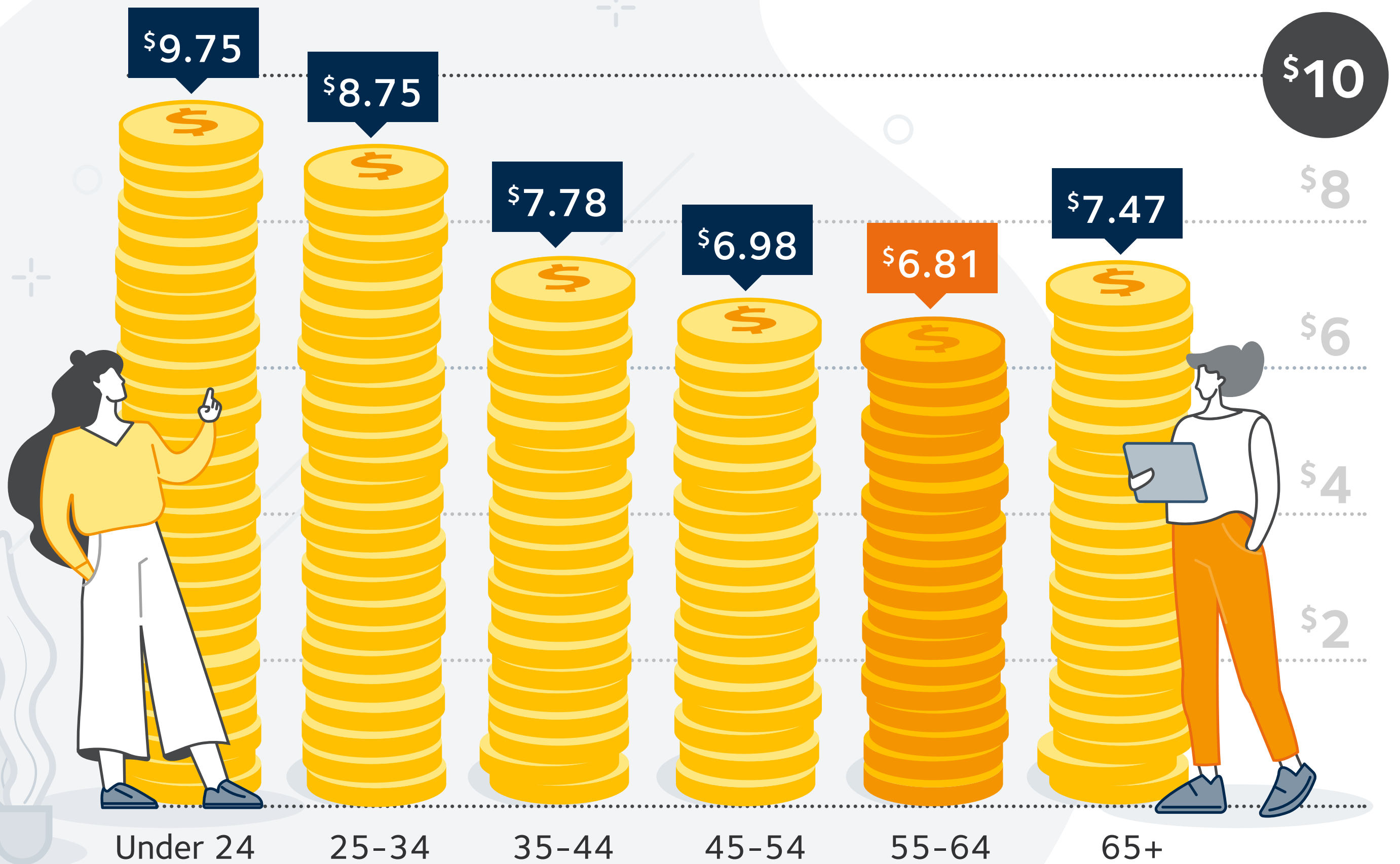


# Wages and Ages

## Mapping the gender pay gap over