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Financy Women's Index[®]


A DATA DIGGER SCOOP

JUNE 2018 – SEPTEMBER 2018

A Financy initiative supported by OneVue, AMPFP & AFA

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Fearless

Inspiring women through insights
to live more courageously & confidently
– to be *FEARLESS*



THE FUTURE OF WOMEN'S ECONOMIC PROGRESS

Improving the economic wellbeing of Australian women is likely to become an increasingly influential factor in business and political decision-making in the period ahead.

Increased focus on gender pay and superannuation gaps and a lack of leadership on gender diversity has seen the major political parties, particularly the Federal Labor party, announce measures targeted at women ahead of the next federal election.

Many Australian businesses have also launched diversity programs and enhanced superannuation benefits to help improve gender equality while also appealing to female employees – current and future.

The gains achieved by better supporting the economic progress of women through initiatives that increase workforce participation, wealth, wages, educational opportunities and financial literacy are significant for women, men, families and our country.

In this September quarter report, the Financy Women's Index shows that women are making steady progress to overcome economic inequality helped by improved full-time employment, a narrowing of the gender pay gap and increased board representation in the ASX 200.

But the pace of progress doesn't tell us enough about what economic equality looks like as an aspirational target.

What we endeavored to do in this report is provide a guide of what an economic progress score could look like if Australia didn't have gender pay or superannuation wealth gaps.

This would also be a place where ASX 200 board gender diversity was balanced, workforce participation rates between men and women were equal, full-time female employment were higher and tertiary education enrolments maintained its current relative growth.

This economic target is a tentative estimate and the assumptions made will undergo fine-tuning as we attempt to reflect deeper structural and cultural issues as well as predict future workforce and family trends.

Behind the scenes work is underway with the newly appointed Advisory Committee on this and to introduce new data streams that will enhance the Index and future reports.

The Financy Women's Index has an important role to play in helping to improve policy outcomes by providing thought leaders with insights and suggested discussion points to the actions that may enhance women's economic progress.

I'm excited about what this could mean for women, Australian families and future generations.

It is also my hope that the Women's Index will empower more women to become fearless in life by giving them timely information on the opportunities and benefits of enhancing their financial wellbeing.

The Financy Women's Index is supported by platinum sponsor Australian listed fintech group OneVue, as well as bronze sponsors AMP Financial Planning and the Association of Financial Advisors.

Bianca Hartge-Hazelman

Founder of the Financy
Women's Index



HAVE WE MADE STEADY GAINS OR STALLED PROGRESS?

What I love about the Financy's Women's Index is that it makes me feel that women in the workforce are making slow but steady progress. I look at it like a diet. Crash diets rarely work but often the weight loss that is kept off comes from changing eating habits as a part of an overall lifestyle change.

So when you read the Women's Index this quarter you might feel like I did that, highly encouraged, occasionally disappointed but still optimistic.

It's exciting to hear that the national gender gap fell to a 20-year low but disappointing to read that one of the only sectors where the gender pay gap actually increased was Finance and Insurance Services – the sector I work within.

In this industry the average woman earns \$576 less a week less than the average man.

Although I have kept pace with the many proposals to address this discrepancy from long-term plans to legislated equality of pay I cannot help but wonder how any professional board could allow management to continue what is clearly an unfair practice without a clear pathway forward to addressing it.

As a public company CEO I appreciate it is not always possible to instantaneously address matters that may impact the bottom line however that should not excuse having no plan at all.

The key point however is pay equality, not women making more than men or vice versa but everyone having the right to earn the same amount of money for undertaking the same role.

As a result I was equally disappointed to see the female engineering graduates paid more than male graduates on completion of their undergraduate studies.

So whilst we are making progress one step at a time, let's hope we are also delivering sustainable change and that we are not experiencing better metrics due to short-term political and social pressures.

So thank you to the Financy Women's Index for providing us with positive metrics and for confirming that we are indeed on the right path because reading the news headlines this week made me wonder if we were making any progress at all.

Connie McKeage
Managing Director
OneVue



ECONOMIC EQUALITY

The FWX Progress Target is an aspirational guide of what economic equality might look like in Australia if we keep the rate of progress up

The 173.3 point FWX Target is based on there being no gender gaps in wages and superannuation, as well as gender equality on ASX 200 boards, increased female workforce participation and full-time employment and continued relative growth in tertiary education.

Progress Target
173.3
POINTS

September result 37.5% below FWX Progress Target

Sept. Result
126
POINTS



The average lifetime gender gap in superannuation savings is improving but remains deeply troubling for women nearing retirement.

WEALTH

37%

Average super gap for women 55-64 years



34%

Average lifetime super gap

National gender pay gap narrows to 20-year low as more women participate in full-time workforce. Pay gap widens in the sector that employs the most women.

14.6%

Gender pay gap



WAGES

UP 9.6%

Pay gap widens in Health

More women in full-time employment, as well as occupying top company board positions, albeit off a low base.

WORK

3.16^{MIL}

Women in full-time work



28.5%

Women on ASX 200 Boards

Significantly more women than men enrolling in tertiary studies. Technology courses record fastest 5-year growth among women.

UP 33%

Information Tech Enrolments



EDUCATION

807^k

Women in tertiary studies

KEY RESULTS

September report 2018 – Released at 5am Wednesday October 3rd

Key findings

- The Financy Women's Index edged 1.4 points or 1.1% higher to 126 points in the September quarter.
- The September result builds on annual momentum of progress and suggests economic equality could be here in the next decade.
- Record full-time employment and a 20-year low in the gender pay gap assisted the progress score.
- An increase in the number of women represented on ASX Top 200 boards also supported the result.
- Despite the gains, the latest result is 37.5% below the FWX Progress Target.

The economic progress of Australian women marched higher over the past 12 months, and reflects a 6.3 point improvement on 119.7 points in September 2017.

The Financy Women's Index, supported by Data Digger, gained 1.4 points or 1.1 per cent to 126 points in the three months to September, from a revised 124.6 points in June 2018.

But when compared to the Financy Women's Index (FWX) Progress Target of 173.3 points, the September result falls short by 37.5%.

The FWX Progress Target is a tentative aspirational guide on economic equality and will be revised in time as the Index undergoes fine tuning.*

The result means that if the current rate of annual economic progress among women, with an average increase of 4.3 points a year, were sustained and uninterrupted, then economic equality could be achieved in about 11 years time.

The FWX Progress Target calculates economic equality on the basis of there being a zero national gender pay gap, a zero gender gap in superannuation savings, balanced gender diversity on ASX 200 boards, male and female participation rates are equal, female full-time employment is 70% of current male full-time employment, and tertiary education enrolments are maintained in relative growth terms.

