

2020-21 Data Snapshot



22.8% GENDER PAY GAP

Gender pay gap continues to fall, but women still earned \$25.8K less, on average, than men

- Small drop in the total remuneration GPG for all employees, **down 0.5pp.**

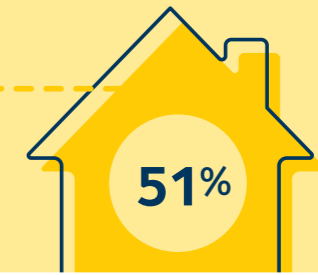


4 in 10 employers have narrowed their pay gap since last year

- **42% of employers** have reduced their pay gaps since 2020 - though the pay gap widened for 37% of employers, and 21% remained static.

3 in 5 employers now offering paid parental leave

- Primary carer's leave is becoming increasingly available to both men and women, but **only 12%** of those who took it last year were men.



Sharp rise in availability of paid domestic violence leave in the pandemic

- **Over half (51%)** of employers offer paid domestic violence leave (compared to 12% in 2015-16). In five years, the availability of paid DV leave has increased four-fold.



Men are twice as likely to be highly paid than women

- Men are twice as likely as women to be in the top earnings quartile, **earning \$120,000 and above**, while women are 50% more likely than men to be in the bottom quartile, earning \$60,000 and less.



Feminised industries lagging on action despite persistent gender pay gaps in favour of men

- **Pay gaps continue** for Health Care and Social Assistance (14.4%) and Education and Training (10.5%) industries, but they are least likely to undertake gender pay gap audits (less than 30%) or then take action (less than 40%).



Women make up over 50% of the workforce, but less than 20% of CEOs

- For the first time in the WGEA dataset, women comprised more than **41% - or 2 in 5** - of all managers (up from 36% in 2013).
- Women account for less than **1 in 5 CEOs** or **board chairs**, and **1 in 3 board members**.



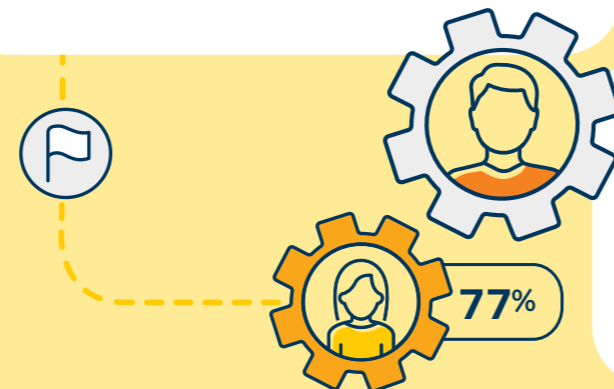
Employers reducing the retirement income gap for parents

- **4 in 5** employers offering paid parental leave also pay superannuation contributions for parents while on paid leave.
- **7%** pay superannuation during both employer-funded and government-funded leave.



Over 85% of Australian employers still pay men more than women on average

- Women were earning, on average, **about 77% of men's earnings** last year.



The majority of boards are still dominated by men

- 74% of Boards have **over 60% men**
- 22% of Boards comprise **only men**