



Gender Wage Gap

Rob Bray

The views expressed in this presentation are those of the author and may not reflect the views of the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA).

Structure of presentation

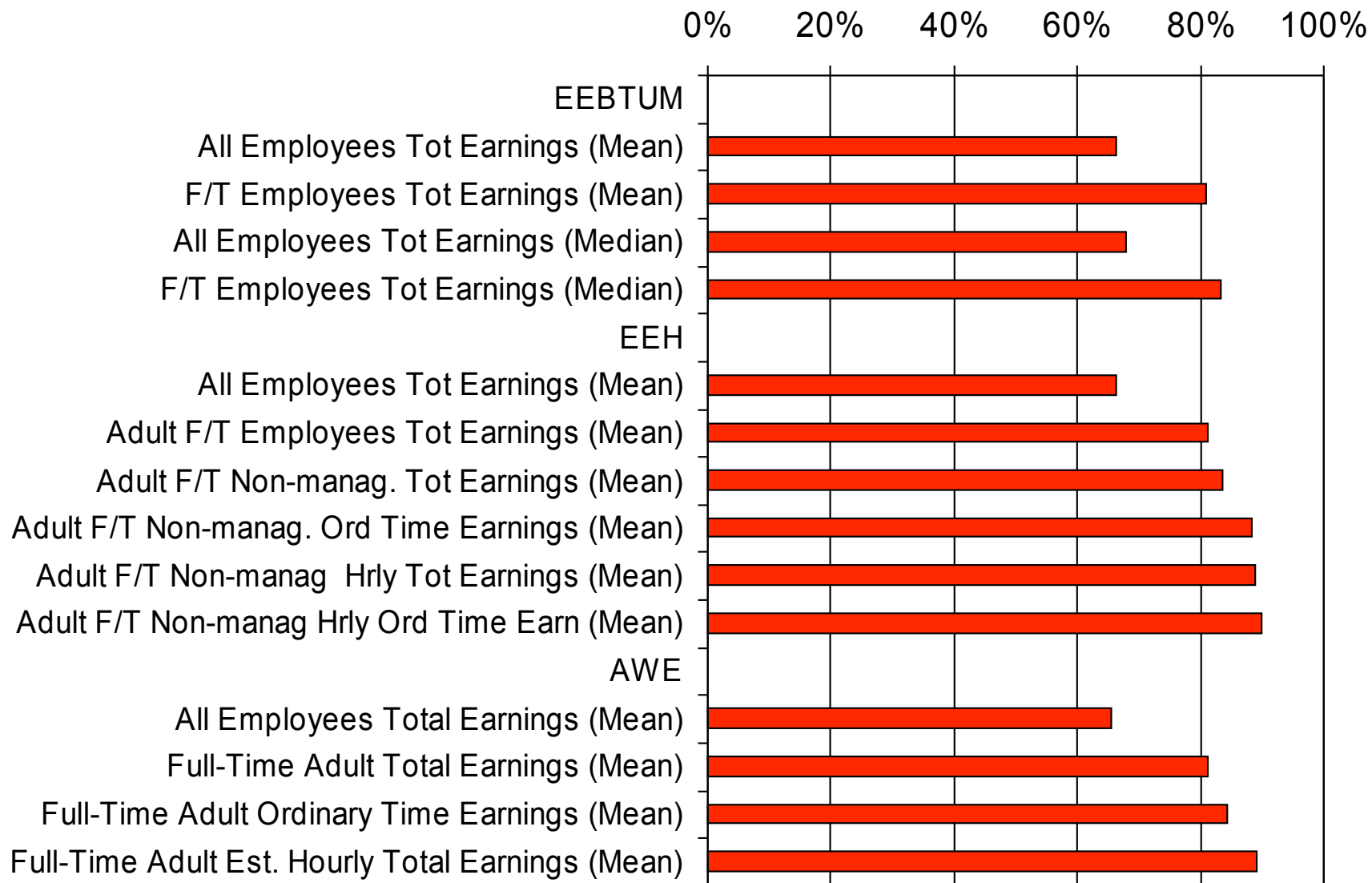
- Cross section analysis
 - International comparison
- Trends over time
- Multivariate analysis and dynamics
- Data issues

Characteristics of employment (excludes OMIES)

	Full time	Part time	Total
No paid holiday leave			
Male	12.8%	73.0%	22.1%
Female	10.4%	53.3%	30.1%
Percent of employment			
Male	84.5%	15.5%	100.0%
Female	54.1%	45.9%	100.0%
Percent employment in public sector			
Male	17.2%	13.6%	16.7%
Female	28.5%	19.2%	24.2%

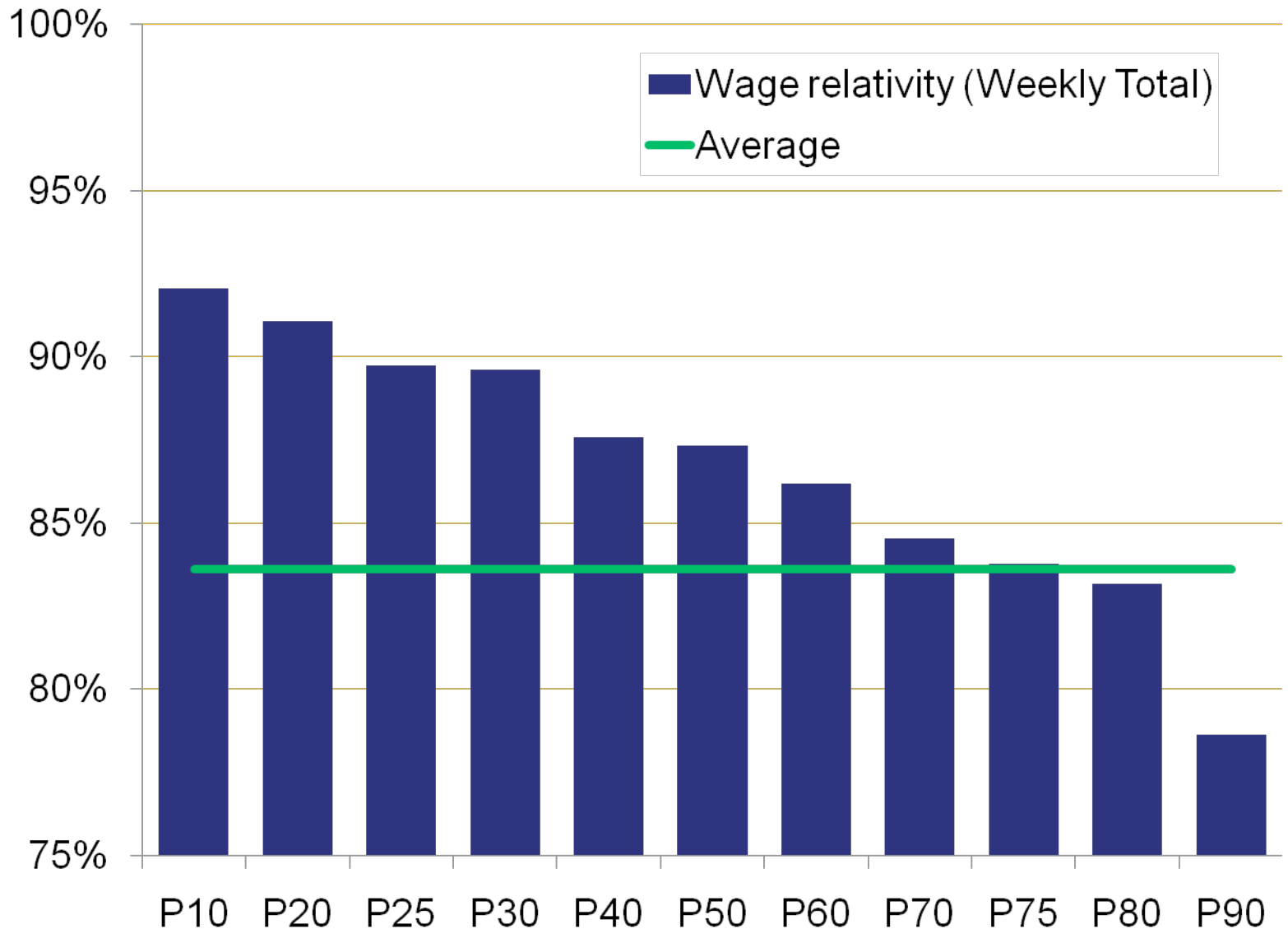
Female earnings as a proportion of male earnings

Gender wage gap



The views expressed in this presentation are those of the author and may not reflect the views of FaHCSIA.

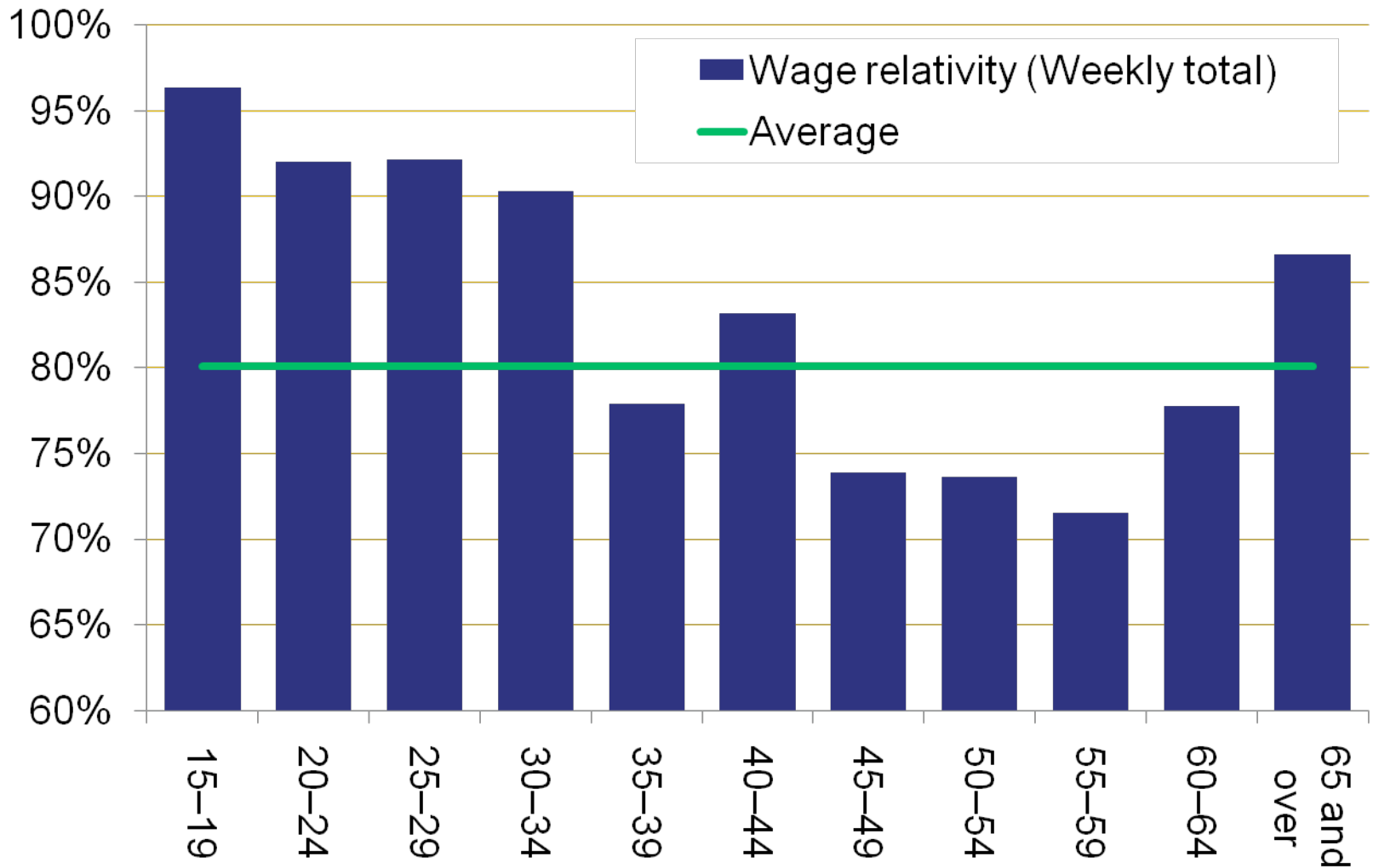
Across the distribution (EEH Full-time non-managerial 2006)



