

August 2013

Gender pay gap statistics

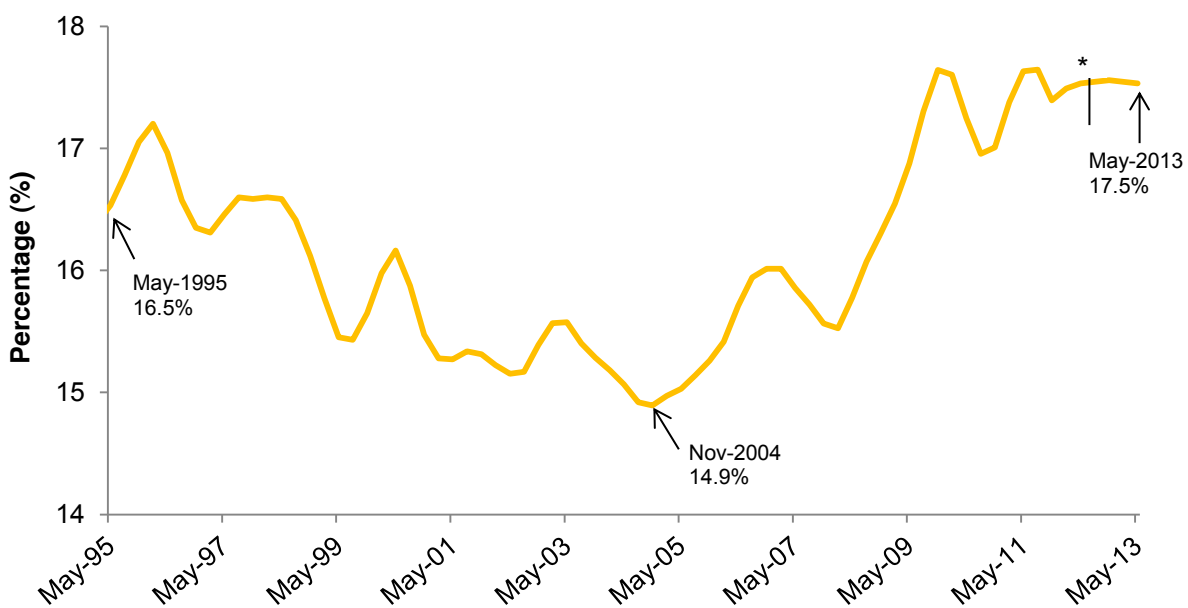
This fact sheet has been compiled primarily from the Australian Bureau of Statistics (ABS) average weekly earnings data set,¹ that calculates the average full-time weekly earnings before tax of men and women, excluding factors such as overtime and pay that is salary sacrificed. Where data were unavailable from average weekly earnings (such as occupation), these data were sourced from the ABS Employee Earnings, Benefits and Trade Union Membership survey.²

The gender pay gap is the difference between the average of all female and all male earnings expressed as a percentage of male earnings. Because the gender pay gap does not take into account part-time workers' earnings, it gives us a value that is comparing like with like. A number of often interrelated factors contribute to the gender pay gap including women working in different industries than men (known as industrial segregation); the over-representation of women in low-paying occupations while being under-represented in others (known as occupational segregation), the undervaluation of women's skills; and career breaks taken by women to have and raise children. Institutional influences, such as the sector you work in and the way your pay is set also play a role. Additionally, a significant proportion of the gender pay gap is unexplained and this is widely considered to represent the effect of direct gender discrimination.

National

In May 2013, the gender pay gap stood at 17.5%.³ The average weekly ordinary time earnings of women working full-time were \$1,252.20 per week, compared to men who earned an average weekly wage of \$1,518.40 per week, making women's average earnings \$266.20 per week less than men. The figures show that there has been no discernible change in the gender pay gap since May 2012. In 18 years since May 1995, the gender pay gap has increased by 1.0 percentage point (pp) (Figure 1).

Figure 1: Gender Pay Gap, Australia, May 1995 – May 2013



*The straight line on the graph represents a break in the time series due to a change in release frequency from quarterly to biannually

State and territory

Consistent with 2012 figures, WA had the widest gender pay gap in May 2013 (26.9%), while Tas had the lowest (9.0%). Since May 2012, the gender pay gap has increased in the ACT (+1.9 pp), Qld (+1.8 pp), WA (+1.3 pp), NT (+0.4 pp) and SA (+0.3 pp); while the gender pay gap has decreased in Tas (-1.9 pp), Vic (-1.7 pp), and NSW (-1.0 pp).

