

Women's Incomes and Measuring the Gender Wage Gap

Presentation to the Australian Bureau of Statistics Workshop on the
Gender Wage Gap, Canberra, September 22 2008

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Curtin University

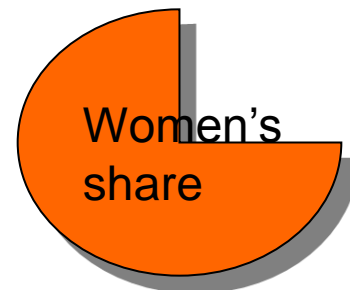


Women in Social & Economic Research

Women's Income

2008 Social Trends

- Assesses changes in women's share of total personal income over the last $\frac{1}{4}$ century
 - 1982 to 1995/96
 - 1995/96 to 2005/05



Women's Income

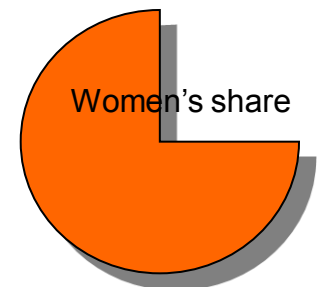
- What trend?

Womens income as a proportion of total income



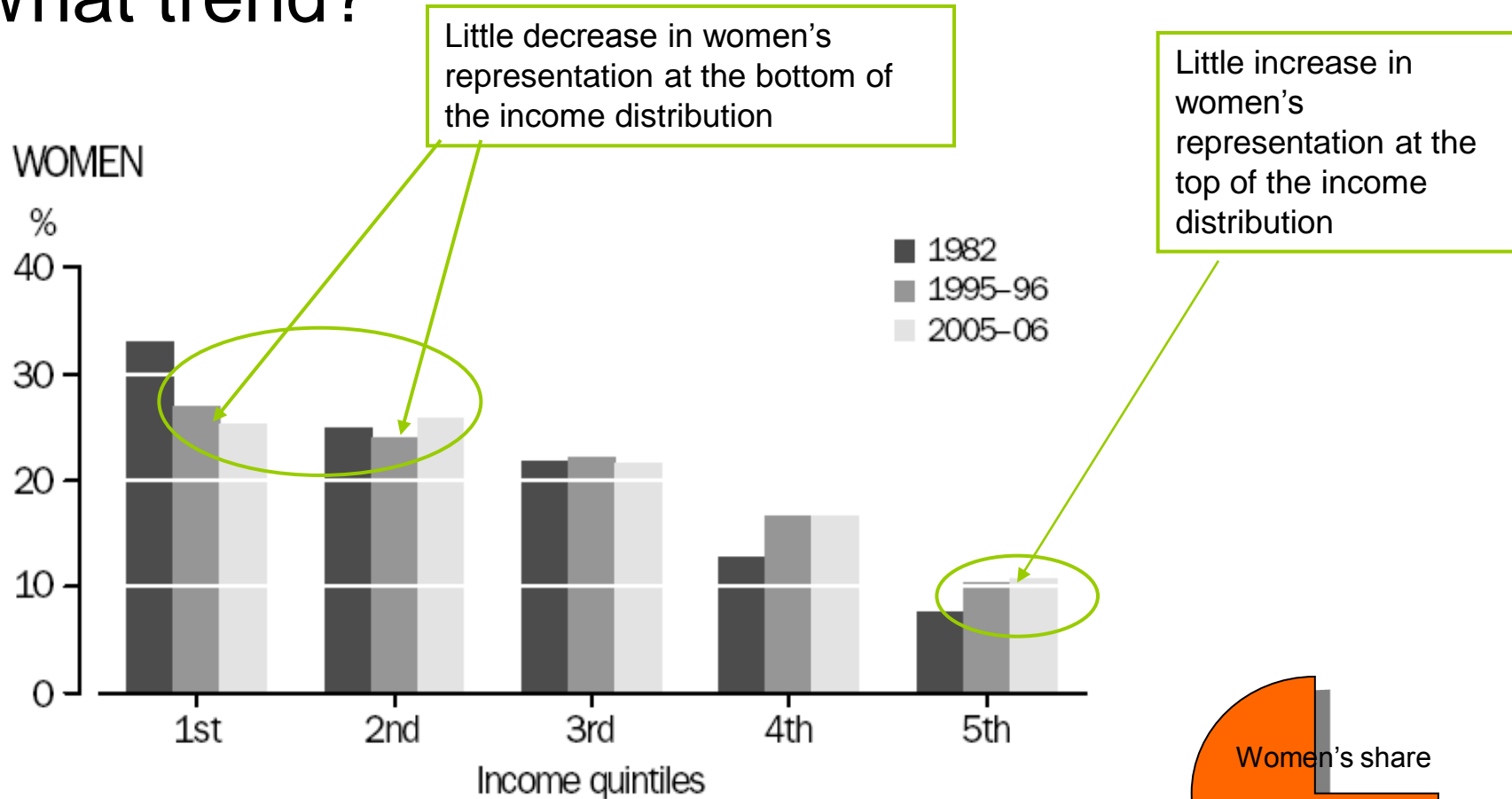
Note: 1985-86 Survey was run September to December 1986