KEY RESULTS

The key drivers of economic progress for the September quarter, based on the latest available statistics, include record full-time employment among women and a 20-year low in the average wage disparity between men and women.

Improved wages and job outcomes helped the national gender pay gap fall to 14.6% in May, as reported in the September quarter, down from 15.2% in November 2017.

CHART 1: Financy Women's Index by Quarter

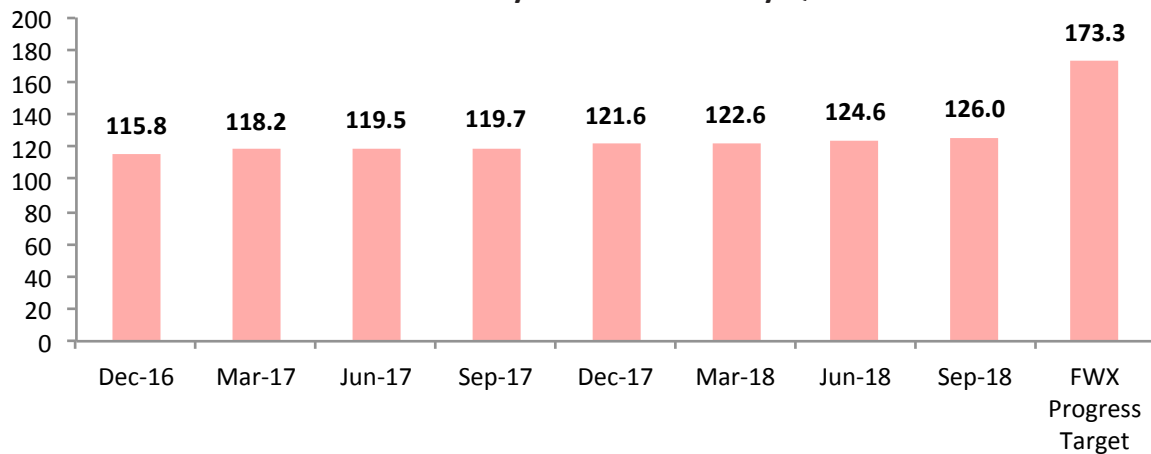
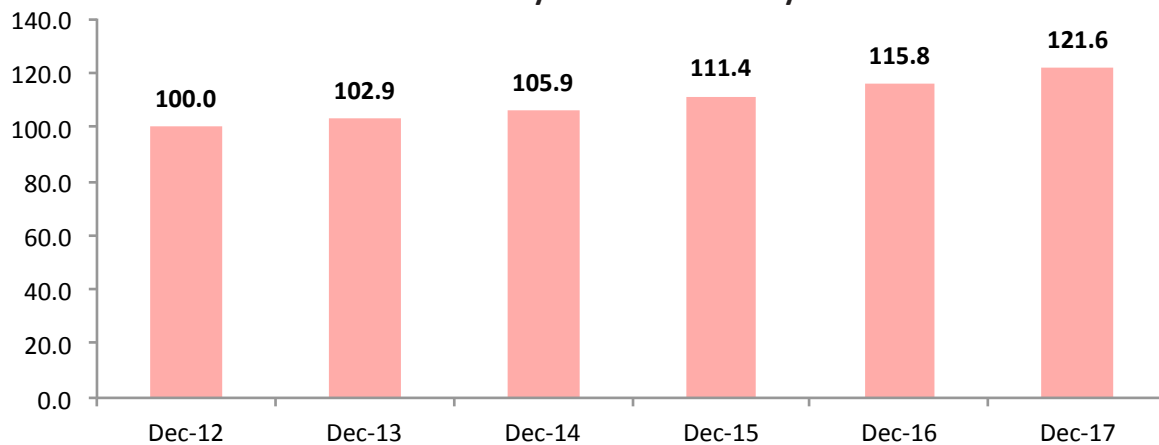


CHART 2: Financy Women's Index by Year



Source: Financy, September 2018

The Financy Women's Index tracks progress of economic indicators affecting women on a quarterly basis from 2017. Previously, yearly targets have been used. Revisions to the Financy Women's Index are made in each quarter based on official data revisions and corporate board actions that underpin the report. Data enhancements may also lead to revisions of the Women's Index.

**FWX Progress Target: We acknowledge there needs to be caution, and indeed is likely to be some debate around the FWX Progress Target, particularly on the number of women to men in full-time and part-time employment. The fact that women have children and are more likely than men to take time off to be the primary carers, is why the full-time employment percentage is at 70%, similar to the target workforce participation rate. This is likely to undergo further review as we consider changes in work, leadership, social norms and family dynamics. The number of women employed in full-time work in turn affects the wage disparity, as well as superannuation savings. To that point, we still feel it is important to set the FWX Progress Target to help bring further context to quarterly benchmarking.*

KEY RESULTS

The country's largest employer of women by sector, Health Care and Social Assistance recorded the biggest increase of in the gender pay gap, up 9.6% to 25% in May compared to 22.8% in November.

The expansion of the Women's Index to include the ASX 200 positively affected progress and led to revisions dating back to 2012 when the ASX 20 had been used. Women now hold 28.5% of ASX 200 board positions.

There are also signs that the superannuation gap between men and women may be narrowing, although in absolute terms the gap is still very substantial.

The country's biggest super fund, AustralianSuper reported that the gap between the life-time retirement savings of men and women fell to 28% at the end of the 2018 financial year, from 30% in 2017.

Education data suggests that improved wages and graduate salaries could be having an impact on the types of courses that women study beyond high school.

Female engineering graduates are earning more than male graduates, and are enrolling in this field at more than three-times the pace of more traditional female-dominated courses like Education.

Meanwhile Mining and Information Media and Telecommunications, which are among the highest paying sectors, stood out as having links to the fastest growing education pathways for women.

TABLE 1: Financy Women's Index Breakdown

Quarter	Dec-16	Mar-17	Jun-17	Sep-17	Dec-17	Mar-18	Jun-18	Sep-18
Financy Women's Index	115.8	118.2	119.5	119.7	121.6	122.6	124.6	126.0
Female & Male Average Salary Disparity	102.0	102.0	102.7	102.7	103.0	103.0	103.7	103.7
Employment - Full Time Work	105.5	106.8	108.2	108.7	111.2	110.6	111.2	112.1
Employment - Participation Rate	101.1	101.5	102.2	102.5	103.5	103.2	103.5	103.3
Education - Tertiary Index*	115.0	n/a	n/a	n/a	n/a	n/a	n/a	n/a
ASX Top 20 Board Representation Index	163.0	162.3	164.9	164.9	168.8	173.4	179.9	185.1
Superannuation**	108.2	n/a	n/a	n/a	n/a	n/a	n/a	n/a

*Note: * Tertiary education statistics observes the most recent data available which according to education.gov.au is Dec. 2016 and reported in late 2017. The next update will be a key feature in the December quarter Financy Women's Index 2018.*

*** The Australian Bureau of Statistics provide average superannuation balances by gender every two years, including for the most recent reporting period of 2014/15. Reported in 2016.*

WOMEN ON BOARDS

The country's largest listed companies by market value continue to incrementally improve their gender diversity on boards, but there is still a long way to go.

