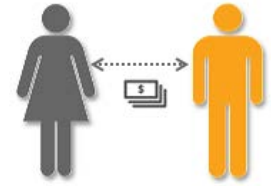


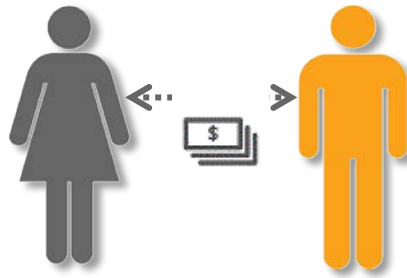
March 2014

Gender pay gap statistics



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About this fact sheet

The gender pay gap is the difference between women's and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings. The Agency calculates the national gender pay gap using Australian Bureau of Statistics' Average Weekly Full-Time Earnings data (cat. no. 6302.0). The national gender pay gap is currently 17.1%¹ and has hovered between 15% and 18% for the past two decades.

The gender pay gap is influenced by a number of interrelated work, family and societal factors, including stereotypes about the work women and men 'should' do, and the way women and men 'should' engage in the workforce. Other factors that contribute to the gender pay gap include:

- women and men working in different industries (industrial segregation) and different jobs (occupational segregation). Historically, female-dominated industries and jobs have attracted lower wages than male-dominated industries and jobs
- a lack of women in senior positions, and a lack of part-time or flexible senior roles. Women are more likely than men to work part-time or flexibly because they still undertake most of society's unpaid caring work and may find it difficult to access senior roles
- women's more precarious attachment to the workforce (largely due to their unpaid caring responsibilities)
- differences in education, work experience and seniority
- discrimination, both direct and indirect.

This fact sheet details the gender pay gap by states and territories, industries, occupations, sectors, age groups and methods of pay. The data were sourced primarily from the Australian Bureau of Statistics' (ABS) Average Weekly Earnings dataset,² which calculates the average full-time weekly earnings before tax, excluding factors such as overtime and pay that is salary sacrificed. Where data were unavailable from average weekly earnings (such as by occupation category), these data were sourced from the ABS Employee Earnings, Benefits and Trade Union Membership survey³ and the ABS Employee Earnings and Hours survey.⁴ Information about whether organisations have conducted or plan to conduct a gender pay gap analysis is derived from the Agency's voluntary telephone survey conducted in the 2012-13 reporting period.⁵

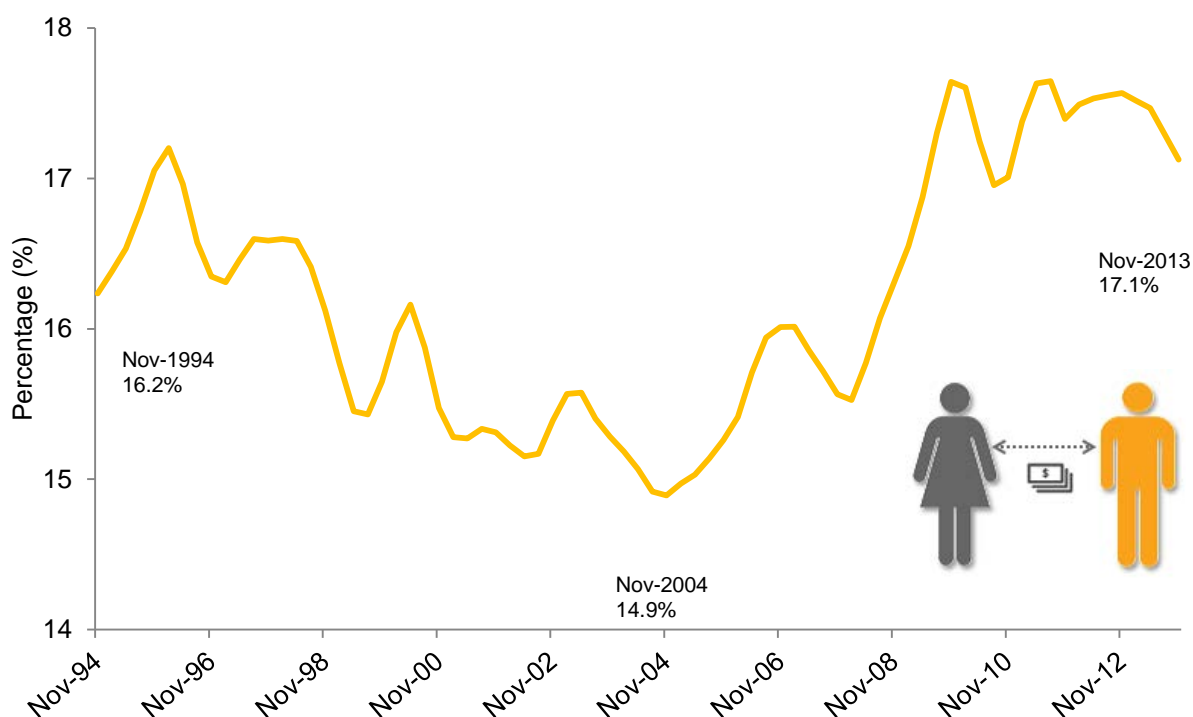
For more information on how the gender pay gap is measured and interpreted refer to the [Gender Pay Gap Taskforce Report](#).