Source: Survey of Income and Housing

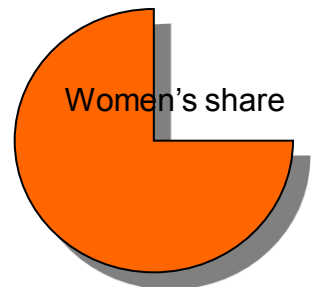


Women's Income

- What trend?



Source: Survey of Income and Housing, 1982, 1995-96, 2005-06.



Women's Employment

- There's been a continuous upward trend in women's employment

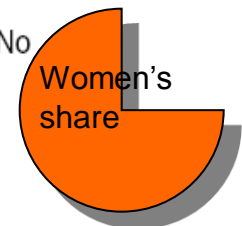
However, the growth in women's share of full time jobs stalled in the last decade

Women's and men's labour force status: 18–64 years

	Women			Men		
	Dec 1982	Dec 1995	Dec 2005	Dec 1982	Dec 1995	Dec 2005
	%	%	%	%	%	%
Employed full-time	31.1	36.8	38.2	78.4	73.6	72.4
Employed part-time	17.2	24.6	28.8	3.6	6.6	9.6
Not employed(a)	51.7	38.6	33.0	18.0	19.8	18.0
Total	100.0	100.0	100.0	100.0	100.0	100.0

(a) Includes those persons who are unemployed and not in the labour force.

Source: ABS Labour Force Australia 1978–1995 (cat. No. 6202.0) , Labour Force Australia December 2005 (cat. No. 6202.0)



The Composition of Women's Income

- There's been little change in the importance of earnings, on average

Share of earnings and government pensions and allowances in women's personal incomes, by quintile group.

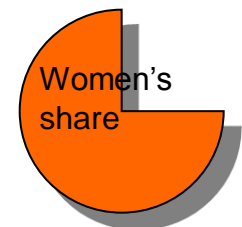
Quintile	Earnings (a)		
	1982	1995-96	2005-06
	%	%	%
Lowest	7.6	20.2	21.3
Second	36.3	38.1	54.2
Third	88.1	82.7	82.6
Fourth	94.0	93.1	89.9
Highest	90.6	94.1	88.5
All women	80.2	79.9	79.1

The earnings share rose among women with relatively low incomes

The earnings share fell among women with relatively high incomes

(a) Includes earnings from employment and self-employment.

Source: ABS Survey of Income and Housing, 1982, 1995-96 and 2005-06.



The Composition of Women's Income

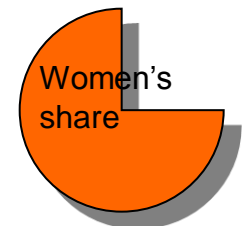
- The importance of social transfers fell, on average

Share of earnings and government pensions and allowances in women's personal incomes, by quintile group.

Quintile	Government pensions and allowances		
	1982	1995-96	2005-06
	%	%	%
Lowest	70.8	65.6	68.3
Second	53.3	54.6	36.8
Third	5.9	12.0	11.8
Fourth	1.8	2.7	4.8
Highest	1.6	0.7	1.3
All women	12.8	14.4	13.3

The transfers share fell among women with relatively low incomes

The transfers share rose among women with relatively high incomes



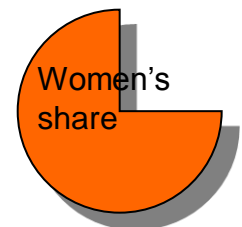
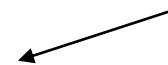
The Composition of Women's Income

- There were different trends across different household types

Share of earnings and government pensions and allowances in women's personal incomes, by quintile group.

	<i>Earnings (a)</i>		
	1982	1995–96	2005–06
	%	%	%
Single, no children	84.0	82.6	83.1
Single, with children	46.2	44.4	46.3
Partnered, no children	82.3	83.8	86.2
Partnered, with children	81.9	82.6	78.3

The earnings share of partnered women with children fell

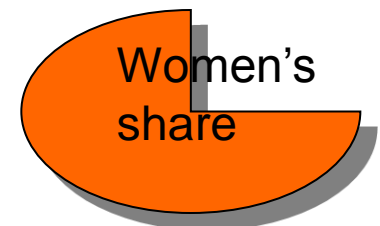


(a) Includes earnings from employment and self-employment.

