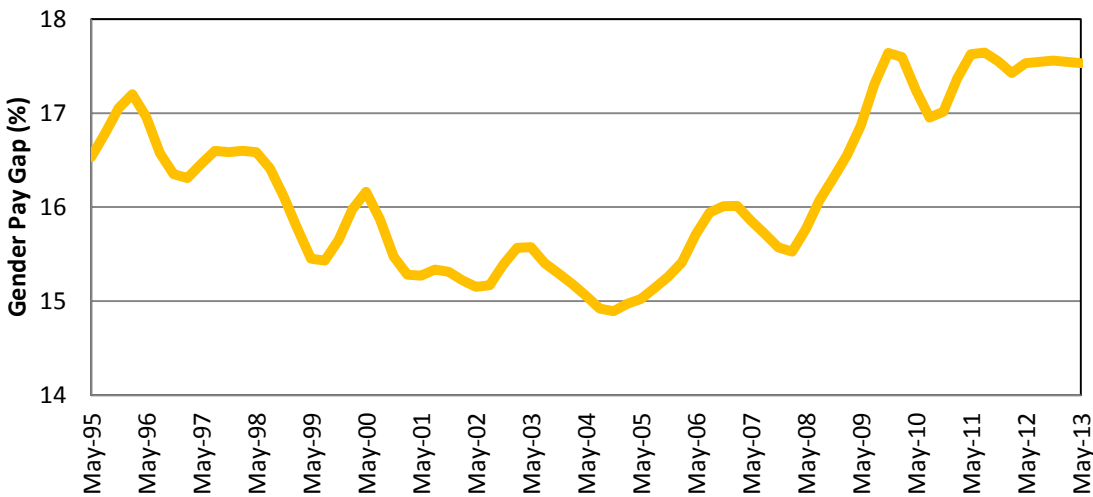


Pay Equity in Australia: Key Data on the Gender Wage Gap

Overview: Pay Equity in the Australian Context

In May 2013, the gender wage gap was 17.5 per cent (100 - women's average weekly earnings / men's average weekly earnings). The average weekly ordinary time earnings of females working full-time were \$1,252.20 per week or \$266.20 per week less than their male counterparts (\$1,518.40 per week). The gap has remained the same over the year (17.5 per cent in May 2012) but remains above the long term average of 16.2 per cent.

Chart 1: Gender wage gap, Average Weekly Earnings, Australia, May 1995 – May 2013

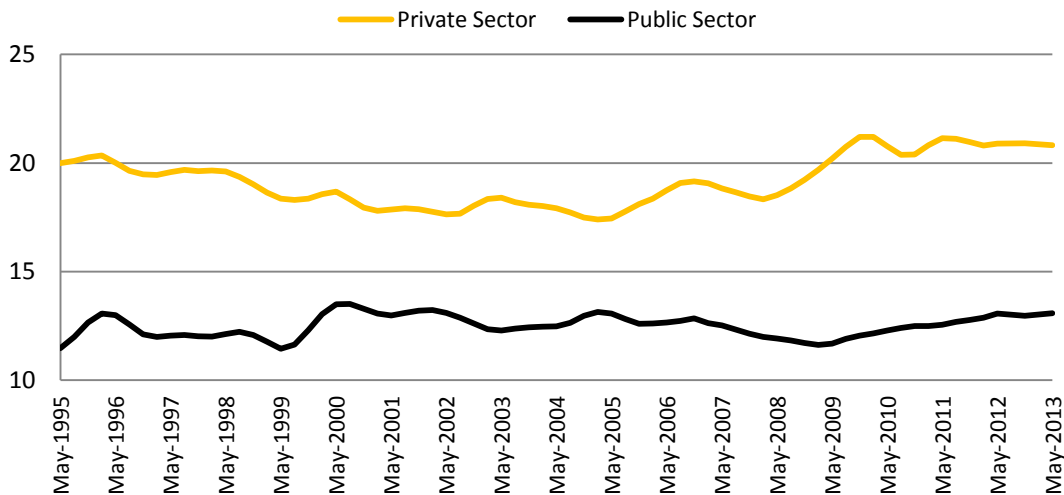


Source: ABS, Average Weekly Earnings, Cat. No. 6302.0, May 2013

Private and public sector

In May 2013, the private sector gap was 20.8% and 13.1 per cent in the public sector.

Chart 2: Gender wage gap, Average Weekly Earnings, by Sector May 1995 – May 2013



Source: ABS, Average Weekly Earnings, Cat. No. 6302.0, May 2013

Industry

In May 2013, the Health Care and Social Assistance industry had the highest gender wage gap (32.3 per cent) followed by Financial and Insurance Services (31.4 per cent), and Professional, Scientific and Technical Services (30.1 per cent). The industries with the lowest gender wage gaps included Public Administration and Safety (6.7 per cent), Accommodation and Food Services (7.9 per cent) and Other Services (9.8 per cent).

