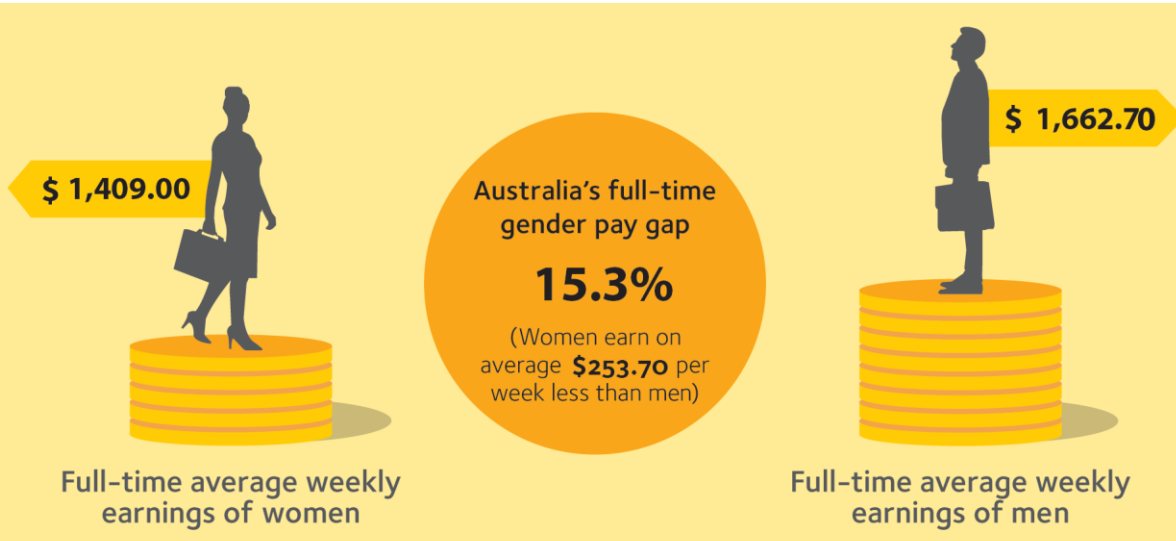


February 2018

Australia's gender pay gap statistics



Gender pay gap by state and territory

Lowest	Highest
South Australia 10.3%	Western Australia 22.5%

Gender pay gap by industry

Lowest	Highest
Public Administration and Safety & Other Services 6.8%	Financial and Insurance Services 26.1%

About the gender pay gap

The gender pay gap is the difference between women's and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings. It is a measure of women's overall position in the paid workforce and does not compare like roles.

The gender pay gap is influenced by a number of factors, including:

- discrimination and bias in hiring and pay decisions
- women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
- women's disproportionate share of unpaid caring and domestic work
- lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles
- women's greater time out of the workforce impacting career progression and opportunities.

Gender pay gaps are an internationally established measure of women's position in economy. Directly comparing international gender pay gaps is problematic due to differences in sources, definitions and methods used to calculate the gender pay gap in different countries.

However, it is clear that gender pay gaps in favour of men are a common feature of economies worldwide.

Calculating the gender pay gap – data sources and method

Australian gender pay gaps are calculated by the WGEA. The gender pay gap is derived as the difference between women's and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings.

$$GPG = 100\% * \frac{\text{Male Average Earnings} - \text{Female Average Earnings}}{\text{Male Average Earnings}}$$

The data used by WGEA for calculating the national gender pay gap is the Australian Bureau of Statistics (ABS) Full-Time Adult Average Weekly Ordinary Time Earnings Trend series from the Australian Weekly Earnings (AWE) survey.ⁱ The survey estimates the full-time adult average weekly ordinary time earnings (trend) before tax, excluding factors such as overtime, pay that is salary sacrificed and junior and part-time employees.

Data is also sourced from the ABS Employee Earnings and Hours employer surveyⁱⁱ (age group and method of setting pay) and from the Agency's own gender pay gap data (occupation and overall).ⁱⁱⁱ Gender pay gap calculations derived from each of these data sources vary due to differences in timing and scope; and reflect different gender equality issues.