Source: ABS Survey of Income and Housing, 1982, 1995–96 and 2005–06.

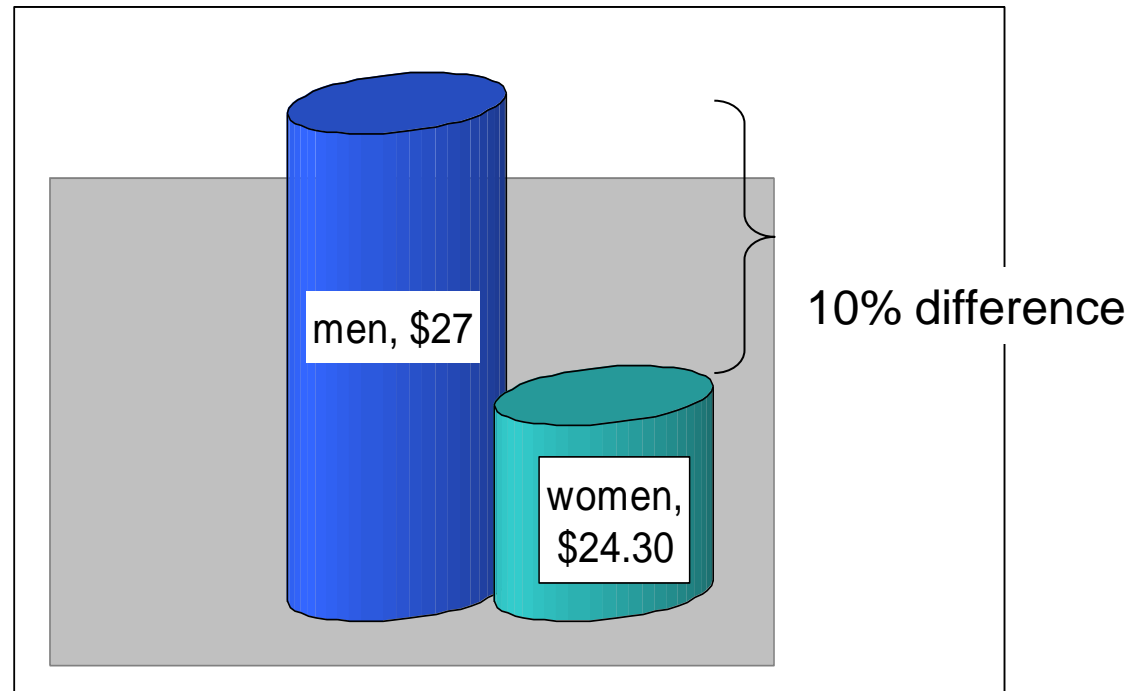
Women's Income

- Summary
- A 'big picture' perspective on the importance of the current investigation of the gender wage gap
 - Highlights the importance of considering both the progress of women into high paid jobs and the circumstances and opportunities of women in part time work



