

Financy

JUNE QUARTER 2022

FULL REPORT

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Women's Index™

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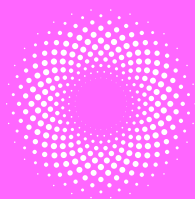
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TECH FOR GOOD

Fearlessly Supporting the Economic Progress of Women



Financy Women's Index.

BE RELENTLESS OR BE LEFT BEHIND

APRIL – JUNE 2022

A United Nations Women's Empowerment Principles Signatory and aligned gender equality initiative:
Measuring economic equality in Australia.

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Acknowledgment of Country

Financy acknowledges Aboriginal and Torres Strait Islander people as the first peoples of Australia and Traditional Custodians of this land its waters. We pay our respects to Elders, knowledge holders and leaders both past and present. We respectfully acknowledge Traditional Owners whose country Financy's office and key collaborators are located including Bundjalung, Gadigal, Darkinjung and Wurundjeri nations. We respect Traditional Owners' relationship, connection and association to "country" and that it is an integral part of their identity and cultural expression. We understand and respect that Country is sacred, and we will work diligently and culturally responsively in partnership to build a strong future for the People and Country.

About the Financy Women's Index

The Financy Women's Index™ (FWX) is a quarterly measurement of the economic progress of women and timeframes to gender equality in Australia.

The FWX provides a comprehensive snapshot on gender equality across seven critical areas being education, employment, underemployment, wages, unpaid work, ASX 200 board gender diversity and wealth (superannuation.)

Ultimately, the purpose of the Women's Index™ is to help drive fearless discussion and action among women and men, as well as key decision makers in the public and private sectors.

The Index is an independent initiative of Financy, which is a platform that helps organisations be part of the solution to equality. We would like to thank WISR, InvestSMART, Deloitte Australia, the Ecstra Foundation and Tech for Good Group, for supporting the production of this information.

The Index is written by Financy founder Bianca Hartge-Hazelman and would not be possible without the support of the FWX Advisory Committee. Quarterly data insights are also work-shopped in consultation with Deloitte Access Economics.

FWX Advisory Committee



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Bruce Hockman:
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Statistical Services Group,
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Simone Cheung:
Partner at Deloitte Access Economics

How companies can support the Women's Index

Australia could be doing more to support progress towards economic gender equality across many critical areas. Financy is an independent company with no vested interests or political alliances needed to keep operating. We reflect a group of employees, advocates, business, and economic advisors who are committed to keeping gender equality in the media and in the minds of organisational leaders and governments each quarter. Importantly, the Financy Women's Index is a free resource, and we intend to keep it that way to ensure that anyone can benefit from reading the latest snapshot on gender equality timeframes in this country! Funding from our sponsors keeps us going and it ensures that statistics on gender equality are elevated and not pink washed. Contact Bianca Hartge-Hazelman to become a sponsor today and show your support for gender equality.

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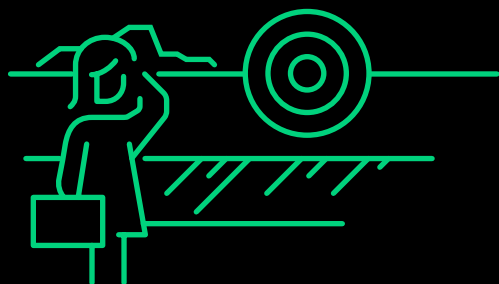
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Highlights

June Quarter Report – Released August 19th, 2022



72.9

points

The Financy Women's Index FWX rose 0.5 points in the June quarter but is yet to return to where it was a year ago (73.3 points)



61%

Capacity

Australian women are working 61% of the total potential hours that are available to them.



6.2

year wait for equality in leadership

The pace of progress in ASX 200 female board appointments over the past 12 months, is half that of the previous corresponding period.



59

years to gender equality in Australia

The total timeframe to equality is unchanged at 59 years helped by improvement in unpaid work during the March quarter.



23.4

year wait for the gender equality pay gap to close

Has worsened from 22.7 years in the March Quarter due to widening gender pay gap.



26

year wait for gender equality in employment

Australian women face a multi decade wait for gender equality at work despite record participation levels.



LEGEND

BETTER

STATIC

WORSE

FWX

Update on economic equality

Headline summary

If you're feeling frustrated at the lack of progress on gender equality in Australia, then you have good reason, because it simply hasn't been happening fast enough.

Whilst the June quarter of 2022 has given us more to smile about than the last two quarters, the Financy Women's Index shows the extent to which the Coronavirus has disrupted momentum and why we need to be relentless in our efforts to get progress back on track.

The Financy Women's Index (FWX) rose by 0.5 points to 72.9 points in the June quarter, from 72.5 points in March helped by a small increase in the number of women joining ASX 200 boards and a narrowing of the gap between males and females in the underemployment rate.

The latest Index score is an improvement on the March and December quarters which saw 2022 get off to the weakest start to a calendar year in a decade for women's financial progress.

But the FWX is yet to recover to where it was at the end of 2021 (73.2 points in December) and in annual terms, the FWX is 0.3 points lower than where it was in June 2021 (73.3 points).

The pandemic is largely to blame for disrupting a decade of positive momentum in gender equality progress in Australia, particularly when it comes to employment and wages.

Since March 2012, the FWX score had been increasing with each passing year and progress started to hit its strides from December 2017, when the FWX recorded quarter-on-quarter sustained growth helped by improved gender gaps in employment, wages, leadership, unpaid work and superannuation.

But in December 2020 the impact of the pandemic became most apparent with the Women's Index suffering its first quarterly drop in sometime and most significant fall of 3 points on record. The FWX fell to 72 points in December 2020, from 75 points in September 2020.

What's needed now is a relentless and measurable push to achieve gender equality and support women's financial progress for the long-term.

We have good reason to feel a little more optimistic that the progress achieved in the June quarter will continue despite the frustrations of the pandemic and current slowdown in economic growth in the face of rising interest rates.

The federal Labor government has committed to a national gender equality strategy and improving women's economic security and safety outcomes.

On the horizon is a national jobs and skills summit, which will have a focus on supporting women's economic opportunities, plus policy is coming to improve the affordability of childcare and aged care, not to mention wages in these areas. And there is also an October Budget that will include a gender lens on spending and policy.

Of course, the big risk to all these positive steps, is our behaviour and slipping into the mindset of thinking that our work on gender equality, is done.