National

In November 2013, the gender pay gap stood at 17.1%.⁶

- The average weekly ordinary time earnings of women working full-time were \$1,270.30 per week, compared to men who earned an average weekly wage of \$1,532.80 per week, making women's average earnings \$262.50 per week less than men.
- There has been a decline of half a percentage point (-0.5 pp) in the gender pay gap since November 2012. Since November 1994, the gender pay gap has increased slightly by almost a whole percentage point (+0.9pp).
- Over this 20 year period the gender pay gap was lowest in November 2004, at 14.9% (Figure 1). While a number of factors contribute to changes in the gender pay gap, including major changes in Government policy⁷, no causal links have been found to adequately explain the 2004 dip in the gender pay gap, or its subsequent steep rise.

Figure 1: Gender Pay Gap, Australia, November 1994 – November 2013⁸



Source: ABS (2014), *Average Weekly Earnings, Australia, Nov 2013*, cat. no. 6302.0, viewed 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Data are based on Full Time Adult Ordinary Time Earnings, and based on November as the reference period.

State and territory

Consistent with November 2012 figures, Western Australia had the widest gender pay gap in November 2013 (23.9%), while the Australian Capital Territory had the lowest (9.9%). Since November 2012 the gender pay gap has increased by 1.6 pp respectively in South Australia, Victoria and Tasmania, followed by smaller increases in Queensland (+0.6 pp) and the Northern Territory (+0.5 pp). Over the same period, there were decreases in in the Australian Capital Territory (-3.4 pp), Western Australia (-2.7 pp), and New South Wales (-2.1 pp; Table 1).

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

State/Territory	Nov-12	Nov-13	Annual Change ⁹
WA	26.6	23.9	-2.7
Qld	20.4	21.0	0.6
NT	20.1	20.6	0.5
SA	14.8	16.4	1.6
Vic	14.1	15.7	1.6
NSW	15.8	13.7	-2.1
Tas	9.1	10.7	1.6
ACT	13.3	9.9	-3.4
Australia	17.6	17.1	-0.5

Source: ABS (2014), *Average Weekly Earnings, Australia, Nov 2013*, cat. no. 6302.0, viewed 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Data are based on Full Time Adult Ordinary Time Earnings, and based on November as the reference period. States and territories are ranked from highest gender pay gap to lowest gender pay gap in 2013.

Differences in the gender pay gap across the states and territories may be partly explained by variations in the industry profiles of each state and territory. For example, the Western Australian full-time workforce has

higher concentrations of employment in construction, mining and manufacturing, where men represent the majority of employees, and where there are relatively high gender pay gaps. In contrast, a large proportion of the full-time Australian Capital Territory workforce is in the public administration and safety sector which has a low gender pay gap.¹⁰

Equal pay day

Australia's annual 'Equal Pay Day'¹¹ marks the number of extra days the average woman must work to receive the same pay as the average man. Equal pay day is calculated once a year in May, so is not calculated using this most recent gender pay gap estimate (November 2013). The equal pay day formula uses the gender pay gap estimate multiplied by 365 days, and divided by 100.¹² The May 2013 gender pay gap estimate was 17.5%, and so the calculation is: $(365 \text{ days} \times 17.5) \div 100 = 63.9$. This is rounded to 64 days, which means from the beginning of the new financial year on July 1, the national equal pay day for 2013 was September 3.

If equal pay day was to be calculated for each state and territory, it would fall on different days across Australia in 2013:

- Women in Western Australia would be required to work 98 extra days and the Western Australian equal pay day would fall on October 7.
- Women in Tasmania would have the least extra time to work of 33 days, and the Tasmanian equal pay day would fall on August 3. Table 2 shows the Equal Pay Day calculation for all Australian states and territories.

