

Financy Women's Index[©]



A DATA DIGGER SCOOP

MARCH 2017

A joint initiative of Financy and Data Digger

Financy Women's Index[©]

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ABOUT THE FINANCY WOMEN'S INDEX®

The inaugural March 2017 Financy Women's Index® is a quarterly report card on the economic progress of Australian women

It is the country's only Index that aggregates five years of data analysis from six key indicators and over 700 company reports, to produce an overarching measurement that benchmarks the working-life progress of women.

The Index analyses data from Australia's major statistical agencies and is designed to highlight trends among women; from the courses they study once they leave high school, what industries they work in, earnings and savings in superannuation, through to those occupying top company board positions.

The Index is a joint initiative of the collaborative women's money website Financy and data company Data Digger.

Together, their work reflects a deep dive into available statistical data with the aim of giving journalists, businesses, consumers and policy makers a quarterly report card on women.

The Index helps to cut through much of the noise often reported around gender equality and pay in the workforce.

The Index is based on monthly, quarterly, biannually, and two-yearly data and methodology from the Australian Bureau of Statistics (ABS), the Australian Securities Exchange (ASX), the Australian Tax Office (ATO) and the Australian Government Department of Education and Training.

Financy and Data Digger have also aggregated the makeup of Australia's top 20 companies as of March 2017, and their respective board compositions over a five-year period.



KEY RESULTS

March 2017 – Released at 5am Wednesday March 8, 2017 for International Women’s Day

Key findings

- Corporate Australia drives the Financy Women’s Index higher as ASX top 20 companies surpass a 30% target for women on boards for the first time.
- The number of women in full-time work is still yet to crack the 3-million mark.
- Over 50% of women enrolling in tertiary studies linked to industries with low wages growth.
- The gap between the average superannuation balances of women and men has widened by 2 percentage points over the past five years.

In the 12 months to December 2016, the Financy Women’s Index powered by Data Digger improved 4.1 points to 106.2 points, as the number of women occupying corporate board positions rose and the disparity between average earnings fell to its lowest level in five years.

This helped to offset relatively flat growth in the number of women working full-time, as well as a moderation in the female participation rate, and a subsequent widening of the superannuation gap.

The average superannuation balance of women, as measured across all life stages, represents 70% of the average male balance. In other words the average woman has 30% less superannuation savings in retirement than men.

The gender pay gap based on average weekly ordinary full-time earnings fell to 16% in 2016, which is the lowest it’s been in the past five years.

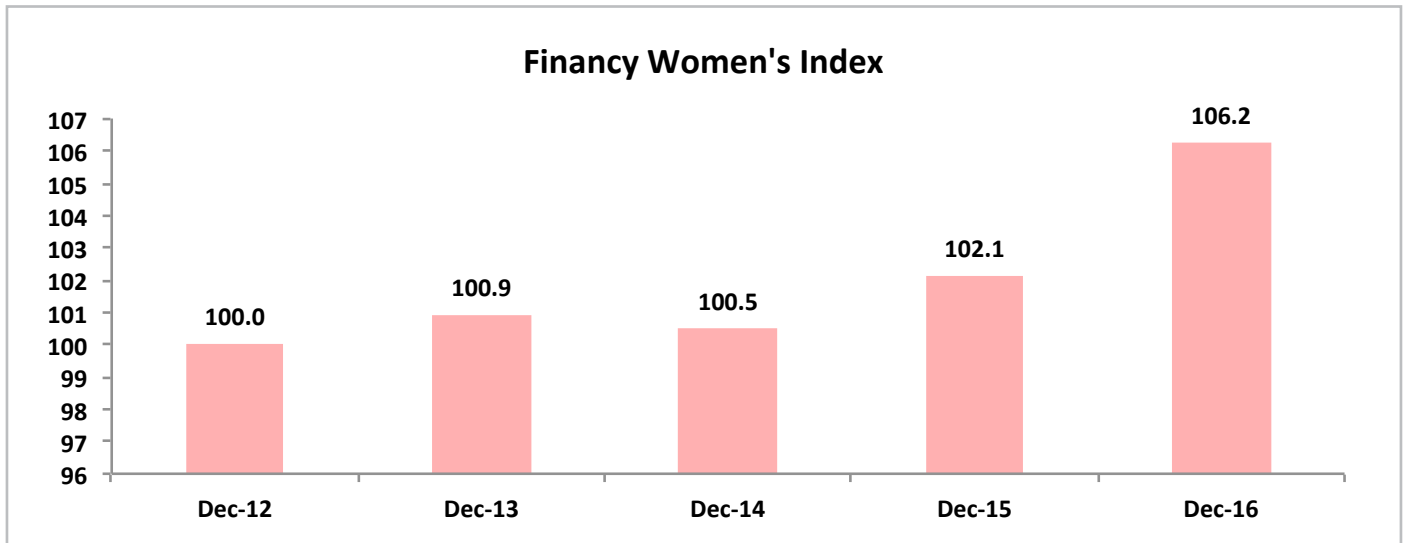
The number of women undertaking tertiary education remains elevated and is outpacing men.