What's improved

As the country recovers from the pandemic and businesses adjust to more flexible forms of work, we see increased opportunity for women in the Australian workforce.

Whilst women continue to take up the bulk of unpaid work responsibilities at home, we have seen men's load of domesticated tasks increase over the past two years. At the same time female work participation has risen to record highs, unemployment is at its lowest point since the early 1970s, female full-time employment has been strong and there's been a significant fall in underemployment.

All of this suggests that the post pandemic increase in workplace flexibility, such as work from home telecommuting, has improved the ability of women to participate in the paid workforce, and for men to participate in unpaid work.

The gap in the underemployment rate has narrowed thanks to improvement in the underlying rates (7.4% for women and 5% for men in June) and whilst that's a good thing, it's less about achievements in gender equality and is more about chronic labour market and skills shortages.

Where the push for gender diversity has been more deliberate has been in the number of women occupying key leadership positions. The gender gap in the FWX ASX Leadership sub-index narrowed as the level of female representation on ASX 200 boards rose to 34.7% in June from 34.5% last quarter.

Greater awareness of the benefits to company financial performance in having a gender diverse governing body, coupled with voluntary targets set by the Australian Institute of Company Directors (AICD), has supported progress in recent years.

But if we look closer at the data we can also see that momentum has slowed. The FWX shows that in the 12 months to June 2022, the number of women on ASX 200 boards grew by 3.6%, compared to 7% growth in the year to June 2021.

For the first time since August 2021, an all-male board entered the ASX 200 following the most recent rebalance of the index. This company is mineral explorer AVZ Minerals.

Update on economic equality

Furthermore, there were 53 ASX 300 boards with one or no women at all, as well as 63 ASX 200 boards and 118 ASX 300 boards that have not reached 30 per cent, as of 31 May 2022, according to the AICD.

Research also suggests that a shrinking pipeline of female talent in senior roles, could also be acting as a barrier to achieving greater gender board diversity.

According to the Global Gender Pay Gap Report 2022, from the World Economic Forum (WEF), the pipeline of potential female leadership candidates thins as more women progress into seniority.

The same report also found that in the Global Gender Gap Index 2022 rankings, Australia's position improved to 43rd place from 50th in 2021, helped by women's increasing work participation and political empowerment but the country lags some of its closest neighbours when it comes to leadership.

Women account for 31% of leadership roles globally and Australia is just better than average at 32%. But that puts us behind New Zealand (33%), Singapore (39%) and the Philippines (41%).

The 2021 Chief Executive Women (CEW) Senior Executive Census also found women account for only a quarter of ASX 300 executive leadership team (ELT) positions.

Indeed much of the progress in ASX 200 gender board diversity happened in the run up to 2018 when advocacy levels and company awareness peaked following the #Me Too Times Up movements.

So, it's time for some perspective on what's happening in female leadership to ensure the talent pipeline grows in tandem with progress in key leadership positions to ensure that positive momentum is supported.

The longer it takes to achieve gender equality in leadership, the more questionable voluntary targets for companies become, especially if we are to achieve gender diversity in the Australian public and private sector by 2030 as many initiatives, such as the 40:40:20 ratio led by various global and national organisations, are aiming for.

What's worsened

Despite good news in the female participation rate rising to a record high of 62.5% in June, gender gaps in employment and average wages both worsened over the June reporting period.

The gender pay gap returned to where it was a year ago at 14.1% in May, compared to 13.8% in November 2021 as reported in February, based on the latest Average Weekly Wages data released by the Australian Bureau of Statistics

The sectors which added to the regression were Mining (16% up from 15.4%), Construction (18.8% up from 17.4%), Retail Trade (12.4% up from 10.4%) and Healthcare and Social Assistance (22.2% up from 21.4%) and Professional, Scientific and Technical Services (25.3% up from 24.4%)

Whilst both genders have benefited from jobs growth that's been fueled by a nationwide skills shortage and the lowest unemployment rate since August 1974, men also experienced a sharper employment recovery this June quarter.

The FWX Employment sub-index fell as the number of monthly hours worked by men grew at 2.8% in June compared to 1.3% for women.

But if you look at the gender split in employment growth between December 2019 and June 2022, the monthly hours worked by women is up by 6.8% compared to 2.9% for men.

To put this into perspective, of the female labour market, women are only working 61% of the total hours available to them. This has increased from 60% in March and compares to 84% for men up from 82 % in March.

This gender gap, whilst significant, reflects the highest capacity level for women on record, whilst for men it's the highest since 2012.

The need to balance work with home and unpaid care commitments is one of the biggest factors limiting the full participation of women in the workforce.

However if we were to see a combination of behavioural changes, business and government policies provide improved support for women in working to their potential, through initiatives such as higher wages in care sectors and accessible childcare, the benefits would be great for gender equality and the Australian economy.

According to analysis, conducted by Impact Economics and Policy, published by Chief Executive Women, if the workforce participation gap between men and women were to halve, this could inject 500,000 full-time skilled workers into the labour market. If the participation rate were to equalise, this could unlock an additional one million full-time skilled workers in Australia and this would significantly help to address the national skills shortage.

The National Skills Commission estimates the need for 1.2 million additional workers across the economy by 2026.

Update on economic equality

Timeframes to equality in Australia

We are closer to achieving gender equality in ASX 200 board leadership than we are for any other FWX indicator but overall the pace of progress remains slow.

The FWX Leadership sub-index shows it will take just 6.2 years, down from 6.4 years, to achieve gender equality in ASX 200 company boards based on the rate of annual growth over the past decades. But as we have discussed earlier, the pace of progress towards gender equality in leadership continues to slow and because of this, it's questionable if we will even achieve equality before 2030 in this area. For example, if we look at the FWX annual growth rate from June 2018 until now, which reflects a significant slowdown on the five years prior, the timeframe for achieving gender equality in ASX 200 leadership would be nearly 8 times greater at roughly 40 years.

A result like that is much closer to the worst performing area of the FWX being Unpaid Work, which has an unchanged years to equality target of 59 years as of the March quarter.

The FWX Employment sub-index shows it will now take 26 years, down from 26.3 years in March to achieve gender equality in employment. The FWX Superannuation sub-index has an unchanged timeframe to equality at 19 years, which is an improvement on the revised 31 years as reported in December 2021.