Table 2: Calculated Equal Pay Day by state and territory, May 2013

State/Territory	Gender pay gap (%)	Extra days women need to work	Equal pay day
WA	26.9	98	7/10/2013
Qld	22.1	81	20/09/2013
NT	20.4	75	14/09/2013
SA	15.4	56	26/08/2013
ACT	14.8	54	24/08/2013
NSW	14.6	53	23/08/2013
Vic	13.5	49	19/08/2013
Tas	9.0	33	3/08/2013
Australia	17.5	64	3/09/2013



















Source: ABS (2013), *Average Weekly Earnings, Australia, May 2013*, cat. no. 6302.0, viewed 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Data are based on Full Time Adult Ordinary Time Earnings, and based on May as the reference period. States and territories are ranked from highest gender pay gap to lowest gender pay gap in 2013.

Industry

In November 2013, the financial and insurance services industry had the highest gender pay gap (31.9%), followed by health care and social assistance (31.7%) and professional, scientific and technical services (26.6%). The lowest gender pay gaps were in the wholesale trade (7.2%), public administration and safety (7.3%), and other services (8.0%) industries.

Table 3: Gender pay gap by industry, November 2012 – November 2013

	Industry	Nov-12	Nov-13	Difference¹³
	Financial and insurance services	33.6	31.9	-1.7
	Health care and social assistance	29.6	31.7	2.1
	Professional, scientific and technical services	26.3	26.6	0.3
	Rental, hiring and real estate services	27.0	24.9	-2.1
	Mining	22.2	21.7	-0.5
	Construction	18.2	20.1	1.9
	Information media and telecommunications	20.6	18.6	-2.0
	Manufacturing	17.7	16.8	-0.9
	Arts and recreation services	16.1	14.2	-1.9
	Retail trade	9.6	12.9	3.3
	Transport, postal and warehousing	16.2	12.7	-3.5
	Electricity, gas, water and waste services	12.9	12.4	-0.5
	Education and training	12.1	11.5	-0.6
	Administrative and support services	20.0	8.3	-11.7
	Accommodation and food services	5.2	8.2	3.0
	Other services	11.2	8.0	-3.2
	Public administration and safety	7.5	7.3	-0.2
	Wholesale trade	16.7	7.2	-9.5

Source: ABS (2014), *Average Weekly Earnings, Australia, Nov 2013*, cat. no. 6302.0, viewed 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Data are based on Full Time Adult Ordinary Time Earnings, and based on November as the reference period. Industries are ranked from highest gender pay gap to lowest gender pay gap in 2013.

Although there was about half a percentage point decrease (-0.5 pp) in the overall gender pay gap between 2012 and 2013, there was considerable variation between industries in the direction and size of the change between November 2012 and 2013.

Latest results show that, compared to 2012:

- the 2013 gender pay gap increased markedly in two industries: retail trade (+3.3 pp) and accommodation and food services (+3.0 pp)
- the 2013 gender pay gap reduced substantially in two industries: administrative and support services (-11.7 pp) and wholesale trade (-9.5 pp).

Several factors can affect the gender pay gap by industry, such as an industry's occupational structure and how pay is set within that industry. An example is the health care and social assistance industry, which includes hospital workers, medical and other health care services workers, residential care services workers and social assistance services workers, and had the largest gender pay gap of all industries (31.7%). Although women accounted for nearly three quarters (71.0%) of this industry's full-time workforce,¹⁴ they still

earned less than the men employed in the same industry. This could be due to a number of factors, including:

- Two in five general practitioners were women and one in three medical specialists were women (medical specialists are usually higher paid than general practitioners).¹⁵
- The vast majority of surgeons were men,¹⁶ and overall, male doctors earned more than female doctors.¹⁷
- Women in this industry were predominantly employed in caring roles (e.g. residential care services and social assistance services), which have historically been undervalued and underpaid.¹⁸
- A large share (43.4%) of male employees had their pay set by individual arrangement, while a large share (45.9%) of women had their pay set by collective agreement.¹⁹
- Men represented the vast majority (86%) of CEOs within this industry.²⁰

For more information on specific industries, refer to the '[all industries snapshot](#)', the '[gender diversity by industry spreadsheet](#)' and the '[interactive data centre dashboards](#)' on the WGEA website.