The Index found that female board members held 28.5% of positions in the top 200 companies in the latest quarter, up from 27.7% in June, according to the latest Gender Diversity Progress Report by the Australian Institute of Company Directors (AICD).

There are 424 women holding positions on top 200 boards, while men hold 1063 board positions.

Female board representation improved within ASX 200 boards and rose to 31.6% in September, but remains shy of the 32.1% achieved in the December quarter of 2017.

By contrast in the broader private sector, women represented 38.4% of managerial positions across an estimated 11,000 companies in the 2016-2017 reporting year, according to the Workplace Gender Equality Agency (WGEA).

A key AICD target to achieve 30% female board representation for the ASX 200 by the end of this year is very close but remains uncertain.

Based on the current rate of progress in board appointments for the Top 200, we would expect a further one percentage point gain by the end of December. This would put female board representation at 29.5% - just shy of the key target.

The AICD's target and quarterly reporting of board representation has been effective and influential in the three years since reporting began. In September 2015, the number of women on ASX 200 boards was 20.6% and in 2012 the number was 10.9%.

Indeed if this trend persisted and female board representation improved by approximately 3 percentage points a year, a 50/50 gender balance for the ASX 200 could be realized as early as 2026.

Of the top 200 companies examined for this report, 83 have already met or are exceeding the 30% female board member target.

Of those companies, the A2 Milk Company joined the 30% list with the retirement of Geoffrey Babidge and the appointment of Carla Hrdlicka.

Fortescue Metals Group and Medibank Private are among the listed companies that are exceeding the 30% target, while Tassal Group, TPG Telecom and ARB Corporation have no women on their boards.

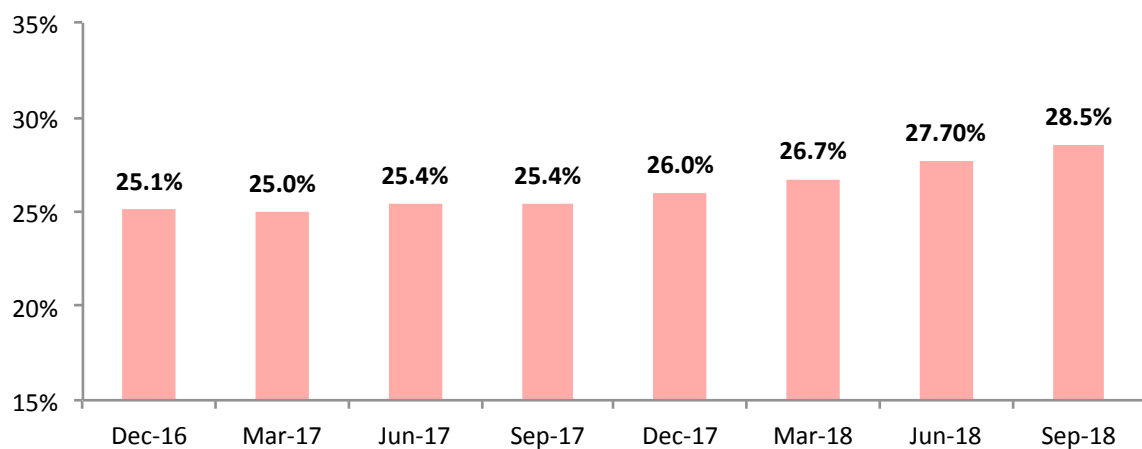
WOMEN ON BOARDS



Suggested actions to improve progress of women on ASX 200 boards:

Continued support and focus on the AICD target, together with education around the benefits of gender diversity, potential sponsorship for women directors, improved and transparent board recruitment processes could greatly assist in growing the number of women occupying board positions.

CHART 3: The percentage of women on ASX top 200 boards



Source: AICD, Financy and Data Digger, September 2018

WOMEN IN THE WORKFORCE

The number of women working full-time reached 3.16 million in August, up from 3.14 million in June.

Over the past three years, full-time employment growth among women has outpaced men at 7.7% versus 4.7% in August 2015.

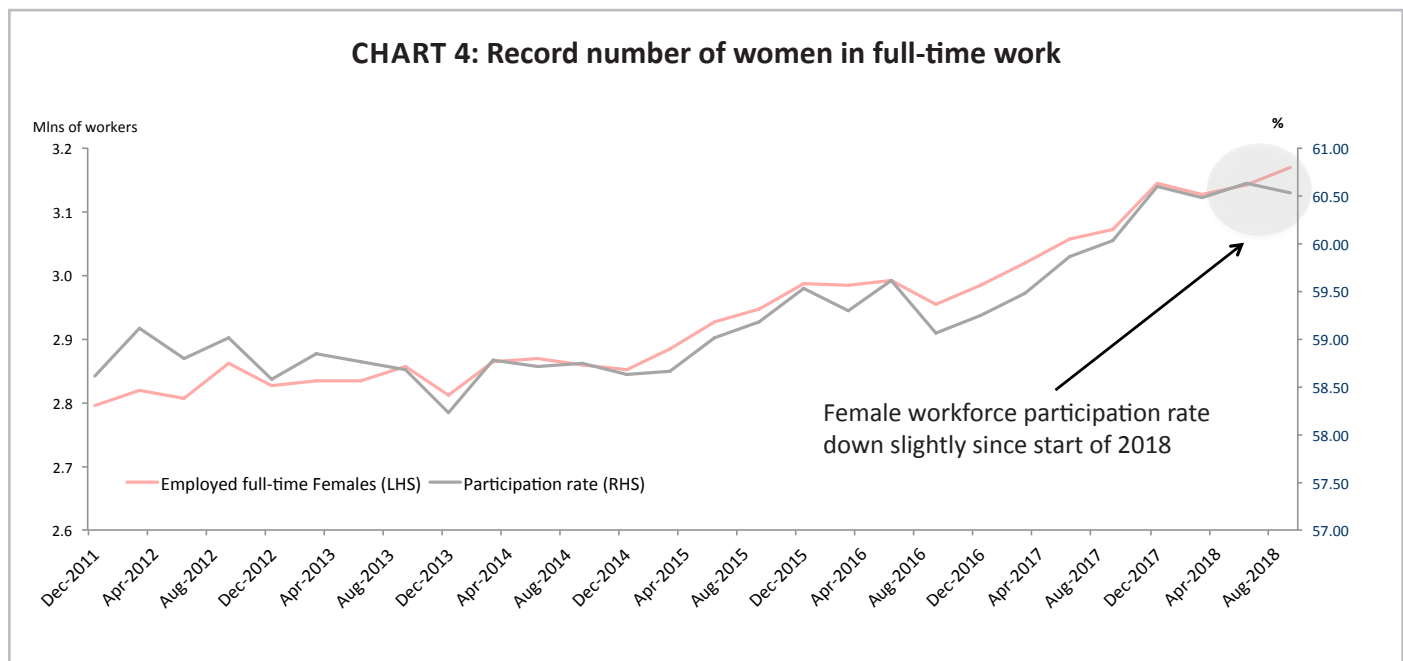
By contrast, part-time employment growth in men has increased by 11.2%, outpacing women at 8.5% over the same period.