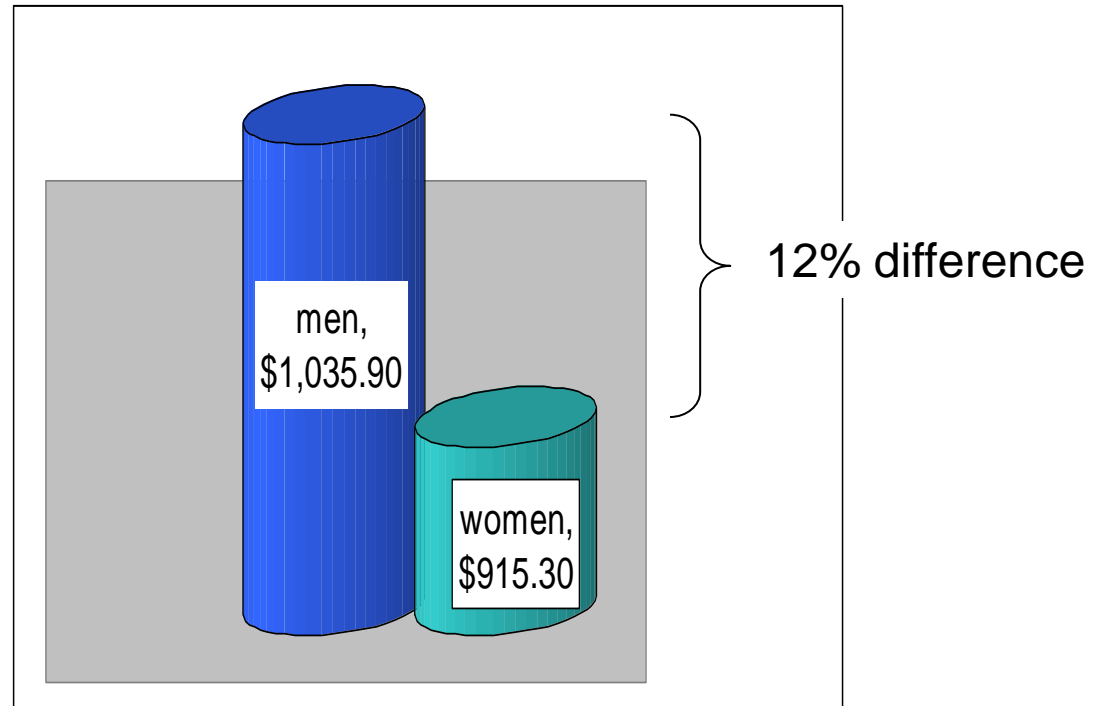
The Gender Wage Gap

- *Which Gap?*
 - 1) The gap in ordinary time *hourly* cash earnings for FT non-managerial employees, May 2006



The Gender Wage Gap

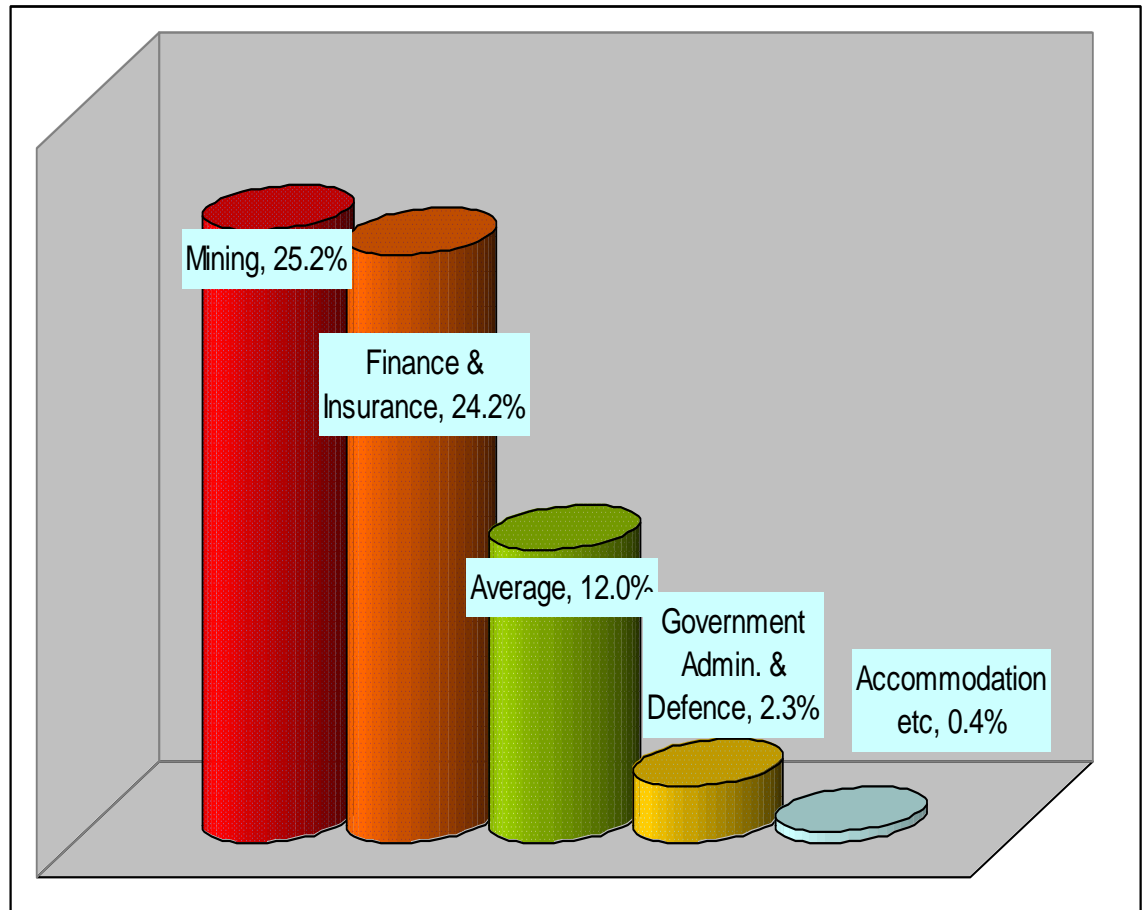
- *Which Gap?*
- 2) The gap in ordinary time *weekly* cash earnings for FT, non-managerial employees, May 2006