ABS and WGEA data both show a gender pay gap favouring full-time working men over full-time working women in every industry and occupational category in Australia.

ⁱ ABS (2018), *Average Weekly Earnings, Nov 2017*, cat. no. 6302.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

ⁱⁱ ABS (2017), *Employee Earnings and Hours, Australia, May 2016*, cat. no. 6306.0, viewed 23 February 2017, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

ⁱⁱⁱ WGEA (2017), WGEA data explorer: <http://data.wgea.gov.au/>

The national gender pay gap

The national gender pay gap is calculated by the Workplace Gender Equality Agency (WGEA) using [data](#) from the Australian Bureau of Statistics (ABS).

Currently, Australia's national gender pay gap is 15.3%.

At November 2017, women's average weekly ordinary full-time earnings across all industries and occupations was \$1,409.00 compared to men's average ordinary full-time earnings of \$1,662.70.



15.3%

Australia's full-time gender pay gap

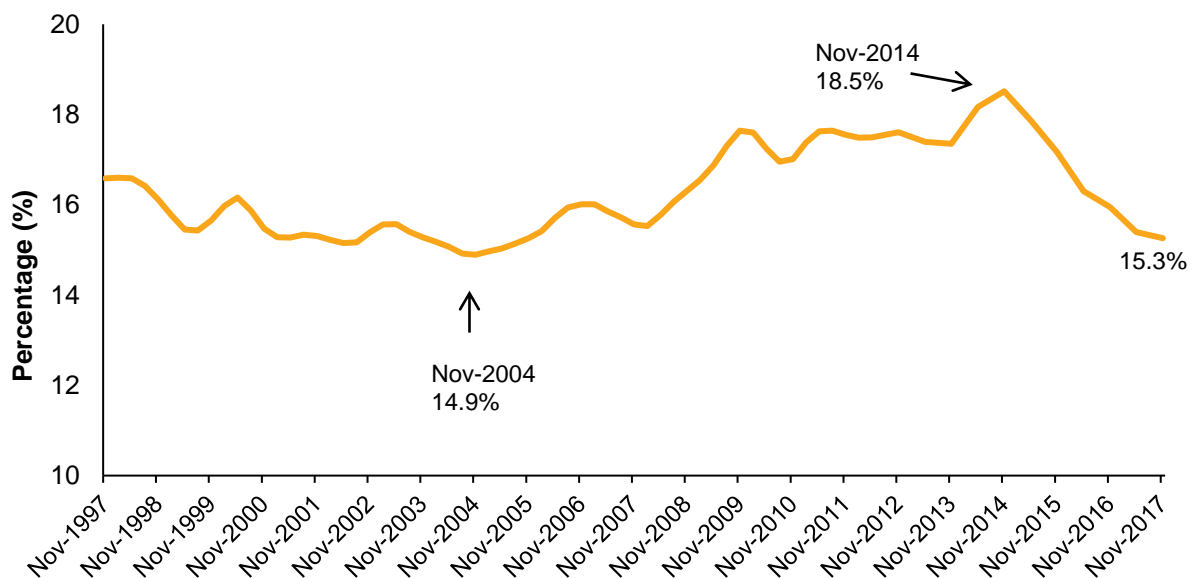
The national gender pay gap over time

Australia's national gender pay gap has hovered between 15% and 19% for the past two decades.^{iv} There has been a decrease of 0.6 pp in the gender pay gap since November 2016 (15.9%).

Between 1997 and 2017 the gender pay gap was:

- lowest in November 2004, at 14.9%
- highest in November 2014 at 18.5%.

Figure 1: The Australian gender pay gap, November 1997 –November 2017^v



Data source: ABS (2018), *Average Weekly Earnings, Nov 2017*, cat. no. 6302.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Based on full-time adult average weekly ordinary time earnings, trend series.

^{iv} Unless otherwise stated, all measures of the gender pay gap are expressed as a percentage (%) based on average weekly ordinary time earnings for full-time employees (trend data), with changes over time provided as the percentage point (pp) difference. The release frequency changed from quarterly to bi-annual in November 2012.

