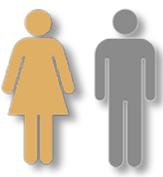


January 2015



# GradStats – starting salaries

This factsheet provides an overview of salaries and qualifications earned by Australian graduates, broken down by gender. Data was mainly sourced from Graduate Careers Australia’s Graduate Starting Salaries data set (part of the Australian Graduate Survey<sup>1</sup>) and is based on female and male bachelor degree graduates aged less than 25 years who were employed in their first full-time job.

Other data from Graduate Careers Australia covers earnings of female and male graduates in full-time employment by their highest level of postgraduate qualification. Information based on the overall population who hold undergraduate degrees and postgraduate degrees was sourced from the Australian Bureau of Statistics’ Education and Work data set (catalogue 6227.0).<sup>2</sup>

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## Overview of graduate degree holders

Data from Graduate Careers Australia shows that:

- In 2014, the median full-time employment starting salary for women was \$52,000 (up from \$51,600 in 2013), and for men was \$55,000 (unchanged from 2013).
- The gender difference in median starting salaries decreased from \$3,400 in 2013 to \$3,000 in 2014.
- There was a 5.5% gender pay gap overall. That is, women's earnings were 94.5% of men's earnings (compared to 93.9% in 2013).
- There were six fields of education where women earned more than men, 10 fields where men earned more than women, and five fields with equality of pay.
- There was a maximum difference of \$5,000 (engineering) where women earned more than men, compared to a maximum difference of \$8,000 (social sciences) where men earned more than women in 2014. While the maximum difference of \$5,000 (earth sciences) remained unchanged for women who earned more than men in 2013, the maximum difference where men earned more than women increased from \$6,500 (architecture and building) in 2013.

## Gender differences in median starting salaries and fields of education

This section explores median starting salaries based on fields of education<sup>3</sup> where:

- men earned more than women
- women earned more than men
- women's and men's earnings were equal.

**Table 1. Fields of education where men earned more than women in 2014 and 2013**

Field of education	Female (\$,000); 2014	Male (\$,000); 2014	Female (\$,000); 2013	Male (\$,000); 2013
Medicine	60.0	60.3	60.0	60.0
Biological sciences	48.0	48.5	48.0	50.0
Education	59.0	59.7	57.0	58.0
Computer sciences	53.5	55.0	55.0	52.5
Paramedical studies	54.0	56.0	54.0	55.0
Humanities	45.0	48.3	45.0	50.0
Economics, business	46.0	50.0	47.0	50.0
Architecture and building	44.5	50.0	43.5	50.0
Agricultural science	48.0	54.5	49.0	50.0
Social sciences	48.0	56.0	49.0	55.0

Source: Graduate Careers Australia (2014), *GradStats - employment and salary outcomes of recent higher education graduates*, viewed 12 January 2015, [http://www.graduatecareers.com.au/wp-content/uploads/2014/12/GCA\\_GradStats\\_2014.pdf](http://www.graduatecareers.com.au/wp-content/uploads/2014/12/GCA_GradStats_2014.pdf); *Graduate Salaries 2013 – Supplementary Tables & Figures*, viewed 12 January 2015, <http://www.graduatecareers.com.au/research/researchreports/graduatesalaries/>

In 10 fields of education men's median starting salaries were greater than women's in 2014 (Table 1):

- Social sciences and agricultural science had the largest differences in starting salaries, with men respectively earning 14.3% and 11.9% more than women.
- The smallest differences in starting salaries were in biological sciences and medicine, with men earning 1.0% and 0.5% more than women respectively.
- Computer sciences was an area where women earned more than men in 2013, but where men earned more than women in 2014. Medicine had no difference in earnings between women and men in 2013, but in 2014 had a gender pay gap in favour of men (0.5%).

**Table 2. Fields of education where women earned more than men in 2014 and 2013**

Field of education	Female (\$,000); 2014	Male (\$,000); 2014	Female (\$,000); 2013	Male (\$,000); 2013
Engineering	65.0	60.0	64.5	63.0
Social work	55.5	52.0	50.0	*
Psychology	50.0	48.0	50.0	50.0
Physical sciences	57.0	55.0	54.0	55.0
Law	54.0	52.5	55.0	55.5
Earth sciences	61.0	60.0	62.0	57.0

Source: Graduate Careers Australia (2014), *GradStats - employment and salary outcomes of recent higher education graduates*, viewed 12 January 2015, [http://www.graduatecareers.com.au/wp-content/uploads/2014/12/GCA\\_GradStats\\_2014.pdf](http://www.graduatecareers.com.au/wp-content/uploads/2014/12/GCA_GradStats_2014.pdf); *Graduate Salaries 2013 – Supplementary Tables & Figures*, viewed 12 January 2015, <http://www.graduatecareers.com.au/research/researchreports/graduatesalaries/>

\* Had a low sample of fewer than 10 respondents

There were six fields of education where women’s median starting salaries exceeded men’s in 2014 (Table 2):

- Engineering had the greatest difference in favour of women, with starting salaries being 8.3% greater than men’s.
- Earth sciences had the smallest difference, with women earning 1.7% more than men.
- Engineering and earth sciences were the two fields where women continued to out-earn men since 2013.