The FWX Gender Pay Gap sub-index worsened in the June period to 23.4 years, up from 22.7 after the underlying gender pay gap regressed and threw the pace of annual progress once again off course.

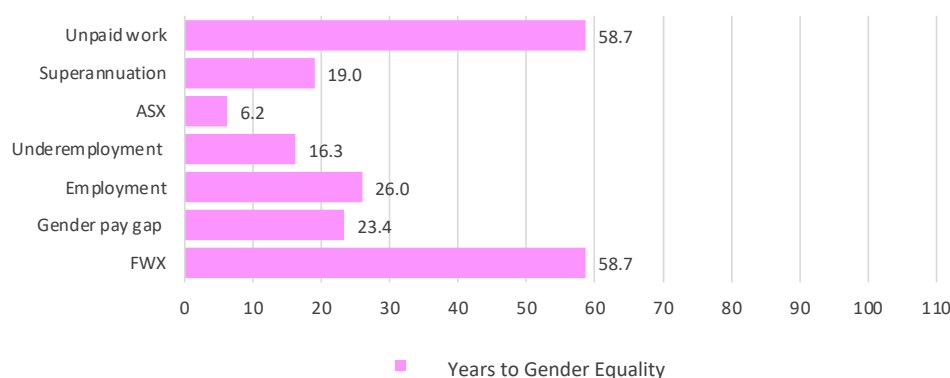
The time to equality in the FWX Underemployment sub-index rose to 16.3 years from 15 years in the March quarter.

The FWX Education sub-index, which will be updated in the September quarter, is the only area of women's financial progress which has hardly changed in over 20 years.

“The gender pay gap widens in 2022 to 14.1%.”



CHART 1: Years to Gender Equality



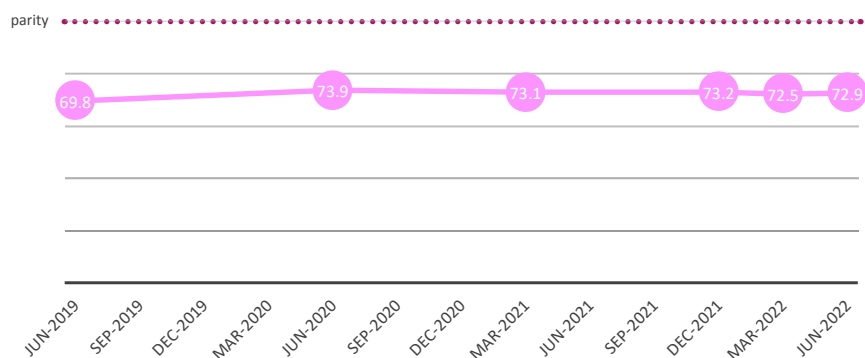
The number of years to complete gender equality in Australia is unchanged at 59 years, based on the worst performing area of the Index, being unpaid work.

Chart 1 Source: Financy, June 2022.

Notes: Economic modelling for the Financy Women's Index is produced with Deloitte Access Economics, drawing on a range of publicly available data sources, including the Australian Bureau of Statistics. The Financy Women's Index calculates women's financial progress by looking at the performance of women relative to men across seven areas: education, employment, underemployment, wages, unpaid work, ASX 200 board numbers and superannuation. The Years to Target methodology use a line of best fit to calculate years to economic gender equality and extrapolates this line to predict how long it will take for each sub-index to reach the target value of 100. Manual adjustments are made to ensure that the data point reflects the actual data not the release date. For example, Unpaid Work's timeframe to equality is based on the date cited for the analysis being the end of 2020, and not the published date which was the end of 2021. Revisions to the Financy Women's Index are made in each quarter based on the availability of official data revisions and corporate board actions that underpin the report. Data enhancements may also lead to revisions of the Women's Index. The Index uses seasonally adjusted data where available.

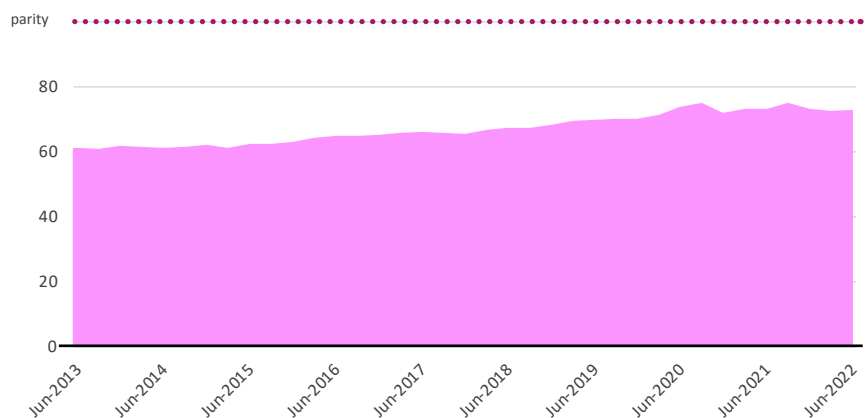
Update on economic equality

CHART 2: The Financy Women's Index by Quarter



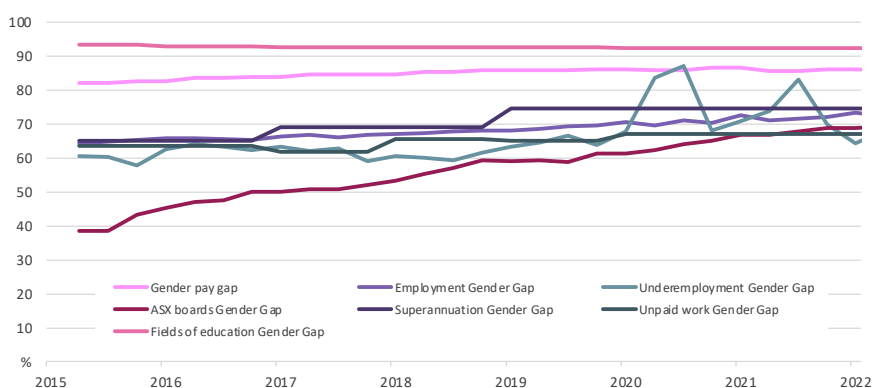
The FWX recovered in the June quarter with a 0.5 point gain to 72.9 points, nearly erasing much of the decline seen in the first half of 2022.

CHART 3: The Financy Women's Index by Year



The latest FWX June qtr result is 0.3 points lower than where it was in the June qtr of 2021.