Gender wage gap

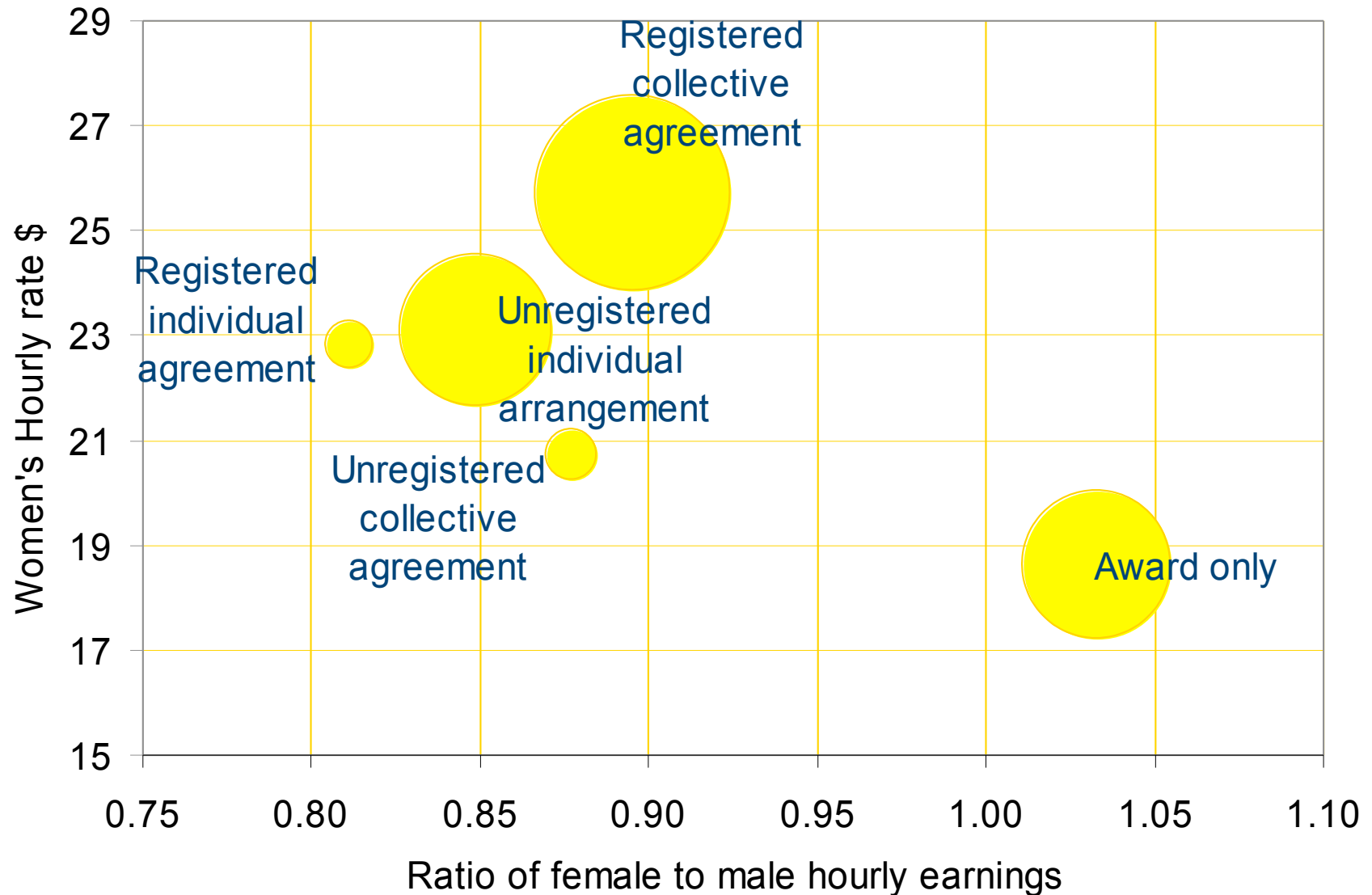
Age

(2007 EEBTUM Full-time earnings in main job)



Earnings by wage setting arrangements

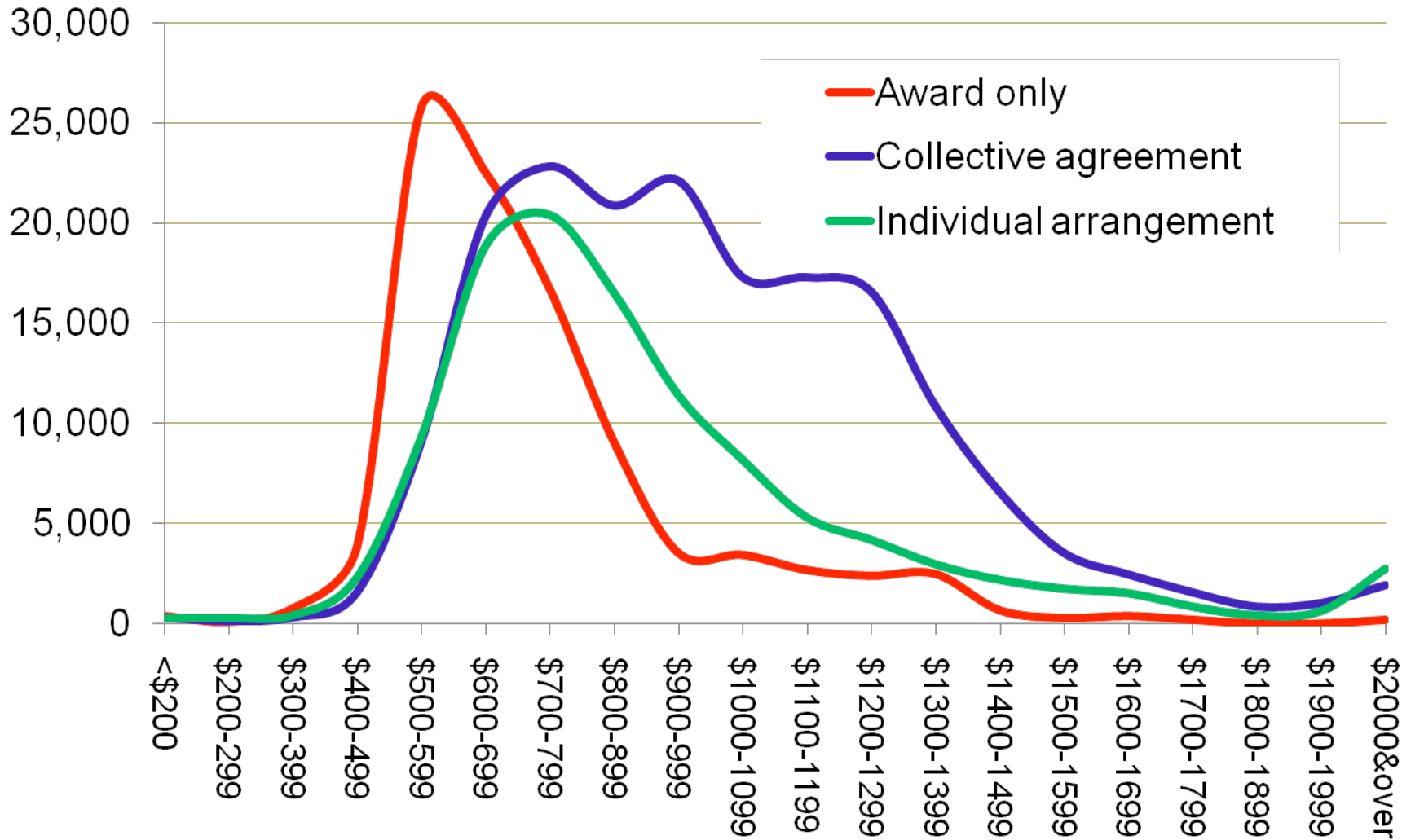
EEH May 2006



Gender wage gap

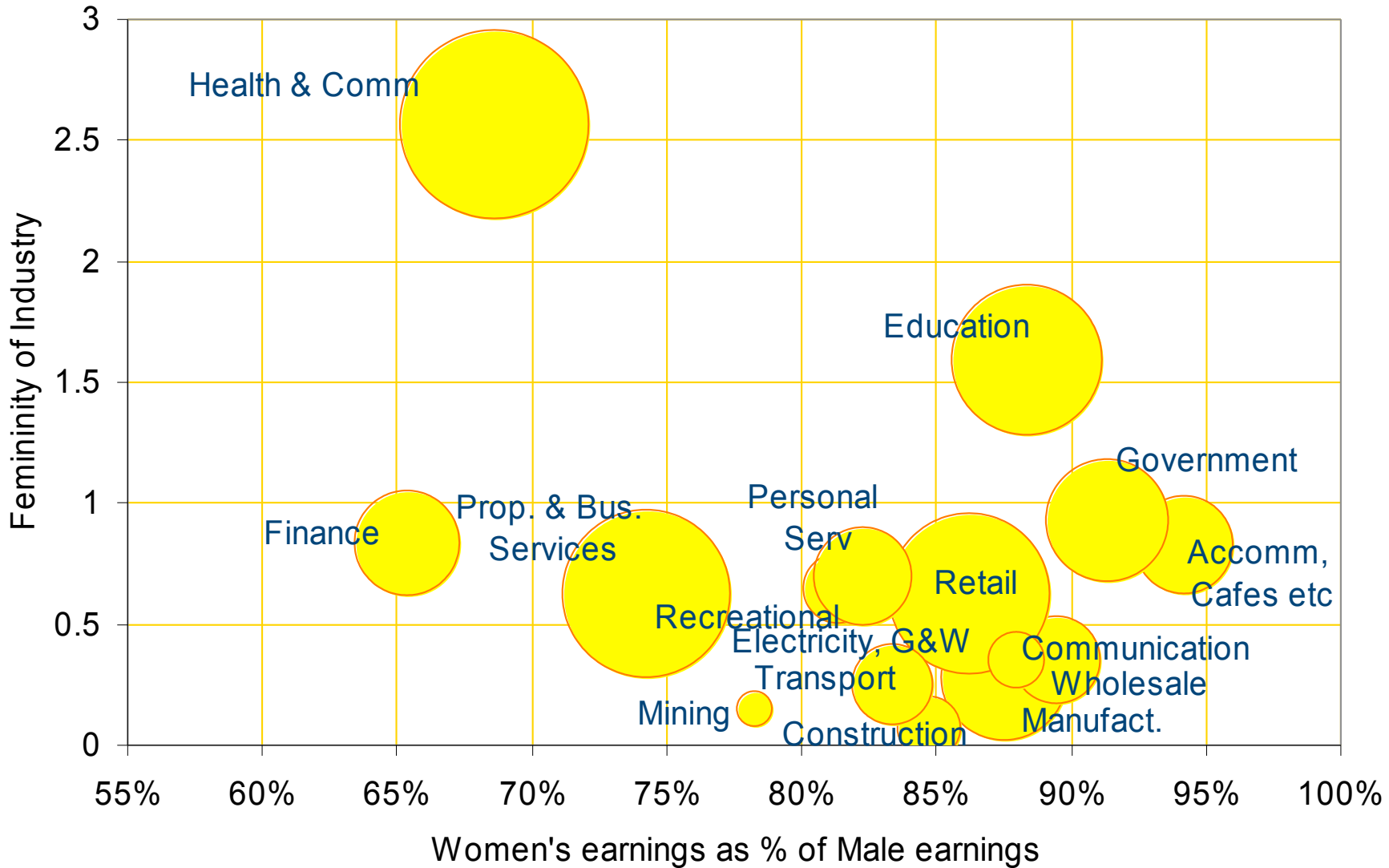
Women – Wage setting arrangements (2006 EEH Full-time non-managerial employees weekly income)