Compared to May 2012, the gap grew wider in Construction (+4.9 percentage points to 22.6 per cent) and Retail Trade (+3.4 percentage points to 11.9 per cent). Conversely, the gap narrowed in several industries including Wholesale Trades (-7.7 percentage points to 10.2 per cent), and Other Services (-3.9 percentage points to 9.8 per cent).

Table 1: Gender wage gap by industry, May 2012 – May 2013

Industry	May 2012 (%)	May 2013 (%)	Annual Change (%)
Mining	21.8	22.6	0.8
Manufacturing	17.9	15.5	-2.4
Electricity, Gas, Water and Waste Services	14.8	13.2	-1.6
Construction	17.7	22.6	4.9
Wholesale Trade	17.9	10.2	-7.7
Retail Trade	8.5	11.9	3.4
Accommodation and Food Services	8.5	7.9	-0.6
Transport, Postal and Warehousing	14.8	16.2	1.4
Information Media and Telecommunications	19.5	17.8	-1.7
Financial and Insurance Services	32.7	31.4	-1.3
Rental, Hiring and Real Estate Services	24.8	23.5	-1.3
Professional, Scientific and Technical Services	27.1	30.1	3.0
Administrative and Support Services	11.6	10.5	-1.1
Public Administration and Safety	8.1	6.7	-1.4
Education and Training	11.2	13.2	2.0
Health Care and Social Assistance	31.3	32.3	1.0
Arts and Recreation Services	16.0	16.1	0.1
Other Services	13.7	9.8	-3.9

Source: ABS, *Average Weekly Earnings*, Cat. No. 6302.0, May 2013

State and territory

Consistent with long running trends, WA had the widest gender wage gap (26.9 per cent) and TAS the lowest (9.0 per cent) in May 2013.

Table 2: Gender wage gap, States and Territories, May 2012 – May 2013

State/territory	May-12 (%)	May-13 (%)	Annual Change (PP)
NSW	15.6	14.6	-1
VIC	15.2	13.5	-1.7
QLD	20.3	22.1	1.8
SA	15.1	15.4	0.3
WA	25.6	26.9	1.3
TAS	10.9	9	-1.9
NT	20	20.4	0.4
ACT	12.9	14.8	1.9
Australia	17.5	17.5	0.0

Source: ABS, *Average Weekly Earnings*, Cat. No. 6302.0, May 2013

Pay Equity by Method of Setting Pay

ABS, *Employee, Earnings and Hours* Data by method of setting pay shows for full-time employees the gender wage gap is negative under award coverage (-2.5 per cent) and is highest under individual arrangements (20.6 per cent). Please note EEH data is not directly comparable to the previous *Average Weekly Earnings* data.

Table 3: All Employees, Method of Setting pay, Full-time and Part-time status by Sex – May 2012

	Award only	Collective agreement	Individual arrangement	Owner manager of incorporated enterprise	All methods of setting pay
Persons					
Full-time employees	603.0	2,399.6	2,793.8	262.9	6,059.2
Part-time employees	941.1	1,634.0	920.5	51.1	3,546.7
All employees	1,544.1	4,033.6	3,714.3	313.9	9,605.9
Males					
Full-time employees	56.1	58.4	64.7	81.4	62.1
Part-time employees	33.3	25.8	29.6	41.5	29.0
All employees	42.2	45.2	56.0	74.9	49.9
Females					
Full-time employees	43.9	41.6	35.3	18.6	37.9
Part-time employees	66.7	74.2	70.4	58.5	71.0
All employees	57.8	54.8	44.0	25.1	50.1
Gender Wage Gap*					
Full-time employees	-2.5	16.9	20.6	17.1	18.0
Part-time employees	-1.1	-8.9	10.7	35.6	-1.5
All employees	14.1	31.2	33.0	31.2	32.7
Coverage by MOSP					
Males all	13.6	38.1	43.4	4.9	100.0
Females, all	18.5	45.9	34.0	1.6	100.0

* 100 - (female earnings/Male earnings*100)

Source: ABS, *Employee Earnings and Hours*, Cat. No. 6306.0, May 2012, Average weekly total cash earnings

Pay equity by size of business

The full-time non-managerial employees hourly (9.6) and weekly wage (11.5) gaps were widest for organisations with 20 or more employees. The following tables are based on full-time adult, non-managerial employees and are not directly comparable to previous data.

Table 4: Full-time non-managerial employees hourly/weekly wage gaps – May 2012

Employer size	Male Hourly	Female Hourly	Hourly Wage Gap (%)	Male Weekly	Female Weekly	Weekly Wage Gap (%)
Under 20 employees	\$ 27.39	\$ 25.42	7.2	\$1,054.15	\$951.39	9.7
20 or more employees	\$ 36.94	\$ 33.41	9.6	\$1,408.17	\$1,245.90	11.5

Source: ABS, *Employee Earnings and Hours*, Cat. No. 6306.0, May 2012, Average weekly total cash earnings