Data shows that female enrolments in traditionally male dominated courses such as information technology have grown at an average annual pace of 11.7% over the past five years.

KEY RESULTS

But it's corporate Australia where the greatest overall change can be seen with women holding 30.8% of board positions across the top 20 ASX listed companies by market capitalisation as of March 2017. This is a 5 percentage point improvement on 2015.

These companies which include the Commonwealth Bank of Australia, Telstra and Wesfarmers are well on their way to meeting or exceeding gender diversity targets set by the Australian Institute of Company Directors.



Source: Financy, March 2017

	Dec-12	Dec-13	Dec-14	Dec-15	Dec-16
Financy Women's Index	100.0	100.9	100.5	102.1	106.2
Female and male average salary disparity	100.0	100.3	98.6	101.6	101.4
Employment - full-time work	100.0	99.9	99.3	105.3	99.7
Employment - participation rate	100.0	99.6	99.7	102.5	99.1
Education - female tertiary studies*	100.0	104.0	104.2	102.6	n/a
ASX Top 20 female board representation	100.0	101.6	103.8	98.5	124.7
Superannuation average balance by gender**	100.0	100.0	97.2	n/a	n/a

Note:

* Tertiary education statistics observes the most recent data available which according to education.gov.au is Dec. 2015.

** The Australian Bureau of Statistics provide average superannuation balances by gender every two years, with most recent 2013/14.

TOP-END FEMALE BOARD POSITIONS

Overall Australia's biggest listed companies are doing their part to improve gender diversity in the workplace as more ASX top 20 companies appointed women to their boards in 2016

The number of women holding these top board positions increased in the 12 months to December 2016 to 30.8%, compared to 24.7% in 2015.

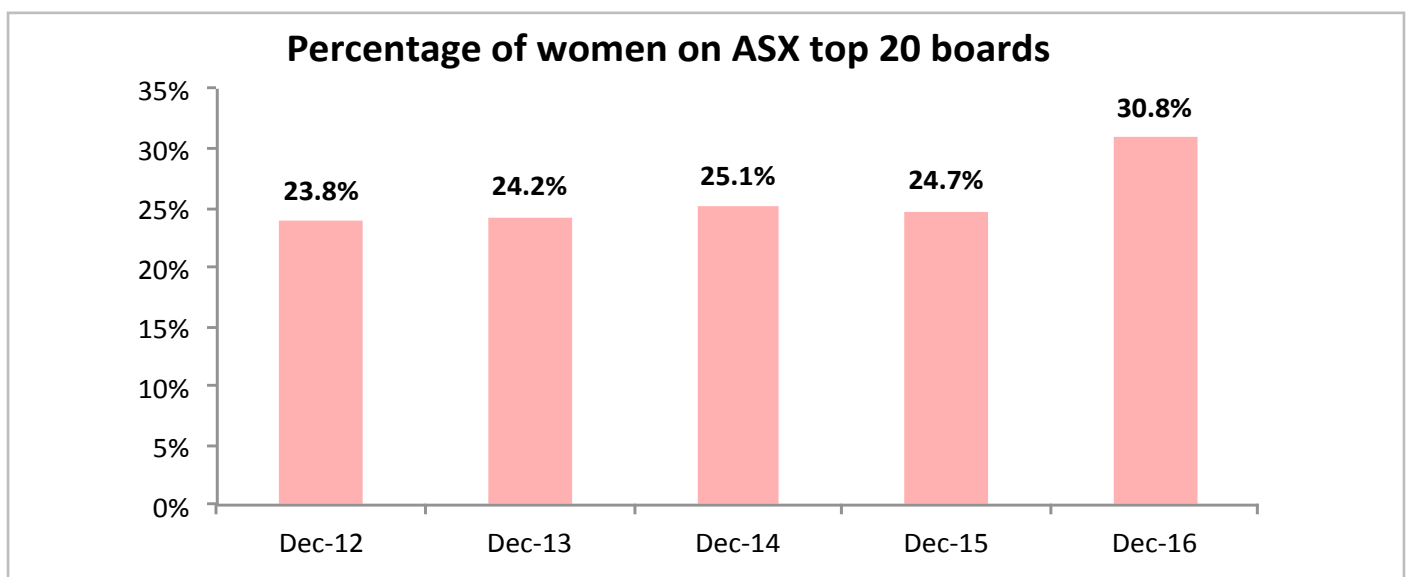
In 2016, women occupied 69 board positions out of 219 across the ASX top 20.