Chart 4: Gender gaps across the 7 FWX areas



Underemployment has been the most volatile pillar of the FWX during the pandemic.

The Gender Pay Gap and the gender gap in Fields of Education have hardly changed over the past decade. The most impressive area of progress has been in the ASX 200 boards gender gap. Gender diversity has consistently improved year-on-year since a voluntary target was set by the Australian Institute of Company Directors (AICD) in 2015. The most volatile area during the pandemic has been the Underemployment gender gap. Over the past decade all but one area of the Financy Women's Index has shown signs of progress in terms of closing gender inequalities. This area is Education with the FWX sub-index measuring the gender composition of graduate salaries in relation to student enrolments across broad fields of higher education. For the past 20 years, progress has stalled in educational-linked earnings, and this is despite women being closest in this area to achieving parity (92.7 points with men at 100). What this data reflects is the tendency for men to be more likely to select higher earning educational pathways than women.

Chart 2,3 & 4 Source: Financy, June 2022.

Thought leadership on gender equality progress

While the FWX demonstrates incremental shifts toward equality, Dr. Lili Sussman, Chief Strategy Officer of Wisr, believes advocates can use their impatience and frustration as catalysts toward progression.

“Financy’s most recent Women’s Index (FWX) reminds us that many women still experience discrimination and professional inequality.

When we drill down, the data estimates that we’ll be waiting another 22 years for the gender pay gap to close and 26 years until we see gender equality in employment.

We’re decades away. And that makes me frustrated and fired up! For others feeling this same way, let these statistics be a catalyst behind driving action.

More than ever, there is room to make noise, and we have platforms and space for our employees, friends, and family to voice their opinions, be bolder with their needs and frustrations, and we really need to listen better. How can we better support women and equality in the workplace and at home?

We know flexibility is key to supporting gender equality. At Wisr, we provide additional secondary parental leave and a fully-flexible work environment that supports women (and all working parents) to re-enter the workforce while better balancing the need to take care of families and personal lives.

Employers should be reevaluating how equal their processes really are. From recruitment onwards, Wisr’s processes encourage systemic change, eradicating the traditional aspects of the recruitment, promotional and remuneration processes that have kept marginalised people from excelling. For example, we don’t ask ‘what was your last/current salary?’ which has been proven to keep lower-income demographics earning less.

We’ve measured and closed our gender pay gap, and we’ve made changes to our board and executive team to have greater representation. Our Board of Directors comprises 40% of women (above the ASX 200 average of 34.7%) now, and we have three women on the executive team.

On a national scale, the FWX has demonstrated how COVID-19 has stalled momentum toward equality. Lockdowns were hard on many parents (it certainly was on me, with a 7-year-old doing home school!), and in many households, it was disproportionately tough on women. We had to negotiate the pandemic with partners and kids, keep team morale up while remote working, and it was a lot to cope with. However, the silver lining is that mental wellbeing is now truly recognised as important and normatively acceptable to care about.

We have a historic number of women in the current ministry, and female leaders are increasingly visible in influential positions such as foreign affairs, finance, home affairs, and the environment. Furthermore, having an indigenous Australian woman heading up the indigenous affairs ministry for the first time in Australia’s history is something to celebrate, even if it is long overdue.

Post-pandemic living has had its ups and downs for sure, but I’m feeling optimistic. It’s time to turn 20+ years until equality into <10 years – anything is possible! We can drive change at home, with girlfriends, and at workplaces. Let’s work on ourselves and our circles of relationships to provide the flexibility, trust, and empathy that women and all intersectional communities need to thrive and achieve true equal opportunity.”

Dr Lili Sussman
Chief Strategy Officer
Wisr



Thought leadership on gender equality progress

The federal government's Jobs and Skills Summit is just under two weeks away and it sure has been tasked with a tough assignment.

With rising costs of living and an incredibly tight labour market, the Summit aims to address employment and productivity, job security and wages, workforce participation, labour force quality, and maximising opportunities in industries of the future.

That's a big list – and they are all important issues if you're a woman.

The Financy Women's Index has shown an improvement in the employment gap since 2012. Women make up just over half the population but just under half of the labour force. However, if we dig a little deeper, women only make up around 38% of all full-time employees, but over 68% of all part-time employees.

As a result, women tend to earn at least 10% less than men according to the FWX.

The type of work that women do also drives the gender pay gap. Although the education gap has been improving, women still tend to self-select into fields that pay less such as health and hospitality.

One easy solution is to encourage more female representation in STEM (science, technology, engineering and mathematics). But given the care workforce is essential to our society, the Summit should certainly consider how we need to better value these sectors that are generally dominated by women.

The pandemic demonstrated just how volatile progress on women's economic security is. They lost more jobs than men at the peak of the pandemic due to the type of work they do. And they bore a greater share of the increase in caring responsibilities.

So, one question now is how should we lift the productivity of half the population and harness their strengths?

We need continued progress on key policies such as affordable childcare, paid parental leave and training and reskilling. And there's one group we should also give more attention to and that's older women. Women's labour force participation drops significantly around 50 years of age. Given the "global war for talent" and the "great skills shortage", investing in reskilling as well as upskilling could lift the participation of this age group.

The Jobs and Skills Summit has set an aspirational agenda – and that's to be applauded. We will have to wait and see if it comes up with equally aspirational solutions.

Simone Cheung
Partner at Deloitte Access
Economics



Thought leadership on gender equality progress

Working Australian women are slowly clawing back the gender pay gap. But retired Australian women face a 36% gender pay gap.

The last time the working age gender pay gap was that bad was the 1960s. That gap is so large that my daughter, currently 18 years old, has no chance of retirement income equality by the time she retires in 2070!

We looked at the total pool of superannuation held by each gender, the total pool of other investments, and the amount paid in aged pension by gender, and calculated the average retirement incomes of each gender. For male Aussie retirees, the answer is \$911.64 per week. For retired Aussie ladies, \$582.03 per week, a massive 36.2% less.

The reasons for this are each quite simple, but unless all of them are solved, this particular gender pay gap will not close. Ever.

The issues stem from two main sources:

1. Our superannuation system is gender-unaware. In fact the conversation about superannuation gender gaps is itself biased. The industry body, ASFA, celebrated the fall of the gender super gap to 23% recently. This was maddening for two reasons: Firstly, ASFA's data only looks at people with super. Problem is that nearly twice as many women as men have no super at all! Second problem is that women live more than four years more, which means they actually need 13% more super just to have the same income in retirement. As a final insult to add to injury, ASIC just two months ago published new standards for financial advisers requiring them to assume that men and women live to the same age!