Occupation

The ABS average weekly earnings dataset does not include data on average weekly earnings by occupation. The most recent data providing this information is the ABS Employee Earnings, Benefits and Trade Union Membership survey, released in May 2013. Using this dataset, the overall gender pay gap for women and men working full-time was calculated to be 20.4%.

- This high overall gender pay gap was mainly driven by high gender pay gaps in two occupations: technicians and trade workers (29.7%) and community and personal service workers (28.0%).
- The occupations with the lowest gender pay gap were clerical and administrative workers (19.7%) and machinery operators and drivers (19.1%; Table 4).

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

Average weekly full-time earnings in main job	Men	Women	Gender pay gap (%) ²¹
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 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6310.0>

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. However, further disaggregation showed that the negative pay gap for part-time workers was occupation-specific.

- Women were being paid more than men if they worked in part-time employment as clerical and administrative workers (-10.4%), sales workers (-6.6%), community and personal service workers (-6.4%) and labourers (-0.9%).
- Men earned more than women if they worked in part-time employment as technicians and trades workers (16.9%), machinery operators and drivers (15.6%), and professionals (10.4%; Table 5).

Table 5: Average weekly earnings in main job (part-time), and gender pay gap, by occupation and main job

Average weekly part-time earnings in main job	Men	Women	Gender pay gap (%) ²²
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

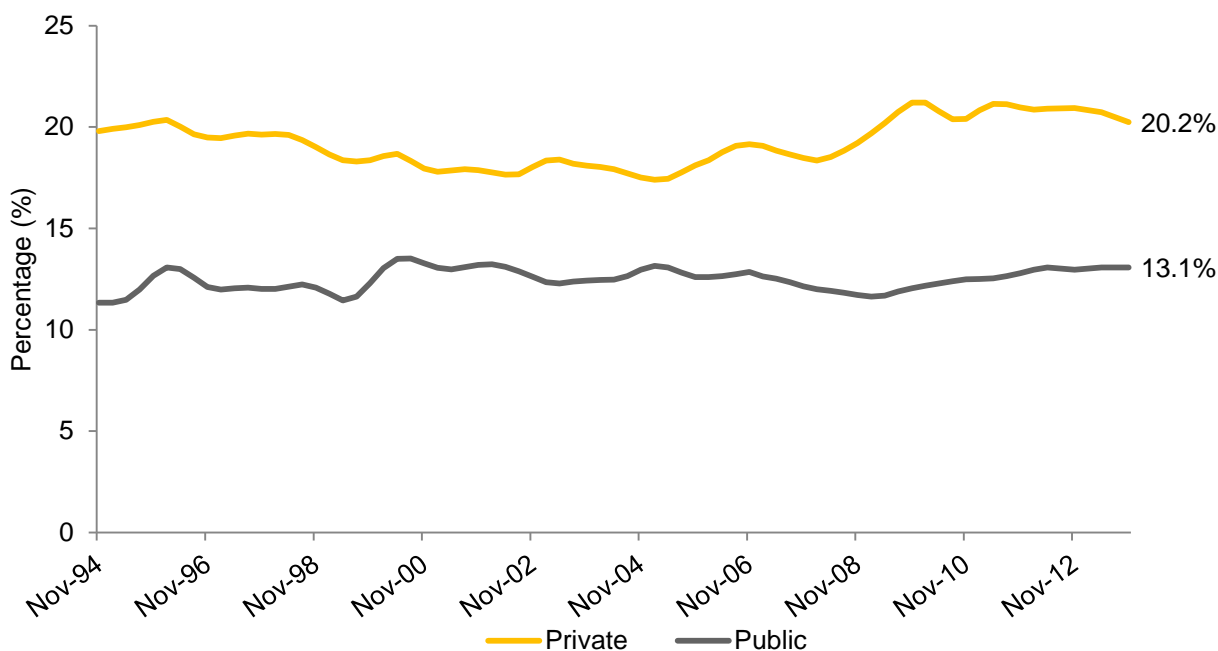
Source: ABS (2013), *Employee Earnings, Benefits and Trade Union Membership, Australia, August 2012*, cat. no. 6310.0, viewed 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6310.0>

Private and public sector

The gender pay gap in the public sector is considerably smaller than in the private sector. In November 2013, the private sector gender pay gap was 20.2%, an improvement of 0.7 pp since November 2012, compared with 13.1% in the public sector, which had a slight increase of 0.1 pp since November 2012.

Figure 2 shows the trend over time in the gender pay gaps for both sectors.

