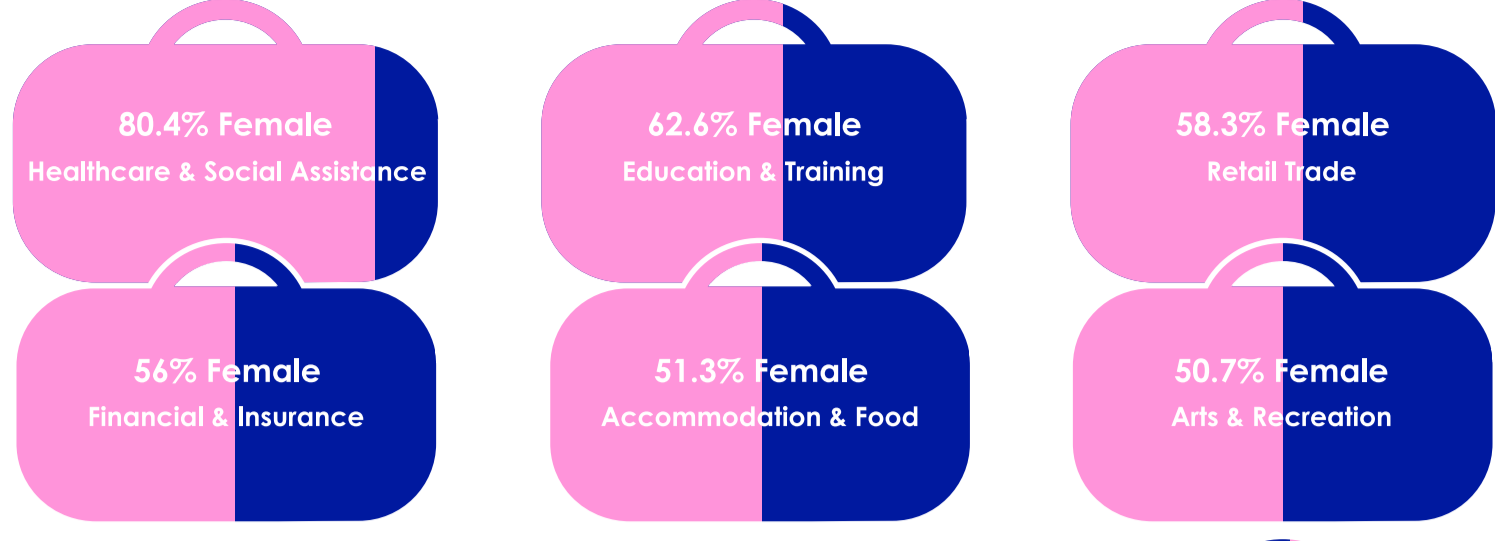


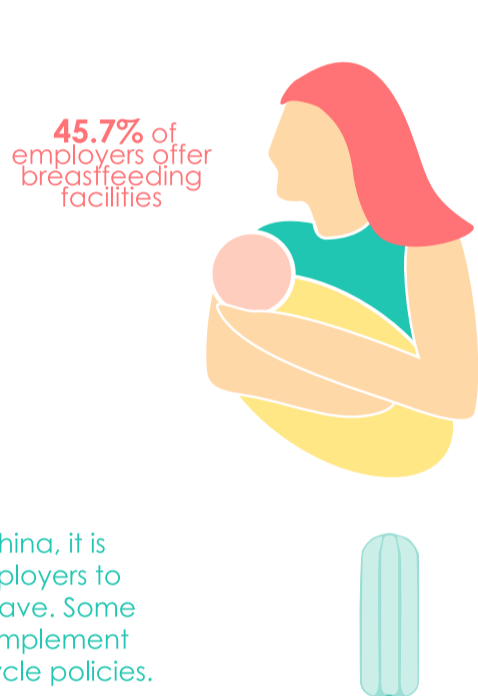
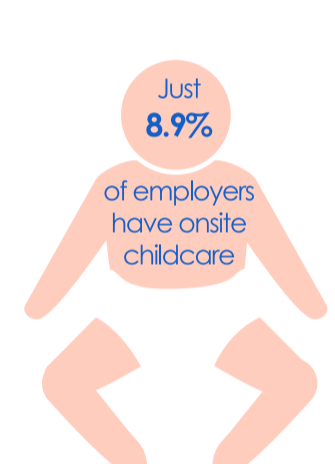
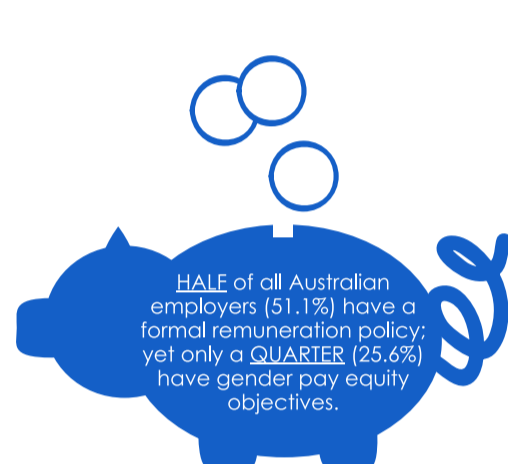
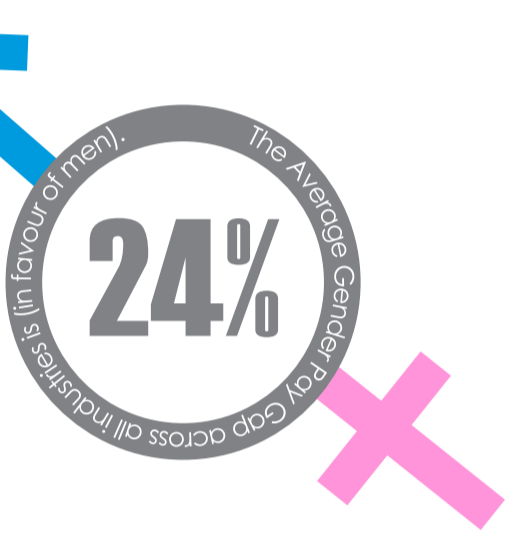