2. While aged pensions are identical for men and women, they do not allow for the fact that women are 70% more likely to need aged care than men, simply because of the societal norm that men marry women younger than them, resulting in men's aged care largely falling on their spouses, but women needing to pay for aged care.

Government Policy Changes Required

For the super system to be gender aware and enable equality, taxation or contribution rules need to change to value women's unpaid care and allow for their additional longevity. This was the recommendation of the Australian Human Rights Commission and several other submissions to the Retirement Income Review, but as yet not taken up by any side of politics.

While controversial, the math is actually pretty simple. A gender-aware contribution tax that credit women for unpaid care leave time, providing them with contributions tax credits that means they will pay no contributions tax for several years after their unpaid care years, funding this with caps on tax concessions on high balance accounts (the vast majority of which are men's). Or even simpler but much more controversial, tax all men's contributions at 19% and women's at 11% and review this every 20 years or so to adjust for societal changes around unpaid care.

Or we can fix it ourselves

Enter the new breed of advisers that are independent from these vested interests and from government. Groups like Financy cut through the attempts to cover up the real gender inequalities. And then groups like Super Fierce help women take matters into their own hands, and fight back to get their fair share of their hard earned superannuation.

Craig Swanger
Chief Investment Officer
Super Fierce



Thought leadership on gender equality progress

Change starts with a conversation.

Gender equality is in everyone's best interests, and two-way conversations, where all voices are heard can ignite sustainable change.

Despite gradual improvements over time, the latest Financy Women's Index confirms that women face many challenges. But it is not all doom and gloom, particularly if we expand the lens to a global scale.

A report by McKinsey¹ found there are bright spots to celebrate even if progress is slow. Over the past two decades for example, women in advanced economies have made large gains as workers, consumers and savers.

Nonetheless, the glacial pace of change underscores the need for something more. That 'something more' could be as simple as a conversation.

Let's talk

As a society we need to be able to talk about gender equality.

These conversations can – and should – start in the home so that we raise daughters – and sons – who don't see their own (or others) opportunities being constrained by gender.

Within families we need to role model gender equality, demonstrating first-hand that both parents can take an active and equal role raising children and running a household.

¹ <https://www.mckinsey.com/featured-insights/diversity-and-inclusion/ten-things-to-know-about-gender-equality>

² <https://www.nber.org/papers/w26345>

Finding our collective voice

Importantly, we need to encourage women to be their own best advocates.

A 2021 working paper from the US National Bureau of Economic Research (NBER)² confirms what many of us know: Women have a tendency to downplay their skills and abilities, while men are more comfortable with self-promotion. It's an issue the NBER says contributes to the gender pay gap. By having conversations with other women, we can support one another to advance our careers and financial wellbeing, be it through mentoring, sponsorship or informal alliances.

It's about finding our collective voice to make a difference.

Having conversations can call for courage

We all have unconscious biases, and facing up to them can be confronting. But things that make us uncomfortable can also re-shape perspectives. The upshot is to find your voice and initiate conversations around gender equality whether it is at the office water cooler, the school gate or around the family dinner table.

Don't expect to shift attitudes in one sitting. But a simple conversation could plant the seed that blossoms into sustainable change on gender equality. And that could re-shape the future for you, your daughter or your close friends.

Effie Zahos
Independent Director,
InvestSMART
Editor-at-Large – Canstar



Charting progress

Chart 5: Employment perspective on monthly hours worked by gender

The impact of the pandemic can be seen in the recovery in monthly hours worked by women compared to men. Women have seen a more significant long-term recovery since the start of the pandemic but in the June quarter, men have experienced a much faster rebound in activity.

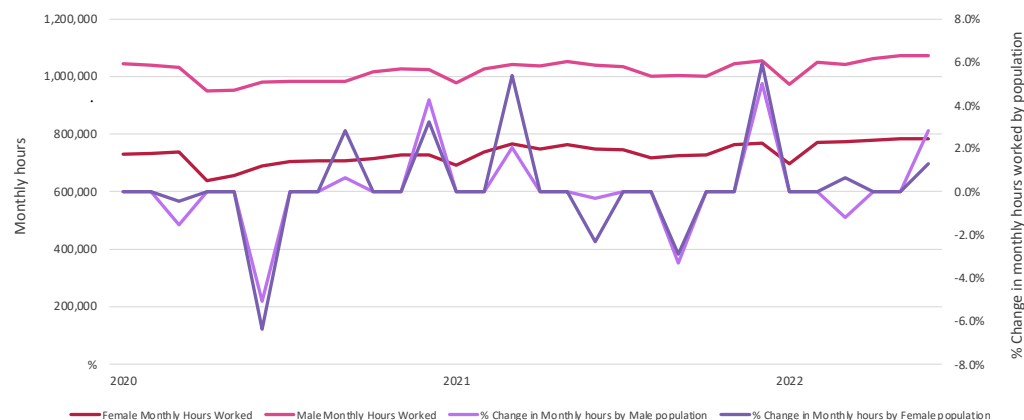


Chart 6: Employment growth full and part-time employed persons by gender

The gap between the number of men and women working in full and part time has narrowed over the past two years. Part-time employment continues to be largely dominated by women and since the pandemic we have seen more women opt for this way of working. Equally, full-time work continues to be dominated by men.

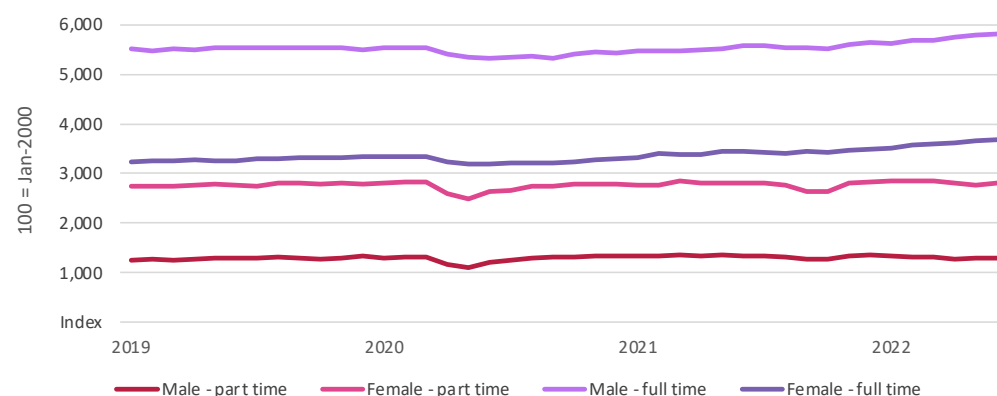


Chart 7: Female employment story by age group

Women aged between 25-34 years and those over 55 have seen the best employment recovery following the start of the pandemic in 2020.