The Gender Wage Gap

- Some patterns in the Full time GWG

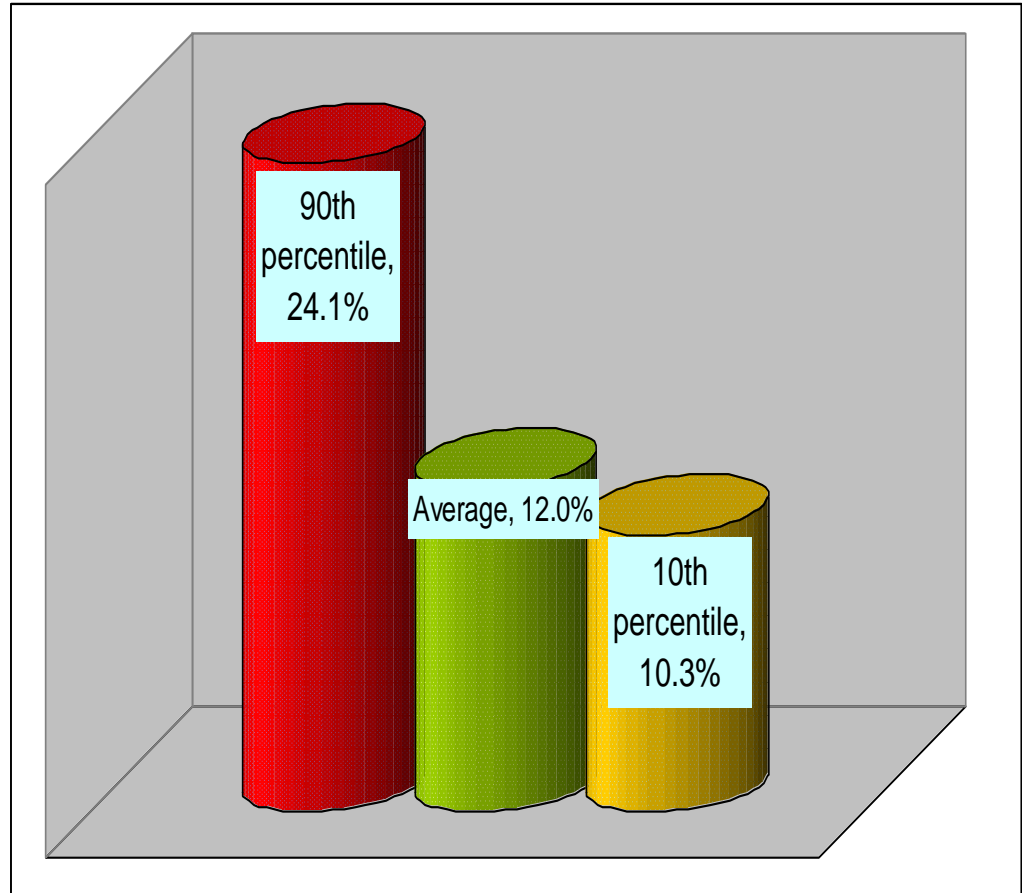
The gap in ordinary time *weekly* cash earnings for FT, non-managerial employees, May 2006