Chief executive officer (CEO) and senior management representation for women is however still low compared with their male counterparts across the majority of Australian industries.

Two of Australia's biggest banks are also high on the list of top performers, Commonwealth Bank of Australia with 40% women on its board, and Australia and New Zealand Banking Group with 37.5%.

Overall, the trend shows an improvement at the top end of corporate Australia and suggests that attitudes have changed in relation to improving gender diversity at board level.

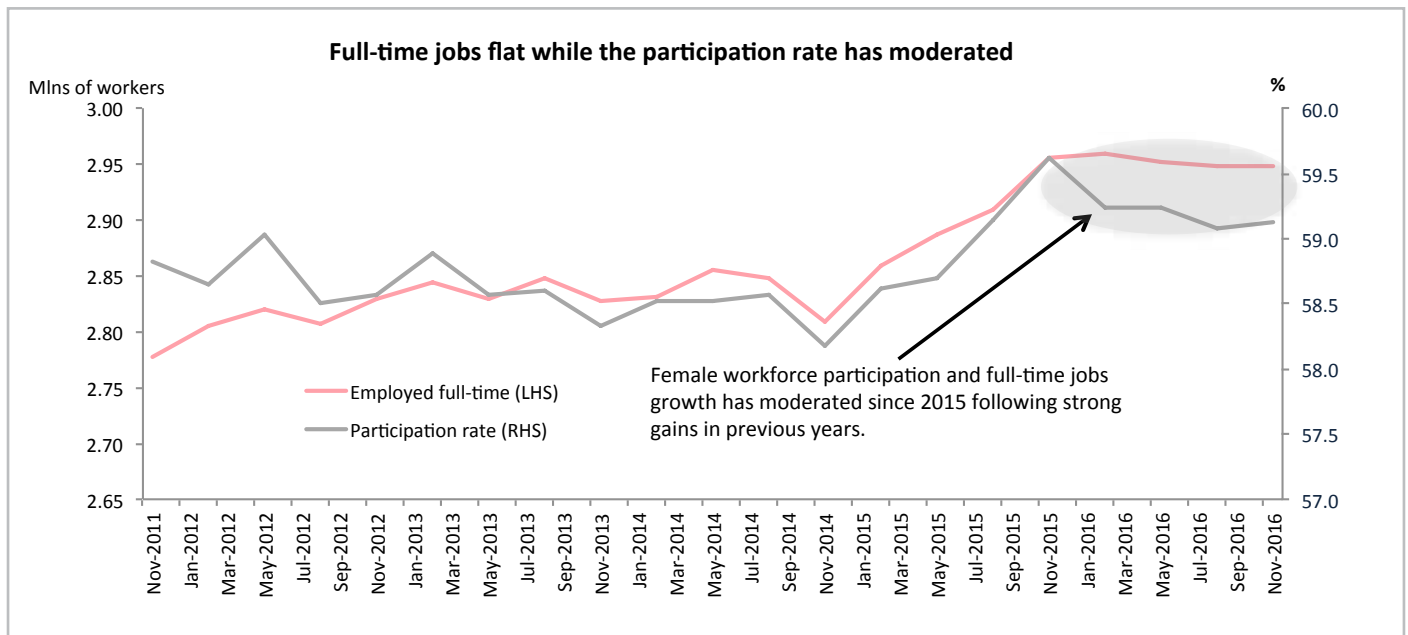
Continued improvement may have the potential to not only influence other companies to follow suit, but trickle down to senior management ranks in the years to come.



