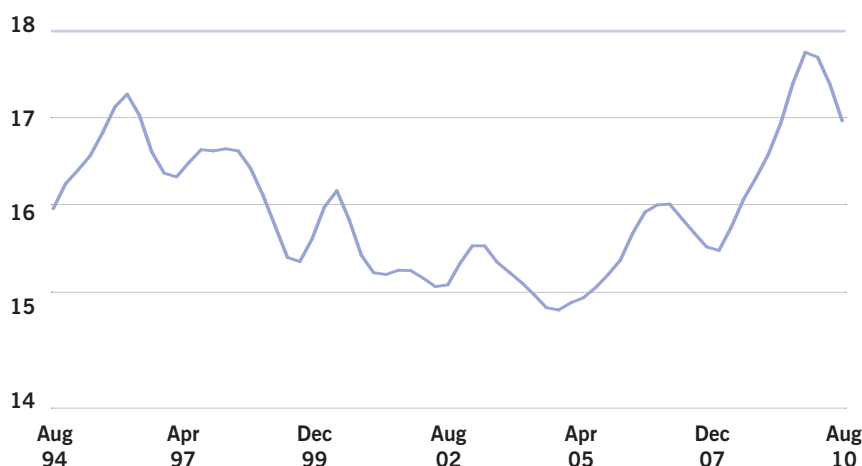


Pay equity statistics

In August 2010, the gender pay gap was **16.9%**. This average weekly ordinary time earnings of females full-time were \$1,116.70 per week or **\$227.20 per week less** than their male counterparts, who earned an average of \$1,343.90 per week in August 2010. The data show that the gap narrowed by 0.4 percentage points over the quarter (from 16.9% in May 2010) and, similarly, by 0.4 percentage points over the year (from 16.9% in August 2009). While the gap has come off the peak of 17.6% reached in November 2009, at 16.9%, it currently remains well above the long term average of 16.0%.

Figure 1:
Average Weekly Earnings, Australia, August 2010



Source: ABS Average Weekly Earnings, Cat. No. 6302.0, Seasonally Adjusted Data, August 2010

The widening of the gender pay gap over the year since February 2009 may be attributed to slower growth in the nominal wages of females compared with males. In the three months to February 2010, nominal earnings for females increased by 0.8% compared with an increase of 1.4% for males. Over the year to February 2010, nominal earnings for females increased by 4.5% compared with an increase of 6.4% for males.



Figure 2:
Earnings by sector

Average weekly earnings	Full-time adult ordinary time earnings			Full-time adult total earnings			All employee total earnings		
	Industry	Men \$	Women \$	Pay gap %	Men \$	Women \$	Pay gap %	Men \$	Women \$
Mining	2,131.1	1,649.1	22.6	2,203.8	1,665.5	24.4	2,169.4	1,550.5	28.5
Manufacturing	1,186.1	999.2	15.8	1,285.0	1,023.2	20.4	1,187.6	804.9	32.2
Electricity, gas, water and waste services	1,483.0	1,239.1	16.4	1,658.7	1,260.7	24.0	1,612.3	1,150.2	28.7
Construction	1,311.1	1,075.0	18.0	1,459.2	1,100.0	24.6	1,309.7	759.9	42.0
Wholesale trade	1,246.4	977.4	21.6	1,289.4	989.2	23.3	1,160.4	815.9	29.7
Retail trade	974.7	871.5	10.6	1,002.2	879.8	12.2	724.0	523.9	27.6
Accommodation and food services	966.7	845.7	12.5	979.1	855.7	12.6	538.4	416.6	22.6
Transport, postal and warehousing	1,213.0	1,119.8	7.7	1,240.6	1,163.1	6.2	1,233.2	909.3	26.3
Information media and telecommunications	1,598.6	1,309.6	18.1	1,635.3	1,318.4	-6.3	1,475.0	1,105.9	25.0
Financial and insurance services	1,796.2	1,219.0	32.1	1,831.4	1,226.1	25.0	1,692.9	1,013.5	40.1
Rental, hiring and real estate services	1,372.6	1,034.5	24.6	1,409.7	1,045.6	42.9	1,275.0	817.7	35.9
Professional, scientific and technical services	1,682.8	1,255.7	25.4	1,709.0	1,260.2	10.6	1,575.3	986.7	37.4
Administrative and support services	1,294.9	1,069.7	17.4	1,345.0	1,089.8	36.2	998.7	776.1	22.3
Public administration and safety	1,401.7	1,285.1	8.3	1,447.2	1,300.4	3.3	1,327.5	1,095.8	17.5
Education and training	1,424.5	1,289.8	9.5	1,431.3	1,292.1	10.7	1,110.4	878.4	20.9
Health care and social assistance	1,456.6	1,060.9	27.2	1,548.1	1,093.0	23.6	1,236.1	746.5	39.6
Arts and recreation services	1,220.0	1,000.9	18.0	1,236.0	1,006.9	35.0	808.7	519.0	35.8
Other services	1,089.3	913.3	16.2	1,181.9	928.3	24.9	1,031.3	634.8	38.4
All industries	1,343.0	1,116.2	16.9	1,415.1	1,131.4	20.0	1,183.4	771.5	34.8