The Gender Wage Gap

- Some patterns in the Full time GWG

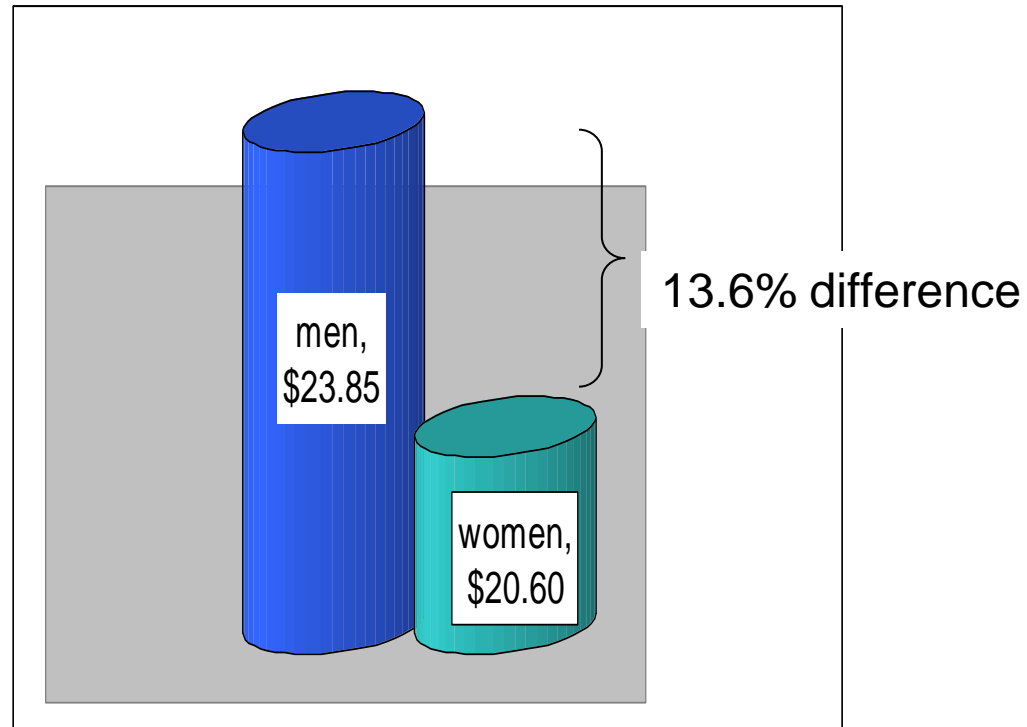
The gap in ordinary time *weekly* cash earnings for FT, non-managerial employees, May 2006



The Gender Wage Gap

- What about part time workers???

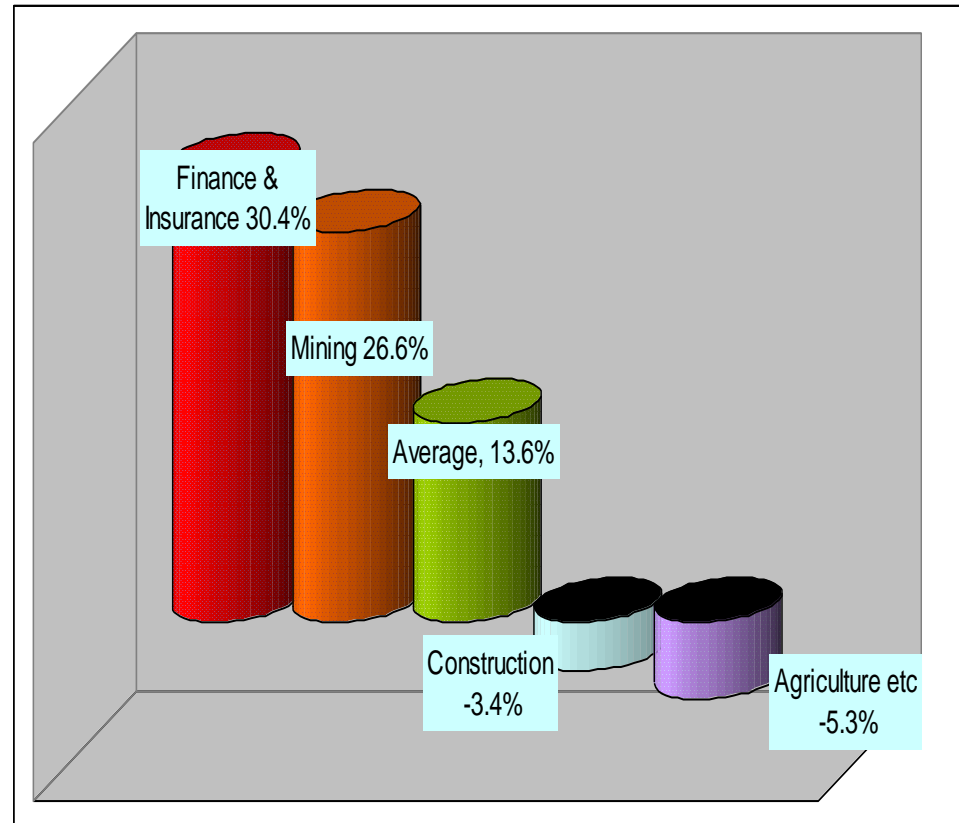
The gap in average *hourly* earnings for ALL employees, SIH data, 2005/06