Source: Company data, Financy and Data Digger, March 2017

Employment...

Full-time work flat lines as participation pulls back from 2015 high



Source: ABS, Financy, Data Digger, March 2017

The number of women engaged in full-time work rose to 2.96 million in late 2016, compared to 5.2 million men.

At the same time 2.5 million women were engaged in part-time and casual work.

The latter has become a trend across Australia where there has been increased participation in the casual workforce.

The number of women participating in the Australian workplace has risen over the past five years, despite a moderation to 59.1% in November 2016, from 59.6% in November 2015.

The number of men participating has also fallen to 70.3% from 72.1% over the past five years.

This may suggest that many individuals are either choosing to do contract work, start their own business, retire from the workforce, or have given up trying to find meaningful employment.

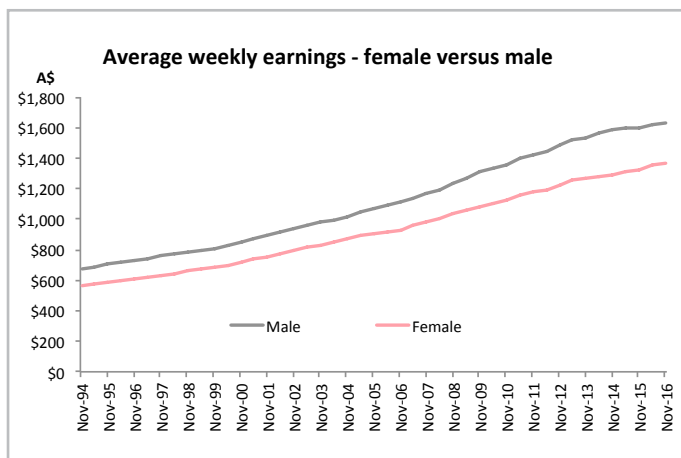
Increasingly the mode of engaging females into work, particularly at various life stages remains challenging for policy makers and business alike.

Long-time absences out of the workplace to care for family, cost and availability of childcare, and a reticence among business to adopt more flexible work practices, provide additional modern challenges that if addressed could potentially improve the female jobs picture.

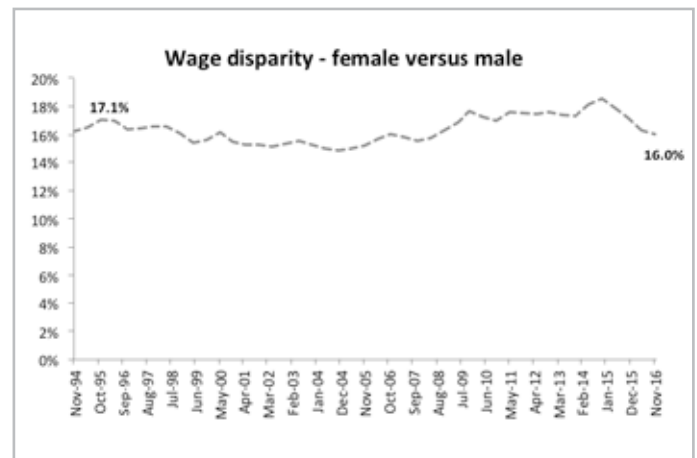
THE GENDER WAGE DISPARITY

The overall gender pay gap has improved over the past five years, but generally remains high in the best paid industries

The average wage disparity between men and women fell to 16% in November 2016, from 17.6% in the November 2011 period.



Source: ABS, Financy, Data Digger, March 2017



The highest paying industries tend to have the biggest wage gaps between men and women, yet interestingly gaps still exist in the lower paying sectors, where more women tend to work and more men occupy upper management roles.

The best growth industry for females over the last five years has been rental, hiring and real estate services which averages quarterly growth of 2%.

The pay gap in real estate as a carve out may actually be much less than the data suggests because commission structures are not calculated as part of average weekly earnings by the Australian Bureau of Statistics.

Mining is the best paid industry for both men and women. Over the past 20 years the number of women working in mining has quadrupled, while retail and accommodation services are among the lowest paying, and employs over one million females in full and part-time roles.