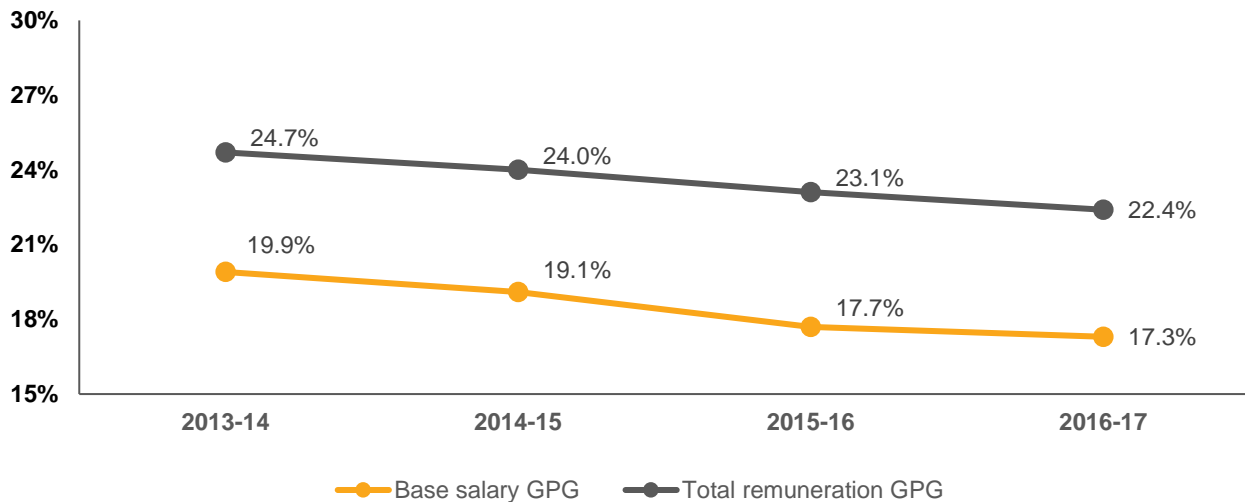
^v The release frequency changed from quarterly to bi-annual in November 2012.

WGEA data

The WGEA collects pay data annually from non-public sector organisations with 100 or more employees, covering more than 4 million employees in Australia. This data includes superannuation, bonuses and other additional payments.

The full-time total remuneration gender pay gap based on WGEA data is 22.4%, meaning men working full-time earn nearly \$26,527 a year more than women working full-time.

Figure 2: Full-time base salary and total remuneration, 2013-14 – 2016-17



Source: WGEA (2017), *Australia's gender equality scorecard*, <https://www.wgea.gov.au/sites/default/files/2016-17-gender-equality-scorecard.pdf>

Note: Based on total remuneration of full-time employees, which includes full-time base salary plus any additional benefits whether payable directly or indirectly, whether in cash or in a form other than cash. Includes: bonus payments (including performance pay), superannuation, discretionary pay, overtime, other allowances and other (for example share allocations).

The gender pay gap by state and territory

The full-time average weekly base salary gender pay gap differs across Australian states and territories. The differences in the gender pay gap can be partly explained by industry profiles of each state and territory. For example, the full-time workforce in Western Australia is concentrated in Mining and Construction sectors, industries with relatively high earnings and low representation of women. In contrast, the majority of the full-time workforce in the Australian Capital Territory is employed in the Public Administration and Safety sector, which has traditionally a lower gender pay gap and balanced gender representation. As of November 2017:

- Western Australia has the widest gender pay gap at 22.5%.
- South Australia and Tasmania have the smallest gender pay gaps at 10.3% and 10.9% respectively.

Between 2016 and 2017 the gender pay gap has decreased in the Northern Territory by 2.1 percentage points, followed by New South Wales with a decrease of 1.4 percentage points.