**Table 3. Fields of education where women and men had the same starting salaries in 2014 and 2013**

Field of education	Female (\$,000); 2014	Male (\$,000); 2014	Female (\$,000); 2013	Male (\$,000); 2013
Accounting	50.0	50.0	49.0	50.0
Art and design	40.0	40.0	40.0	42.0
Dentistry	75.0	75.0	80.0	82.5
Mathematics	60.0	60.0	54.5	56.9
Pharmacy	40.0	40.0	39.3	39.0

Source: Graduate Careers Australia (2014), *GradStats - employment and salary outcomes of recent higher education graduates*, viewed 12 January 2015, [http://www.graduatecareers.com.au/wp-content/uploads/2014/12/GCA\\_GradStats\\_2014.pdf](http://www.graduatecareers.com.au/wp-content/uploads/2014/12/GCA_GradStats_2014.pdf); *Graduate Salaries 2013 – Supplementary Tables & Figures*, viewed 12 January 2015, <http://www.graduatecareers.com.au/research/researchreports/graduatesalaries/>

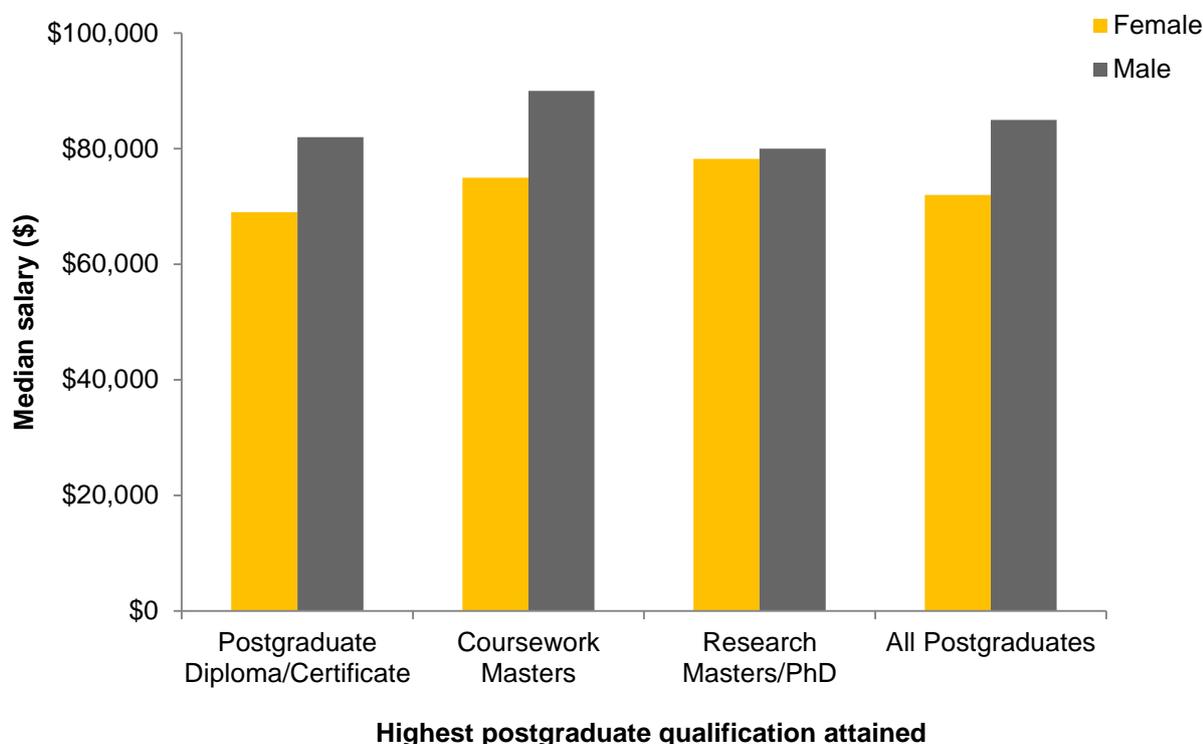
In 2014, there was pay parity among women and men in five fields of education (Table 3):

- This was more than in 2013, when there were two areas in which women and men earned the same starting salaries: medicine and psychology.
- The greatest earnings for women and men were in dentistry, where they respectively earned \$75,000.
- The lowest earnings for women and men were in art and design and pharmacy, where they earned \$40,000 in both areas.
- Graduate earnings for women and men increased in mathematics and pharmacy since 2013.

