

## MEDIA RELEASE

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### Australia's latest gender equality scorecard released today

- Big jump in employer action on gender equality
- Men earn \$26k a year more than women
- No improvement in women on company boards

More employers are taking action to address pay gaps and gender imbalances that persist across the economy, according to 2016-17 workplace data released today by the Workplace Gender Equality Agency (WGEA).

The fourth year of WGEA data records strong improvements in organisations conducting gender pay gap analyses, making managers accountable for gender equality outcomes and encouraging flexible work arrangements.

The data also confirms that every industry and occupation across the Australian workforce has a full-time gender pay gap favouring men, with women earning on average just 78% of men's full-time earnings. The average annual pay packet of full-time female employees is \$26,527 less than men's, rising to \$89,216 at the top level of management.

Pay gaps favouring men were also identified in every occupational category, from 8.4% for Clerical and Administrative workers (worth \$6,472) to 26.7% for Technicians and Trades workers (worth \$28,042).

Management roles continue to be heavily dominated by men with women remaining under-represented in the upper leadership echelons, holding just 16.5% of CEO roles and 29.7% of key management personnel roles. However, women's representation at every level of management has improved since last year.

Some of the key findings included in today's scorecard are (with percentage point movement since 2015-16):

- Gender pay gap (full-time total remuneration): 22.4% (down 0.7 pp)
- Employers who have conducted a gender pay gap analysis: 37.7% (up 10.8pp)
- Employers with manager KPIs related to gender equality: 28.4% (up 5pp)
- Appointments of women to manager roles (including promotions): 43.4% (up 0.8pp)
- Employers with flexible work policies: 68.3% (up 5.3pp)
- Proportion of women directors on boards and governing bodies: 24.9% (up 0.2pp)

WGEA Director Libby Lyons said the Agency's world-leading dataset covering over four million employees and 11,000 employers shows strong improvement in employer awareness but the pace of change needs to increase.

"In Australia today, men still out earn women in every industry and across all occupations," said Ms Lyons.

"This is not about women's choices: whether you are a manager, a scientist, a butcher, a baker or even a TV presenter, there is a gender pay gap favouring men.

"The sharp increases in employer action show that the momentum for improved gender equality is building. I am very encouraged that many more employers are now analysing their pay data for gender pay gaps and hopeful this will flow through to improved pay outcomes for women in the years ahead.

"Other positive developments include an increase in managers having KPIs related to gender equality and more women being appointed to manager roles.

"Unfortunately, the number of women on company boards remains static and too few organisations are reporting their gender metrics up to the board. We need to see some real change. Boards must take more accountability for gender equality."

[Download the scorecard](#)

Note to media: data graphics and video are available on request

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*Note: A gender pay gap is the difference between the average male full-time earnings and average female full-time earnings expressed as a percentage of male earnings. We calculate gender pay gaps across the data set by industry and by manager and occupational categories, excluding CEO salaries. The Agency's gender pay gap data does not reflect comparisons of women and men in the same roles (that is, like-for-like gaps).*

## **About the Workplace Gender Equality Agency**

The Workplace Gender Equality Agency is an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces. [www.wgea.gov.au](http://www.wgea.gov.au)

## **About the data**

Under the *Workplace Gender Equality Act 2012*, non-public sector employers with 100 or more staff must report to the WGEA annually against six gender equality indicators:

GEI 1: the gender composition of the workforce

GEI 2: gender composition of governing bodies of relevant employers

GEI 3: equal remuneration between women and men

GEI 4: availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities

GEI 5: consultation with employees on issues concerning gender equality in the workplace

GEI 6: sex-based harassment and discrimination.

The dataset for 2016-17 covered over 11,000 employers and four million employees, representing about 40% of employees in Australia. The reporting period was 1 April 2016 to 31 March 2017.