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



Source: ABS (2014), *Average Weekly Earnings, Australia, Nov 2013*, cat. no. 6302.0, viewed 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Data are based on Full Time Adult Ordinary Time Earnings, and based on November as the reference period. Industries are ranked from highest gender pay gap to lowest gender pay gap in 2013.

The difference in gender pay gaps could be due to several differences between the sectors. For example, the main method of setting pay in the private sector was individual arrangement (47.2%), while the main method of setting pay in the public sector was collective agreement (89.8%).²³ Because the public sector predominantly uses collective agreements and has very transparent pay levels and scales, this would standardise pay between women and men and result in a smaller gender pay gap than the private sector, where individual agreements are common and likely to result in large pay differences between women and men.²⁴

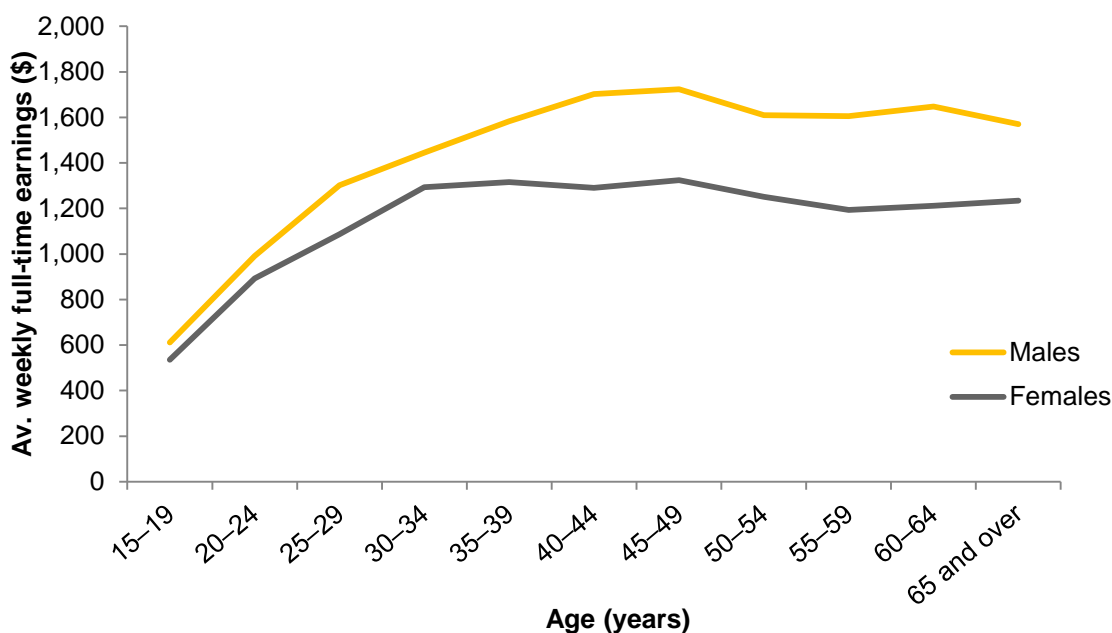
Other factors that could contribute to the difference between the gender pay gaps by sector include:²⁵

- the public sector is situated in a politically-driven environment, while the private sector resides in a market-driven environment
- differences in the levels of occupational integration (balanced proportion of women and men in an occupation)
- differences in the implementation of anti-discrimination legislation
- differences in the size of establishments
- differences in the education and qualifications of workers.

Age group

Average weekly earnings by age have been taken from the Employee Earnings, Benefits and Trade Union Membership survey, released in May 2013.²⁶ The average gender pay gap between women and men working full-time generally increases with age up to the usual age of retirement (around 65 years of age), when the gap begins to narrow due to reduced income in retirement.

Figure 3: Average 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 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6310.0>

Between the ages of 15 and 19, the gender pay gap was calculated to be 12.6%. Between the ages of 40 and 44, the gap had widened considerably with men earning 24.3% more than women. 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 figure dropped again to 21.4% (Figure 3).

Method of setting pay

Method of setting pay describes how that pay is set, such as by award, collective or individual agreements. The ABS average weekly earnings dataset does not collect data on average weekly earnings by method of pay. The most recent data providing this information was the ABS Employee Earnings and Hours survey, released January 2013.