generations

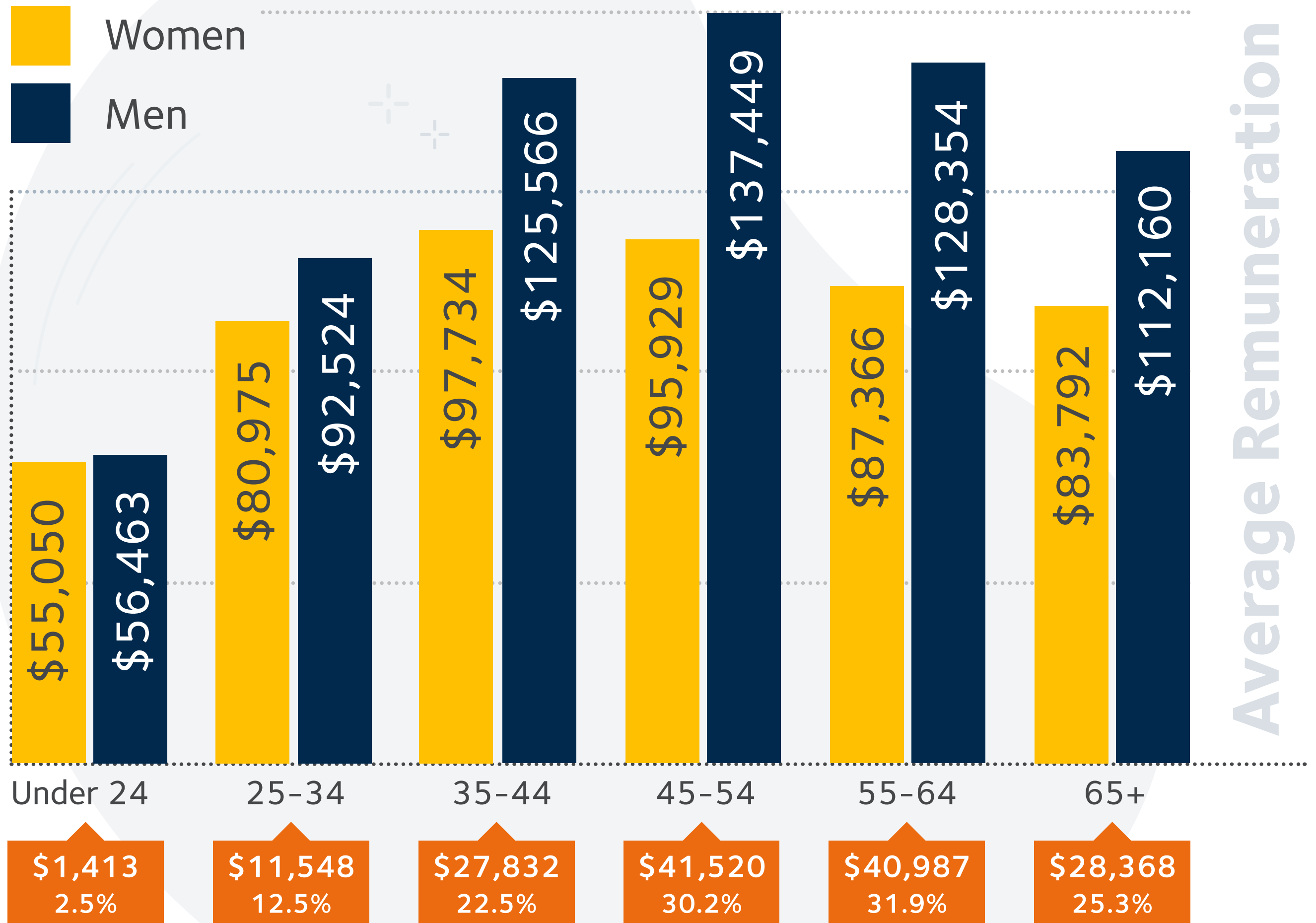
For every \$10 men earn, women earn:



WOMEN BY AGE GROUP

# Men on average out-earn women across all working age groups

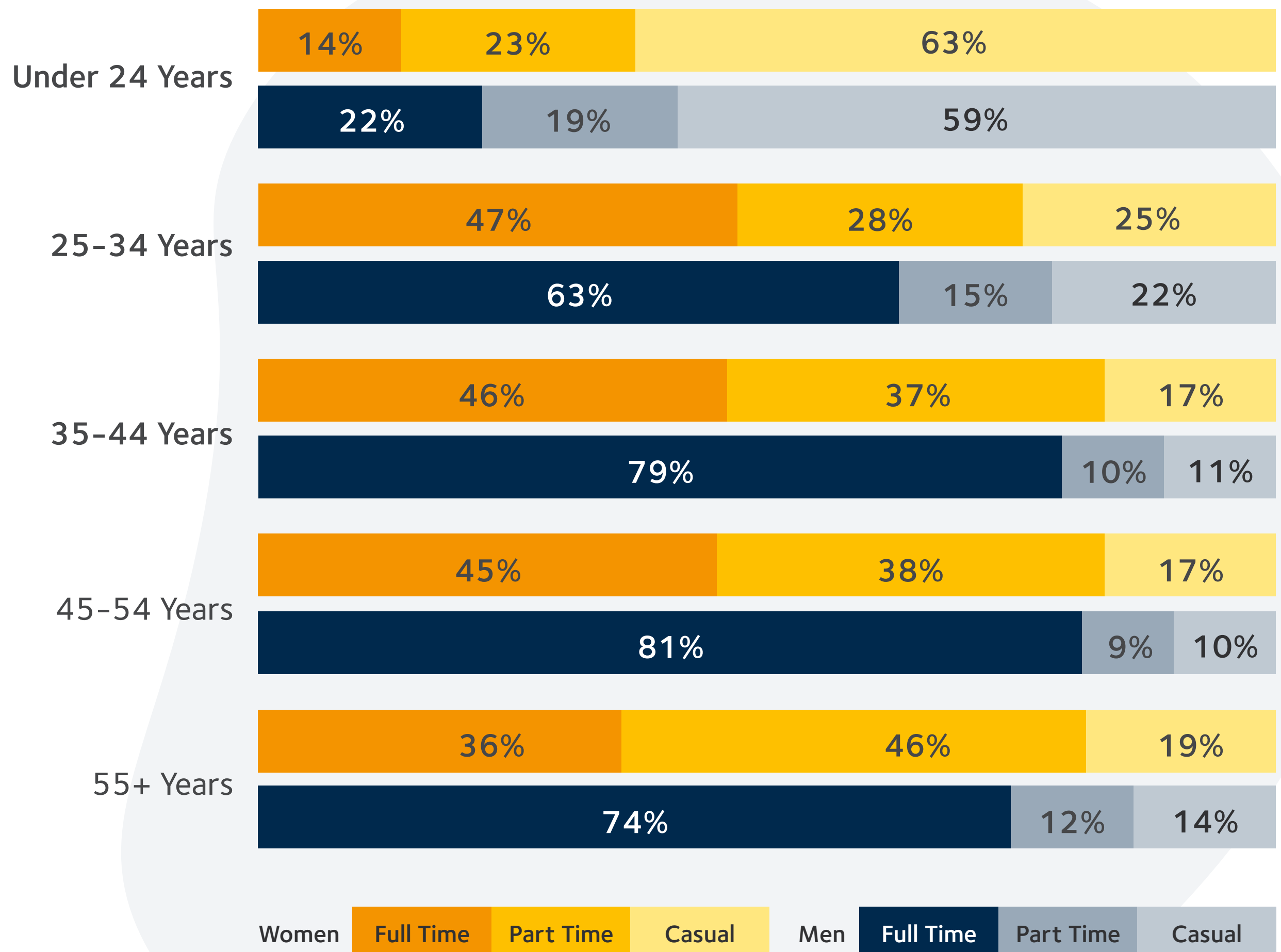
Earnings gap widest at 45-54 years; \$41,500 difference/year.