Source: ABS Average Weekly Earnings, Cat. No. 6302.0, Original Data, August 2010

Figure 3:
Earnings by occupation

Mean weekly total earnings in main job	Full-time employees			Part-time employees			All employees		
	Industry	Men \$	Women \$	Pay gap %	Men \$	Women \$	Pay gap %	Men \$	Women \$
Managers and administrators	1,710	1,338	21.8	745	682	8.5	1,674	1,211	27.7
Professionals	1,659	1,315	20.7	929	724	22.1	1,576	1,119	29.0
Associate professionals	1,139	814	28.5	505	406	19.6	1,093	624	42.9
Tradespersons and related workers	1,103	810	26.6	399	389	2.5	851	539	36.7
Advanced clerical and service workers	1,191	908	23.8	501	494	1.4	1,104	740	33.0
Intermediate clerical, sales and service workers	1,131	790	30.2	242	289	-19.4	761	442	41.9
Intermediate production and transport workers	1,140	902	20.9	443	434	2.0	1,054	750	28.8
Elementary clerical, sales and service workers	933	719	22.9	269	319	-18.6	698	460	34.1
Labourers and related workers	1,313	1,054	19.7	437	455	-4.1	1,171	775	33.8

Source: ABS Employee Earnings, Benefits and Trade Union Membership, Australia, Cat No. 6310 (May 2010).