Table 6: Average weekly earnings (full-time) and gender pay gap, by method of setting pay

Method of setting pay	Men	Women	Gender pay gap (%) ²⁷
Award only	\$923	\$947	-2.5
Collective agreement	\$1,634	\$1,357	16.9
Individual arrangement	\$1,625	\$1,290	20.6
Overall	\$1,558	\$1,278	18.0

Source: ABS (2013), *Employee Earnings and Hours, Australia, May 2012*, cat. no. 6306.0, viewed 25 February 2014, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

Among full-time employees:

- The average weekly total cash earnings for those who had their pay set by individual agreement were substantially higher for men than women, resulting in a gender pay gap of 20.6%.
- The average weekly total cash earnings for those who had their pay set by collective agreement were also higher for men than women.
- The difference in full-time earnings was much smaller for those whose pay was set by award only, where women earned slightly more than men (Table 6).

This indicates that there is a more equal distribution of pay between women and men when pay is set by federal or state industrial authorities, than when it is set by agreements made collectively between employees and their employer or by individual agreement with the employer.

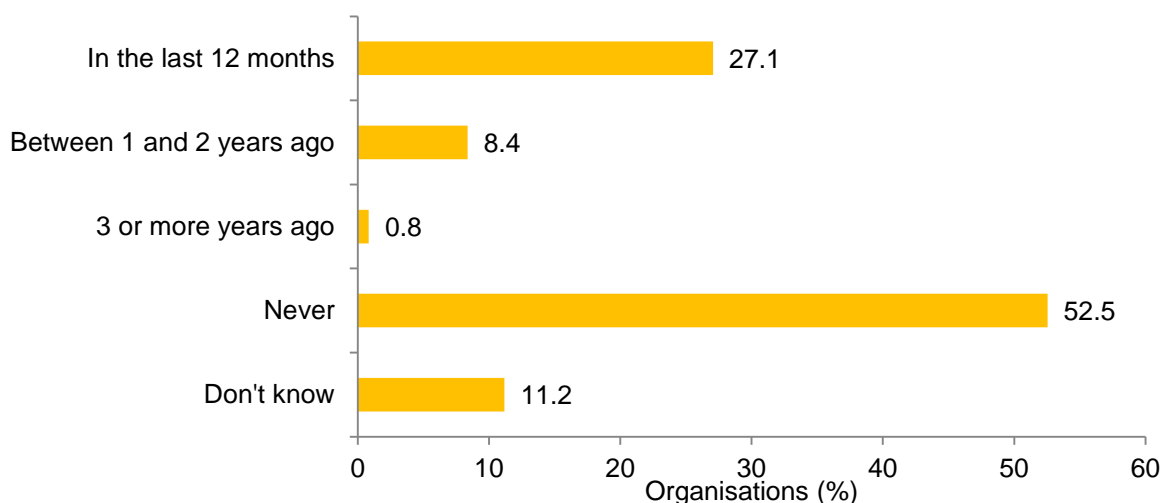
Organisational gender pay gap analysis

An organisational gender pay gap analysis compares the remuneration data for women and men to identify gaps based on full-time equivalent annualised average salaries. It then investigates the causes of any identified gaps to determine which ones are justifiable (clearly free of gender bias) and which ones are not and therefore need action to address them.

The Agency’s 2013 annual voluntary telephone survey included questions on whether reporting organisations have conducted a gender pay gap analysis of employee salaries, and if there are plans to do so in the 12 months following the survey. No clear relationship has been identified between the gender pay gap and the likelihood of reporting organisations in a particular industry conducting or planning to conduct a gender pay gap analysis.

Overall, 36.3% of reporting organisations have conducted a gender pay gap analysis, while 46.3% plan to conduct a gender pay gap analysis in the 12 months following the survey.

Figure 4: Organisations that have conducted a gender pay gap analysis by when conducted, 2013