Table 1: Full-time base salary gender pay gap by state and territory, November 2016 – November 2017

State/Territory	Nov-16	Nov-17	Difference ^{vi}
Western Australia	23.7	22.5	-1.2
Northern Territory	22.3	20.2	-2.1
Queensland	16.4	18.3	1.9
New South Wales	15.7	14.3	-1.4
Australian Capital Territory	11.6	12.6	1.0
Victoria	13.4	12.2	-1.2
Tasmania	12.0	10.9	-1.1
South Australia	10.8	10.3	-0.5
Australia	15.9	15.3	-0.6

Data source: ABS (2018), *Average Weekly Earnings, November 2017*, cat. no. 6302.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Based on Full-Time Adult Average Weekly Ordinary Time Earnings with November as the reference period. States and territories are ranked from highest gender pay gap to lowest gender pay gap in November 2017.

^{vi} A minus sign indicates that the gender pay gap has decreased from the previous period.

The gender pay gap by industry



















The differences between women's and men's average weekly full-time earnings across all industries, including the private and public sector, shows that across Australia the gender pay gap is:

- highest in Financial and Insurance Services industry with 26.1%, followed by Rental, Hiring and Real Estate Services with 23.6% and Arts and Recreation Services with 23.0%
- lowest in Public Administration and Safety and Other Services with 6.8% and Retail Trade with 8.1%.

Between November 2016 and 2017:

- the gender pay gap increased in Arts and Recreation Services (+5.9 pp), Administrative and Support Services (+3.2 pp) and Manufacturing (+1.7 pp)
- the gender pay gap decreased in Financial and Insurance Services (-4.7 pp), Wholesale trade (-3.5 pp), and Mining (-3.0 pp).

Table 2: Full-time base salary gender pay gap by industry, November 2016 – November 2017 (ordered from highest gender pay gap to lowest)

Industry	Nov-16	Nov-17	Difference ^{vii}
 Financial and Insurance Services	30.8	26.1	-4.7
 Rental, Hiring and Real Estate Services	23.2	23.6	0.4
 Arts and Recreation Services	17.1	23.0	5.9
 Health Care and Social Assistance	23.5	22.8	-0.7
 Professional, Scientific and Technical Services	25.4	22.6	-2.8
 Construction	22.6	20.2	-2.4
 Information Media and Telecommunications	18.5	19.1	0.6
 Transport, Postal and Warehousing	16.9	17.9	1.0
 Administrative and Support Services	13.2	16.4	3.2
 Mining	19.0	16.0	-3.0
 Wholesale Trade	18.5	15.0	-3.5
 Manufacturing	11.1	12.8	1.7
 Accommodation and Food Services	11.0	11.6	0.6
 Education and Training	11.7	11.3	-0.4
 Electricity, Gas, Water and Waste Services	10.1	10.5	0.4
 Retail Trade	9.7	8.1	-1.6
 Other Services	8.9	6.8	-2.1
 Public Administration and Safety	7.1	6.8	-0.3

Data source: ABS (2018), *Average Weekly Earnings, November 2017*, cat. no. 6302.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Based on Full-Time Adult Average Weekly Ordinary Time Earnings with November as the reference period. Industries are ranked from highest gender pay gap to lowest gender pay gap in November 2017.