The number of women in part-time work held steady at 2.75 million in August and is up from 2.68 million in August 2017.

The number of men working part-time increased to 1.25 million in August, from 1.24 million in June, while men in full-time work reached 5.45 million, slightly up from 5.44 million over the same periods.

The total male participation rate stands at 71.1% for August, up from 70.9% in June, while the female participation rate remained steady at 60.4% in August. Female participation is down slightly from 60.6% in February.

CHART 4: Record number of women in full-time work



Source: ABS, Financy, Data Digger, September 2018

WOMEN IN THE WORKFORCE

Over the past decade, the male participation rate has fallen by 1.6 percentage points from 72.7% in August 2008, while female participation has increased by 1.8 percentage points from 58.6%.

The data is likely to reflect changing workforce and family dynamics; such as an increased tendency for women to work into motherhood, as well as increased casualization of jobs and a move towards more flexible work.

It also suggests that incentives and greater childcare assistance aimed at encouraging more women into the workforce are having an impact. Higher living costs and the rise of dual income families are also likely to be playing a part in this trend.

The benefits of having more women in the workforce is not just about one gender. A 2018 report by KPMG said that if the gap between Australia's male and female workforce participation rates could even be halved, "Australia's annual

GDP would be \$60 billion greater in 20 years' time, and over the period our cumulative measured living standards would be raised by a massive \$140 billion."

Data suggests there are more women than men who want to work but who are currently unable to do so.

This may be due to many factors notwithstanding finding work that doesn't conflict with parental responsibilities.

The labour force underutilisation rate in Australia in 2017–18 was higher for women (14%) than it was for men (10%) aged 20–74 years old, according to the latest ABS Gender Indicators report. This underutilisation rate reflects the number of people who are unemployed or underemployed and who want to work more hours.

Suggested actions to improve the progress of female employment growth:

Continued focus on policy decisions that support women in the workplace. Improving the availability and affordability – through government assistance – of quality childcare, as well as encouraging Australian workplaces to adopt more flexible and inclusive work practices for women and men, and programs that assist with women, and primary carers of children, returning to work.



GENDER PAY GAP

The national gender pay gap fell to a 20-year low of 14.6% in May, from 15.2% in November 2017 as improving employment growth particularly in two of the highest paying sectors benefited women despite sluggish overall wages growth.

The national gender pay gap is the difference between women and men's average weekly ordinary time full-time equivalent earnings, expressed as a percentage. It is calculated using ABS trend data.

As of May the average woman was earning \$1433.60, which is about \$244.80 a week less than the \$1678.40 average weekly earnings for men.

By contrast the average weekly ordinary time earnings for full-time adults in Australia in May 2018 was \$1,585.30.

Mining is the highest paying sector but women are earning less than they were at the start of this year.

Mining was paying the average woman a weekly wage of \$2201 in May, compared to \$2210 in November.

By contrast, the average man received \$2649 as of May, up from \$2613 in November.

The gender pay gap in Mining has increased to 16.9%, from 16% over the same corresponding period.

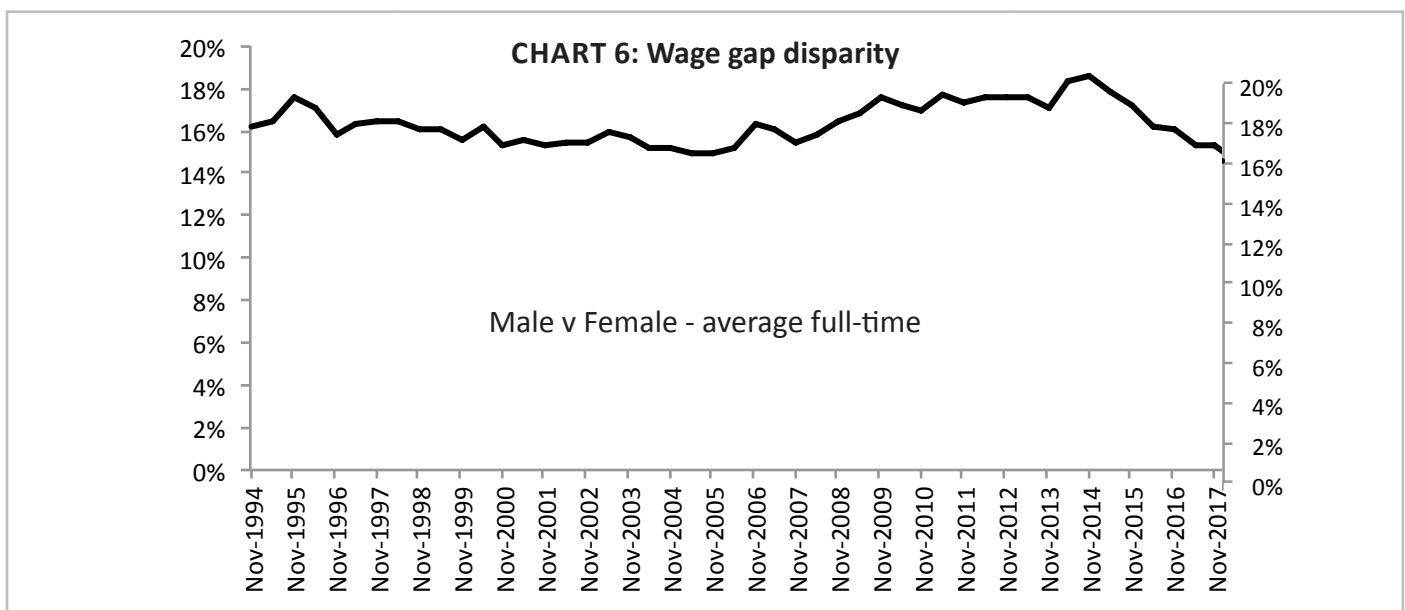
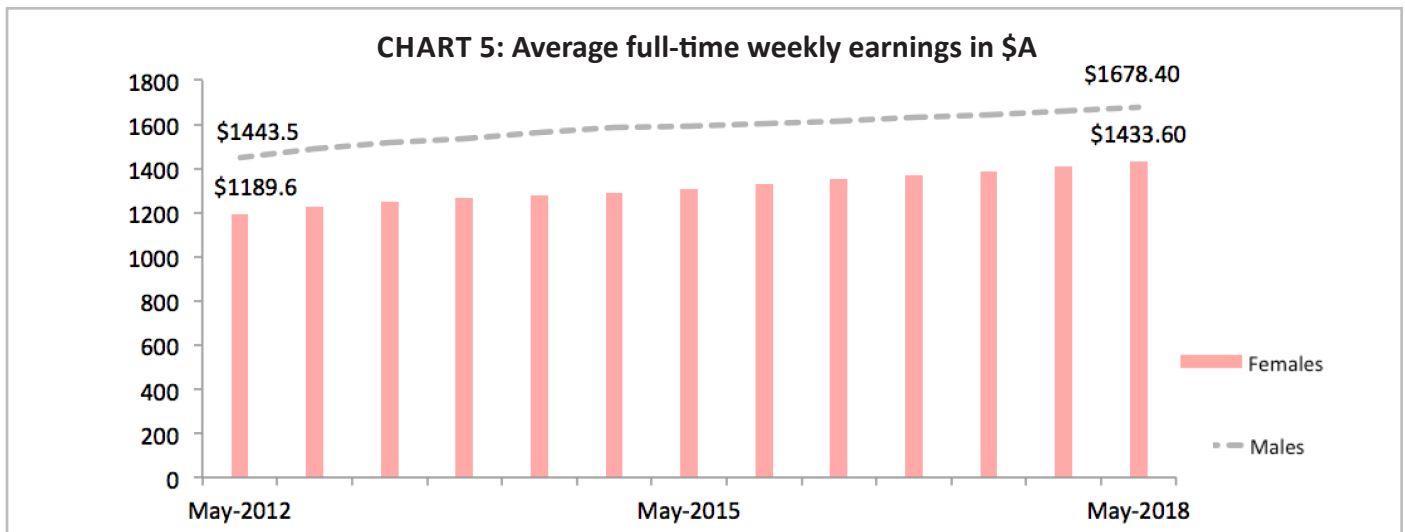
There are now 34,000 women working in Mining full time, up 7.6% from 31,600 in May, representing the third fastest female employment growth of any sector. While men occupy 202,000 full-time positions in the sector.

