



February 2013

Gender pay gap statistics

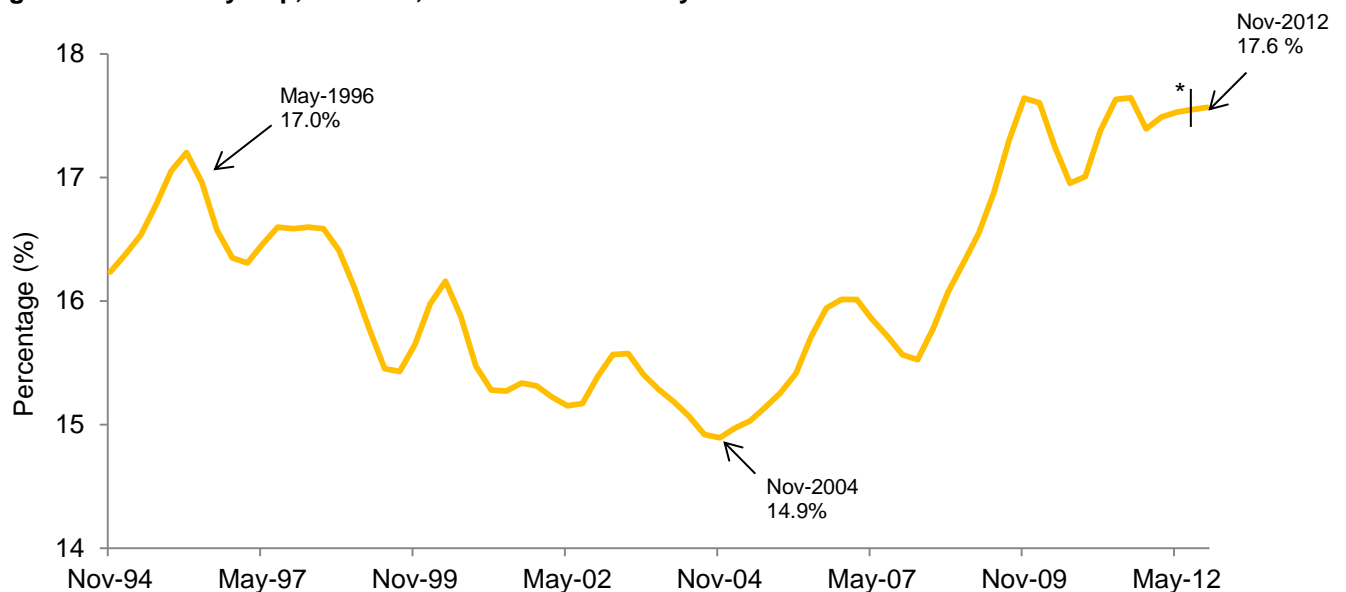
This fact sheet has been compiled primarily from the Australian Bureau of Statistics (ABS) average weekly earnings data set¹, that calculates the average full-time weekly earnings before tax of men and women, excluding factors such as overtime and pay that is salary sacrificed.

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 particular, often 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 therefore discrimination too is likely to play a part.

National

In November 2012, the gender pay gap stood at 17.6%². The average weekly ordinary time earnings of women working full-time were \$1,227.50 per week, or \$261.60 per week less than men, who earned an average weekly wage of \$1,489.10 per week. The figures show that there has been little change in the gender pay gap from a year ago (17.4% in November 2011). Over the period of 18 years, the pay gap has increased by 1.3 percentage points (pp) (Figure 1).

Figure 1: Gender Pay Gap, Australia, November 1994 – May 2012



*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 2011 figures, WA had the widest gender pay gap (26.4%), while Tas had the lowest (8.9%). Since November 2011, the gap has grown wider in NSW (+2.2 pp), NT (+1.9 pp) and ACT (+0.7 pp); while the pay gap has improved in Tas (-2.9 pp), Vic (-2.3 pp), Qld (-0.5 pp), WA (-0.5 pp) and SA (-0.4 pp).