Gender wage gap



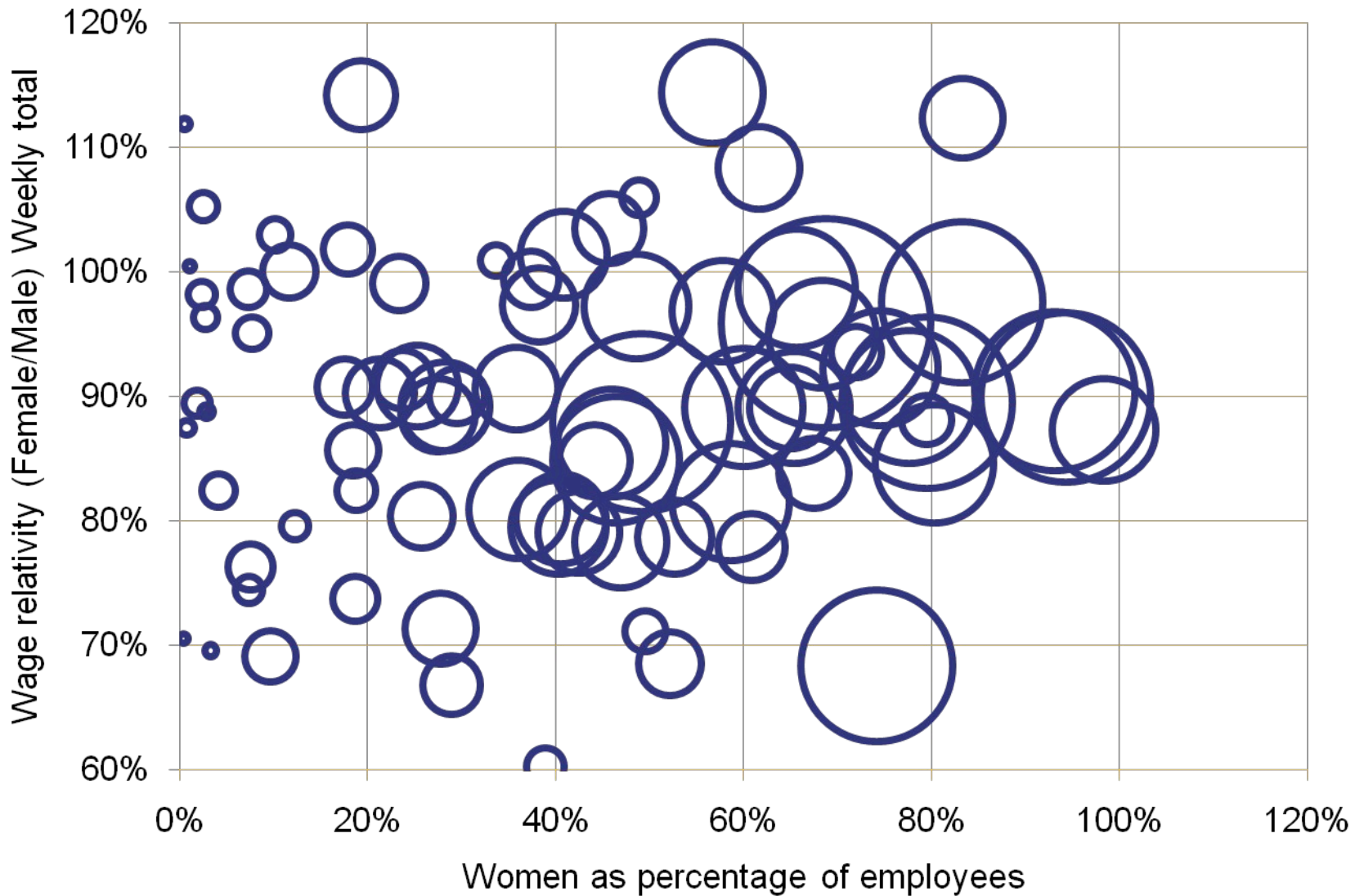
Gender Earnings by Industry

AWE FTAOTE November 2007



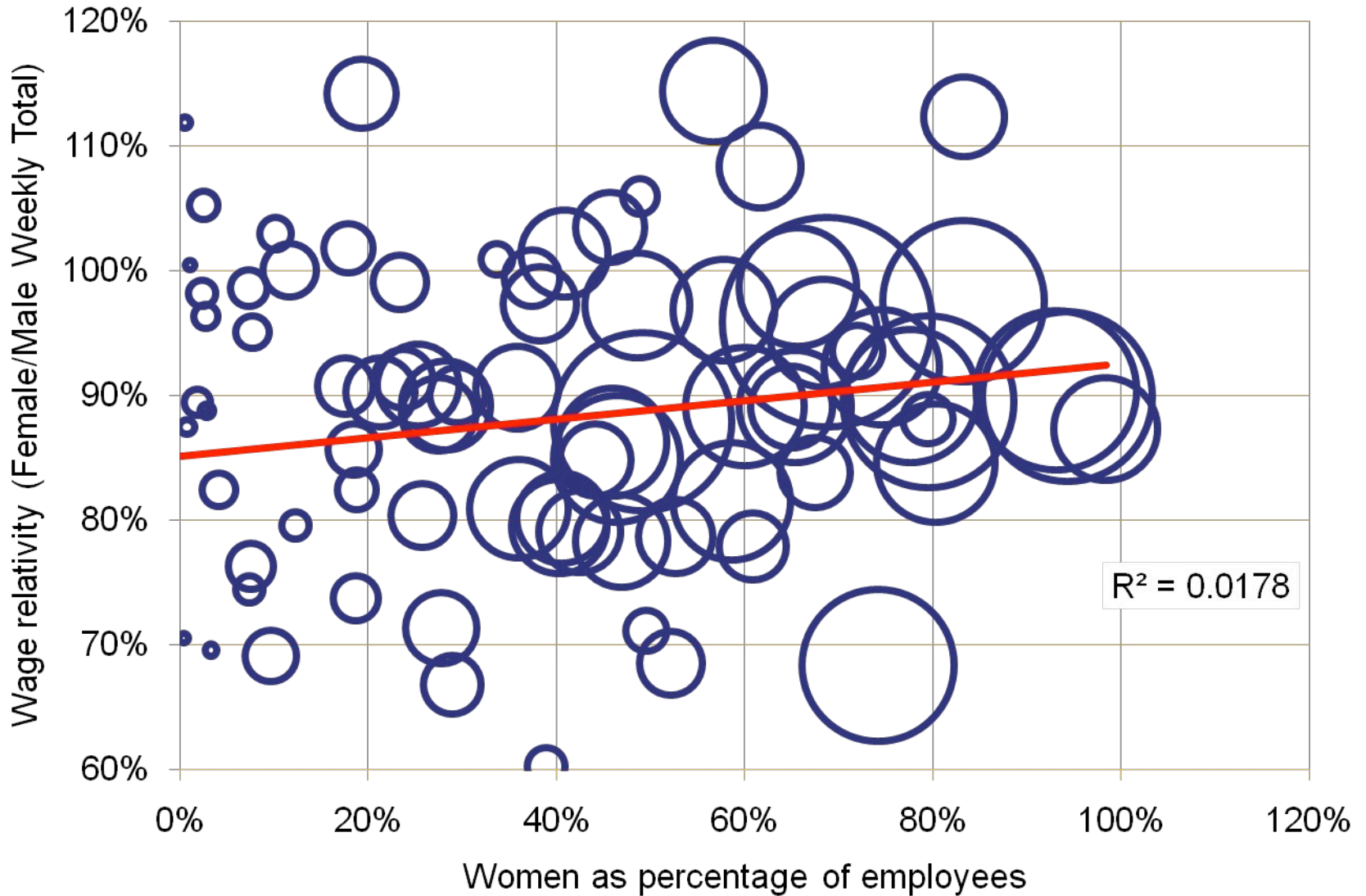
Occupation

(EEH 2006 Full-time non-managerial ANZSCO Level 3)



Occupation

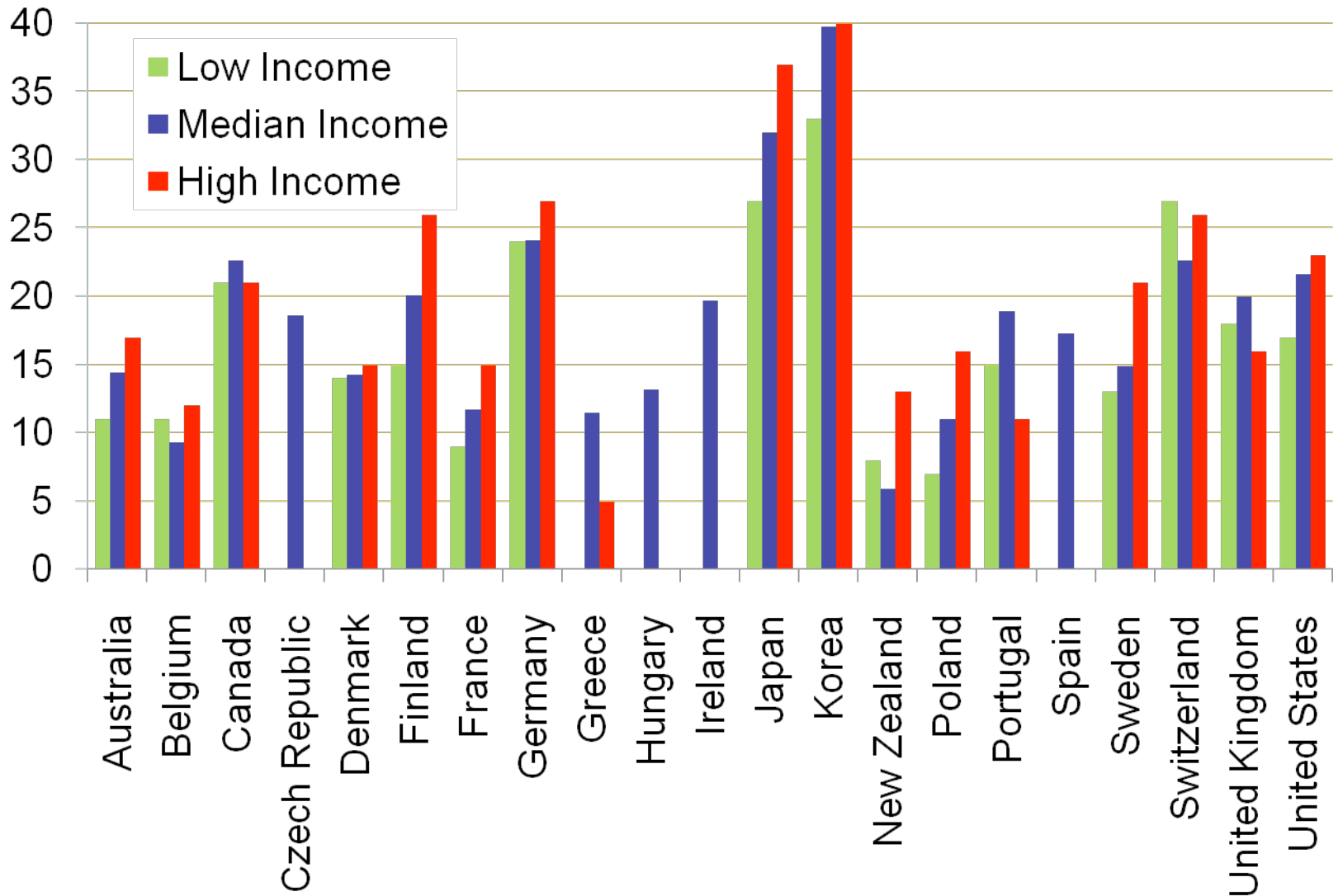
(EEH 2006 Full-time non-managerial ANZSCO Level 3)