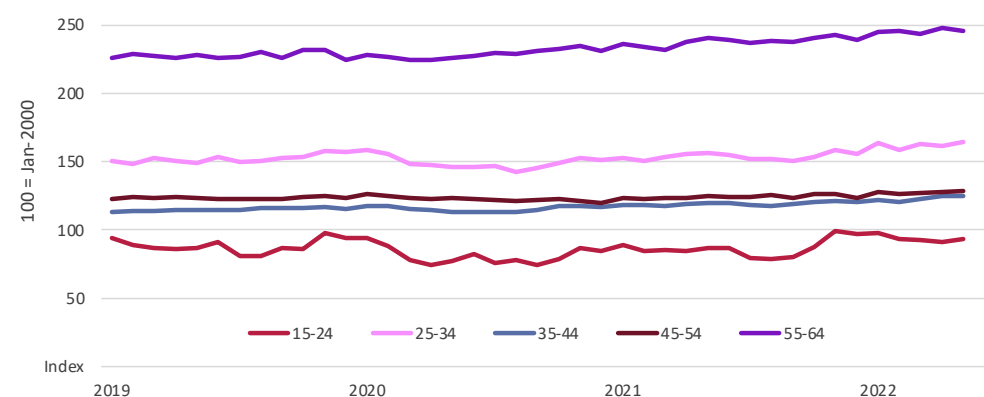


Chart 5,6 & 7 Source: ABS & Financy, June 2022.

Charting progress

TABLE 1: Employment by industry, type and gender

Retail Trade and Accommodation and Food Services hired the most women at the start of the June quarter, as reported in May whereas Mining and Wholesale Traded added more men.

INDUSTRIES	Employed full-time (Males)	Employed full-time (Females)	Employed part-time (Males)	Employed part-time (Females)	Quarterly Growth FT (Females)	Quarterly Growth FT (Males)
Agriculture, Forestry and Fishing	165	51	30	34	-5%	-22%
Mining	233	48	5	9	11%	4%
Manufacturing	546	153	53	84	11%	-14%
Electricity, Gas, Water and Waste Services	121	26	11	8	-22%	-4%
Construction	914	104	118	48	-26%	-3%
Wholesale Trade	224	83	30	34	19%	2%
Retail Trade	387	274	203	423	40%	-42%
Accommodation and Food Services	185	160	217	345	38%	-45%
Transport, Postal and Warehousing	434	111	92	55	-14%	-10%
Information Media and Telecommunications	102	64	18	22	17%	-20%
Financial and Insurance Services	260	211	29	70	26%	-20%
Rental, Hiring and Real Estate Services	94	79	17	37	20%	-31%
Professional, Scientific and Technical Services	646	371	87	183	17%	-18%
Administrative and Support Services	139	114	66	109	30%	-34%
Public Administration and Safety	426	327	39	114	23%	-20%
Education and Training	224	470	85	353	49%	-52%
Health Care and Social Assistance	346	834	147	697	-2%	-49%
Arts and Recreation Services	76	51	40	63	39%	-39%
Other Services	259	121	44	133	72.2%	-27.2%

Table 1 Source: ABS & Financy, June 2022.

CHART 8: Gender pay gap by industry and average weekly wages

The gender pay gap widened in May 2022 to 14.1% with the worst performing sectors being Mining, Construction, Retail Trade, Professional Scientific and Technical Services, Healthcare and Social Assistance. The most improvement was seen in Rental, Hiring and Real Estate Services.

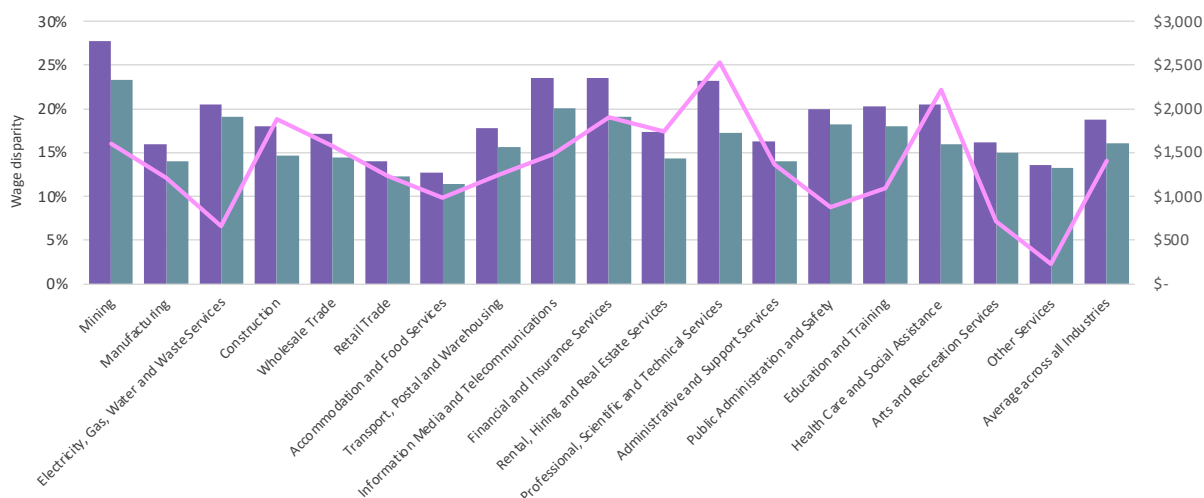


Chart 8 Source: ABS & Financy, June 2022.

Charting progress

CHART 9: ASX 200 female board representation as %

Gender diversity in ASX 200 boards experienced significant momentum around the time of the 2017 women's movement MeToo and TimesUp but the pace of progress is now at risk of flattening.