Figure 4:
Earnings by age

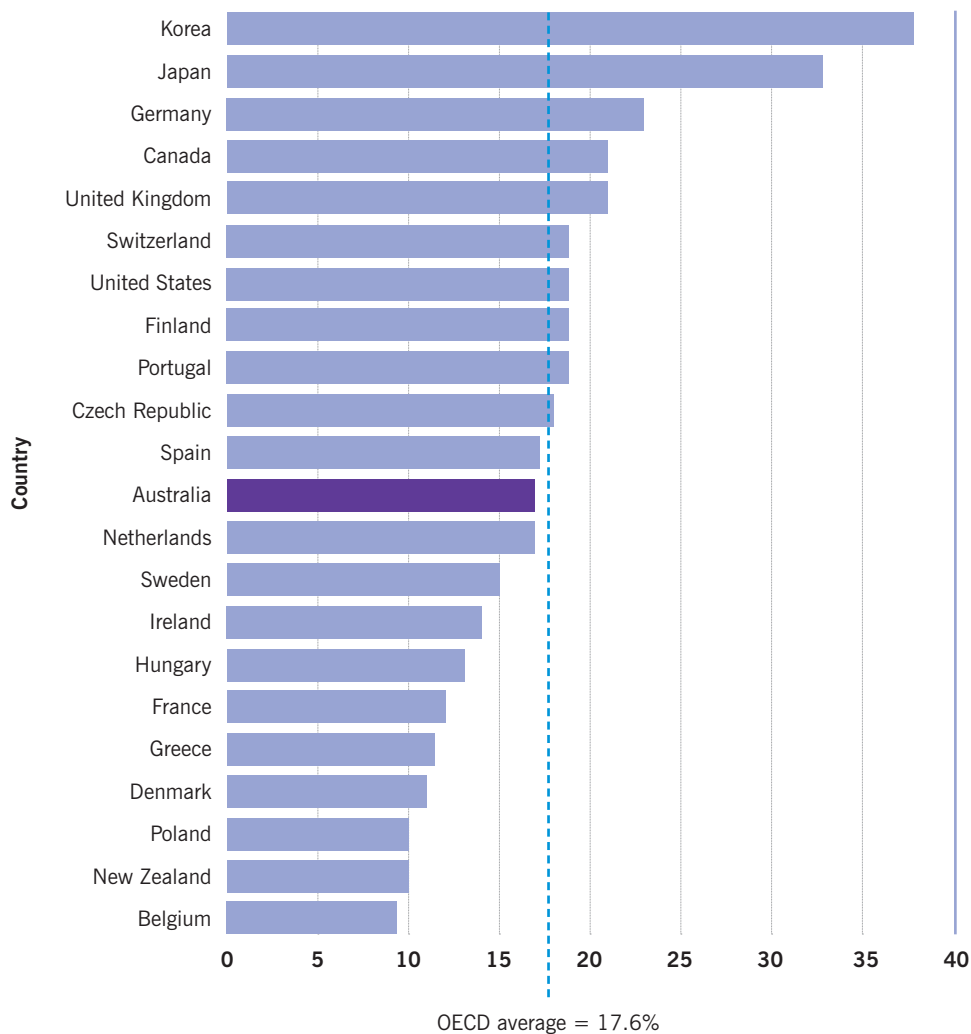
Mean weekly earnings in main job	Full-time employees			Part-time employees			All employees		
	Age	Women \$	Men \$	Pay gap %	Women \$	Men \$	Pay gap %	Women \$	Men \$
15-19	508.00	580.00	12.4	160.00	154.00	-3.9	234.00	318.00	26.4
20-24	787.00	866.00	9.1	323.00	328.00	1.5	569.00	710.00	19.9
25-29	976.00	1,156.00	15.6	485.00	448.00	-8.3	847.00	1,058.00	19.9
30-34	1,185.00	1,262.00	6.1	523.00	591.00	11.5	922.00	1,202.00	23.3
35-39	1,212.00	1,427.00	15.1	534.00	653.00	18.2	881.00	1,360.00	35.2
40-44	1,137.00	1,464.00	22.3	531.00	553.00	4.0	841.00	1,387.00	39.4
45-49	1,087.00	1,510.00	28.0	535.00	716.00	25.3	841.00	1,457.00	42.3
50-54	1,140.00	1,536.00	25.8	551.00	725.00	24.0	883.00	1,480.00	40.3
55-59	1,146.00	1,420.00	19.3	500.00	652.00	23.3	862.00	1,331.00	35.2
60-64	1,023.00	1,409.00	27.4	526.00	723.00	27.2	715.00	1,270.00	43.7
65+	855.00	1,182.00	27.7	439.00	585.00	25.0	562.00	932.00	39.7
Total	1,054.00	1,313.00	19.7	455.00	437.00	-4.1	775.00	1,171.00	33.8

Source: ABS Employee Earnings, Benefits and Trade Union Membership, Australia, Cat No. 6310, (May 2010).

Figure 5:

OECD earnings statistics – Gender pay gap in median earnings of full-time employees, 2006 or latest year available

In 2006 Australia was positioned just below the OECD average gender pay gap of 17.6% in median earnings of full-time employees. The “gender wage gap” (in unadjusted form) is measured as the difference between men’s and women’s earnings expressed as a percentage of men’s earnings.