Gender wage gap

Gender Wage Gap

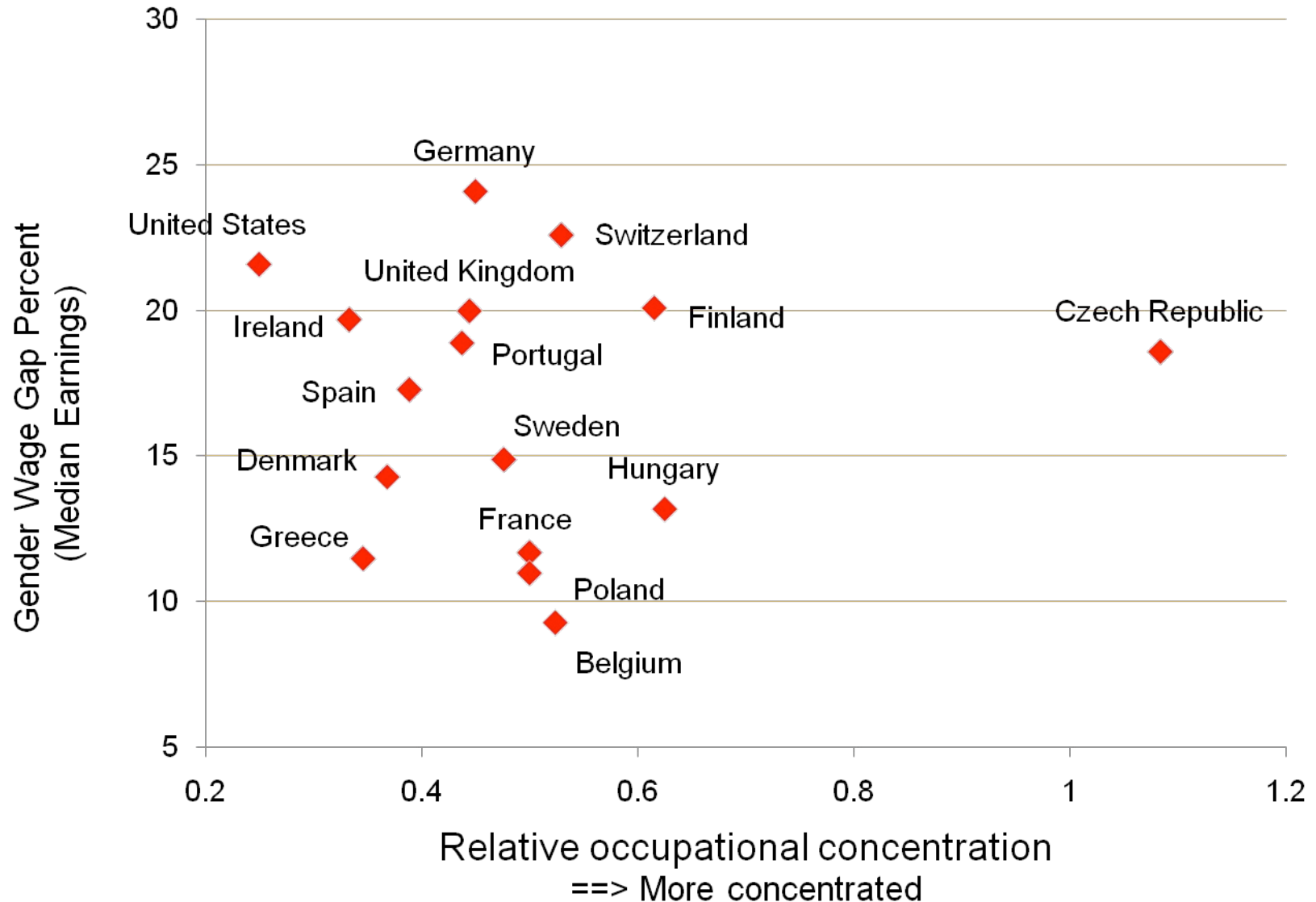
(Around 2003-04)



Gender wage gap

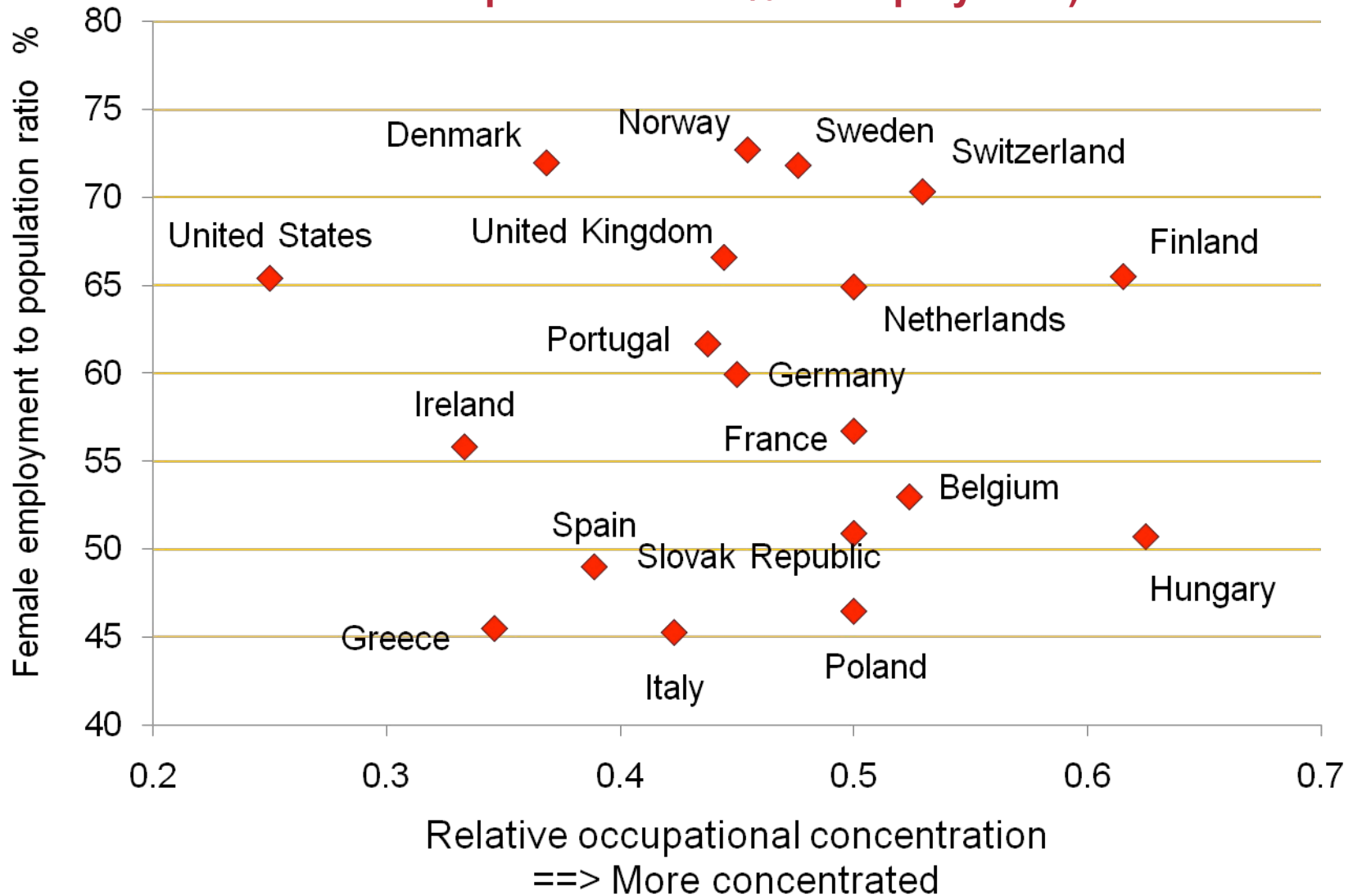
Concentration and Gap

(Number of female occupations for 50% of employment/Number of male occupations for 50% of employment)



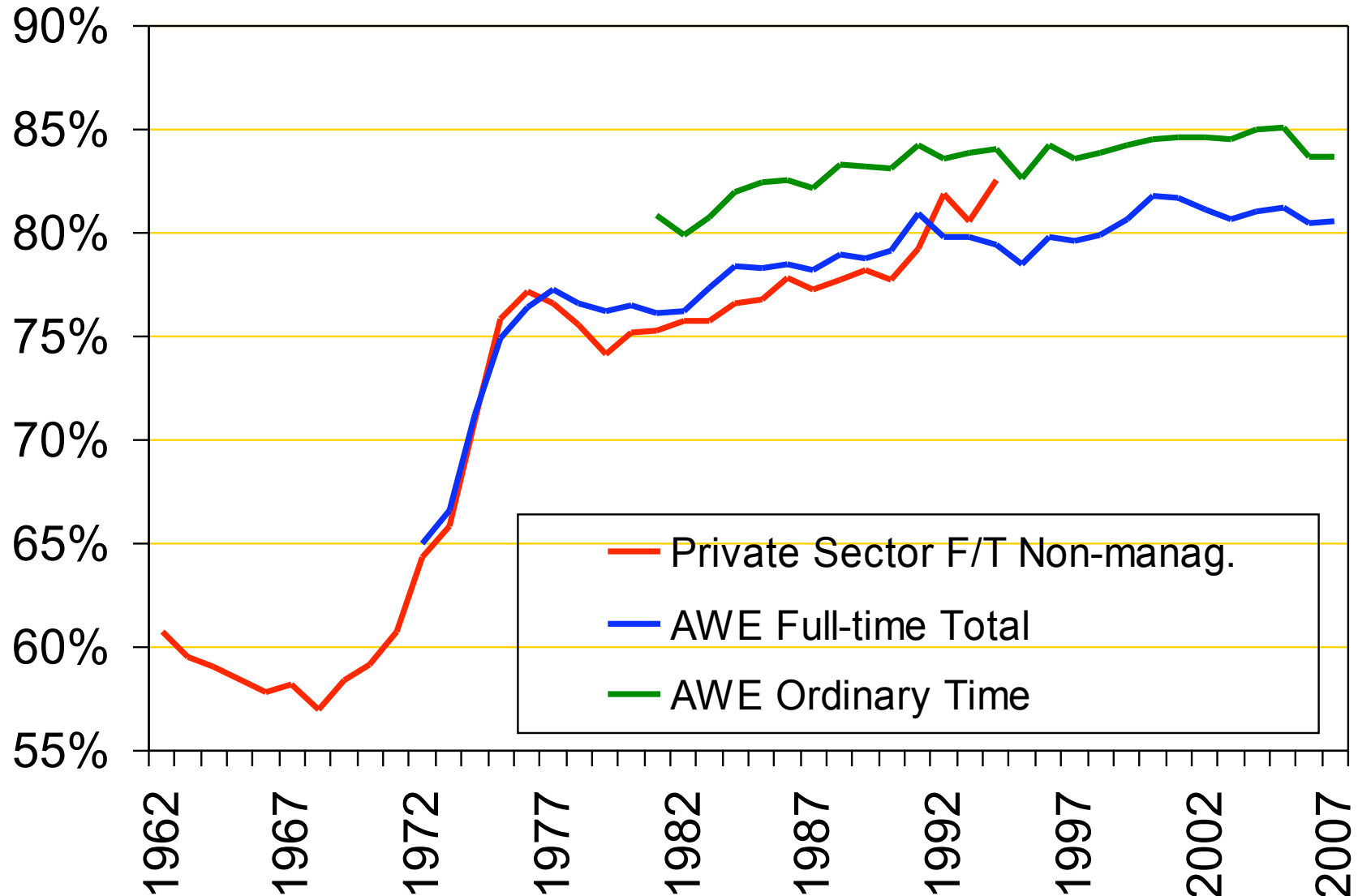
Concentration and participation

(Number of female occupations for 50% of employment/Number of male occupations for 50% of employment)