The Gender Wage Gap

Some patterns in the GWG across ALL workers

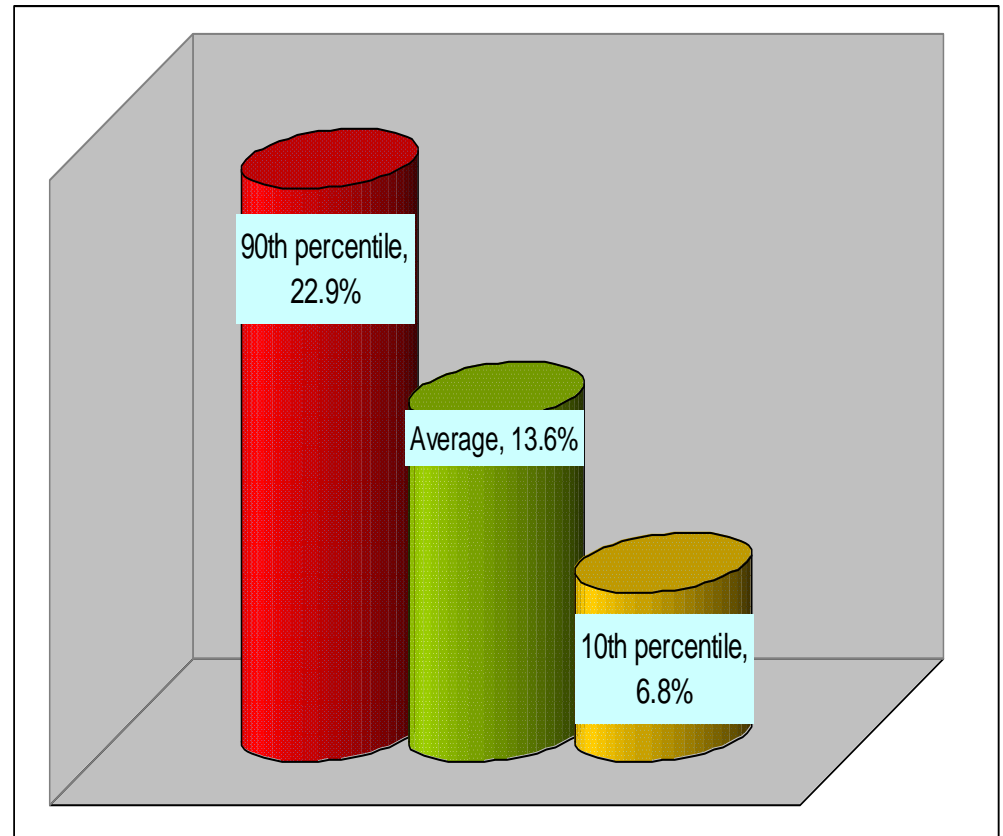
average *hourly* earnings for ALL employees, SIH data, 2005/06



The Gender Wage Gap

Some patterns in the GWG across ALL workers

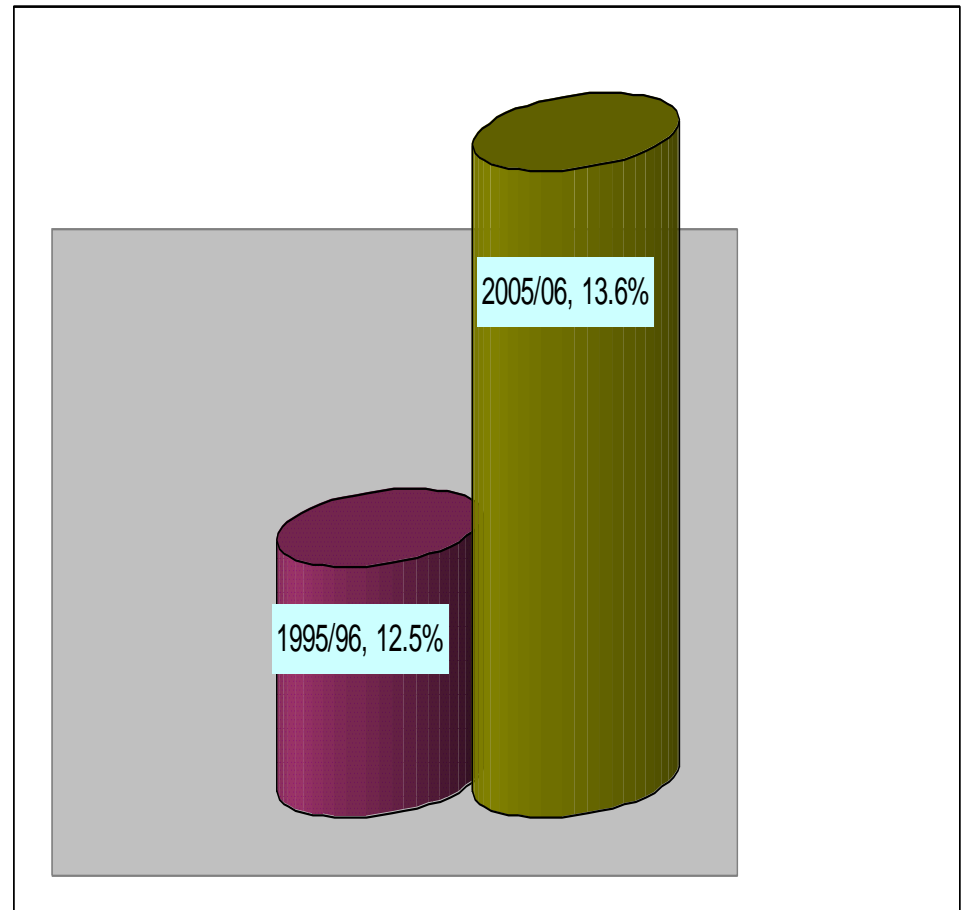
average *hourly* earnings for ALL employees, SIH data, 2005/06