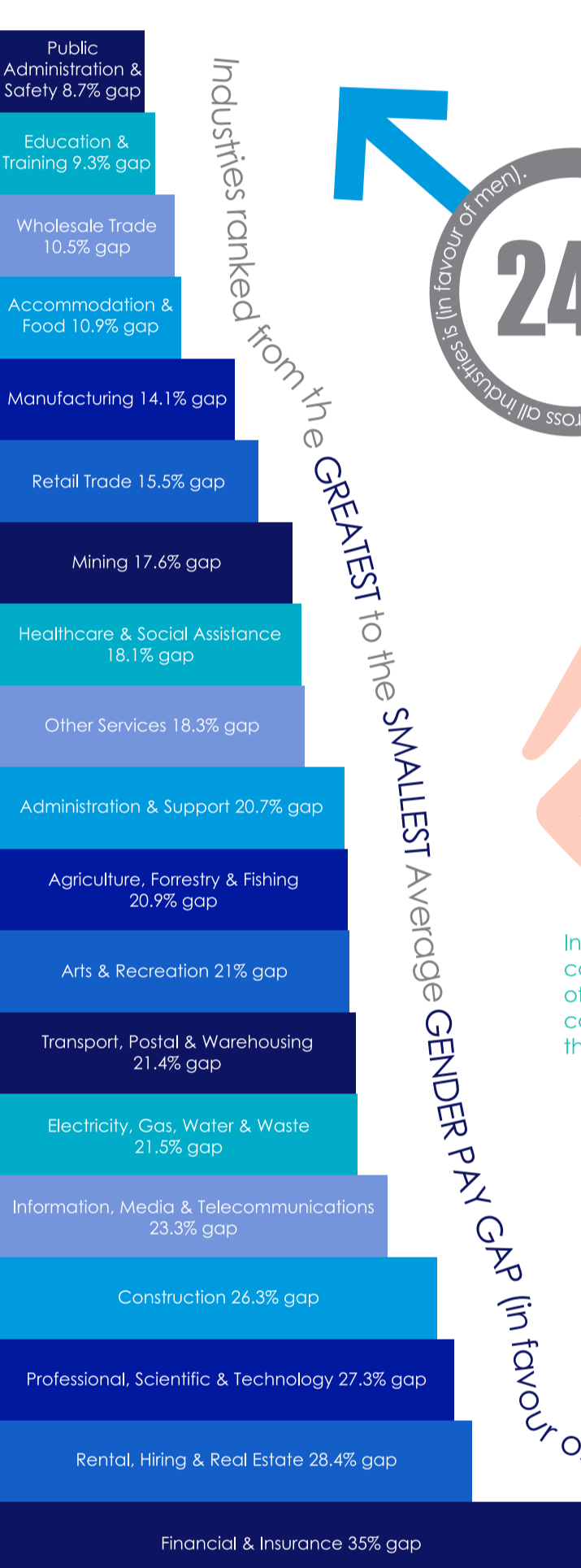
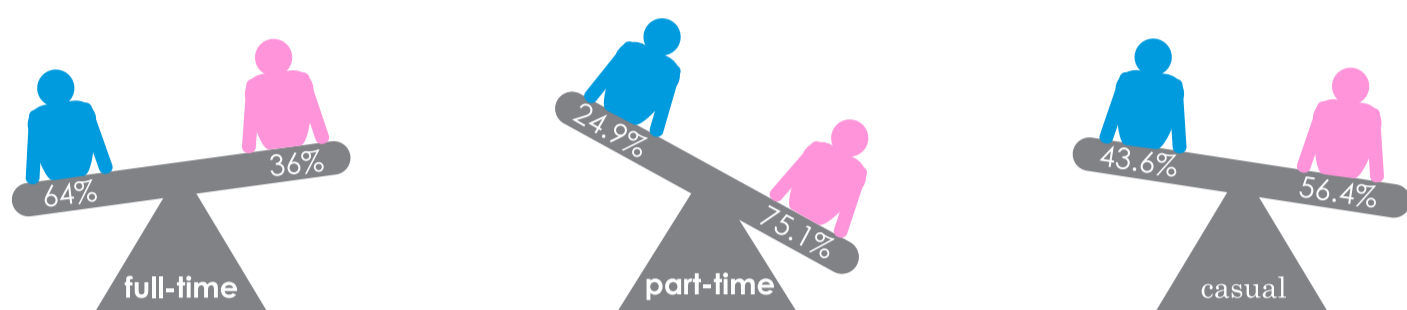
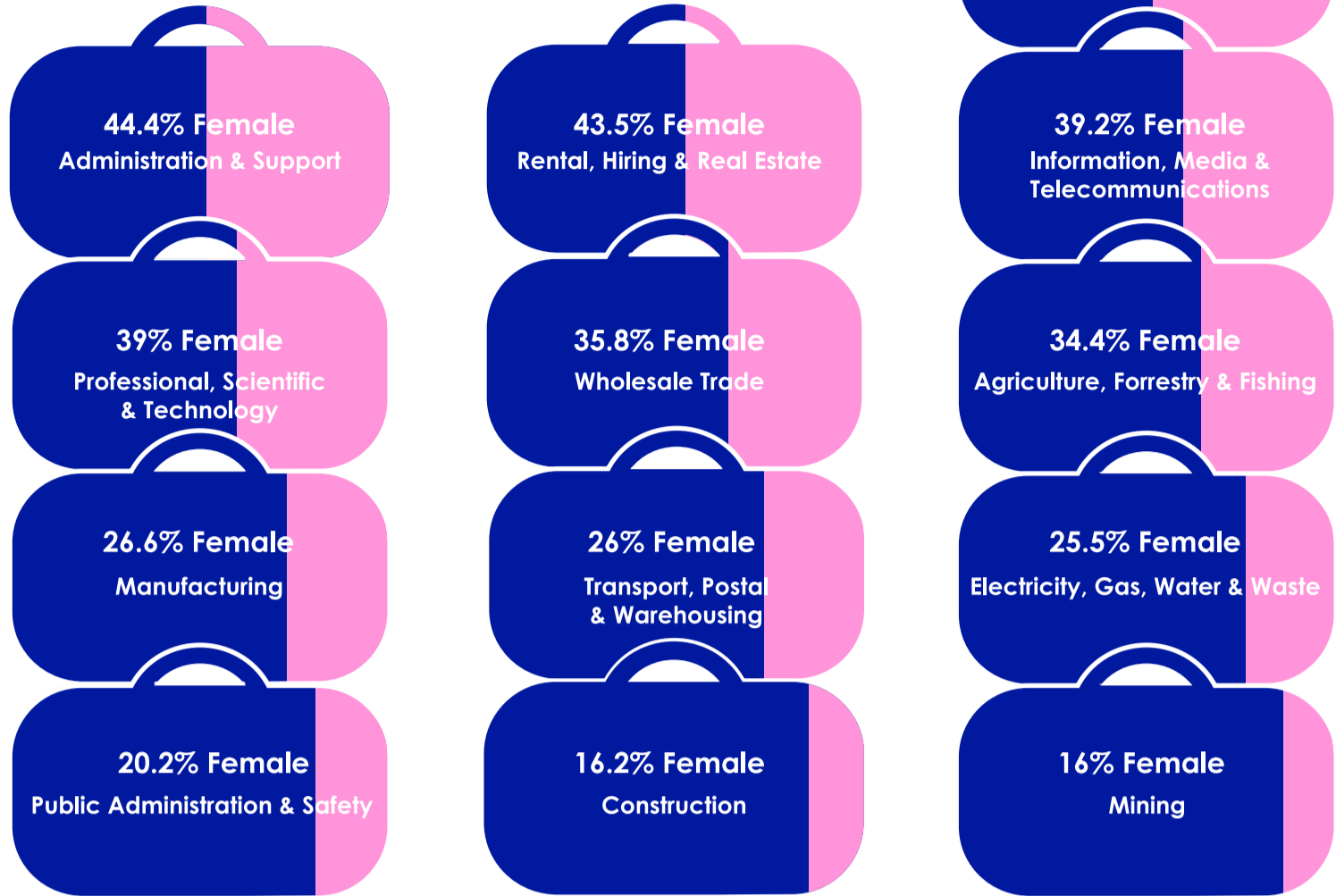
# Feminine Facts @ Work

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

## 6 INDUSTRIES DOMINATED BY FEMALES

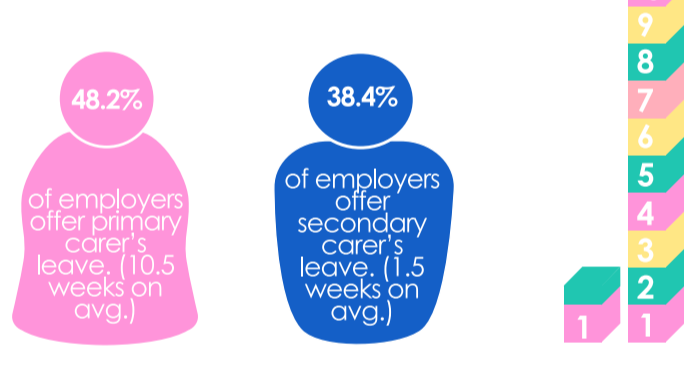


## 13 INDUSTRIES DOMINATED BY MALES



In countries, such as China, it is commonplace for employers to offer women period leave. Some companies, like Nike, implement their own menstrual cycle policies.

### Paid Parental Leave



**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!