The Electricity, Gas, Water and Waste Services industry has the least number of women of any sector, with 23,000 female full-time employees on an average weekly wage of \$1670 compared to 105,000 men on \$1870 a week.

This sector employed 12.9% fewer women in August compared to May.



GENDER PAY GAP



Source: ABS, Financy, Data Digger, September 2018

Note: Data for the Index observes seasonally adjusted data. For the graph listed above trend data is used from the ABS (cat. 6302.0 – table 1). The ABS reports on the wage disparity every six months with May data released in August and November data released in February. Original data is used to calculate industry average gender wage disparity from ABS (cat. 6302.0 – tables 10A and 10D).

GENDER PAY GAP

The gender pay gap narrowed in most sectors with Construction improving by 5% in May from November, and Arts and Recreation by 4% over the same period.

However that was not the case for the country's most female dominated sector of Health Care and Social Assistance, where the gender pay gap increased by 9.6% over the reporting period.

Health Care and Social Assistance employed 668,000 full-time female workers in the latest quarter, compared to 659,200 in May. The increase represents a small 1.3% recovery in employment opportunities for women.

The gender pay gap in this sector rose to 25% in the quarter, up from 22.8%. The sector is also one of the lowest paying for women.

The Health Care and Social Assistance has nearly the same number of full-time female workers as it has part-time with 550,000 employed.

Women working full-time in this sector earned an average weekly wage of \$1,392, compared to \$1855 for men, who dominate managerial positions. This is despite the sector being dominated by women with over 1.3 million employed compared to about 360,000 men.

Education and Training is the second biggest employer of women with 411,000 working full time, representing a 5.1% increase in May. The gender pay gap, while below the national average, increased slightly to 11.5% in May, up from 11.3% in November.

Gender pay gaps increased in Finance and Insurance Services at 26.6% in May, up from 26.1% in November. The sector hired 5.1% more women over the latest quarter.

The gender pay gap improved in the Information, Media and Telecommunications sector at 18.5% in May from 19.1% in November. But the number of women employed across this sector fell by 11.1% in May.

The sector which recorded the biggest jump in female employment growth Arts and Recreation sector, up 16% in May.

The national gender pay gap is influenced by many interrelated work, family and societal factors, among which include gender stereotypes about work and the way women and men should engage in the workforce, according to WGEA.



Suggested actions to improve the progress of gender pay gap:

Measures to increase the number of women in leadership roles across Australian sectors, not just boards, particularly where women dominate sectors such as in Health and Education would greatly assist average wages growth and pay disparity. Greater transparency and reporting around pay rates for like-for-like roles would also help close gender pay gaps.

GENDER PAY GAP

TABLE 2: Detailed Jobs breakdown by industry

Gender	Male			Female			Wage disparity
	Avg Wkly Earnings	Full-time (000s)	Part-time (000s)	Avg Wkly Earnings	Full-time (000s)	Part-time (000s)	
All Industries	\$1,678	5,453	1,248	\$1,434	3,162	2,755	14.6%
Mining	\$2,649	202	3	\$2,201	34	6	16.9%
Agriculture, Forestry and Fishing	n/a	186	39	n/a	51	45	n/a
Electricity, Gas, Water and Waste Services	\$1,870	105	6	\$1,671	23	11	10.7%
Information Media and Telecommunications	\$2,070	115	14	\$1,687	59	34	18.5%
Education and Training	\$1,879	209	83	\$1,663	411	330	11.5%
Public Administration and Safety	\$1,694	382	37	\$1,595	293	103	5.8%
Financial and Insurance Services	\$2,161	210	15	\$1,585	167	59	26.6%
Professional, Scientific and Technical Services	\$1,989	526	83	\$1,545	294	167	22.3%
Health Care and Social Assistance	\$1,855	256	103	\$1,392	668	650	25.0%
Transport, Postal and Warehousing	\$1,689	414	94	\$1,388	84	50	17.8%
Wholesale Trade	\$1,611	225	23	\$1,378	81	39	14.5%
Arts and Recreation Services	\$1,659	73	48	\$1,339	53	70	19.3%
Manufacturing	\$1,434	628	55	\$1,272	180	94	11.3%
Construction	\$1,560	916	121	\$1,325	76	64	15.1%
Administrative and Support Services	\$1,541	125	65	\$1,286	103	107	16.5%
Rental, Hiring and Real Estate Services	\$1,615	88	21	\$1,226	74	31	24.1%
Other Services	\$1,276	222	43	\$1,165	99	116	8.7%
Retail Trade	\$1,191	344	196	\$1,116	252	434	6.3%
Accommodation and Food Services	\$1,181	201	200	\$1,074	141	329	9.1%

Source: ABS, Financy, September 2018

SUPERANNUATION GAP

There are signs that the gender gap in superannuation savings could be starting to narrow, albeit off a poor base.

