

## **MEDIA RELEASE**

**Equal Pay Day – 1<sup>st</sup> September 2011**

### **Australian women earn nearly 18 per cent less than men**

economic Security4Women (eS4W) is a nationally funded alliance who is advocating on behalf of all Australian Women for small to medium enterprises (SME'S) to close the gender pay gap. To advocate for this change eS4W is conducting an important survey.

We are taking a lead role in the equal pay campaign to gather new information, especially from employers and employees in small and medium businesses. Traditionally the focus around gender pay equity has been on those employers with more than 100 employees, with SME's being such a large sector, we want to find out what needs to be done in that area to close the gender pay gap. The more employers and employees who complete the survey, the more eS4W can gain a valuable insight into measures that could assist employers to have productive and equitable workplaces for all working women.

#### **SURVEYS**

[Click here if you are an employee](http://www.surveymonkey.com/s/eS4Wequalpaysurvey_employees)

([www.surveymonkey.com/s/eS4Wequalpaysurvey\\_employees](http://www.surveymonkey.com/s/eS4Wequalpaysurvey_employees))

[Click here if you are an employer](http://www.surveymonkey.com/s/eS4Wequalpaysurvey_employers)

([www.surveymonkey.com/s/eS4Wequalpaysurvey\\_employers](http://www.surveymonkey.com/s/eS4Wequalpaysurvey_employers))

Equal Pay Day marks the date on which women's annual earnings reach the same as men's in the previous financial year. Equal Pay Day 2011 will be held on 1 September, a date chosen for its significance as marking the additional time after the close of the financial year (63 days) that women have to work to match men's earnings in that financial year. This gap between men's and women's earnings is approaching 18% throughout Australia, and 26% in WA.

According to eS4W's Executive Director, Lorraine Gordon, women still dominate the lower paid occupations such as the community and service industries and for various reasons, fail to reach higher management levels in organisations. They often have limited access to training and promotion especially if they are working part-time or on a casual basis. There is a devaluing of roles traditionally undertaken by women and their contribution in the workplace.

eS4W is one of six National Women's Alliances funded by the Australian Government through the Office for Women, Department of Families, Community Services and Indigenous Affairs. eS4W believes that economic wellbeing and financial security are essential ingredients to achieving equity for all women. The ability to achieve positive economic outcomes impacts on all aspects of women's lives including their family, education, health, employment, retirement, housing and personal safety and can enable women to make informed choices.

To learn more about eS4W visit [www.security4women.org.au](http://www.security4women.org.au)

To learn more about Equal Pay for Equal work visit [www.equalpayday.com.au](http://www.equalpayday.com.au)

ENDS

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