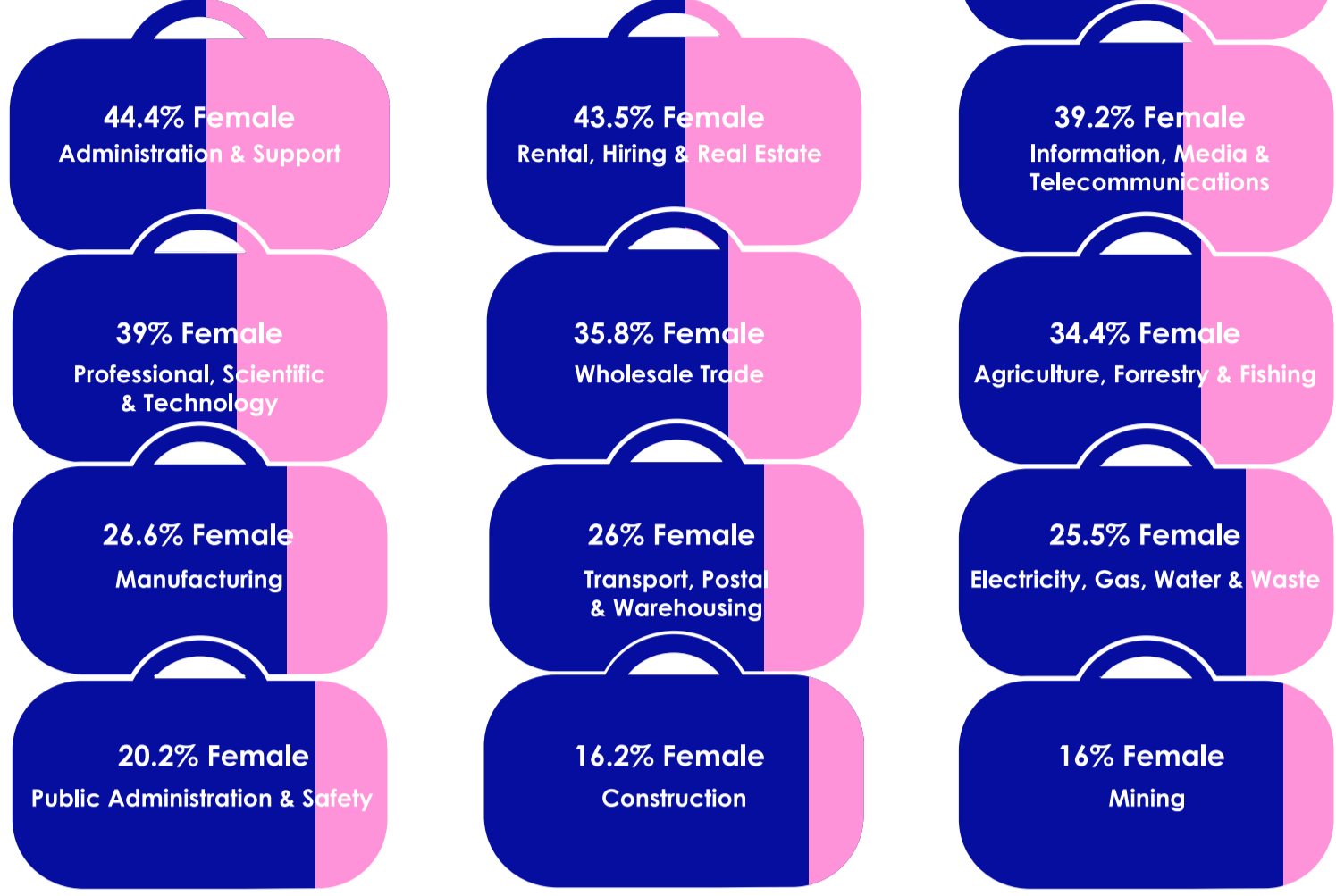
Feminine Facts @ Work

Source: Workplace Gender Equality Agency, Australian Government, 2014-2015 Data Explorer.

6 INDUSTRIES DOMINATED BY FEMALES



13 INDUSTRIES DOMINATED BY MALES



54.6% of employers have an overall gender equality policy; yet only **16.1%** have a gender equality strategy.

80.9% of employers offer parents full pay in addition to the Government's paid parental leave scheme.

47.2% of employers have a policy aimed at supporting staff with family/caring responsibilities; compared to **14.6%** who have a supportive strategy.

34.9% of employers have a policy/strategy to support employees who are experiencing family/domestic violence.

76.1% of employers have some measure in place to support employees who are experiencing family/domestic violence, such as:

- Employee assistance program **64.7%**
- Access to leave **52.4%**
- HR & other staff training **13.5%**
- Referral **26%**

50% of employers have a flexible work arrangement policy; but only **14.6%** have a strategy for flexible work arrangements. Employers may offer various flexible options:

UNPAID

Unpaid leave **79.5%**

Time in lieu **50.4%**

Purchased Leave **27.8%**

Job sharing **41.6%**

Compressed working week **26.7%**

Telecommuting **28.3%**

Part-time work **82.5%**

Carer's Leave **93.2%**

Only 15.4% of Australia's CEOs are female!