According to data provided to the Financy Women's Index by the country's biggest super fund AustralianSuper, the gap in lifetime balances between men and women narrowed to 28% in June, from 30% over the past 12 months.

AustralianSuper disclosed that of its 2.2 million members, the average woman retiring today would have \$93,431 in superannuation retirement savings, compared to \$131,045 for the average man.

This improvement in the disparity is likely to have been influenced by wages and employment growth among women, but also we are seeing an increasing number of organisations starting to offer enhanced superannuation benefits for women and those on paid and unpaid parental leave.

Such measures are likely to be effective in helping to retain women in the workforce and supporting their transition back to work after children.

Career breaks to have children; particularly from full-time work and the absence of compulsory employer superannuation payments on parental leave at a national level are often cited as key reasons for the gender gap in retirement savings.

The most recent data available from the Australian Bureau of Statistics (ABS), from the 2016 financial year shows the average lifetime superannuation balance of women is \$101,700, which is 66% of the male balance of \$153,000.

Over the same period, the average superannuation balance for people approaching retirement age, otherwise known as preservation age (55–64 years) was \$196,400 for women and \$310,100 for men.

This means the average woman in this age group retires with 63% of the superannuation savings of the average man.

The ABS data includes self-managed super fund balances but not those with nil accounts.

The Association of Superannuation Funds of Australia (ASFA) estimates that the average balance is \$68,499 for women versus \$111,853 for men.

ASFA bases its findings on the same ABS data however it removes SMSFS and also includes those people with nil balances aged between 15 years and 85 years plus.

Suggested actions to improve the progress of gender gap in superannuation:



Measures to improve wage disparity as discussed earlier, along with government requirements/incentives for businesses to pay superannuation on paid and unpaid parental leave, as well as enhancing measures, and their exposure, to encourage more women, and primary carers to more easily make catch up payments when back at work after children.

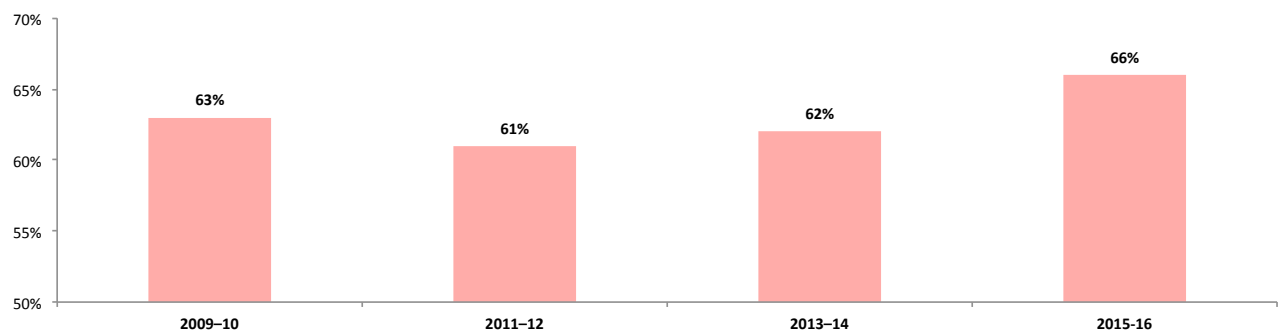
SUPERANNUATION GAP

TABLE 3: AustralianSuper lifetime membership balance by gender over the past six years

2015		2016		2017		2018	
MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
\$112,393	\$76,865	\$118,252	\$81,073	\$125,534	\$87,486	\$131,045	\$93,431

Source: AustralianSuper membership balances June 30, 2018

CHART 7: Superannuation gender gap based on average lifetime balances



Source: ABS.

Note: ABS data also includes life-time balances of self-managed super funds.

TERTIARY EDUCATION

Higher average wages and graduate salaries appear to be influencing the decisions that many women are making in tertiary education.

Each year over the past five years, about 150,000 more women than men have enrolled in some form of tertiary education beyond high school.

In 2017, 33% of women aged 18–64 years attained a Bachelor Degree or above, up from 23% a decade earlier and compared to 26% of men in 2017 up from 21% in 2007.

According to Department of Education data, which releases a gender breakdown of enrolments at the end of each year, there were 807,000 women and 650,000 men enrolled in tertiary studies in 2016.

Information Technology (IT) recorded the fastest rate of five-year course growth among women. Female enrolments jumped 33% in 2016, compared to a 32% rise in male enrolments.

Engineering, while not the highest paying for female graduates, is the second fastest growth area.

It is also the only field where female graduates are paid more than male graduates on completion of their undergraduate studies.

Analysis of the average five-year growth rate of female enrolments in Engineering rose to 30% in 2016, compared to 19% for men.

National graduate salaries data from the Australian Government Department of Education funded organization, Quality Indicators for Learning and Teaching (QILT), shows that in 2017, female Engineering graduates earned \$65,000, which is \$1,500 more than their male counterparts on \$63,500.

It represents a female Engineering graduate salary increase of \$2,600 from 2016, compared to a \$100 raise for male graduates over the same period.

Improved pay on graduation might be influenced by industry attempts to attract more women to Science, Technology, Engineering and Mathematics (STEM) courses. In 2016 only 19,202 women enrolled in Engineering, compared to 91,862 men.

According to QILT, the gender gap in 2017 undergraduate median full-time salaries decreased by \$1,100 or 1.9 per cent, representing \$59,000 for women and \$60,100 for men.

In 2016, the gender gap was \$3,600 or 6.4 per cent and graduate salaries averaged \$60,000 for men and \$56,400 for women.

TERTIARY EDUCATION

On average, female IT graduates are paid slightly less than their male peers, and receive \$58,000 on completion of undergraduate studies versus \$60,000 for men.

The rate of female IT enrolments is three times higher than what it was in 2015. Despite this, there were 12,918 female enrolments in IT courses during 2016, compared with 53,468 male enrolments.

The biggest concentration of female enrolments in 2016 was in Society and Culture studies, followed by Management and Commerce, Health and Education. Combined female enrolments in these courses stood at 652,402 in 2016.

Dentistry in the Health field stood out as having the highest paying graduate salary for women at \$75,000, but this is actually \$19,500 less than the average male graduate, according to the 2017 Graduate Outcomes Survey.

Also with high undergraduate salary gender pay gaps are Architecture and Built Environment Studies with male graduates earning \$7,800 more than women.