GENDER PAY GAP PER YEAR

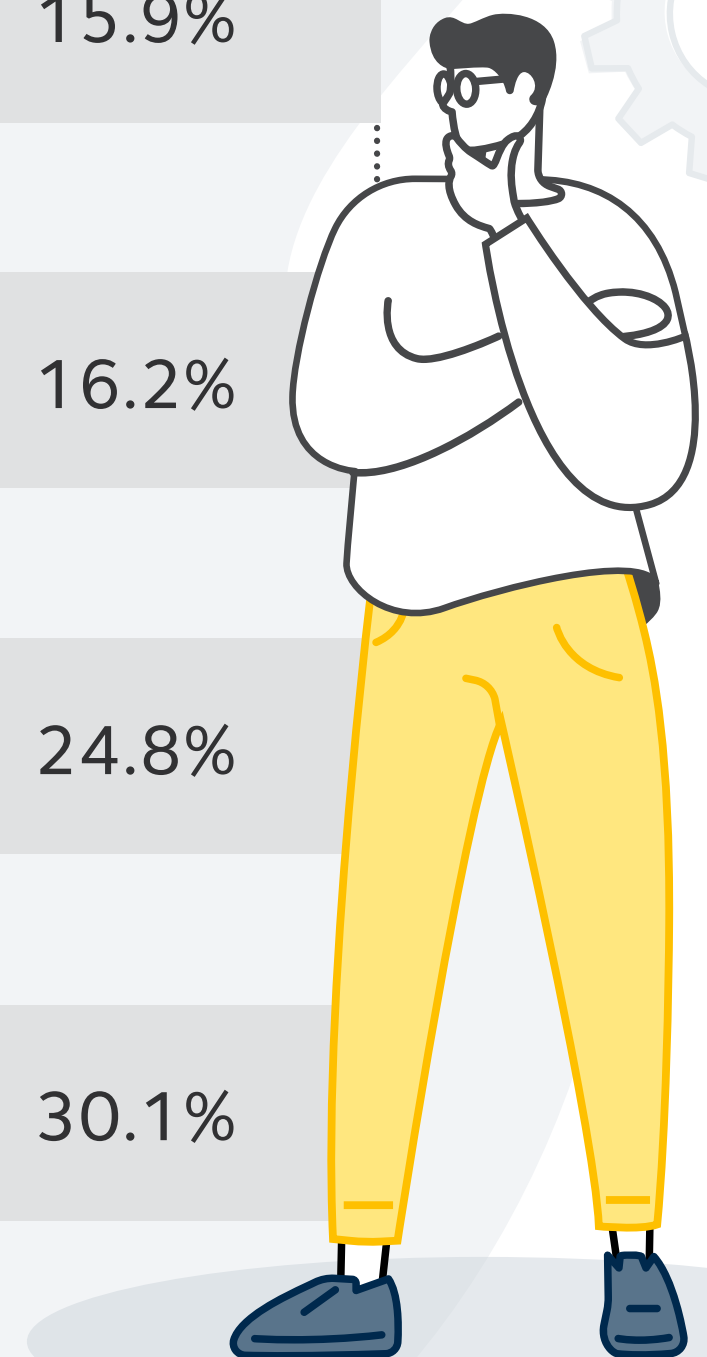