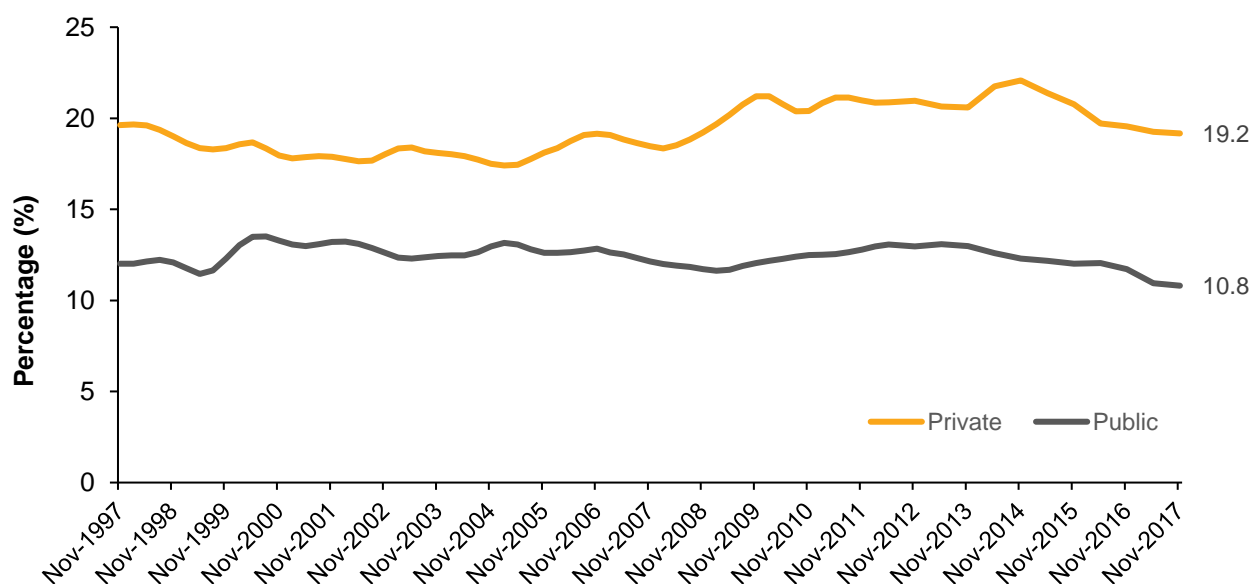
^{vii} A minus sign indicates that the gender pay gap has decreased from the previous period.

Gender pay gaps in the private and public sector

In November 2017, the gender pay gap was 19.2% in the private sector and 10.8% in the public sector. Figure 3 shows that since 1997 the gender pay gap in the public sector has been considerably lower than in the private sector.

Since 1997, the gender pay gap has hovered between 17.4% and 22.1% in the private sector and between 13.5% and 10.8% in the public sector.

Figure 3: Gender pay gaps over time in the private and public sector, May 1997 – May 2017



Data source: ABS (2018), Average Weekly Earnings, November 2017, cat. no. 6302.0, viewed 22 February 2018, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Based on full-time adult average weekly ordinary time earnings.

Method of setting pay and the gender pay gap

The method of setting pay describes how salaries are established, usually by award, collective or individual agreement. Table 3 shows, that in 2016, the gender pay gap was higher when pay was set by individual arrangement, compared to when pay was set by award or collective agreement.

The data shows that on average men have higher weekly total cash earnings than women regardless of the method by which pay is set.

Table 3: Average weekly total cash earnings (full-time) by gender and gender pay gap by method of setting pay (2016)

Method of setting pay	Women	Men	Gender pay gap (%)
Award or Collective agreement	\$1,436.00	\$1,653.10	13.1
Individual arrangement	\$1,475.20	\$1,822.80	19.1
Overall	\$1,456.90	\$1,727.40	15.7

Data source: ABS (2017), *Employee Earnings and Hours, Australia, May 2016*, cat. no. 6306.0, viewed 23 February 2017, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

Note: Based on full-time average weekly total cash earnings and inclusive of ordinary and overtime earnings.