Table 1: Gender pay gap by state and territory, May 2012 – May 2013

State/Territory	May-13	May-12	Annual Change*
NSW	14.6	15.6	-1.0
Vic	13.5	15.2	-1.7
Qld	22.1	20.3	1.8
SA	15.4	15.1	0.3
WA	26.9	25.6	1.3
Tas	9.0	10.9	-1.9
NT	20.4	20.0	0.4
ACT	14.8	12.9	1.9
Australia	17.5	17.5	0.0

* a minus sign indicates that the gender pay gap has decreased from the previous period

Earnings by industry

In May 2013, the health care and social assistance sector had the highest gender pay gap (32.3%), followed by the financial and insurances services sector (31.4%) and the professional, scientific and technical services sector (30.1%). The lowest gender pay gaps were in the public administration and safety (6.7%), accommodation and food services (7.9%), and other services (9.8%) sectors (Table 2).

Results in May 2013 (compared to May 2012) showed that the gender pay gap increased markedly in the construction industry (+4.9 pp), as well as the retail trade industry (+3.4 pp). The gender pay gap has reduced substantially in two industries: wholesale trade (-7.7 pp) and other services (-3.9 pp).

Table 2: Gender pay gap by industry, May 2012 – May 2013 (original data)

Industry	May-13	May-12	Annual Change*
accommodation and food services	7.9	8.5	-0.6
administrative and support services	10.5	11.6	-1.1
arts and recreation services	16.4	16.0	0.4
construction	22.6	17.7	4.9
education and training	13.2	11.2	2.0
electricity, gas, water and waste services	13.2	14.8	-1.6
financial and insurance services	31.4	32.7	-1.3
health care and social assistance	32.3	31.3	1.0
information media and telecommunications	17.8	19.5	-1.7
manufacturing	15.5	17.9	-2.4
mining	22.6	21.8	0.8
other services	9.8	13.7	-3.9
professional, scientific and technical services	30.1	27.1	3.0
public administration and safety	6.7	8.1	-1.4
rental, hiring and real estate	23.5	24.8	-1.3

Industry	May-13	May-12	Annual Change*
services			
retail trade	11.9	8.5	3.4
transport, postal and warehousing	16.2	14.8	1.4
wholesale trade	10.2	17.9	-7.7

* a minus sign indicates that the gender pay gap has decreased from the previous period

Earnings by occupation

The ABS average weekly earnings data set does not collect data on average weekly earnings by occupation. The most recent data providing this information was the ABS Employee Earnings, Benefits and Trade Union Membership survey, released in May 2013. The overall gender pay gap for women and men working full-time was 20.4%. This was mainly driven by high gender pay gaps between women and men who worked as full-time technicians and trade workers (29.7%) and community and personal service worker occupations (28.0%). The occupations with the lowest gender pay gap were clerical and administrative workers (19.7%) and machinery operators and drivers (19.1%); see Table 3.

Table 3: Mean weekly earnings in main job (full-time), and gender pay gap, by occupation of main job

Mean weekly full-time earnings in main job	Men	Women	Gender pay gap (%)*
technicians and trades workers	\$1,304	\$917	29.7
community and personal service workers	\$1,267	\$912	28.0
professionals	\$1,843	\$1,410	23.5
labourers	\$1,097	\$843	23.2
managers	\$1,870	\$1,463	21.8
sales workers	\$1,208	\$949	21.4
clerical and administrative workers	\$1,348	\$1,082	19.7
machinery operators and drivers	\$1,338	\$1,082	19.1
all occupations	\$1,487	\$1,184	20.4

Source: ABS (2013) *Employee Earnings, Benefits and Trade Union Membership, Australia*, August 2012, cat. No. 6310.0, viewed 24 July 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6310.0>

* a minus sign indicates that the average weekly earnings for women is greater than that for men.