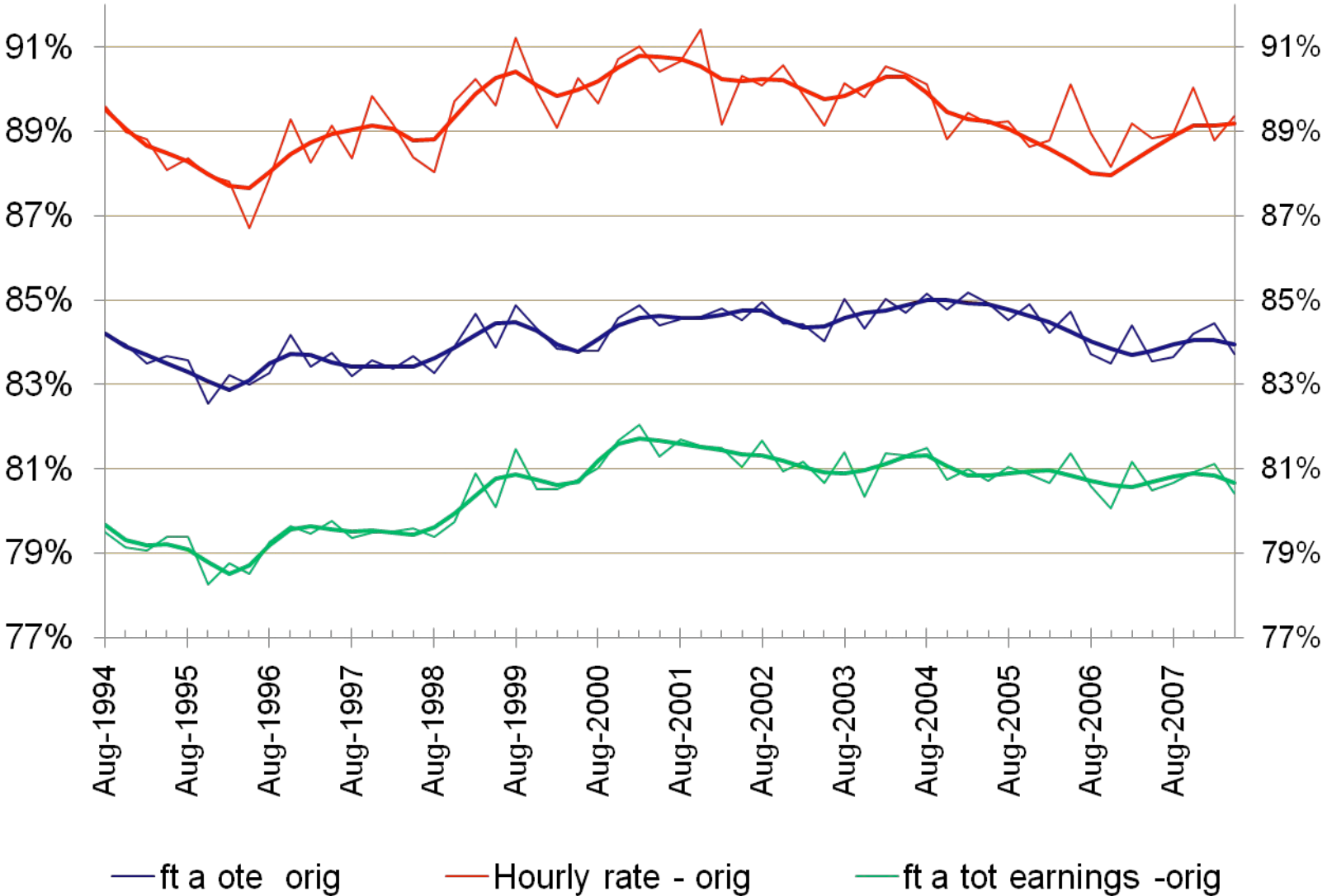


Gender wage gap over time

Female earnings as proportion of male earnings



Trend in wage relativities (AWE Full-time Adult employees)

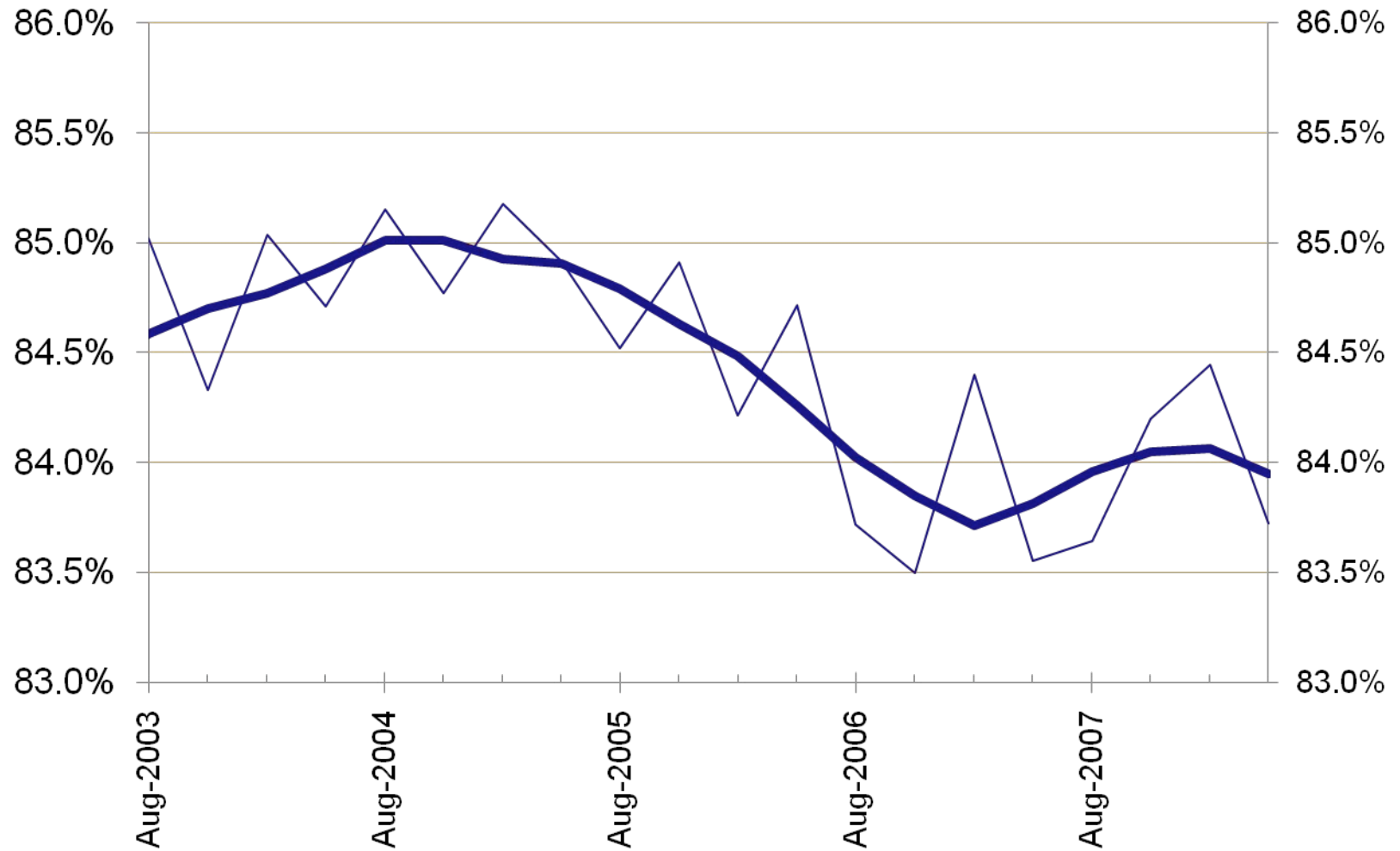


Gender wage gap

The views expressed in this presentation are those of the author and may not reflect the views of FaHCSIA.

Trend in wage relativities

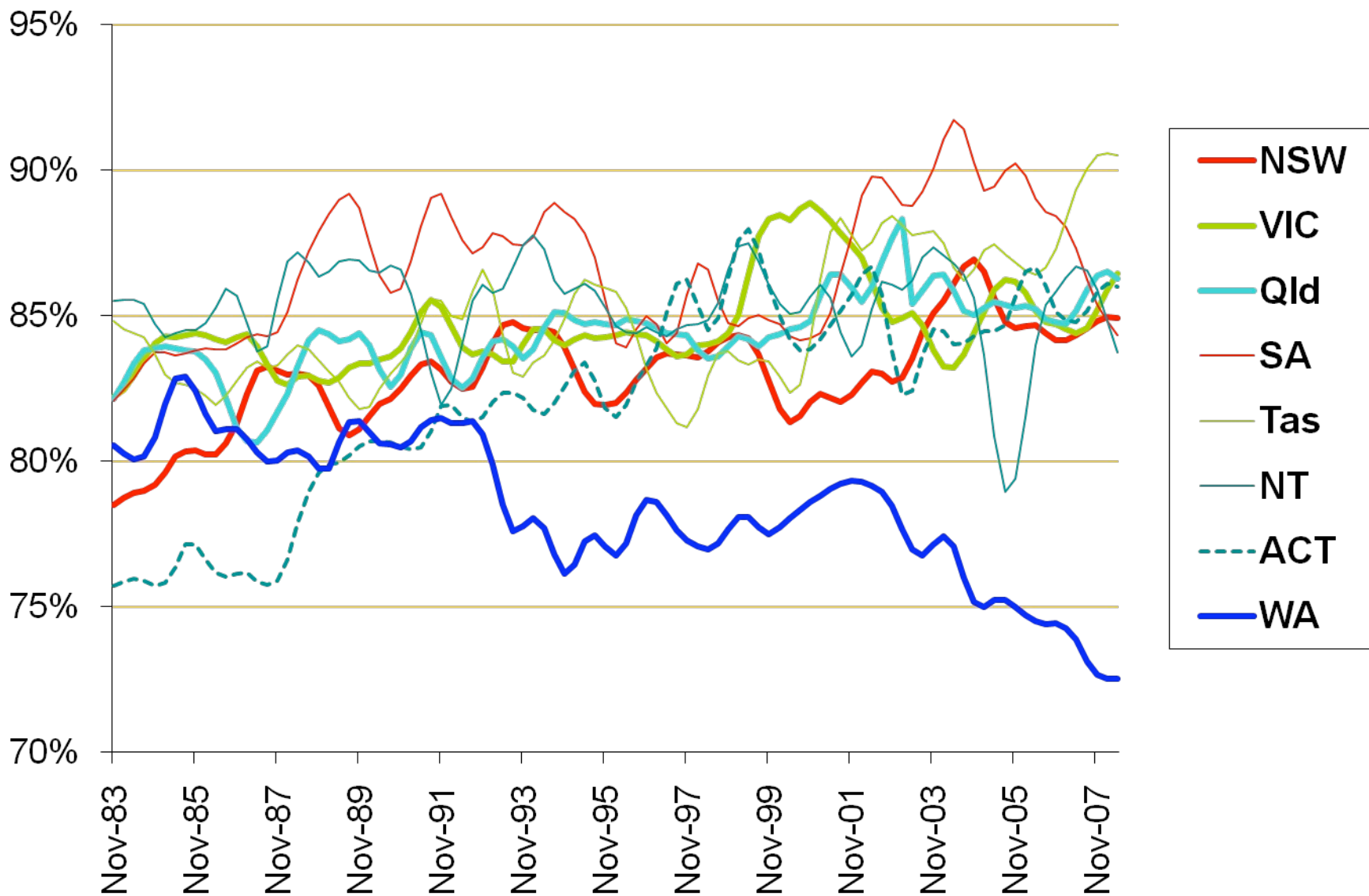
(AWE Full-time adult ordinary time employees)