Law and Paralegal Studies also pays men \$5,000 more than women, and Humanities, Culture and Social Sciences pays men \$4,500 more than women on completion of their undergraduate studies.

Suggested actions to improve the progress of women's tertiary education:

Measures to increase awareness of expected graduate and workforce salaries among prospective female tertiary, and high school students to ensure they are informed of the potential financial aspect of their decisions.

In addition, greater awareness raising of trending and new career opportunities, plus enhancing potential incentives to attract more women into less traditional career pathways that may be linked to higher paying industries.



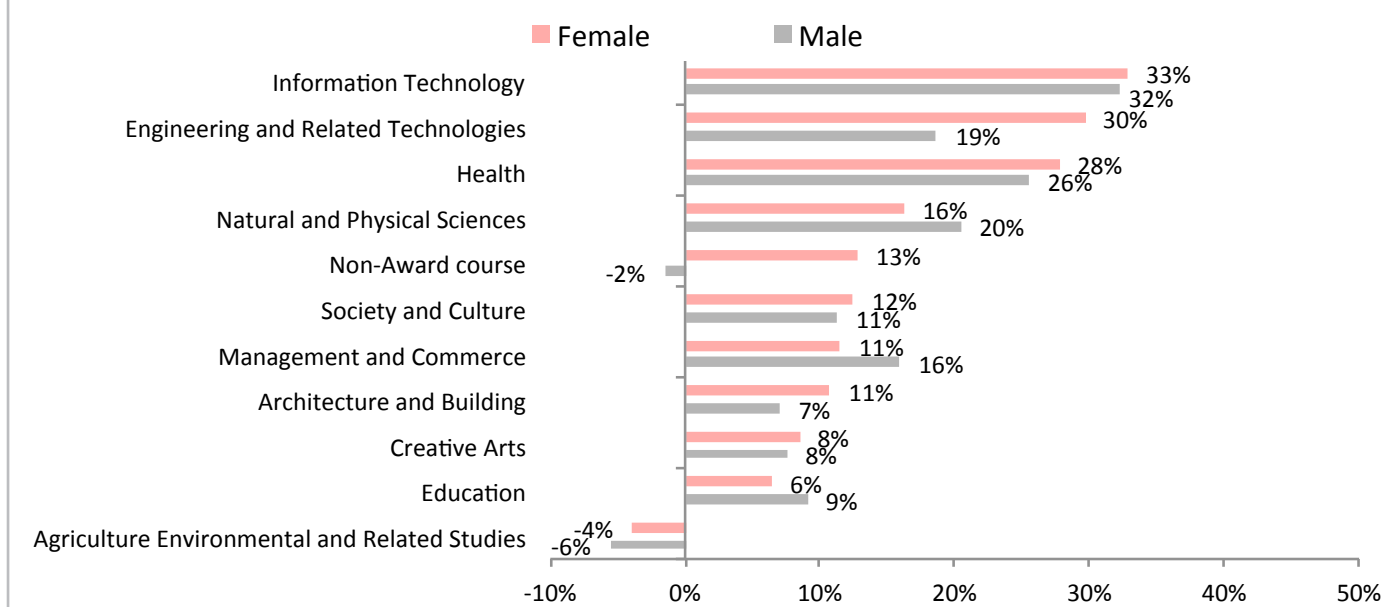
TERTIARY EDUCATION

TABLE 4. Tertiary enrolments by gender, number and percentage

COURSE	FEMALE	MALE	FEMALE	MALE
TOTAL	806,681	650,098	51%	49%
Society and Culture	200,645	111,713	64%	36%
Management and Commerce	185,752	194,813	49%	51%
Health	169,831	65,059	72%	28%
Education	96,174	32,173	75%	25%
Natural and Physical Sciences	59,734	59,467	50%	50%
Creative Arts	57,655	36,327	61%	39%
Engineering and Related Technologies	19,202	91,862	17%	83%
Architecture and Building	13,255	18,838	41%	59%
Information Technology	12,918	53,468	19%	81%
Non-Award course	11,762	7,609	61%	39%
Agriculture Environmental and Related Studies	9,856	8,802	53%	47%
Mixed Field Programs	7,770	4,849	62%	38%
Food Hospitality and Personal Services	1,078	1,615	40%	60%

Source: Dept of Education, Financy and DataDigger.com.au, November 2016

CHART 8. Average five-year growth in course enrolments



Source: Education.gov.au Ucube, Financy, November 2016

METHODOLOGY

The Financy Women's Index, supported by Data Digger is designed to provide a reliable and up-to-date quarterly measure of the economic progress of Australian women.

The Index focuses on six key areas aimed at reflecting a woman's working life cycle. These include tertiary education, full-time work, workplace participation, wage disparity, board representation of Australia's largest companies and superannuation balances of women compared to men.

The Index result is revised to reflect any changes in official statistics and developmental amendments aimed at improving the depth of research into the economic progress of women.

Chart 1 and 2, plus Table 1 - The headline quarterly and annual Financy Women's Index is the average of six key indicators that have been converted to respective indexed series so as to track measurements of performance over a five year period. These indicators are not weighted. The Financy Women's Index (FWX) economic progress target is based on a zero average wage disparity and zero gap in superannuation savings, the male and female participation rates being equal, female full-time employment being 70% of current male full-time employment, 50% gender diversity on ASX 200 boards and steady tertiary education numbers given that women already outnumber men on enrolments. We caution that the FWX Progress Target is a tentative guide on what economic equality might look like in Index form and it will be revised in time as the Index undergoes revisions and weighting into the future.

Chart 3 - The percentage of women on boards is based on data published by the Australian Institute of Company Directors (AICD) in its quarterly Gender Diversity Progress Report. This September report is the first to include analysis of the ASX 200. Previously analysis was undertaken by Datadigger.com.au to aggregate data over female representation on Australia's top 20 ASX listed companies. This data has now been revised to match that contained in the AICD's reports dating back to 2012.

Chart 4, 5 and 6 - Average weekly earnings charts are based on table 1 of the Australian Bureau of Statistics (ABS) series 6302.0 citing table one and using trend data. Tables 10c and 10f of the same series have been used to extrapolate data for earnings by industry. The report comes out twice a year in February and August. Participation rate cites ABS 6202.0 using trend data.

Table 2 - The detailed jobs by industry table is an aggregation of data used in the ABS detailed quarterly labour force report series, 6291.0.55.001, 6291.0.55.003 and the aforementioned average weekly earnings data. Original data is used in respect to the industry breakdown and trend data is used for full-time and part-time workers, average wages as well as the wage disparity.