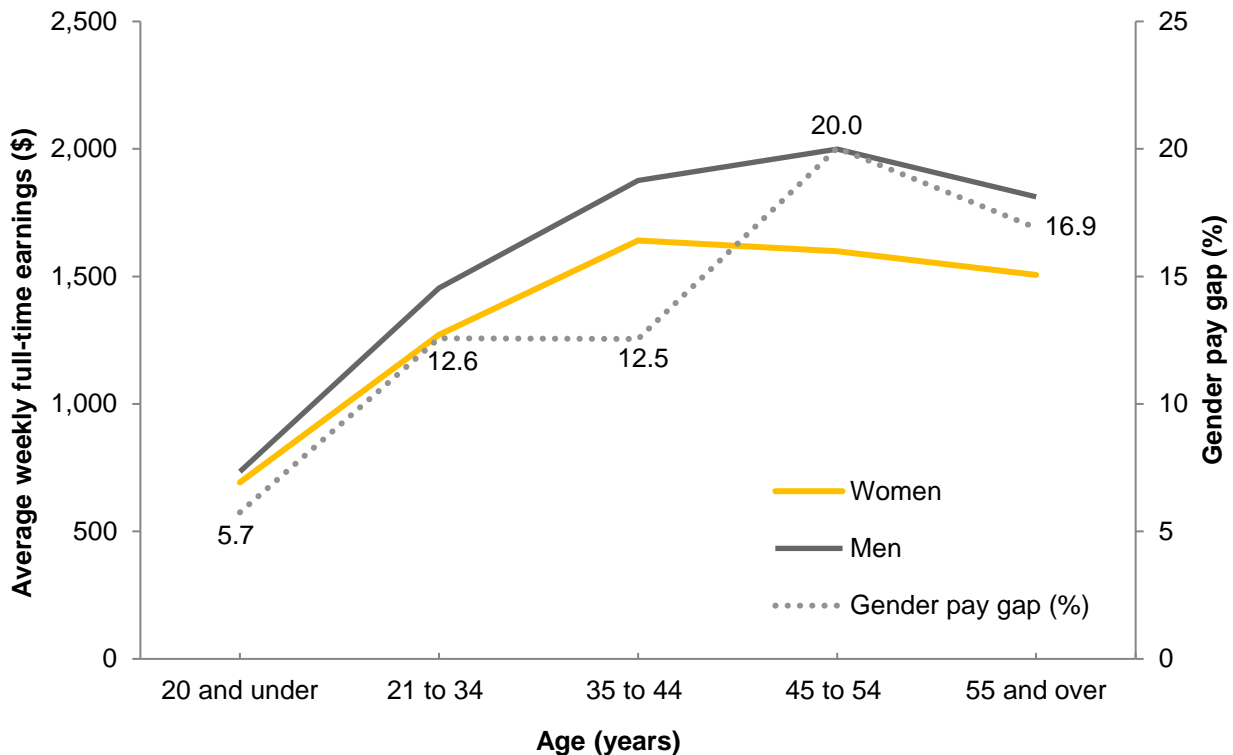
The gender pay gap by age group

The average gender pay gap between women and men working full-time generally increases with age up to the mid-50s before it decreases by the usual age of retirement (around 65 years of age).

The average gender pay gap is smallest for employees aged 20 years and under, and increases for those aged between 21 and 34 years and remains consistent for those in the 35 to 44 working age group.

The average gender pay gap increases to 20.0% for the 45 to 54 age group. Women in this age group are more likely than men to have spent time out of the workforce to care for children. As a result of the extra time women spend in unpaid care work, they have fewer promotion opportunities and are less likely than men to hold highly compensated jobs.

Figure 4: Full-time average weekly total cash earnings by gender and gender pay gaps by age (2016)



Data source: ABS (2017), *Employee Earnings and Hours, Australia, May 2016*, cat. no. 6306.0, viewed 23 February 2017, <http://www.abs.gov.au/AUSSTATS/abs@.nsw/mf/6306.0>

Note: Based on Full-time Average Weekly Total Cash Earnings and is inclusive of ordinary and overtime earnings.

The gender pay gap by occupation

Occupational full-time gender pay gaps are calculated across the WGEA dataset by management and non-management occupational categories. The calculations are based on the annualised base salary and total remuneration of employees employed in non-public sector organisations.

Overall, WGEA data shows that in 2017, the gender pay gap was higher among managers compared to non-managers. This is largely due to less discretionary pay and greater reliance on awards and collective agreements among non-managers. In 2017:

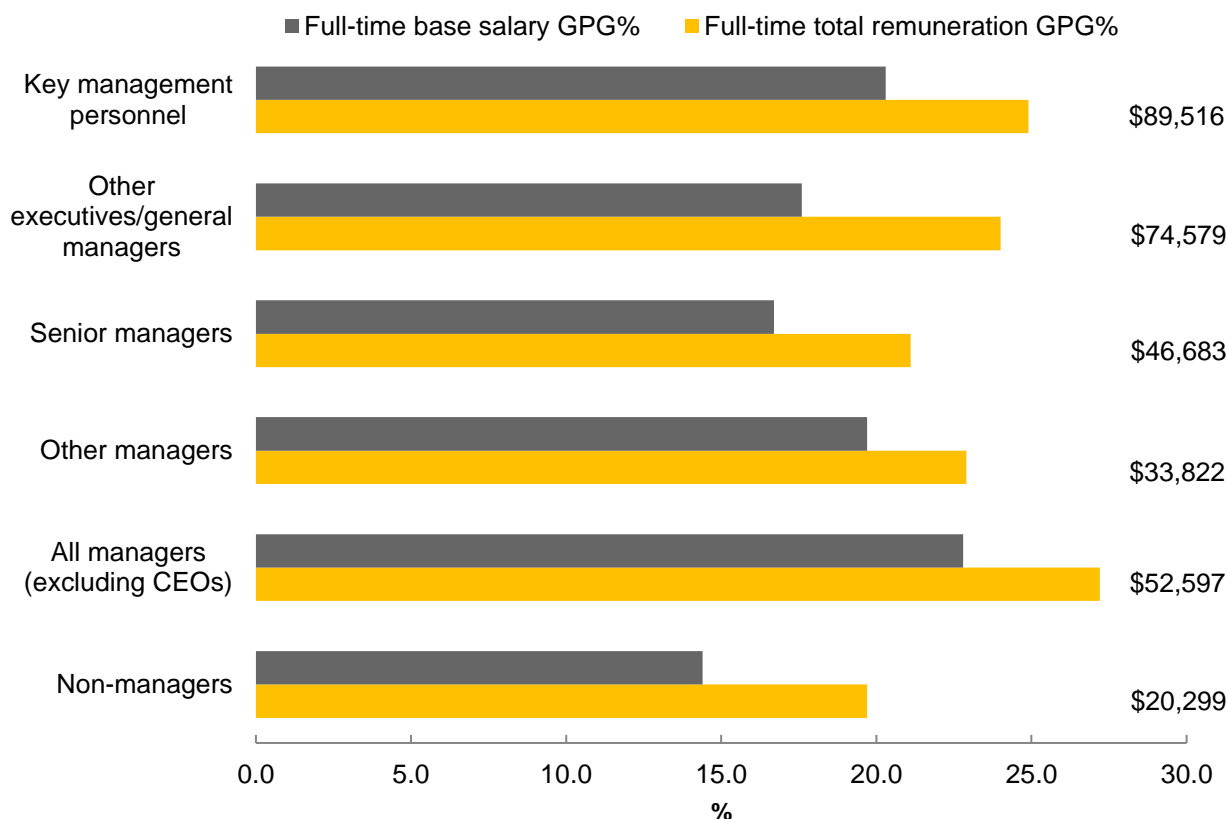
- the gender pay gap for managers was 28.8% with an average total remuneration dollar difference of \$53,081
- the gender pay gap for non-managers was 20.9% with an average total remuneration dollar difference of \$20,388.

The gender pay gap by manager category

WGEA data across manager categories shows that gender pay gaps increase at higher levels of management. The gender pay gap in total remuneration in part reflects the role of non-salary benefits in management, including bonuses. In 2017:

- the highest average full-time total remuneration gender pay gap was for the Key Management Personnel at 24.9%. This means that on average, women earn \$89,516 less than men.

Figure 5: Gender pay gaps by management level (full-time employees, base salary and total remuneration), 2017