Table 4: Mean weekly earnings in main job (part-time), and gender pay gap, by occupation and main job

Mean weekly part-time earnings in main job	Men	Women	Gender pay gap (%)*
technicians and trades workers	\$562	\$467	16.9
machinery operators and drivers	\$537	\$453	15.6
professionals	\$878	\$787	10.4
managers	\$841	\$776	7.7
labourers	\$342	\$345	-0.9
community and personal service workers	\$408	\$434	-6.4
sales workers	\$302	\$322	-6.6
clerical and administrative workers	\$527	\$582	-10.4
all occupations	\$486	\$515	-6.0

Source: ABS (2013) *Employee Earnings, Benefits and Trade Union Membership, Australia*, August 2012, cat. No. 6310.0, viewed 24 July 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6310.0>

* a minus sign indicates that the average weekly earnings for women is greater than that for men.

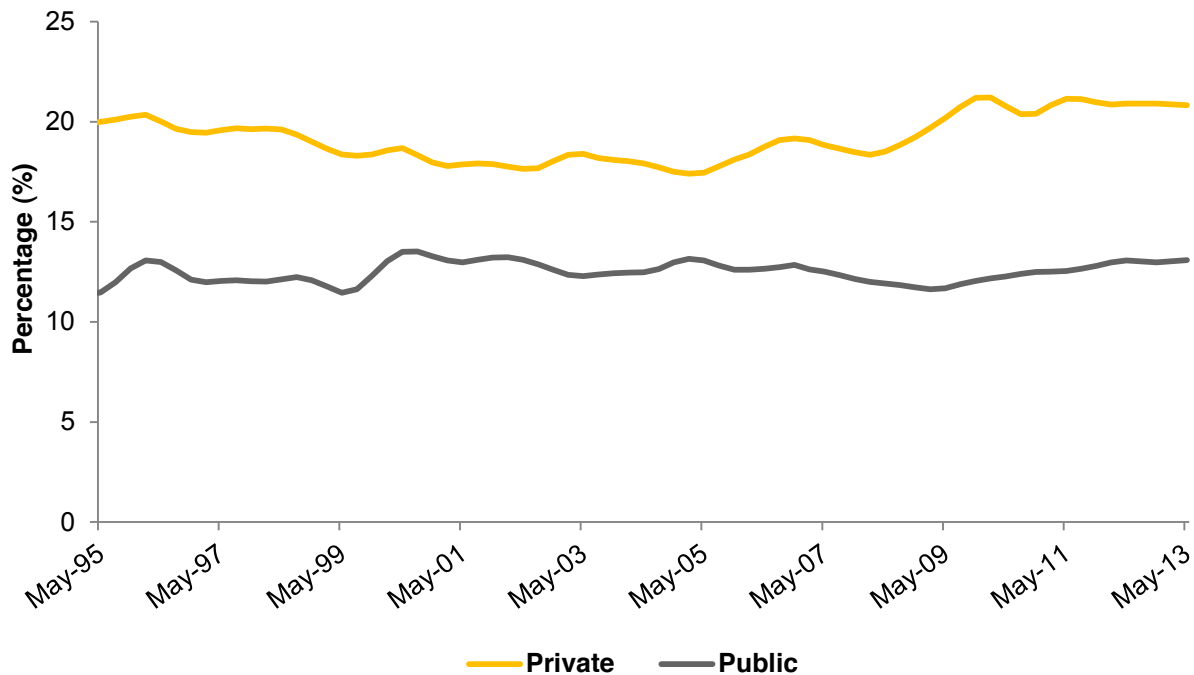
For part-time workers, the overall gender pay gap stood at -6.0% showing, on average, women were being paid more than men when employed part-time. This occurred across four occupations: clerical and

administrative workers (-10.4%), sales workers (-6.6%), community and personal service workers (-6.4%) and labourers (-0.9%). The largest gender pay gaps between women and men in part-time employment were in the occupations of technicians and trades workers (16.9%), machinery operators and drivers (15.6%), and professionals (10.4%); see Table 4.

Private and public sector

The gender pay gap in the private sector is considerably larger than the public sector (Figure 2). In May 2013, the private sector gender pay gap was 20.8%, an improvement of 0.1 pp since May 2012, compared with 13.1% in the public sector, which did not change from May 2012.