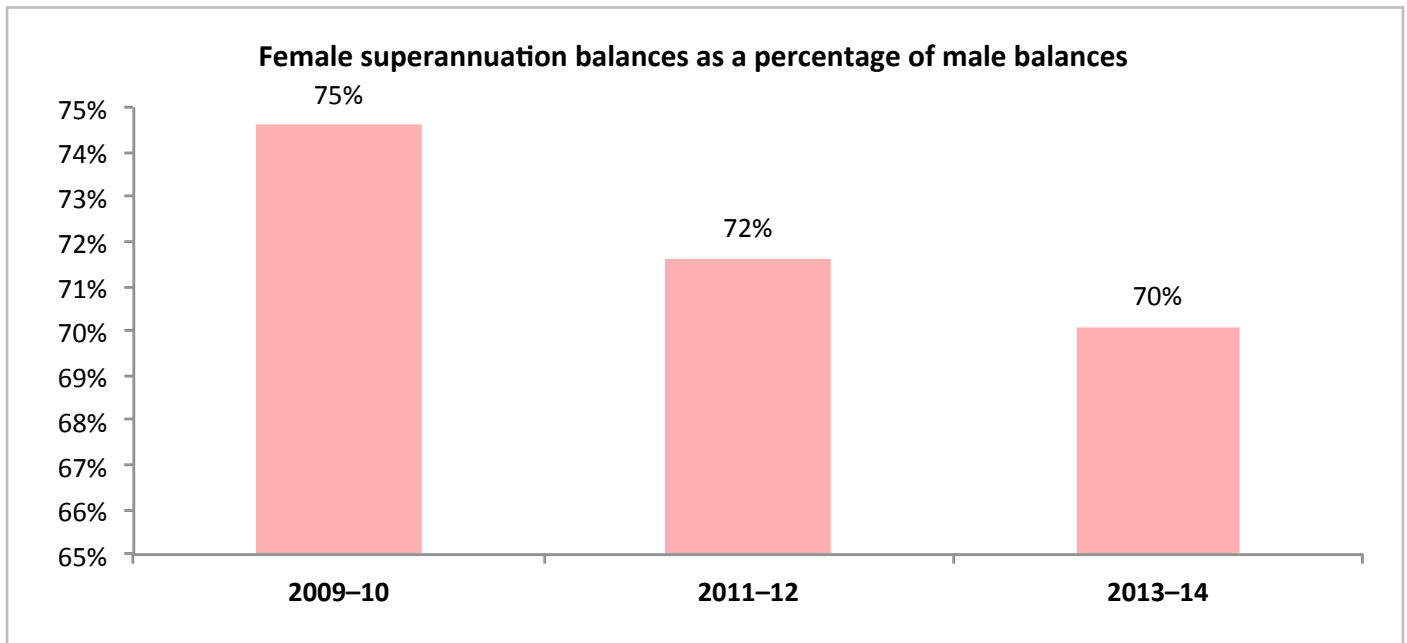
THE GENDER WAGE DISPARITY

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	\$1,631.9	5,229	1,189	\$1,370.3	2,961	2,625	16.0%
Mining	\$2,634.2	193.1	3.6	\$2,133.1	28.5	6.4	19.0%
Electricity, Gas, Water and Waste Services	\$1,822.1	100.0	6.5	\$1,638.5	26.7	4.6	10.1%
Information Media and Telecommunications	\$1,947.2	118.1	15.6	\$1,586.5	48.5	29.9	18.5%
Education and Training	\$1,795.8	200.2	83.0	\$1,585.2	390.1	319.9	11.7%
Public Administration and Safety	\$1,645.5	357.1	37.1	\$1,528.1	264.5	104.8	7.1%
Financial and Insurance Services	\$2,161.9	194.7	13.4	\$1,495.4	146.5	61.9	30.8%
Professional, Scientific and Technical Services	\$1,969.3	521.1	72.2	\$1,468.9	251.5	151.8	25.4%
Health Care and Social Assistance	\$1,774.6	243.3	90.5	\$1,358.3	602.6	604.5	23.5%
Transport, Postal and Warehousing	\$1,594.3	392.9	87.9	\$1,325.1	85.2	54.6	16.9%
Wholesale Trade	\$1,549.6	215.0	21.9	\$1,263.5	73.9	45.7	18.5%
Arts and Recreation Services	\$1,517.8	66.6	36.2	\$1,258.9	50.3	55.0	17.1%
Manufacturing	\$1,365.8	633.1	60.8	\$1,214.2	168.3	94.9	11.1%
Construction	\$1,567.3	826.8	101.4	\$1,213.0	69.1	62.3	22.6%
Administrative and Support Services	\$1,383.1	142.2	71.2	\$1,201.0	106.3	115.4	13.2%
Rental, Hiring and Real Estate Services	\$1,537.2	78.9	20.0	\$1,180.1	81.1	32.7	23.2%
Other Services	\$1,261.0	207.6	43.8	\$1,149.4	98.1	111.5	8.9%
Retail Trade	\$1,182.3	369.6	197.7	\$1,067.5	271.9	415.5	9.7%
Accommodation and Food Services	\$1,160.4	195.6	193.8	\$1,033.0	149.8	311.0	11.0%