Source: OECD Earnings Database, Chart LMF5.1: Gender gap in median earnings of full-time employees, 2006 or last year available <http://www.oecd.org/dataoecd/1/35/43199347.xls>

Figure 6:

Median starting salaries of bachelor degree graduates in first full-time employment and aged less than 25 (2009)

The average gender pay gap in median starting salaries of bachelor degree graduates in first full-time employment aged less than 25 years is \$3,000.

	Male \$	Female \$	Total \$	Pay gap \$	Pay gap %
Accounting	45,000.00	45,000.00	45,000.00	–	0.0
Agricultural Science	46,000.00	44,400.00	45,000.00	1,600.00	3.5
Architecture and Building	46,800.00	40,000.00	45,000.00	6,800.00	14.5
Art & Design	40,000.00	35,000.00	37,300.00	5,000.00	12.5
Biological Services	45,000.00	44,500.00	45,000.00	500.00	1.1
Computer Science	49,500.00	49,800.00	49,600.00	300.00	-0.6
Dentistry	70,000.00	70,000.00	70,000.00	–	0.0
Earth Sciences	55,000.00	53,000.00	54,000.00	2,000.00	3.6
Economics, Business	47,000.00	44,100.00	45,000.00	2,900.00	6.2
Education	51,000.00	51,000.00	51,000.00	–	0.0
Engineering	58,000.00	56,000.00	57,500.00	2,000.00	3.4
Humanities	43,000.00	41,500.00	42,000.00	1,500.00	3.5
Law	53,500.00	50,000.00	50,000.00	3,500.00	6.5
Mathematics	55,000.00	50,500.00	54,000.00	4,500.00	8.2
Medicine	60,000.00	65,000.00	64,500.00	-5,000.00	-8.3
Optometry	60,000.00	65,000.00	64,500.00	-5,000.00	-8.3
Paramedical Studies	48,000.00	47,000.00	47,000.00	1,000.00	2.1
Pharmacy (pre-reg)	35,000.00	35,000.00	35,000.00	–	0.0
Physical Sciences	48,000.00	47,500.00	48,000.00	500.00	1.0
Psychology	45,000.00	45,000.00	45,000.00	–	0.0
Social Sciences	45,000.00	41,000.00	42,000.00	4,000.00	8.9
Social Work	45,000.00	45,000.00	45,000.00	–	0.0
Veterinary Science	47,500.00	45,000.00	45,000.00	2,500.00	5.3
All Fields	50,000.00	47,000.00	48,000.00	3,000.00	6.0

Source: Gradstats (2009), Employment and Salary Outcomes of Recent Higher Education Graduates, No. 14, Dec 2009
<http://www.graduatecareers.com.au/content/view/full/24>

Figure 7:
Award Course Completions for All Students by Level of Course and Gender, 2008

Level of Course	Men	Women	% Women
Higher Doctorate	17	5	22.7
Doctorate by Research	2,975	2,811	48.6
Doctorate by Coursework	144	134	48.2
Master's by Research	669	723	51.9
Master's by Coursework	29,334	28,028	48.9
Postgrad. Qual/Prelim.	12	7	36.8
Grad.(Post) Dip. – new area	5,540	8,414	60.3
Grad.(Post) Dip. – ext area	2,509	4,413	63.8
Graduate Certificate	5,701	8,327	59.4
Bachelor's Graduate Entry	1,211	2,172	64.2
Bachelor's Honours	4,237	5,664	57.2
Bachelor's Pass	55,409	77,841	58.4
Associate Degree	1,015	690	40.5
Advanced Diploma (AQF)	552	631	53.3
Diploma (AQF)	4,476	4,421	49.7
Other undergraduate award courses	308	412	57.2
Total	114,109	144,693	55.9

Source: Department of Education, Employment and Workplace Relations, Award Course Completions 2008, Selected Higher Education Statistics, DEEWR, Canberra, Table 6

Figure 8:

Methods of setting pay, average weekly total earnings and hours paid for, non-managerial employees – states and territories

The total gender pay gap across all methods of pay setting in average weekly total earnings for non-managerial employees is 31%. The pay gap is higher for unregistered collective agreements (32.3%); registered collective agreements (29.8%); registered individual agreements (30.3%) and unregistered individual arrangements (29.8%) than when pay is set by award only (16.7%).