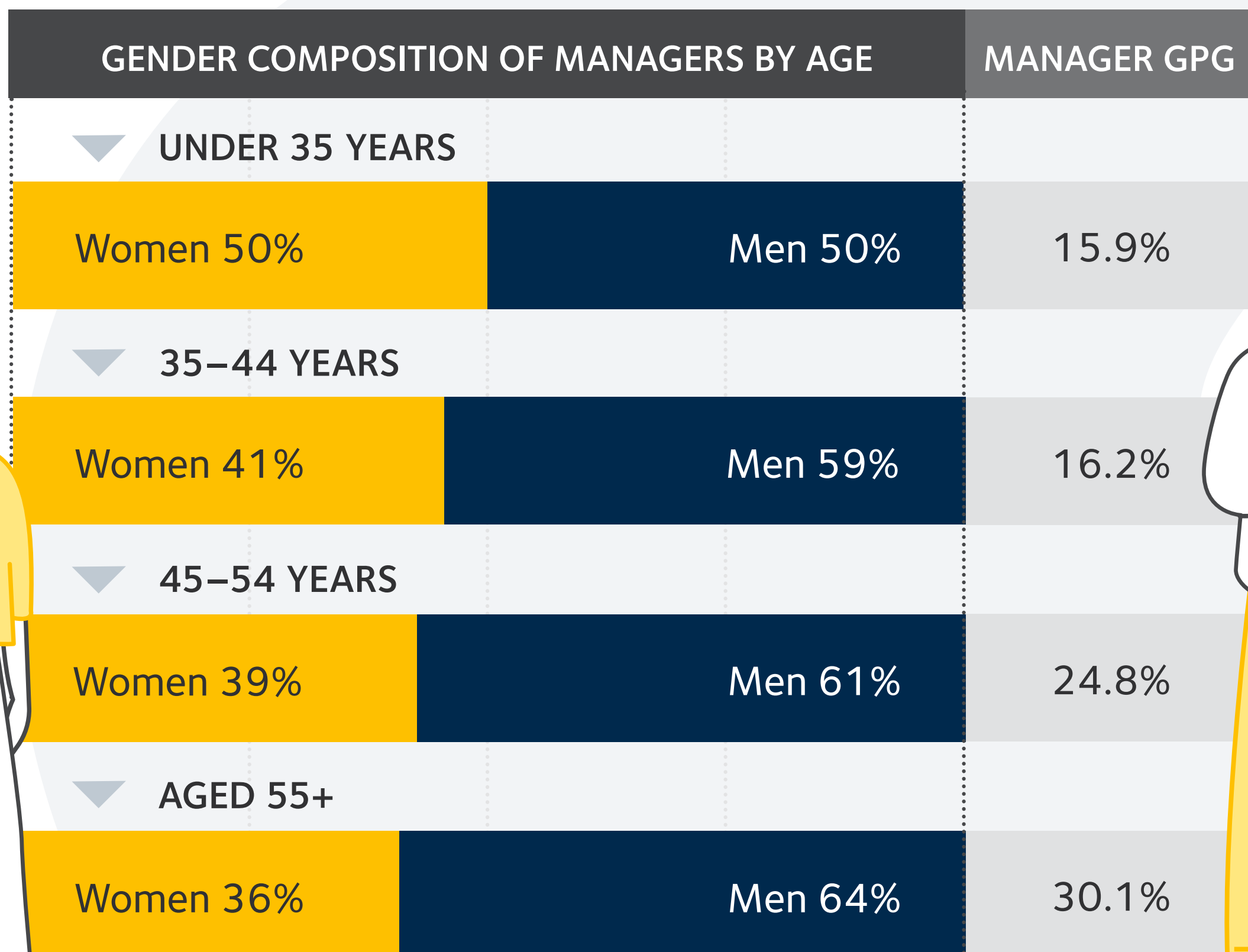
# At every age less than 50% of women are working full time