Gender wage gap

Trends by state

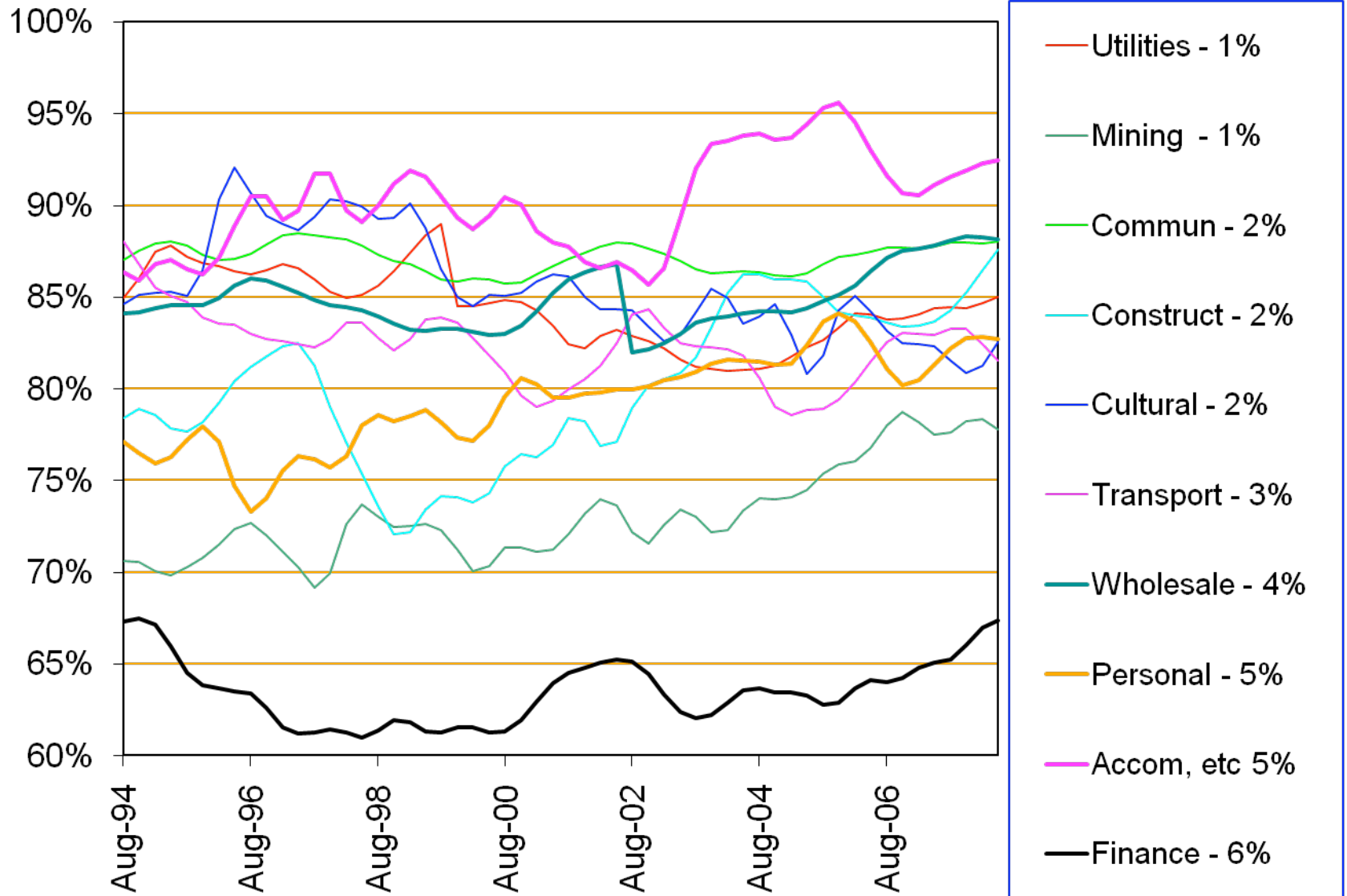
Female Earnings as a proportion of Male – Full-time Adult Ordinary Time Earnings



By Industry (Minor)

(Female FTAOTE as % of Male, Percent of female employment shown in legend)

Gender wage gap

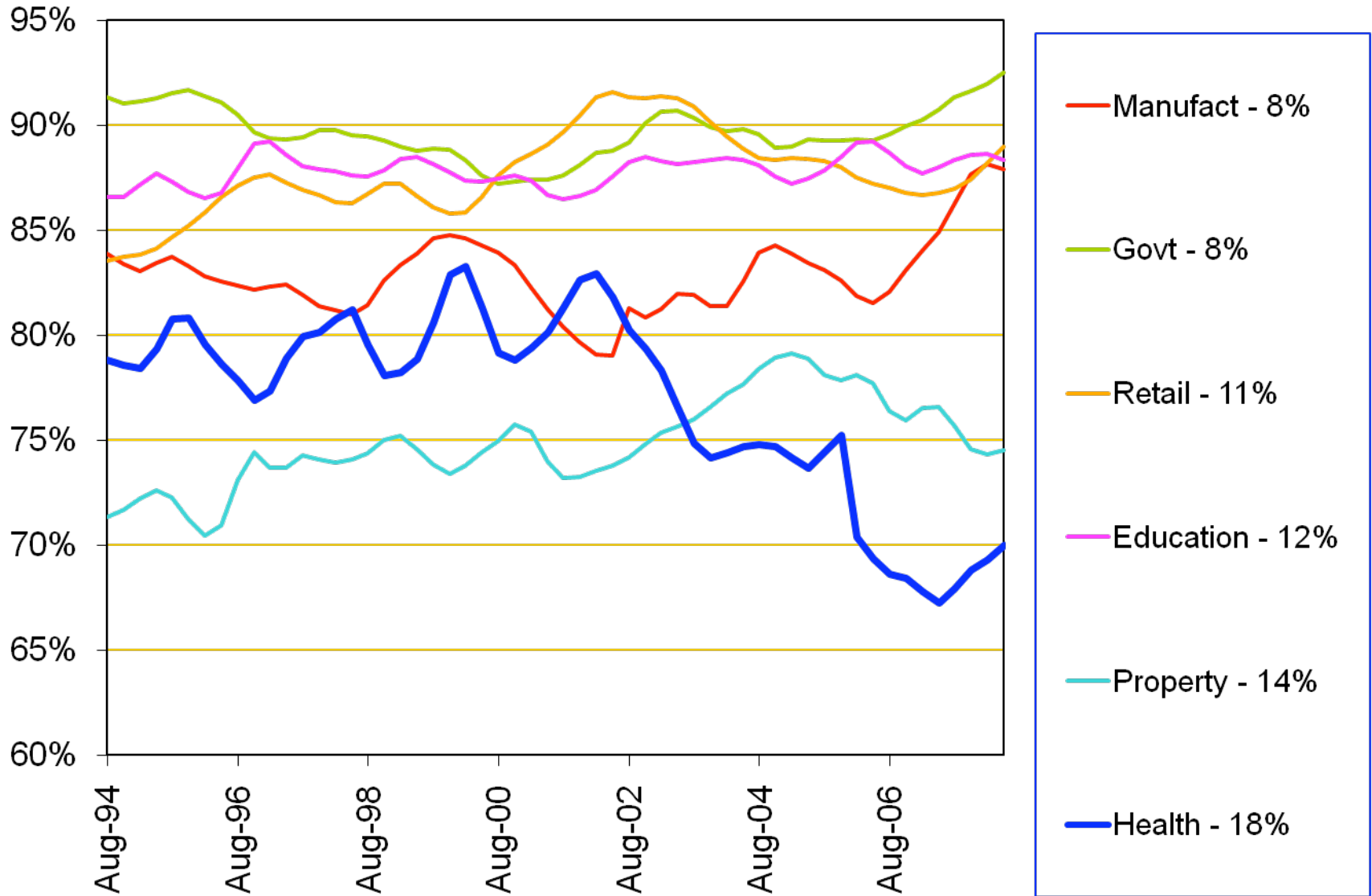


The views expressed in this presentation are those of the author and may not reflect the views of FaHCSIA.

By Industry (Major)

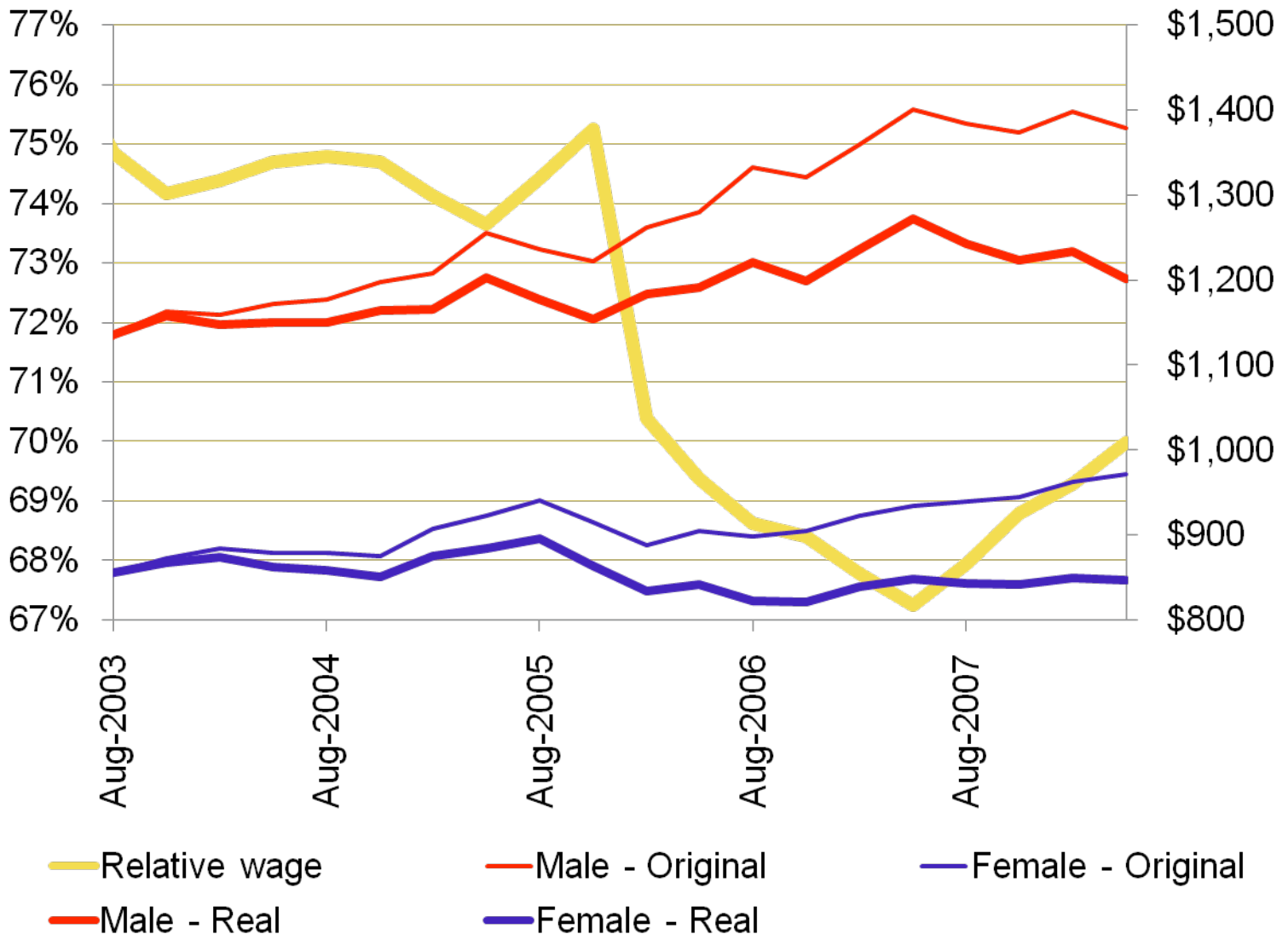
(Female FTAOTE as % of male, Percent of female employment shown in legend)