Table 1: Gender pay gap by state and territory November 2011 – November 2012

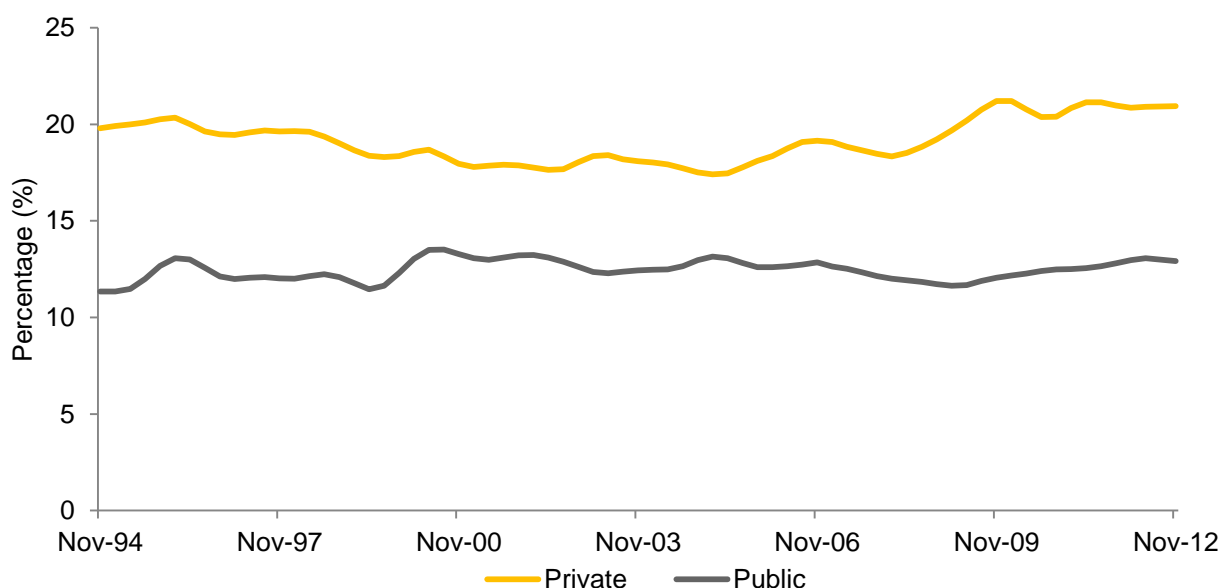
State/Territory	Nov-11	Nov-12	Annual Change*
NSW	14.0	16.2	2.2
Vic	16.5	14.2	-2.3
Qld	20.4	19.9	-0.5
SA	15.1	14.7	-0.4
WA	26.9	26.4	-0.5
Tas	11.8	8.9	-2.9
NT	18.6	20.2	1.6
ACT	12.0	12.7	0.7
Australia	17.6	17.5	-0.1

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

Private and public sector

The pay gap in the private sector is considerably larger than the public sector (Figure 2). In November 2012, the private sector gender pay gap was 20.9%, an improvement of 0.2 pp over the year, compared with 12.9% in the public sector, which had gone up by 0.3 pp since 2011.

Figure 2: Gender pay gap, private and public sector, November 1995 – November 2012.



Earnings by industry

In November 2012, the financial and insurance sector had the highest gender pay gap (33.6%), followed by the health care and social assistance sector (29.6%), the rental, hiring and real estate services sector (27.0%) and the professional scientific and technical services sector (26.3%). Industries with the lowest gender pay gap were the accommodation and food services (5.2%), public administration and safety (7.5%), and retail trade (9.6%) sectors (Table 2).

Over the year to November 2012, the gap grew considerably in the transport, postal and warehousing industry (+6.9 pp), as well as the administration and support services industry (+4.0 pp). The pay gap has improved markedly for three industries: accommodation and food services (-3.2 pp), health care and social assistance (-2.9 pp) and wholesale trade (-2.6 pp).

Table 2: Gender pay gap by industry November 2011 – November 2012 (original data)

Industry	Nov-11	Nov-12	Annual Change *
Accommodation and food services	8.4	5.2	-3.2
Administrative and support services	16.0	20.0	4.0
Arts and recreation services	16.9	16.1	-0.8
Construction	18.6	18.2	-0.4
Education and training	9.3	12.1	2.8
Electricity, gas, water and waste services	13.6	12.9	-0.7
Financial and insurance services	31.6	33.6	2.0
Health care and social assistance	32.5	29.6	-2.9
Information media and telecommunications	19.6	20.6	1.0
Manufacturing	19.0	17.7	-1.3
Mining	21.3	22.2	0.9
Other services	11.3	11.2	-0.1
Professional, scientific and technical services	26.5	26.3	-0.2
Public administration and safety	7.5	7.5	0.0
Rental, hiring and real estate services	25.1	27.0	1.9
Retail trade	6.8	9.6	2.8
Transport, postal and warehousing	9.3	16.2	6.9
Wholesale trade	19.3	16.7	-2.6

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

Earnings by occupation

The ABS catalogue number 6302.0 does not collect data on average weekly earnings by occupation. The most recent data providing this information was the Employee Earnings, Benefits and Trade Union Membership survey, released in April 2012. The highest pay gap between women and men working full-time, as shown in Table 3, is for sales workers (27.6 %) and community and personal service worker occupations (26.5 %). The occupations with the lowest pay gap are managers (20.5 %) and professionals (21.1 %).