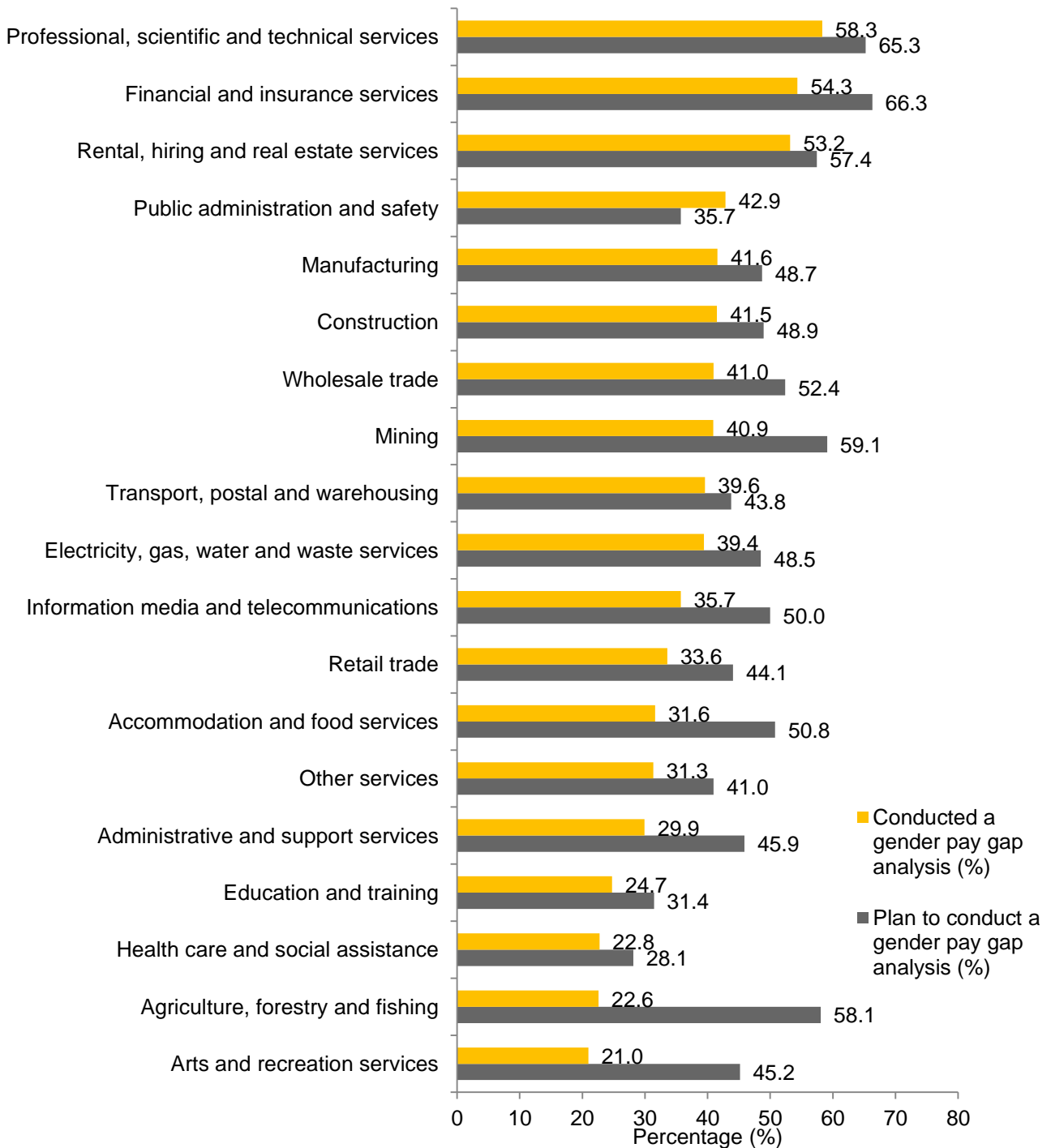


Source: Agency voluntary telephone survey data, 2013 (n = 2,594 reporting organisations)

Based on the timeframe during which reporting organisations conducted a gender pay gap analysis:

- The majority of reporting organisations that undertook a gender pay gap analysis did so in the last 12 months (27.1%).
- A further 8.4% conducted a gender pay gap analysis in the past one to two years, while 0.8% conducted a gender pay gap analysis in the past three or more years.
- Over half of reporting organisations have never conducted a gender pay gap analysis (52.5%), and one in 10 reporting organisations replied 'don't know' to the question (11.2%).

Figure 5: Organisations that have conducted a gender pay gap analysis, and/or plan to conduct an analysis, by industry



Source: Agency voluntary telephone survey data, 2013 (n = 2,594 reporting organisations)

Note: Industries are ranked from highest to lowest on the proportion that have conducted a gender pay gap analysis.

Note: Percentages in Figure 5 do not always add to 100% because reporting organisations were able to provide an answer for both questions. For example, an organisation may have previously conducted a gender pay gap analysis but also have plans to conduct a further analysis.

The data collected from reporting organisations that conducted an analysis showed that:

- Professional, scientific and technical services has the largest proportion of reporting organisations that have conducted a gender pay gap analysis (58.3%). This industry has the third-largest gender pay gap of industries (26.6%).
- The industries with the second- and third-largest proportions of reporting organisations that have conducted a gender pay gap analysis are financial and insurance services (54.3%) and rental, hiring and real estate services (53.2%), in which over half of reporting organisations have conducted a gender pay gap analysis. These industries respectively have the largest (31.9%) and fourth-largest (24.9%) gender pay gaps of industries.
- Arts and recreation services had the lowest proportion, with only one in five organisations conducting a gender pay gap analysis (21.0%). This industry has the ninth-largest gender pay gap of industries (14.2%).

