

For immediate release

National gender pay gap at record high of 18.8%

New data¹ released by the Australian Bureau of Statistics today shows the national gender pay gap has increased to a record high of 18.8%.

On average, a man working full-time earns \$1,587.40 per week whereas a woman working full-time earns \$1289.30 per week. That equates to difference of \$298.10 per week.

The Financial and Insurance Services industry had the highest gender pay gap (29.6%), followed by Health Care and Social Assistance (29.1%) and Rental, Hiring and Real Estate Services (28.7%). The lowest gender pay gaps were in the Public Administration and Safety (7.2%), Other Services (8.2%), and Accommodation and Food Services (9.0%) industries.

The new figures are based on data collected in November 2014. The national gender pay gap has increased 1.4% since November 2013 when the gap was 17.4%.

The 2014 results also show that, compared to 2013:

- the gender pay gap increased markedly in three industries: Administrative and Support Services (+7.8 pp), Wholesale Trade (+6.5 pp) and Manufacturing (+3.9 pp)
- the gender pay gap reduced substantially in three industries: Construction (-3.6 pp), Electricity, Gas, Water and Waste Services (-3.3 pp) and Health Care and Social Assistance (-2.6 pp).

The Workplace Gender Equality Agency's Research Executive Manager, Dr Carla Harris said: "It is very concerning to see the national gender pay gap at a record high of 18.8%. The silver lining is that some of the industries with the biggest gender pay gaps, for example Financial and Insurance Services and Health Care and Social Assistance, have reduced their gender pay gaps in the past year.

"It's clear that women aren't getting the same earning opportunities as men, and this has implications for women's financial security, particularly in old age. However, it is important to remember that the national gender pay gap is a high-level figure that shows general differences in earnings between women and men across the board. It is not a like-for-like analysis of women and men doing the same job and therefore, it doesn't mean that women are earning 18.8% less than men in the same role," Dr Harris said.

What can employers do?

Employers that report to the WGEA can examine how they perform on pay equity by downloading their confidential, organisation-specific benchmark reports from the WGEA online portal.

The Agency has a suite of resources to help employers undertake a gender pay gap analysis, available at: <https://www.wgea.gov.au/lead/addressing-pay-equity>.

The Agency is also running a series of pay equity workshops in Sydney and Melbourne. <https://www.wgea.gov.au/addressing-pay-equity/pay-equity-workshops>

For more information contact

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Dr Carla Harris is available for interview from 3pm-4pm today, and after 7pm.

¹ Source: ABS (2015) *Average Weekly Earnings, Australia, Nov 2014*, cat. No 6302.0 viewed 26 February 2015, <http://www.abs.gov.au/ausstats/abs@.nsf/mf6302.0>

Gender pay gap by industry

Industry	Nov-13	Nov-14	Annual change (percentage points)
Financial and Insurance Services	31.9	29.6	-2.3
Health Care and Social Assistance	31.7	29.1	-2.6
Rental, Hiring and Real Estate Services	24.9	28.7	3.8
Professional, Scientific and Technical Services	26.6	28.0	1.4
Mining	21.7	21.7	0.0
Manufacturing	16.8	20.7	3.9
Information Media and Telecommunications	18.6	18.1	-0.5
Construction	20.1	16.5	-3.6
Administrative and Support Services	8.3	16.1	7.8
Transport, Postal and Warehousing	12.7	16.1	3.4
Arts and Recreation Services	14.2	15.3	1.1
Wholesale Trade	7.2	13.7	6.5
Education and Training	11.5	12.8	1.3
Retail Trade	12.9	12.1	-0.8
Electricity, Gas, Water and Waste Services	12.4	9.1	-3.3
Accommodation and Food Services	8.2	9.0	0.8
Other Services	8.0	8.2	0.2
Public Administration and Safety	7.3	7.2	-0.1
All Industries	17.4	18.8	1.4