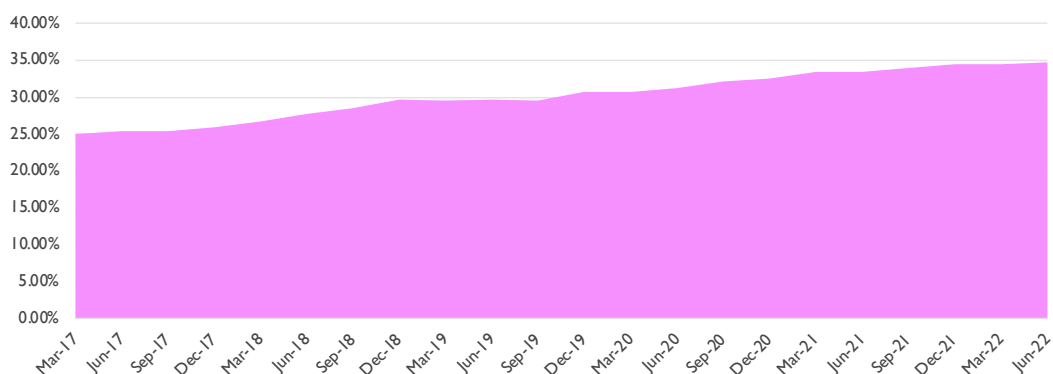


Chart 9 Source: AICD & Financy, June 2022

TABLE 2: There are 27, ASX 200 companies with 50% or more women as board directors.

COMPANY NAME	% female directors
Deterra Royalties	60%
Auckland International Airport	57%
AMP	57%
Blackmores	50%
GPT Group	50%
Bendigo & Adelaide Bank	50%
Macquarie Group	50%
Woolworths Group	50%
a2 Milk Company	50%
ADBRI	50%
Bapcor	50%
Bank of Queensland	50%
Bluescope Steel	50%
BWP Trust	50%
Centuria Industrial REIT	50%
CSR	50%
Clinuvel Pharmaceuticals	50%
Elders	50%
Fortescue Metals Group	50%
Iluka Resources	50%
IRESS	50%
Lifestyle Communities	50%
Lynas Rare Earths	50%
Pendal Group	50%
Sims	50%
Lottery Corporation	50%
Tyro Payments	50%

“Gender diversity on boards is linked to improved company performance.”



Table 1 Source: AICD & Financy, June 2022

Charting progress

Chart 10: Superannuation balances by age, gender annual comparison

The gender gap in superannuation savings has been gradually reducing as female workforce participation continues to grow.

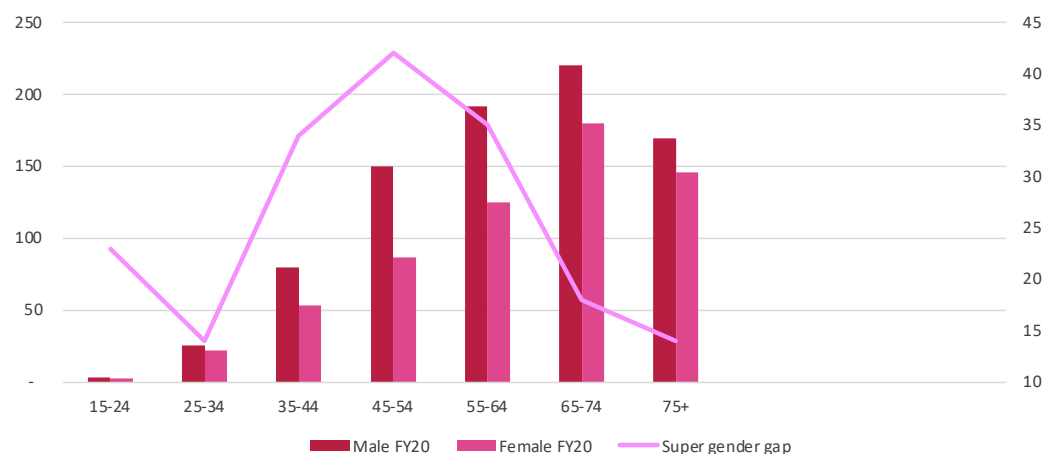


Chart 10 Source: ABS & Financy, March 2022.

CHART 11: Female unpaid work story by age group

Women continue to do the lion's share of unpaid work however in late 2020 the amount of time spent by men in unpaid work as a percentage of their overall time, increased. This helped to narrow the gender gap in unpaid work.

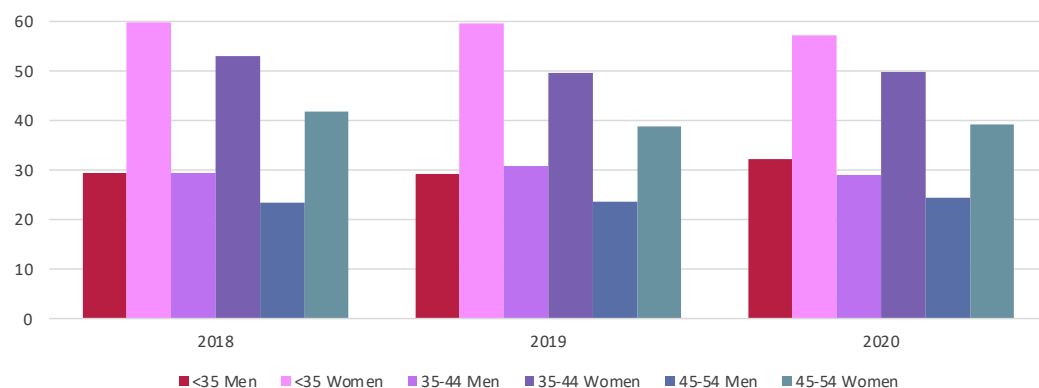


Chart 11 Source: HILDA Survey 2021 and Financy, December 2021.

“The pandemic has helped narrow the unpaid work gender gap.”