The Gender Wage Gap

Recent changes in
the GWG across
ALL workers

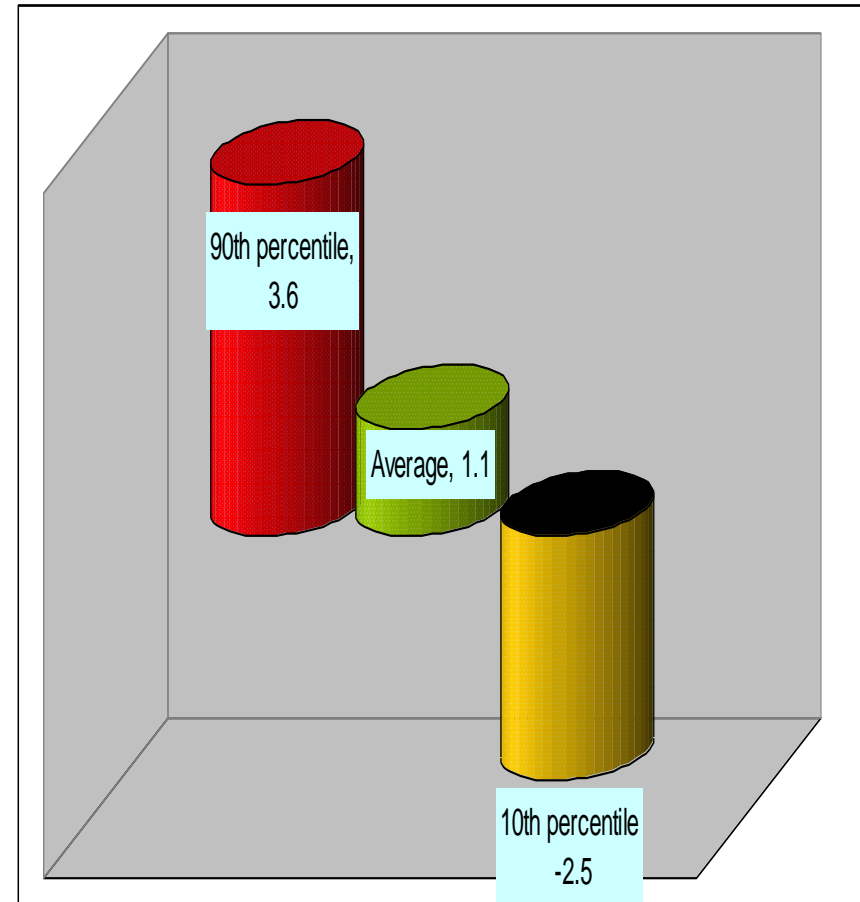
average *hourly* earnings
for ALL employees, SIH
data, 1995/96 & 2005/06



The Gender Wage Gap

Some patterns in recent changes in the GWG across ALL workers

average *hourly* earnings for ALL employees, SIH data, 1995/96 & 2005/06
(percentage point change in the GWG)



The Gender Wage Gap

*Some
measurement
issues*

- 1) Finding an equivalence between casual and permanent wages
- 2) Identifying contributors to the GWG

The Wish List

1. A comprehensive data set that contains earnings and hours,
 - plus leave entitlements etc,
 - plus workplace and demographic characteristics

The Wish List

2. A comprehensive data set that enables researchers to ‘drill down” to the drivers of the GWG within workplace sectors, especially the sectors most important to vulnerable workers
 - Re-introduction of AWIRS??

The Wish List

3. A comprehensive data set that enables researchers to explore the role of changes in the wage setting environment
 - At a minimum, SIH or an equivalent should clearly identify award covered workers.

The Wish List

4. An agreed and sensible definition of a “family friendly” workplace.