Chart 7 - Superannuation data with reference to calculating the average lifetime super balance utilises total mean numbers. These are also used in referencing an average superannuation balance for age groups that span 15-24 year to 70 years plus. ABS: Table 15.3 - Household Income and Wealth, Australia, 2015-16 (cat. no. 6523.0). The data is available every two years.

Table 3 - AustralianSuper data observes the gender gap in account balances at retirement age across its entire membership as at July 1, 2018.

Table 4 and Chart 8 - Tertiary studying trends are the product of analysis conducted by Data Digger and Financy using the Department of Education Ucube service. Enrolment growth and percentages are calculated citing annual year on year percentages. The annual data is updated once a year. Graduate salaries data provided by the Australian Government Department of Education funded organization, Quality Indicators for Learning and Teaching (QILT), and contained in the 2017 Graduate Outcomes Survey (GOS).

FWX ADVISORY COMMITTEE

The Financy Women's Index is supported by an Advisory Committee, who will help grow the Women's Index as a credible and reliable data source on the economic progress of Australian women, while also ensuring the overall integrity of each report is maintained and strengthened over time.



Bruce Hockman is Chief Economist, Statistical Services Group, Australian Bureau of Statistics.

Bruce has an economics degree from Adelaide University and he also did post-graduate studies at Macquarie University. Prior to joining the ABS Bruce worked at the RBA, Deutsche Bank and as CEO of the Anglican Diocese of Newcastle. He joined the ABS in 2005 as Director of Quarterly Economy Wide Surveys and Prices in Sydney, the team provides around 60% of the data used for the quarterly national accounts. Bruce was appointed as Assistant Statistician of National Accounts Branch, in Canberra, in 2010. Bruce was promoted to First Assistant Statistician in February 2012 and was the Division Head of the Business, Industry and Environment Statistics Division. In July 2015 he transferred to Macroeconomic Statistics Division as the General Manager.



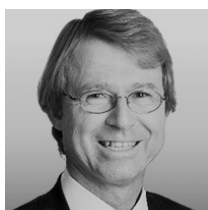
Nicki Hutley is a Partner at Deloitte Access Economics and a highly experienced economist.

Nicki has worked for both public and private sectors, and in financial markets, investment management, and economic consulting. In addition to macroeconomic modeling and forecasting, Nicki is particularly skilled in the application of economic modeling and analysis in addressing policy issues relating to urban renewal, social and economic infrastructure investment, affordable housing, climate mitigation and adaptation, and social impact investing. Nicki is a sought after keynote speaker and she appears regularly on Sky Business and ABC's The Drum, as well as other media.



Joanne Masters is a Senior Economist in ANZ Research's Australian Economics Team.

Joanne regularly provides thematic research, analysis and forecasts on the Australian economy, and her particular interests are retail, inflation and housing. Jo brings more than 15 years of investment banking research to her publications and presentations for stakeholders and clients. Prior to ANZ, Jo was at Macquarie Bank as a Senior Economist and a Currency Strategist. Jo is a regular speaker at events organised by Women in Banking and Finance and the Women in Economics Network, which is part of the Economic Society of Australia.



Dr Shane Oliver is Chief Economist and Head of Investment Strategy at AMP Capital.

Shane has extensive experience analysing economic and investment cycles and what current positioning means for the return potential for different asset classes such as shares, bonds, property and infrastructure. Shane is Co-Head of the Investment Strategy and Dynamic Markets team, responsible for the provision of economic and macro investment analysis and more importantly the management of the Dynamic Markets Fund and the determination of AMP Capital's asset allocation policy which is applied across more than \$65 billion invested in multi-asset funds. Shane is a regular media commentator on economic and investment market issues and engages regularly with investors at public events and forums.



Heidi Sundin is the Founder and Director of The Agenda Agency.

Heidi is a specialist in corporate transformation and diversity and inclusion strategy. In the area of diversity and inclusion Heidi's clients include corporates across industry sectors, various Australian Government Agencies, not-for-profits and a number of Australian universities. Heidi is also an affiliate of Mercer Australia's Diversity and Inclusion Practice. Heidi's most recent roles included Group Manager, Transformation, Strategy and Renewal at Coates Hire; Executive Manager Education and Innovation, Workplace Gender Equality Agency; Director of the Office of the CEO, KPMG and various client facing roles at KPMG. Heidi was a lecturer at the UTS Business School and has worked for the World Business Council for Sustainable Development.



Professor Roger Wilkins is the Deputy Director of the Melbourne Institute of Applied Economic & Social Research at the University of Melbourne.

Roger is also the Deputy Director (Research) of the HILDA Survey. His research interests include the nature, causes and consequences of labour market outcomes; the distribution and dynamics of individuals' economic wellbeing; and the incidence and determinants of poverty, social exclusion and welfare dependence. Roger produces the annual HILDA Survey Statistical Report. He has also produced the Australian income component of the World Inequality Database (WID) since 2014. Roger is a member of the ABS Labour Statistics Advisory Group, the Australian Housing and Urban Research Institute (AHURI) Research Panel, and the Department of Social Services 'Building a New Life in Australia' Survey Technical Reference Group, and is a Policy Adviser for the Australian Council of Social Service. He is also a Research Fellow at the IZA Institute of Labor Economics.

ABOUT THE WOMEN'S INDEX



Financy®
is dedicated to improving the economic wellbeing of Australian women.

Financy's Women's Index is an independent report that was founded by Financy.com.au women's money publisher Bianca Hartge-Hazelman in 2017, and brought to life with special thanks to Data Digger's Dan Petrie.

The Women's Index measures the economic progress of Australian women on a quarterly basis.

The purpose of the Index is to help inspire women to live more courageously and confidently – to be Fearless.

The Financy Women's Index provides valuable insights, trends and opportunities to enhance women's economic progress.

The Index is a free report made possible with corporate sponsorship and goodwill partners. The report is sent to Financy newsletter subscribers.

Bianca is a journalist and media commentator specialising in women's money matters. She holds a Communications Degree, Master's Degree in Journalism and Graduate Diploma in Applied Finance.



Data Digger®
is a business that specialises in all things Australian economic data and chart building.

Data Digger was founded by former Bloomberg economic data editor, Dan Petrie and is aimed specifically at demystifying the statistics that surround our wider economy. Data Digger offers bespoke reporting and specialises in finding trends in large data set.



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The Financy and DataDigger Women's Index presents the findings of analysis of annual reports issued by companies listed on the Australian Stock Exchange (ASX) together with the professional analysis and insights of Financy and DataDigger.

These analysis and insights do not necessarily coincide with those of Financy and DataDigger.

The information presented in this report has been carefully reviewed by members of the Economic Advisory Committee but any issues with the data remains the responsibility of Financy.

Any comments on the Women's Index by members of the Committee are their own and are not a reflection of the companies that they work for.

For information on the data contained in the report contact Financy.

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Women's Index

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