Figure 2: Gender pay gap, private and public sector, May 1995 – May 2013

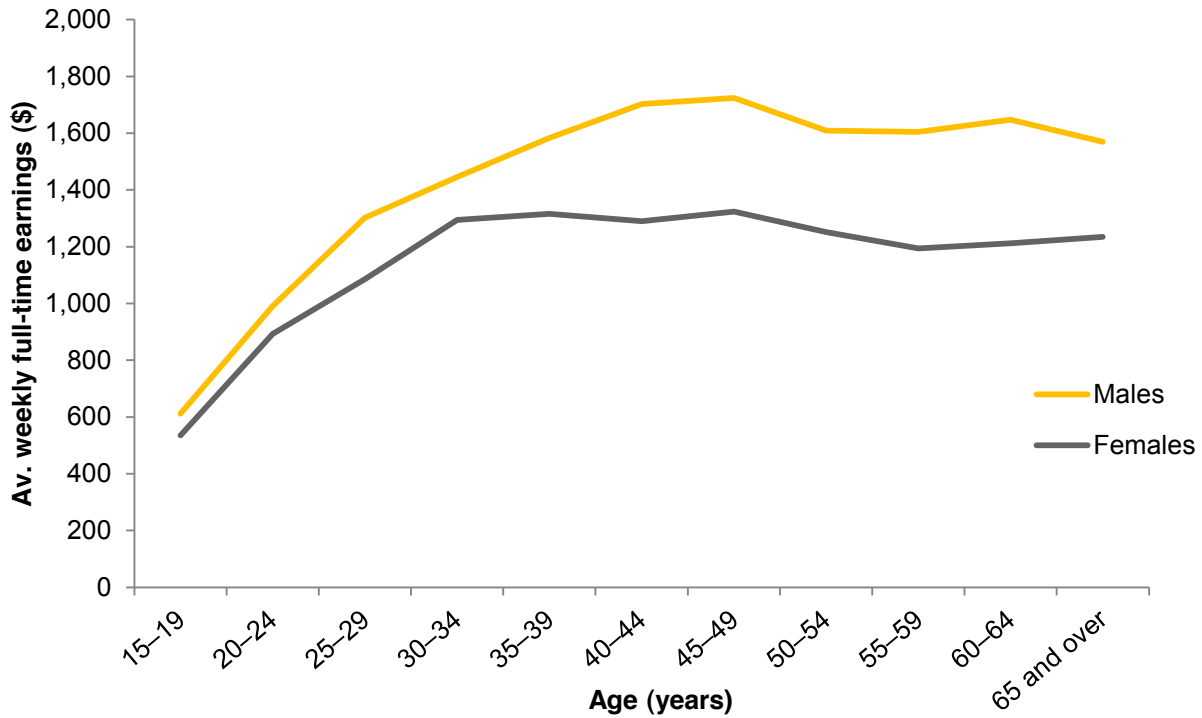


Earnings by age

Average weekly earnings by age have been taken from the Employee Earnings, Benefits and Trade Union Membership survey. Figure 3, below, shows that the average gender pay gap between women and men working full-time generally increased with age.

From between the ages of 15 and 19, women earned less than men (gender pay gap of 12.6%). By the age of 40 to 44, men were earning considerably more than women (24.3% more). At the age of 50, the gender pay gap reduced to 22.2% but gradually increased to 26.4% between the ages of 60 and 64 years. By 65 years and over, this number dropped again to 21.4%.

Figure 3: Mean weekly earnings in main job, by full-time status in main job, by age



Source: ABS (2013) *Employee Earnings, Benefits and Trade Union Membership, Australia*, August 2012, cat. No. 6310.0, viewed 24 July 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6310.0>

¹ ABS (2013), *Average Weekly Earnings*, May 2013, cat. No. 6302.0, viewed 15 August 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

² ABS (2013), *Employee Earnings, Benefits and Trade Union Membership, Australia*, August 2012, cat. no. 6310.0, viewed 24 July 2013, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6310.0>

³ Unless otherwise stated, all measures of the gender pay gap are expressed as a percentage (%) based on average weekly ordinary time earnings for full-time employees (trend data), with changes over time provided as the percentage point (pp) difference.