Source: ABS, Financy, Data Digger, March 2017

THE SUPERANNUATION IMBALANCE

The gap between the average lifetime superannuation savings of women and men has widened over the past five years.



Source: ABS, Financy, Data Digger, March 2017

The most recent data, which is reported every two years, shows that in the 2013/14 financial year, the average female superannuation balance was equal to just 70% of the average male balance.

This is less 5 percentage points than in the 2009/10 financial year when the average lifetime female super balance was 75% of that of the average male.

Anecdotal evidence suggests the decline in the lifetime superannuation balances of women may have been affected by falling investment returns, and the cashing in of superannuation savings among retiring baby boomers.

ENROLMENTS IN TERTIARY EDUCATION

Females are enrolling in tertiary education at record numbers but are they in the right courses?

The number of women enrolling in tertiary education in the most recent 2015 data was in excess of 800,000.

Overall this represents 52% of students being women, compared to 48% men and suggests that an increasing number of females are undertaking some form of study beyond high school.

But despite more women studying, almost 70% are enrolled in courses that lead to their participation in industries which are not considered as high paying as traditionally male dominated sectors, such as mining, engineering, commerce and information technology.

But the data suggests this trend could be changing.

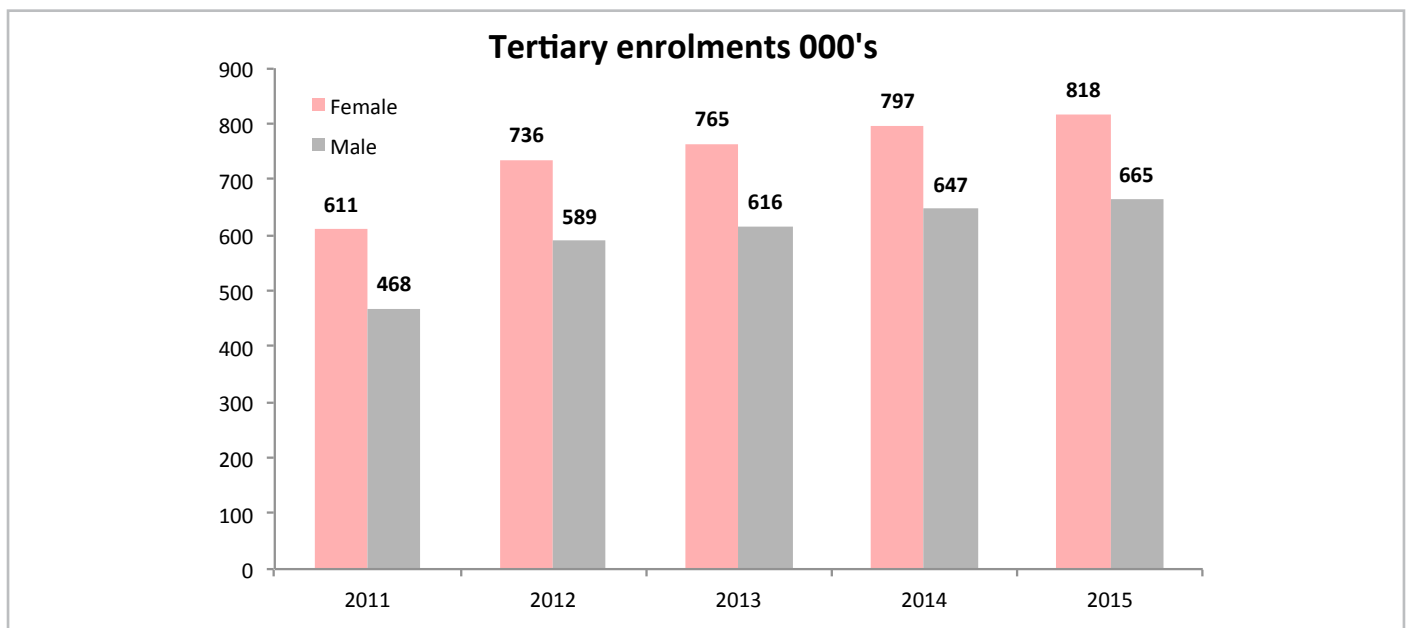
Among the fastest growth areas for women enrolling in tertiary studies is information technology, which

