

GENDER EQUALITY EQUAL PAY FOR WORK OF EQUAL VALUE

What is gender equality?

“Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world.”

United Nations Sustainable Development Goal SDG5



Workplace gender equality is achieved when people are able to access and enjoy the same rewards, resources and opportunities regardless of gender.

Workplace Gender Equality Agency

What is the gender pay gap?

A gender pay gap (GPG) is the difference between women's and men's earnings, expressed as a percentage of men's earnings.

There are different types of GPG's:

- The national GPG: is the difference between women's and men's average weekly full-time base salary 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
- Pay gaps within industries
 - 7% gap in public administration and safety
 - 31% in financial and insurance services
 - Public < private sectors
- Pay gaps within organisations
 - Like-for-like: are gaps in remuneration between women and men undertaking work of equal or comparable value (ie comparing similar jobs)
 - By-level: are gaps in remuneration between women and men at the same organisational level (eg managers)
 - Organisation wide: is the gap between the average remuneration of women and men across the whole organisation

(WGEA 2017)

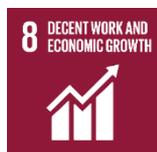
The GPG cannot be fully explained by a set of measurable variables – though it is influenced by a number of factors (WGEA 2017):

- 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.

What is equal pay for work of equal value?

There is a difference between equal pay for equal work and equal pay for work of equal value. Equal pay compares the pay of incumbents in the same or very similar jobs. Pay equity compares the value and pay of different jobs, such as nurse and electrician. Either men or women can complain that their work is undervalued.

What can be done to narrow the gender pay gap?



SDG 8 - Target 8.5: *By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value* (<https://unstats.un.org/sdgs/metadata>)

There were four dramatic policy changes in the 60's, 70's and 80's that started the first narrowing of the GPG:

- Lifting of marriage bars from employment (1966 in the Commonwealth Public Service),
- The ruling of the Commonwealth Conciliation and Arbitration Commission in 1969 that women should receive equal pay to men for equal work,
- The passing of the Sex Discrimination Act in 1984, and
- The Affirmative Action (Equal Employment Opportunity for Women) Act in 1986.

Towards 2030 recommendation:

For the Australian Government and employers to support the UN Women & International Labour Organisation initiative.

VISION
Gender equality in the world of work

MISSION
To achieve equal pay between women and men for work of equal value by 2030

GOALS

- Increased awareness and greater engagement of the ILO and UN constituents and other key stakeholders at the global, regional and national levels
- Universal ratification of ILO Equal Remuneration Convention, 1951 (No. 100)
- Improved national legislation and strengthened enforcement mechanisms and access to remedies in line with international best practice
- Strengthened national capacity to formulate and implement policies and practical measures to close the gender pay gap
- Systems established or strengthened to monitor progress in closing the gender pay gap at the global, regional and national levels.

What are the gains in closing the gender pay gap?

IT CAN BE ACHIEVED.....

1915: An un-equal playing field

Women and AFL have a long history in WA – it was 1915 when 36 pioneering young women in modest and cumbersome outfits took to the field and showed that women belonged there too. A century later we finally see the AFL kick off its eight teams in a condensed season – with record attendance and coverage.



2017: the un-equal playing field is becoming more equal

We now see women being paid more money than ever before – albeit there is great disparity:

Whilst this is hailed as a victory, women in the AFL have a long way to go. Women's participation in Aussie rules at a grassroots level is exploding, with 380,041 women and girls registered to community clubs last year. It's not a coincidence; people are acting on what they see. And it is this participation that will drive change.

What we are seeing is the result of courageous women demanding changes in the Boardrooms, changes in the courtroom, and changes in expectation.

They will continue to demand change until women receive fair remuneration:

- The average wage for a male AFL player is \$302,104 for a season, while remuneration for the full female team of 25 is \$190,000
- Male players receive **\$3605 per match** on top of their base salary; Majority of female players get **\$5000 for the entire season**
- Male players on average salary earn **\$152.89 per hour** v female players on **\$59.52 per hour**
- Health and income protection insurance is provided for male players; female players pay their own.

No matter the workplace, women should be paid the same as men for doing the same job," Ms Libby Lyons, Director of the Workplace Gender Equality Agency states. "By not paying male and female players equally, employers send a message to young girls and women that they are not as highly valued as men even when they are the top of their field." (WGEA 2017)

**What a continued push for change will really mean is that,
if they are good enough,
girls will have just as much chance of playing at the highest level in the country
as the boys they play beside.**

RESOURCES

- **Eight ways to tackle gender inequality at work**
<https://www.wgea.gov.au/media-releases/eight-ways-tackle-gender-inequality-work>
- **What is the gender pay gap?**
<https://www.wgea.gov.au/addressing-pay-equity/what-gender-pay-gap>
- **Toolkits for conducting a pay gap analysis**
<https://www.wgea.gov.au/addressing-pay-equity/toolkits-conducting-pay-gap-analysis>
- **Equal Pay Day Alliance**
<http://www.equalpayday.com.au/>
- **BPW Australia: “Addressing the Australian Gender Pay Gap” free eBook full of strategies, case studies and actions:**
<http://www.bpw-australia.org/>
- **For Small Business:**
 - The Workplace Gender Equality Agency, in collaboration with EconomicSecurity4Women, has developed a three-step guide for small businesses to address pay equity, including a payroll analysis worked example for small business
https://www.wgea.gov.au/sites/default/files/small-business-guidance_website.pdf
 - economic Security4Women has developed an online checklist to ensure women are well informed when negotiating pay and conditions; this checklist is also helpful to small business
<https://www.security4women.org.au/knowyourvalue/>