After 35, women are more than twice as likely to be working part-time and casually than men.



# Managerial inequality starts early and grows

As employees age, men are more likely to be managers, in more senior management roles and earn more in those roles.



# Managerial positions are largely full-time roles

Management positions are mostly reserved for full-time workers – however most women work in part-time and casual roles.

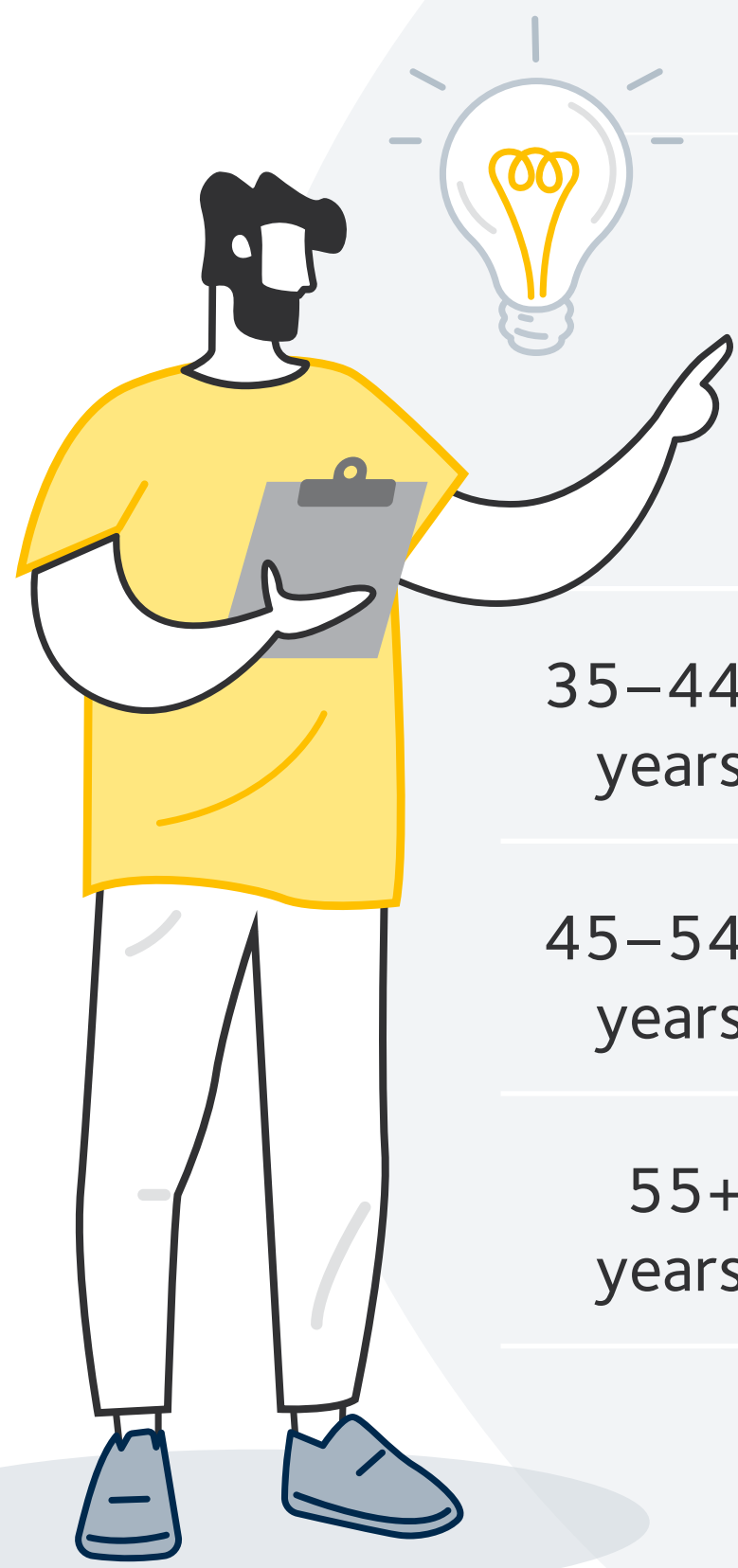
## ✕ Employment status of managers, by age and gender

AGE	WOMEN		MEN	
	Proportion of managers working Full-Time	Proportion of managers working Part-Time	Proportion of managers working Full-Time	Proportion of managers working Part-Time
Under 35 years	89%	11%	97%	3%
35–44 years	83%	17%	98%	2%
45–54 years	88%	12%	99%	1%
55+ years	85%	15%	95%	5%



