

Factsheet: Gender & Money



Women earn on average
14.6%
less than men.



Women make up more than
TWO THIRDS
of primary carers.



Women have an average of
52.8%
less superannuation at retirement than men.



81%
of one parent families are headed by women.



The relationship between gender and money is complex and affects women in different ways, depending on their lived experiences and the different structural barriers they encounter.

SOCIALISATION

Socialisation is the way we learn how to behave by what is acceptable within our society, and can play a large factor in the way women approach money. Socialisation can reinforce rigid gender stereotypes that affect how people interact with money.

GENDER PAY GAP

On average Australian women earn 14.6% less than men, that's around \$251.20 a week. There are a number of factors that contribute to this discrepancy including:

- Women working in traditionally "feminised" industries with lower paying wages
- Women performing the majority of unpaid caring and household work
- Unconscious bias in hiring and pay decisions
- A lack of flexibility to support caring responsibilities
- Career breaks that impact on opportunities for career progression

SUPERANNUATION

Due to factors such as the gender pay gap, career breaks and performing unpaid caring work, women generally end up with less super in retirement than men. In fact the average superannuation balance for a woman at the time of retirement is 52.8% less than for a man. Women also make up 55.6% of people receiving the pension.

CARING AND UNPAID WORK

Although women are in the workforce at greater numbers than ever before, the majority of unpaid caring and household work is still done by women. Time spent out of the workforce performing this unpaid work can greatly affect women's financial wellbeing. The majority of carers for children, the elderly and people with disabilities are women, which can impact greatly on their ability to participate in the workforce.

CASUALISATION OF THE WORKFORCE

Women are overrepresented in casual roles that do not provide benefits such as sick leave and annual leave. These roles also provide little job security with employers being able to dismiss employees without notice.

FIND OUT MORE

www.womenandmoney.org.au