Gender wage gap

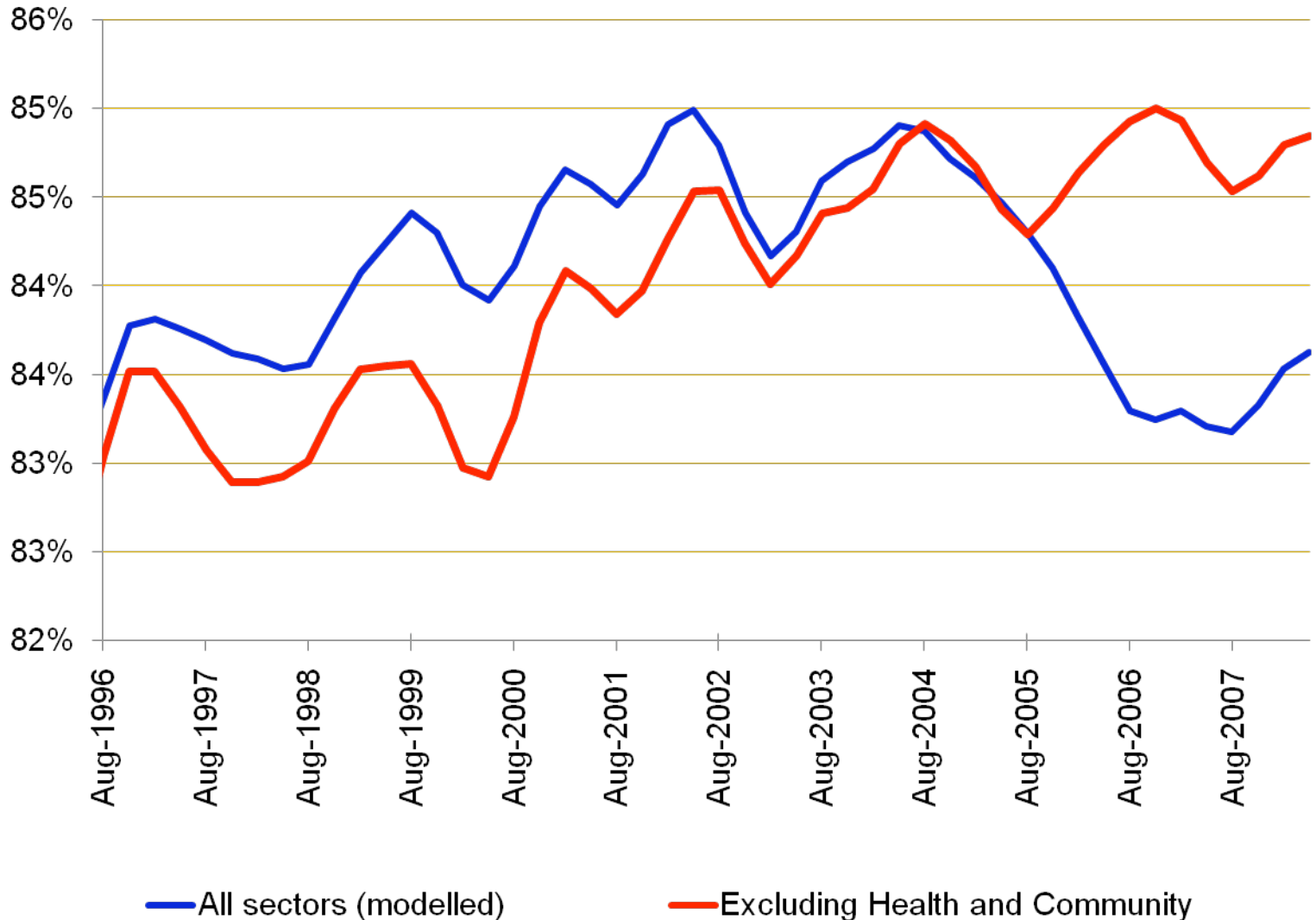


Health and Community Services

Gender wage gap



Trend in wage relativities (AWE Full-time Adult employees)



Gender wage gap

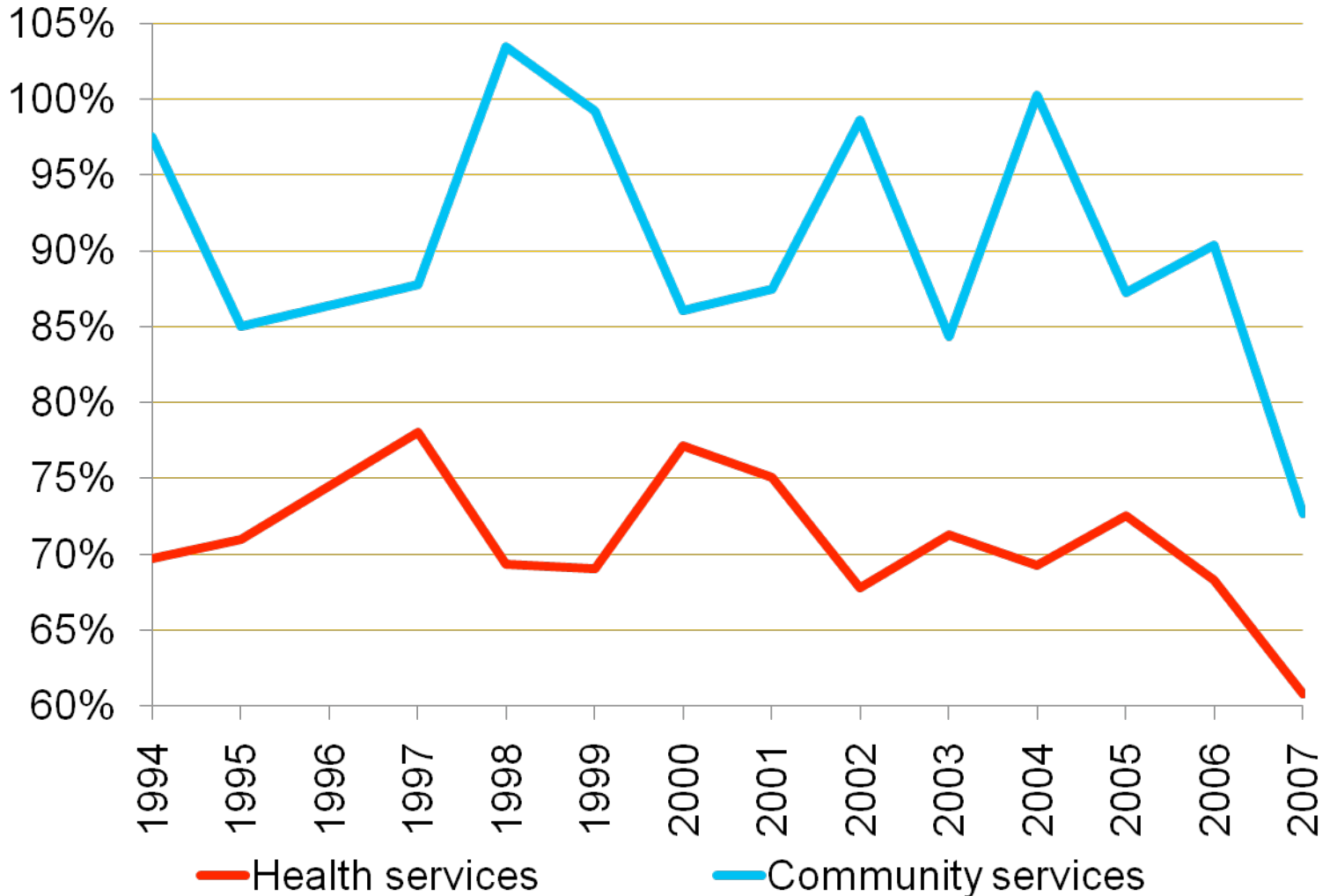
What has been happening in the Health and Community Services Sector?

- Mixed evidence from other surveys
 - EEH: Some decline between May 2002 and 2006.
 - But mainly for medical practitioners
 - EEBTUM: Some decline between August 2002 and 2007
 - Both Community services and health
 - Only professionals – not associates
- Question of salary sacrificing – but no time series

EEBTUM – Industry

Full-time Adult

Gender wage gap



The views expressed in this presentation are those of the author and may not reflect the views of FaHCSIA.

EEBTUM - Occupation



Gender wage gap

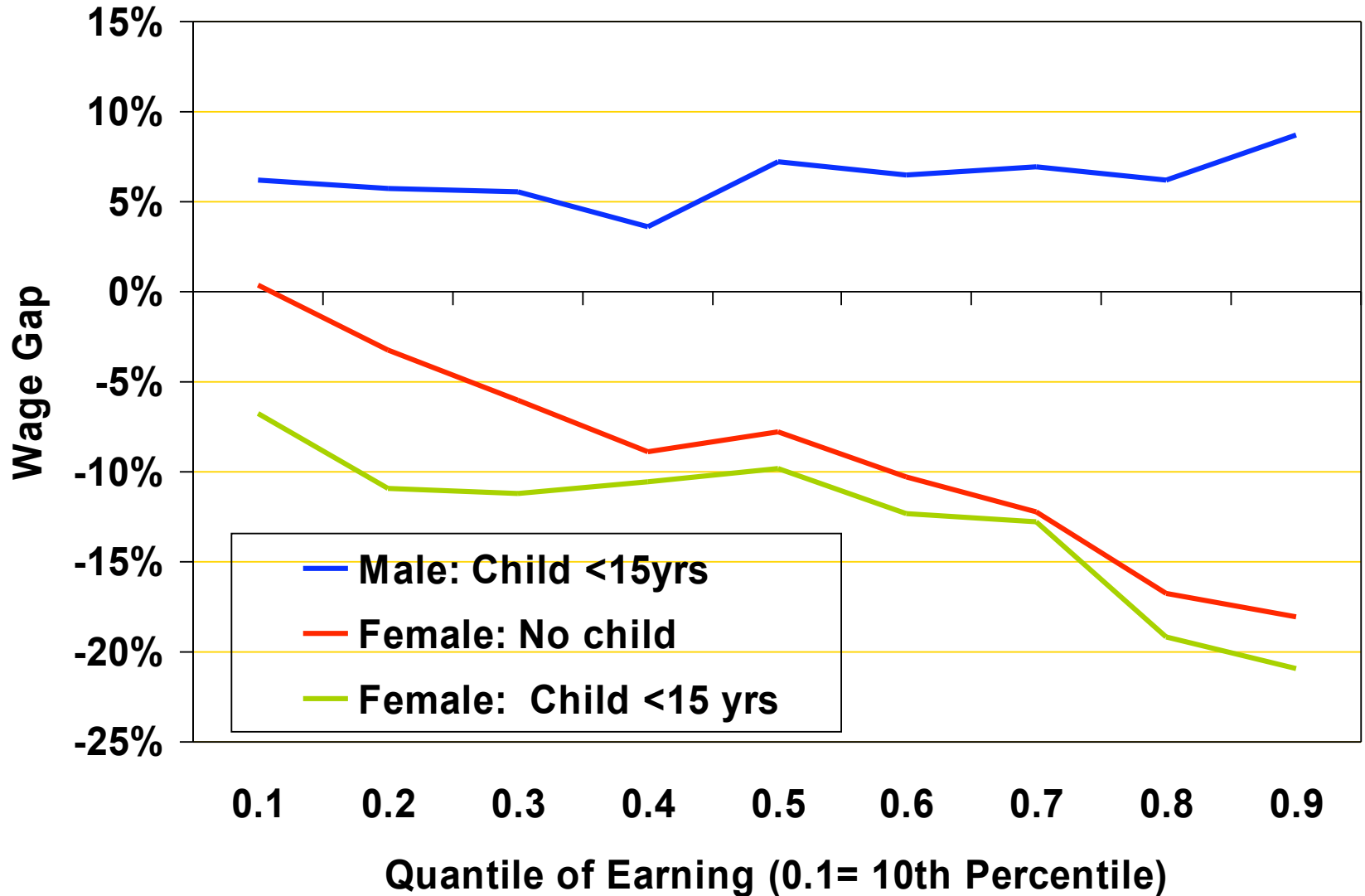
Salary sacrifice (2006 EEH)