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	Pay gap (%)
Sales workers	\$ 1,196	\$ 866	27.6
Community and personal service workers	\$ 1,191	\$ 875	26.5
Clerical and administrative workers	\$ 1,343	\$ 996	25.8
Technicians and trade workers	\$ 1,210	\$ 903	25.4
Labourers	\$ 1,029	\$ 775	24.7
Professionals	\$ 1,742	\$ 1,375	21.1
Managers	\$ 1,764	\$ 1,403	20.5
All occupations	\$ 1,403	\$ 1,130	19.5

Source: ABS (2011) *Employee Earnings, Benefits and Trade Union Membership, Australia*, August 2011, cat. No. 6310.0, viewed 27 April 2012, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6310.0>

For part-time workers, the overall gender pay gap stood at -9.0 % showing, on average, women were being paid more than men when employed part-time. This occurred across four occupations: clerical and administrative workers (-13.3 %), labourers (-5.9 %), community and service workers (-4.1 %) and sales workers (-4.0 %). The largest pay gaps between women and men in part-time employment were in the occupations of technicians and trades workers (20.7 %), professionals (12.0 %), and managers (8.0 %); see Table 4.

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

Mean weekly part-time earnings in main job	Men	Women	Pay gap (%) [*]
Technicians and trades workers	\$ 550.00	\$ 436.00	20.7
Professionals	\$ 870.00	\$ 766.00	12.0
Managers	\$ 852.00	\$ 784.00	8.0
Sales workers	\$ 297.00	\$ 309.00	-4.0
Community and personal service workers	\$ 410.00	\$ 427.00	-4.1
Labourers	\$ 307.00	\$ 325.00	-5.9
Clerical and administrative workers	\$ 487.00	\$ 552.00	-13.3
All occupations	\$ 455.00	\$ 496.00	-9.0

Source: ABS (2011) *Employee Earnings, Benefits and Trade Union Membership, Australia*, August 2011, cat. No. 6310.0, viewed 27 April 2012, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6310.0>

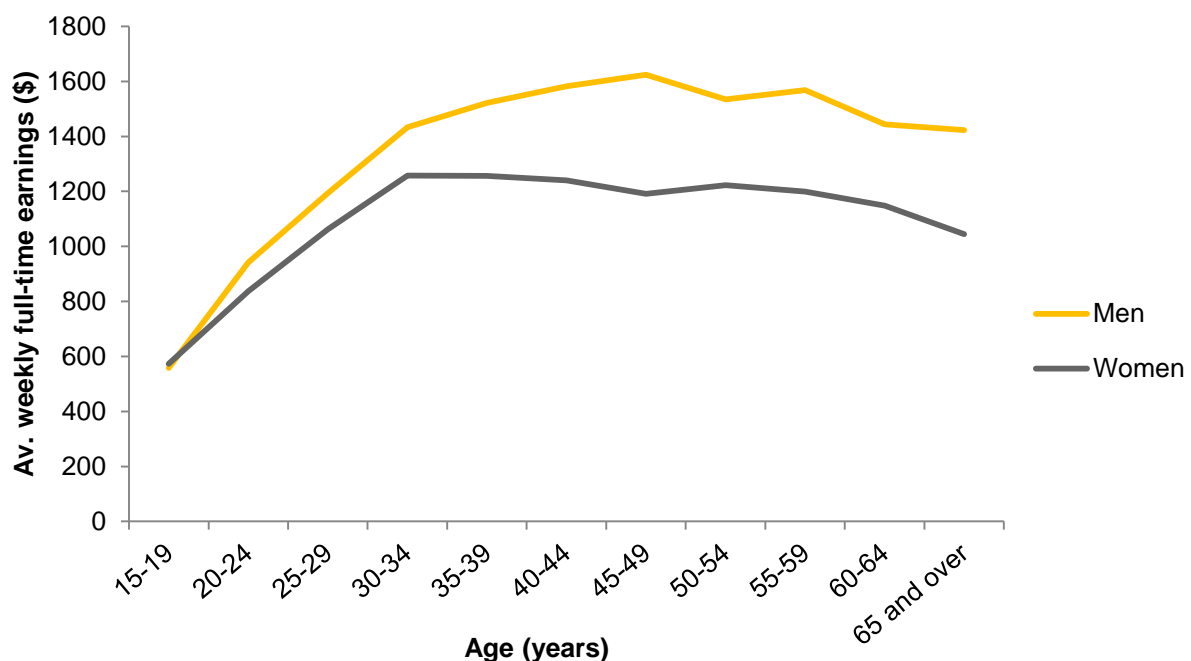
* a minus sign indicates that the average weekly earnings for women is greater than that for men.

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 the average pay gap between women and men working full-time increased with age.

Between the ages of 15 to 19, women earned more than men (pay gap of -2.7%). By the age of 45 to 49, men were earning considerably more than women (26.7 % more). At the age of 50, the pay gap reduced to 20.3 % but gradually increased to 26.6 % at the age of 65.

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



Source: ABS (2011) *Employee Earnings, Benefits and Trade Union Membership, Australia*, August 2011, cat. No. 6310.0, viewed 27 April 2012, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6310.0>

¹ ABS (2012), *Average Weekly Earnings*, Nov 2012, cat. No. 6302.0, viewed 21 February 2013, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

² 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.