Source: WGEA (2017), WGEA data explorer: <http://data.wgea.gov.au/>

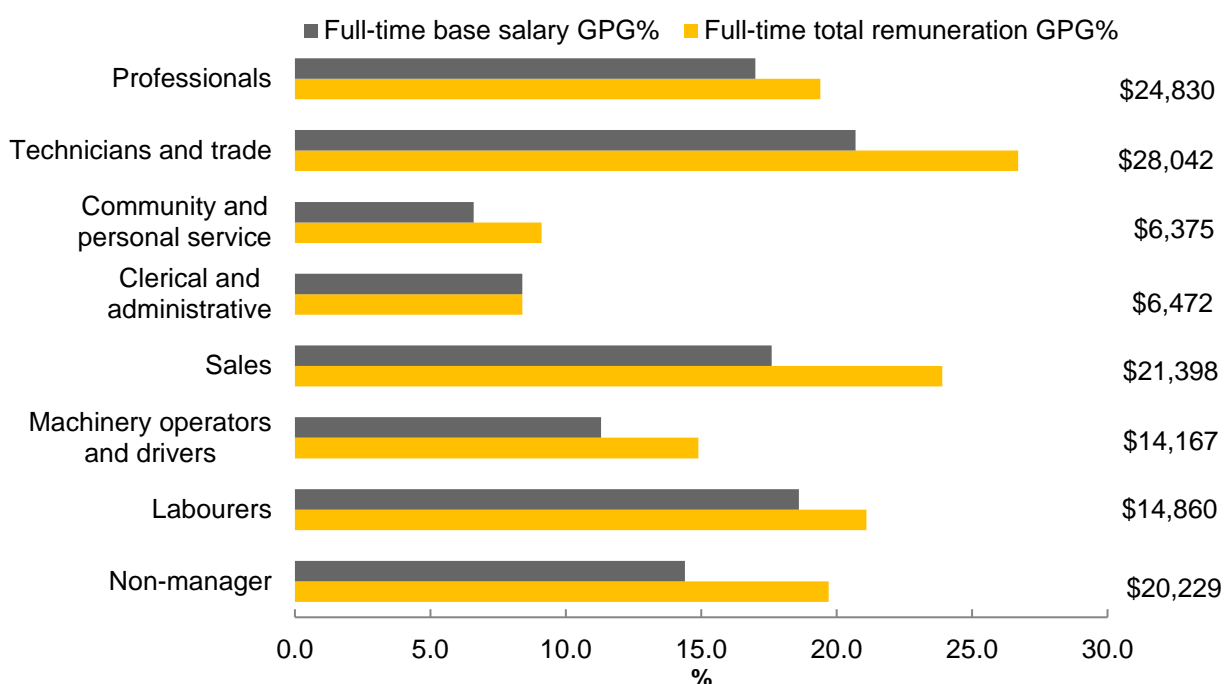
Note: Based on total remuneration of full-time employees, which includes full-time base salary plus any additional benefits whether payable directly or indirectly, whether in cash or in a form other than cash. Includes bonus payments (for example, performance pay), superannuation, discretionary pay, overtime, other allowances and other (for example, share allocations).

The gender pay gap by occupational category

WGEA data for non-manager occupations shows a gender pay gap in favour of men across all occupational categories. The gender pay gap in total remuneration in part reflects the role of non-salary benefits, including bonuses across specific occupations. For example, Technicians, which includes Engineers, are likely to receive bonuses upon completion of projects. In 2017:

- the highest gender pay gap by occupation was for Technicians and Trade, at 26.7% full-time total remuneration
- the lowest gender pay gap by occupation was for Clerical and Administrative, at 8.4% full-time remuneration.

Figure 6: Gender pay gaps by non-manager occupations (full-time employees, base salary and total remuneration), 2017



Source: WGEA (2017), WGEA data explorer: <http://data.wgea.gov.au/>

Note: Based on total remuneration of full-time employees, which includes full-time base salary plus any additional benefits whether payable directly or indirectly, whether in cash or in a form other than cash. Includes bonus payments (for example, performance pay), superannuation, discretionary pay, overtime, other allowances and other (for example, share allocations).

WGEA Resources

WGEA Data Explorer: displays gender pay gap data (based on a census of non-public sector organisations with 100 or more employees that are required to report to the Agency and representing over 40% of Australian employees)

Australia's gender equality scorecard: released in November 2017

Gender Equity Insights 2017: Inside Australia's Gender Pay Gap: released March 2017 for a more detailed analysis of the Agency's gender pay gap data (such as by governing boards' gender composition and by whether organisations are more female-dominated, male-dominated or mixed).

International Gender Reporting Schemes: released in March 2017 featuring gender pay gap data and international reporting schemes across OECD countries.