Charting progress

Chart 12: Growth in tertiary fields of study, by gender

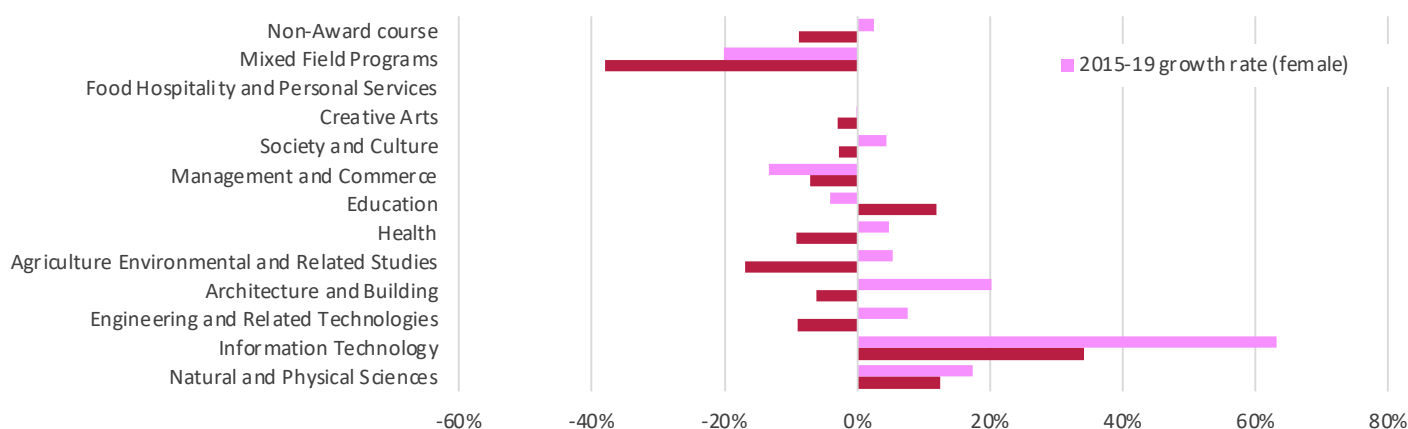


Chart 12 Source: Dept of Education uCube, Financy, December 2021.

TABLE 3: Breakdown of fields of study and mean income by age and gender

Broad Field of Education	Mean income - all ages		Mean income - aged 30-39	
	Male	Female	Male	Female
Natural and Physical Sciences	\$ 1,823	\$ 1,762	\$ 1,751	\$ 1,697
Information Technology	\$ 1,783	\$ 1,815	\$ 1,781	\$ 1,806
Engineering and Related Technologies	\$ 1,663	\$ 1,761	\$ 1,732	\$ 1,799
Architecture and Building	\$ 1,463	\$ 1,541	\$ 1,554	\$ 1,558
Agriculture Environmental and Related Studies	\$ 1,328	\$ 1,363	\$ 1,352	\$ 1,390
Health	\$ 1,777	\$ 1,565	\$ 1,810	\$ 1,600
Education	\$ 1,611	\$ 1,524	\$ 1,578	\$ 1,500
Management and Commerce	\$ 1,680	\$ 1,644	\$ 1,686	\$ 1,650
Society and Culture	\$ 1,547	\$ 1,390	\$ 1,571	\$ 1,399
Creative Arts	\$ 1,348	\$ 1,348	\$ 1,429	\$ 1,427
Food Hospitality and Personal Services	\$ 1,121	\$ 1,020	\$ 1,148	\$ 1,069
Mixed Field Programs	\$ 1,132	\$ 1,149	\$ 1,195	\$ 1,214

Table 3 Source: Dept of Education, Census data 2016, Deloitte Access Economics and Financy December 2021.

“Information Technology studies have seen the fastest female enrolment growth.”

Methodology

FWX results

Chart 1, 2, 3 & 4 - The Time frame to Economic equality chart (Years to Target) uses a line of best fit to calculate the time frame to equality and extrapolates this line to predict how long it will take for each sub-index to reach the target value of 100. Previously, years to target was calculated using the average annual growth rate, based on the latest available data point. This meant that there was a high degree of variability in estimates, due to fluctuations in the data quarter-on-quarter. In contrast, by relying on all previous data points (as opposed to the most recent data point), the new method for calculating years to target is expected to produce more accurate and smoother estimates over time and reduces the likelihood the estimates are capturing noise in the data.

The headline quarterly and annual Financy Women's Index (The Index) is the average of seven key indicators that have been converted to respective indexed series to track measurements of performance over a five-year period. Each of the key indicators of the Index are not weighted. Seasonally adjusted data is used where it is available. Data enhancements as well as underlying data revisions have also led to revisions of the Index. One notable change includes the carry forward of unavailable data each quarter, such as superannuation which is released every two years. We have done this to ensure that all data is considered in the calculation of each Index.

Women in The Workforce

Table 1, Chart 5, 6 & 7 - ABS Detailed Labour Force (quarterly) and ABS Labour Force (monthly) figures released are cited here and are based on seasonally adjusted data. Where industry data is cited, original data has been used. The ABS Labour Force Survey is a weighted sample survey and asks information from 26,000 households (or 52,000) people every month.

Gender Pay Gap

Chart 8 - Average weekly earnings charts are based on ABS average weekly ordinary time earnings data. Original data is used in respect to the industry breakdown and trend data is used wherever possible for average wages as well as the wage disparity.

Women On Boards

Chart 9 & Table 2 - The percentage of women on ASX 200 boards is based on board diversity data that is published monthly by the Australian Institute of Company Directors (AICD).

Superannuation Gap

Chart 10 - Superannuation with reference to the average lifetime super balance by gender looks at the median for age groups that span 15 to 70 years plus. The data source is the ABS 6523.0 - Household Income and Wealth, Australia, 2017-18, data cube 12 superannuation by persons. The data available comes out once every two years.

Women In Unpaid Work

Chart 11 - Unpaid work figures have been provided by 2020 Household, Income and Labour Dynamics in Australia (HILDA) Survey, published in December 2021. Chapter 5 - Unpaid Work, contains some of the data featured in this Report where it relates to gender and hours worked. Unpublished HILDA Survey data in relation to age groups and couples has also been analysed for this Report. The HILDA Survey comes out once a year and reflects a survey taken between August to November.

Tertiary Education

Chart 12 & Table 3 - Tertiary studying trends are the product of analysis conducted by Financy using the Department of Education uCube service and Census data. Enrolment growth and percentages are calculated citing various percentage changes. The annual data is updated once a year. Tertiary Education Attendee figures are derived from ABS Labour Force data category 6202.0 Table 15.

Disclaimer

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

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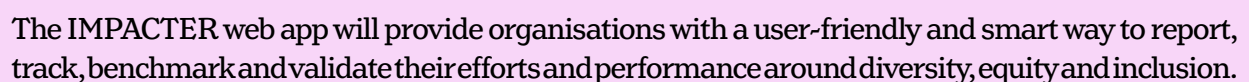


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