Gender wage gap

	Female			Male		
	% sacrificed % salary sacrificing	% sacrificed by those sacrificing	% all adult employees	% sacrificed % salary sacrificing	% sacrificed by those sacrificing	% all adult employees
Mining	20.3	11.8	3.0	32.4	13.3	5.0
Manufacturing	10.6	11.0	1.9	16.2	12.1	2.8
Electricity Gas & Water	34.5	6.1	2.4	44.2	11.8	6.0
Construction	6.2	13.8	1.2	9.2	15.0	2.1
Wholesale Trade	6.2	10.1	1.0	12.7	13.0	2.5
Retail Trade	2.9	14.4	0.7	5.3	11.8	1.0
Accom. Cafes & Rest.	3.7	16.7	1.0	1.6	7.1	0.2
Transport & Storage	9.6	12.7	1.6	12.1	12.2	2.2
Communication Services	24.7	15.0	5.6	32.1	18.6	8.1
Finance & Insurance	15.4	11.9	2.4	33.1	12.0	5.5
Property & Bus. Services	7.9	22.3	2.8	11.3	18.5	3.1
Govt Admin & Defence	9.7	12.9	1.6	17.5	13.8	3.2
Education	21.3	13.0	3.8	34.9	14.2	6.8
Health & Comm Services	26.5	24.5	8.7	37.5	20.9	9.9
Cultural & Rec Services	5.6	19.5	2.0	6.3	13.4	1.7
Personal & Other Services	10.2	13.9	2.1	18.4	17.5	4.2
Total All Industries	13.7	17.8	3.6	16.0	14.7	3.5

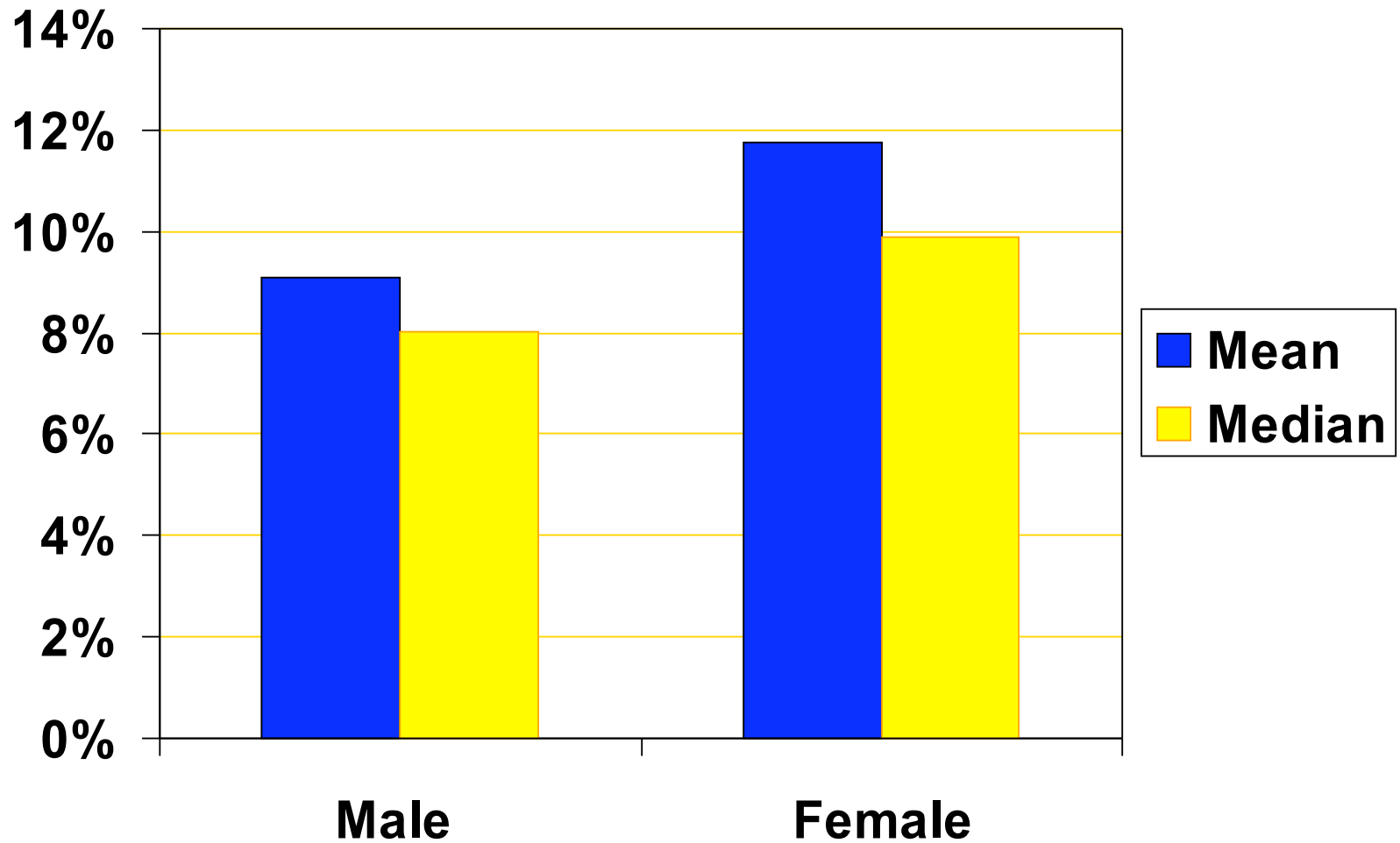
Earnings gap – Private Sector

HILDA Hourly Rate – Relative to Male with no dependent children
Quantile Regression



Real Earnings Growth

EEBTUM August 2000-August 2005



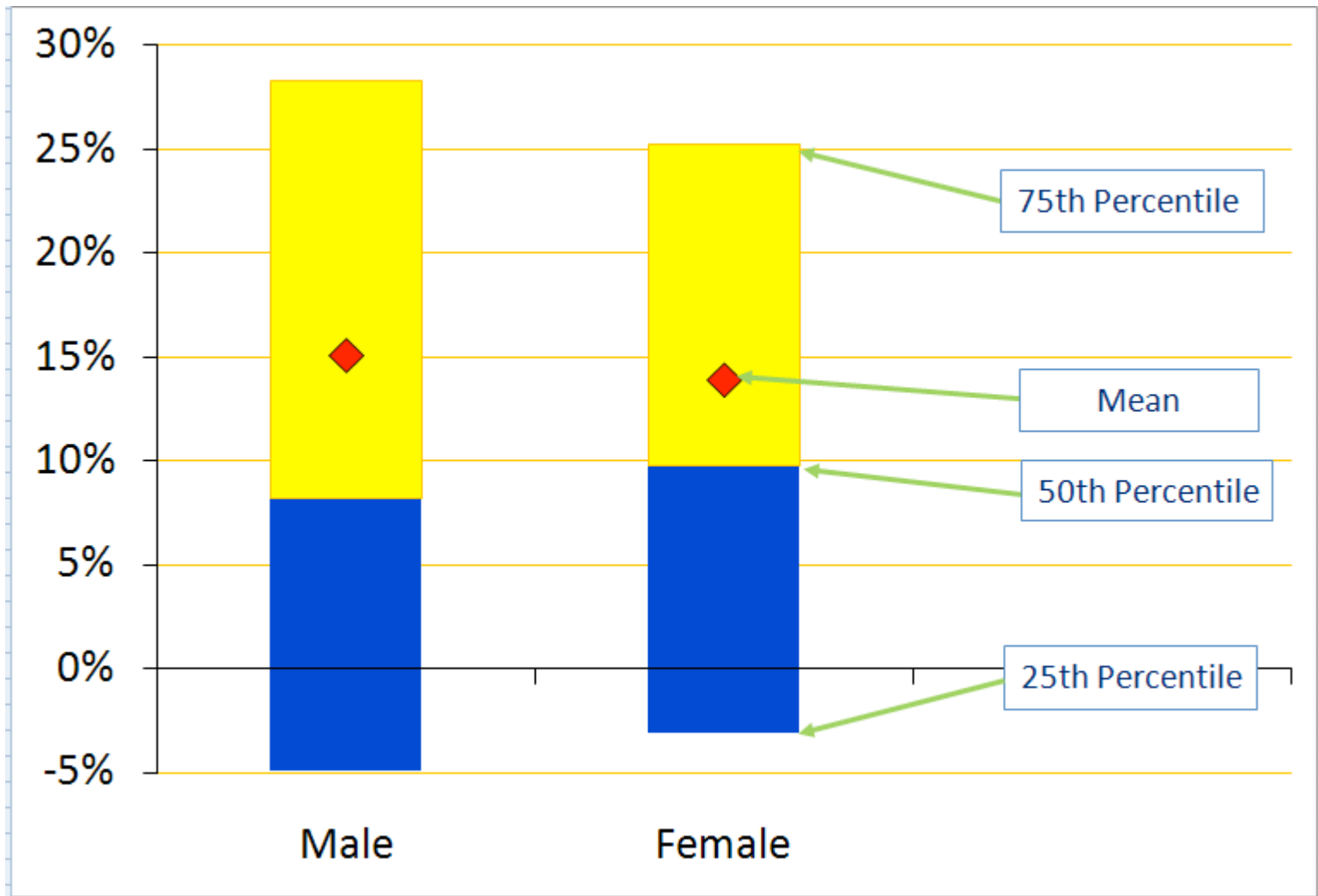
Gender wage gap

Distribution of Real Earnings Change

Hilda 2000-2005

Full-time Adult earnings

Gender wage gap



The views expressed in this presentation are those of the author and may not reflect the views of FaHCSIA.

Data issue

- Data quality:
 - Clear samples too small for occupation and industry
 - Census – means need income by type
 - Breaks in series
 - Communication with users
- Income:
 - Need a complete and consistent measure
 - Question of value of leave/leave loading
 - Salary sacrifice
 - But still not picking up all of the welfare sector
- Hours – paid for and worked?

Data issues

- Need to understand cost of work
 - Trade-offs
- Human capital
 - Need better handle on education
 - Certificate levels not useful
 - Need field of education
 - Standing of institution?
 - Wide range of personal attributes seem relevant
 - Duration in employment