has recorded 11.7% average annual growth over the past five years, compared to 12.5% growth for men over the same period.

Indeed since 2011, the number of women enrolling in management and commerce rose at 12.5%, while the number of men studying the same field also increased by 11.8%.

The most popular study areas for women remain education and health, yet despite the latter being considered a growth industry because of the aging population, women tend to occupy less management roles than men in the sector.

This in turn feeds into the overall gender pay disparity for the sector which stands at 23.5%, which is among the highest in the Australian workforce.



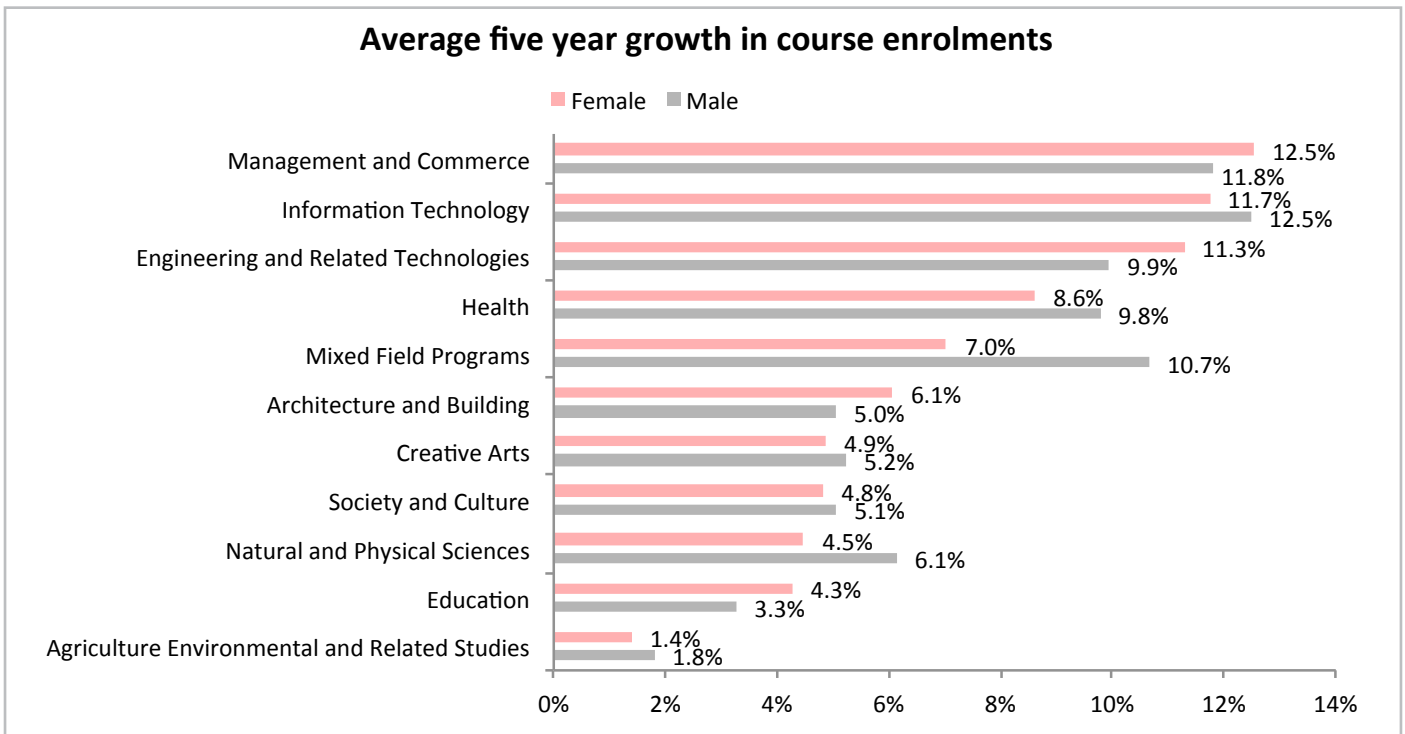
Source: ABS, Financy, Data Digger, March 2017