## Gender differences in median salaries and levels of postgraduate qualifications

This section showcases the median salaries of postgraduates by their highest level of qualification by gender.

**Figure 1: Median salaries in full-time employment for postgraduates by level of qualification in 2013**



Source: Graduate Careers Australia (2014), *Postgraduate Destinations Report 2013*, viewed 12 January 2015, <http://www.graduatecareers.com.au/Research/ResearchReports/PostgraduateDestinations>

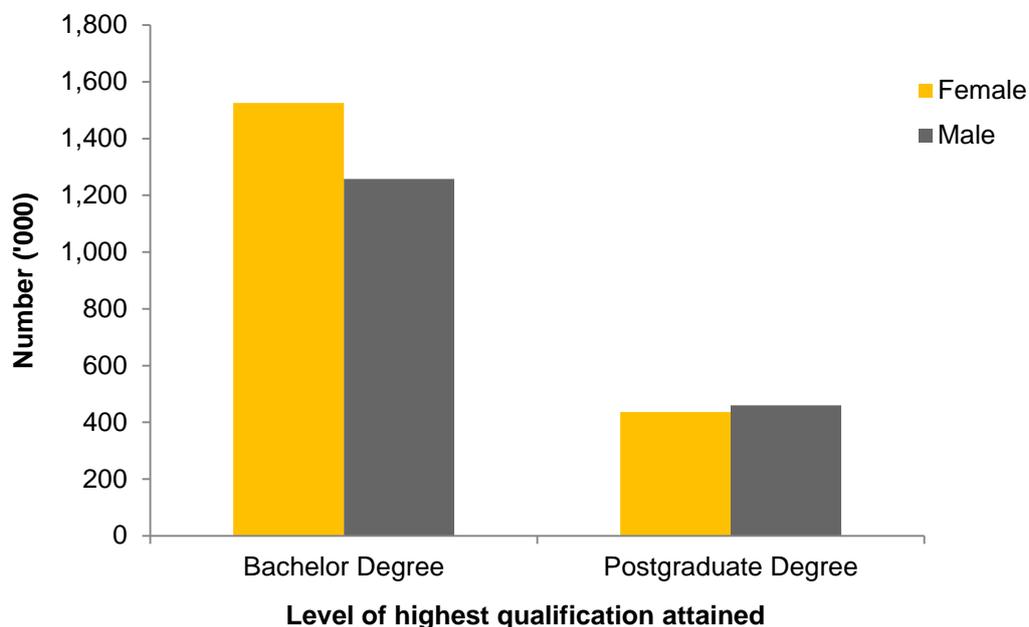
Based on the median salaries for women and men in full-time employment with a postgraduate qualification (Figure 1):

- The difference between postgraduate starting salaries for women and men was substantial, with women earning 84.7% of men's salaries.
- The smallest difference in starting salaries was for those who had completed Research Master/PhD degrees (2.2% difference).
- Large differences in starting salaries existed for those who had obtained Coursework Masters and Postgraduate Diploma/Certificate qualifications (where men earned 16.7% and 15.9% more than women, respectively).

## Gender differences in higher education qualifications

This section provides information on bachelor degree and postgraduate degree holders by gender.

**Figure 2: Australian population aged 15-64 years by highest higher education qualification by gender in 2014**



Source: Australian Bureau of Statistics (2014), *Education and Work, Australia, May 2014*, cat. no. 6227.0, viewed 12 January 2015, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6227.0>

Based on the attainment of higher education degrees (Figure 2):

- Women held the majority of bachelor degrees (54.8% of all bachelor degree holders).
- Women held nearly half of postgraduate degrees (48.7% of all postgraduate degree holders).

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<sup>1</sup> <http://www.graduatecareers.com.au/research/surveys/australiangraduatesurvey/>

<sup>2</sup> Australian Bureau of Statistics (2014), *Education and Work, Australia, May 2014*, cat. no. 6227.0, viewed 12 January 2015, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6227.0>

<sup>3</sup> Excludes fields of education that had a low sample (fewer than 10 respondents) in 2014: optometry and veterinary science. For more information refer to Graduate Careers Australia's *Graduate Salaries 2013*: <http://www.graduatecareers.com.au/research/researchreports/graduatesalaries/>