	Average Weekly Total Earnings Men \$	Average Weekly Total Earnings Women \$	Average Weekly Total Earnings Persons \$	Gender pay gap %	Gender pay gap \$
Award only	538.9	448.9	485.8	16.7	90.0
Registered collective agreements	1,143.3	803.0	961.0	29.8	340.3
Unregistered collective agreements	1,278.1	865.0	1,064.1	32.3	413.1
Registered individual agreements	1,170.6	815.6	1,025.7	30.3	355.0
Unregistered individual arrangements	1,178.0	826.8	1,021.2	29.8	351.2
All methods of setting pay	1,068.2	737.2	899.4	31.0	331.0
	Average Hourly Men Earnings Men \$	Average Hourly Men Earnings Women \$	Average Hourly Men Earnings Persons \$	Gender pay gap (%)	Gender pay gap \$
Award only	18.2	19.4	18.8	-6.6	1.2
Registered collective agreements	32.0	28.4	30.3	11.3	3.6
Unregistered collective agreements	35.7	31.2	33.7	12.6	4.5
Registered individual agreements	30.1	25.9	28.6	14.0	4.2
Unregistered individual arrangements	31.6	26.7	29.6	15.5	4.9
All methods of setting pay	30.1	26.2	28.3	13.0	3.9

Source: ABS, Employee Earnings and Hours, Australia, August 2008 (cat. no. 6306.0), Table 9, Methods of setting pay, average weekly total earnings and hours paid for, non-managerial employees – States and territories (Australia)
[http://www.ausstats.abs.gov.au/Ausstats/subscriber.nsf/0/9FFB951213FF6707CA2575D7001872C0/\\$File/6306009.xls](http://www.ausstats.abs.gov.au/Ausstats/subscriber.nsf/0/9FFB951213FF6707CA2575D7001872C0/$File/6306009.xls)

Executive Pay: Pay, Power and Position: Beyond the 2008 EOWA Australian Census of Women in Leadership

- Once women have been appointed to boards, they are as influential as men. Among the 89 individual women holding ASX200 board seats, 49.4% are chairing at least one board committee, compared to 32.9 % of men board directors. However, because of the small number of women on boards, women only make up 11.0 % of all board committee chairs.
- The small number of women on ASX200 boards appear to be slightly better paid than their counterparts who are men (7.6% more on median earnings), regardless of the number of board seats held. This is most likely explained by the fact that board remuneration is generally fixed, with additional amounts for chairing key committees.
- The percentage of ASX200 executive managers who are declared Key Management Personnel increased from 66.1% in 2006 to 75.7% in 2008. While women have shared in this increase, only 7.0% of ASX200 Key Management Personnel are women.
- Only 54% of women executives have key manager status, compared to 78.1% of men executives. Key Management Personnel are defined as those having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly (whether executive or otherwise). See definition of Australian Accounting Standards Board Standard AASB 124.9.
- The areas in which women executive managers are most commonly represented are also those areas least likely to have Key Management Personnel status, for example, in Public Affairs, Communications and Human Resources.
- The gender pay gap for women executive managers is significant. In some positions (CEO and Finance) women earn less than half of their male equivalents. Even in positions where women are more likely to work they earn significantly less than their counterparts who are men.
- Median remuneration of women in line positions is 89% that of men in line positions. For support positions, women's remuneration is 63% of the median for men.
- Remuneration generally increases as companies get larger (measured by market capitalisation) but it increases much faster for men than for women. Remuneration of women executives in the smallest companies is closer to parity with that of men.

Source: EOWA (2008), Pay, Power and Position: Beyond the 2008 Census of Women in Leadership, available at: http://www.eowa.gov.au/Australian_Women_In_Leadership_Census/2008_Australian_Women_In_Leadership_Census/Pay_Power_Position/Key_Findings_Beyond_the_EOWA_Census.doc