ENROLMENTS IN TERTIARY EDUCATION

Course	Female	Male	Female	Male
Total	817,903	664,978	51%	49%
Society and Culture	196,861	110,669	64%	36%
Management and Commerce	180,302	189,631	49%	51%
Health	159,297	61,949	72%	28%
Education	98,633	31,834	76%	24%
Natural and Physical Sciences	56,952	57,687	50%	50%
Creative Arts	55,363	35,217	61%	39%
Engineering and Related Technologies	17,844	88,437	17%	83%
Architecture and Building	12,772	18,447	41%	59%
Non-Award course	11,658	8,215	59%	41%
Information Technology	11,506	49,259	19%	81%
Agriculture Environmental and Related Studies	9,650	8,950	52%	48%
Mixed Field Programs	6,813	4,308	61%	39%
Food Hospitality and Personal Services	252	375	40%	60%

Source: Dept of Education, Financy and Data Digger, March 2017

The trend is changing as younger women embrace technology as well as management and commerce.



Source: Dept of Education, Ucube, Financy and Data Digger, March 2017

METHODOLOGY

The Financy Women's Index powered by Data Digger is designed to provide an accurate and up-to-date quarterly measure of the economic progress of women in Australia.

The Index focuses on six key areas including tertiary education, full-time work, workplace participation, wage disparity, board representation of Australia's largest companies and superannuation balances of women compared to men.

Points to note:

Chart 1 and table 1 - The headline 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.

Chart 2 - The percentage of women on boards was an analysis undertaken to aggregate data over female representation on Australia's top 20 ASX listed companies. Considerable care has been taken to provide an accurate reflection of the makeup of various boards accounting for new appointments and retiring directors. The analysis was undertaken by Data Digger.

Chart 3, 4 and 5 - Average weekly earnings charts are based upon table one of the Australian Bureau of Statistics 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.

Table 2 - The detailed jobs by industry table is an aggregation of data used in the ABS detailed quarterly labour report series, 6291.0.55.001 and the aforementioned average weekly earnings data.

Chart 6 - Superannuation data with reference to the average lifetime super balance utilises an weighted index methodology in referencing an average superannuation balance for age groups that span 15-24 years to 70 years plus. The data source is the ABS category 4125 table 1, sub table 25. The data available comes out once every two years.

Chart 7, 8 and Table 3 - Tertiary studying trends are the product of analysis conducted by Data Digger using the Department of Education Ucube service. Enrolment growth and percentages are calculated citing annual year on year percentages.



ABOUT FINANCY & DATA DIGGER

Financy®
is the country's only digital space that
collaborates on all things women and money.

Founded by financial journalist Bianca Hartge-Hazelman in 2016, Financy is an independent start-up company which provides daily articles, expert insights and inspiration for women wanting to grow their financial futures.

Bianca created Financy after coming to the conclusion that more needed to be done to support women in becoming financially independent and in building their wealth.

The website has an ever growing list of weekly contributors who range from finance professionals, journalists and women's money bloggers.

On a personal note, Bianca's passion for helping women with money matters has come about not just because of her love of finance, but as a granddaughter to a woman who still can't use an ATM, a daughter to a mother who has often struggled financially while raising four kids, and now as a mother of three beautiful daughters herself.

Her skin in the game is why she wants to help create a more informed society of women in Australia when it comes to money and how they can grow it to improve their futures, and that of their family.

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

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 sets.

Dan is soon to release the beta version of datadigger.com.au which will house all of Australia's major economic data points and allows users to customise their own spreadsheets utilising Dan's skills.



DISCLAIMER

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The Financy and Data Digger Women's Index presents the findings of analysis of over 1100 annual reports issued by companies listed on the Australian Stock Exchange (ASX) together with the professional analysis and insights of Financy and Data Digger.

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

For information on the data contained in the report contact Financy or Data Digger on the numbers provided below.

The logo for Financy, featuring the word "Financy" in a stylized, cursive script font with a registered trademark symbol (®) to the right.

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