Based on organisations that plan on conducting a gender pay gap analysis in the following year, the survey showed:

- Financial and insurance services organisations are the most likely to have plans to conduct a gender pay gap analysis in the next 12 months (66.3%).
- Organisations in the professional, scientific and technical services industry are the second-most likely employers to conduct a gender pay gap analysis in the next 12 months (65.3%).
- Relatively few organisations in agriculture, forestry and fishing have conducted a gender pay gap analysis (22.6%), but there are high intentions to do so among organisations to conduct one (58.1%; Figure 5).

For more information on specific industries, refer to the '[all industries snapshot](#)', the '[gender diversity by industry spreadsheet](#)' and the [interactive data centre dashboards](#) on the WGEA website.

¹ ABS (2014), *Average Weekly Earnings, Australia, Nov 2013*, cat.no. 6302.0, viewed 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

² Ibid.

³ ABS (2013), *Employee Earnings, Benefits and Trade Union Membership, Australia, August 2012*, cat. no. 6310.0, viewed 25 February 2014, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6310.0>

⁴ ABS (2013), *Employee Earnings and Hours, Australia, May 2012*, cat. no. 6306.0, viewed 25 February 2014, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

⁵ Since 2001, the Agency has conducted annual voluntary telephone surveys of reporting organisations. The 2013 survey focused on paid maternity/primary carer's leave and paid paternity/secondary carer's leave, and whether organisations had conducted a gender pay gap analysis, or if there were plans to do so in the next 12 months. The 2013 survey participation rate was 65.4%.

⁶ 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.

⁷ Government policies such as [Baby Bonus \(Maternity payment\)](#) and [Work Choices](#).

⁸ The release frequency changed from quarterly to bi-annual in November 2012.

⁹ A minus sign indicates that the gender pay gap has decreased from the previous period.

¹⁰ ABS (2013), *Labour Force, Australia, Detailed, Quarterly, Nov 2013*, cat. no. 6291.0.55.003, viewed 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003>

¹¹ <http://www.equalpayday.com.au/>

¹² Equal pay day calculation: $365 * \text{GPG} / 100$

¹³ A minus sign indicates that the gender pay gap has decreased from the previous period.

¹⁴ ABS (2013), *Labour Force, Australia, Detailed, Quarterly, Nov 2013*, cat. no. 6291.0.55.003, viewed 25 February 2014, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003>

¹⁵ ABS (2013), *Australian Social Trends*, April 2013, cat. no. 4102.0, viewed 25 February 2014, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/Lookup/4102.0Main+Features20April+2013#p2>

¹⁶ Ibid.

¹⁷ ABS (2013), *Employee Earnings and Hours, Australia, May 2012*, cat. no. 6306.0, viewed 25 February 2014, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

¹⁸ WACOSS (2009), *Close the Gender Pay Gap: Value Community Services*, Research Paper, Western Australian Council of Social Services Inc, March 2009.

¹⁹ ABS (2013), *Employee Earnings and Hours, Australia, May 2012*, cat. no. 6306.0, viewed 25 February 2014, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

²⁰ Workplace Gender Equality Agency (2013), "Gender equality – industry benchmarking spreadsheet", Sydney, Workplace Gender Equality Agency.

²¹ A minus sign indicates that the average weekly earnings for women is greater than that for men.

²² A minus sign indicates that the average weekly earnings for women is greater than that for men.

²³ ABS (2013), *Employee Earnings and Hours, Australia, May 2012*, cat. no. 6306.0, viewed 25 February 2014, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

²⁴ Ibid.

²⁵ Baron J.D. & Cobb-Clark D.A. (2010), *Occupational Segregation and the Gender Wage Gap in Private- and Public-Sector Employment: A Distributional Analysis*. The Economic Society of Australia, The Economic Record, Vol. 86, No. 273, June 2010, pp 337-246.

²⁶ ABS (2013), *Employee Earnings, Benefits and Trade Union Membership, Australia, August 2012*, cat. no. 6310.0, viewed 25 February 2014, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6310.0>

²⁷ A minus sign indicates that the average weekly earnings for women is greater than that for men.