# Managerial levels and earnings are different for men and women

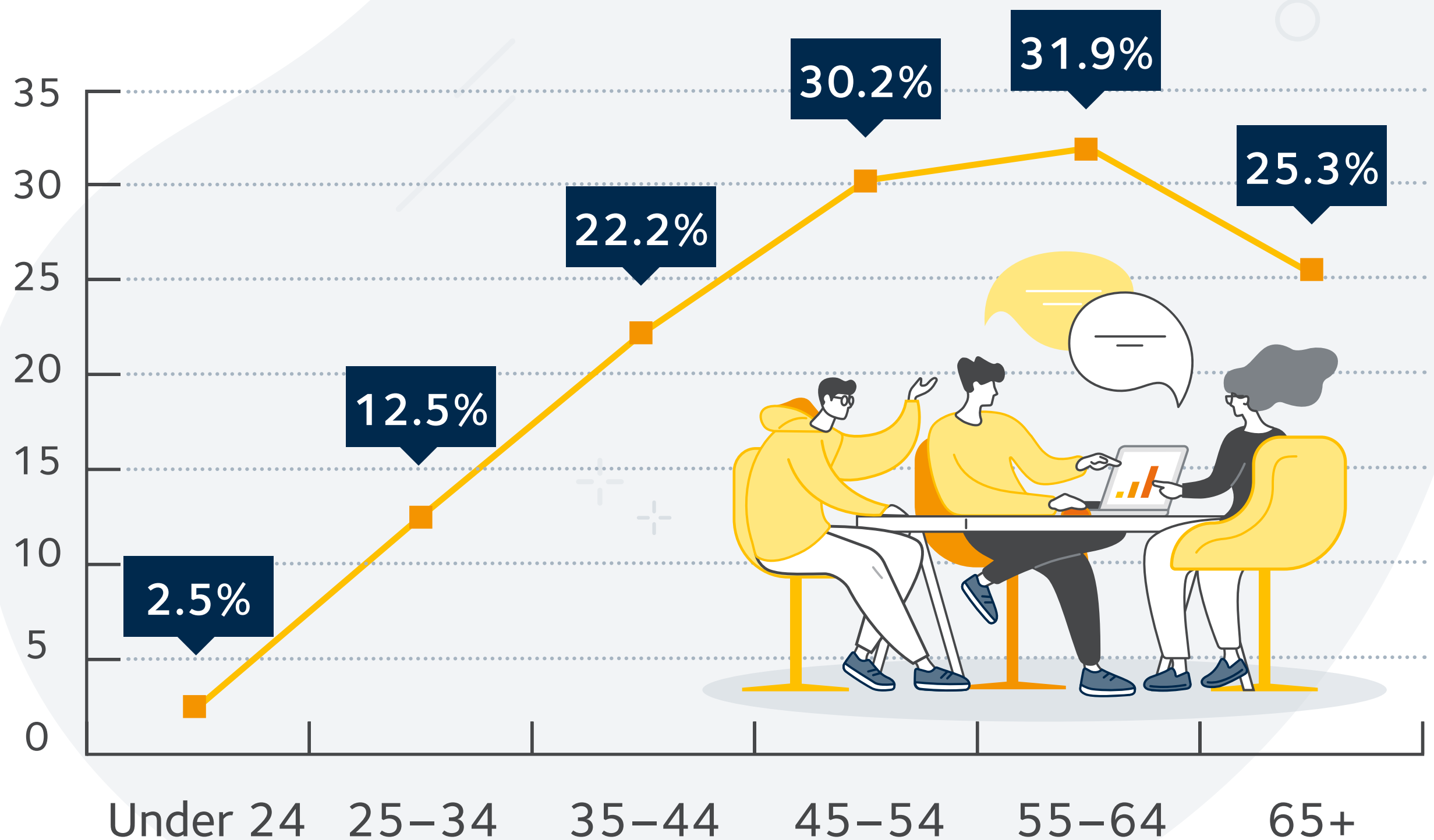
For the women who reach management, they are more likely to remain in lower paid managerial levels. Even for the women who reach CEO and Senior Executive levels, they are still earning \$50 - 93K less a year than men.



	Gender composition of managers (%)		Gender composition of CEOs & Senior Execs (%)		Earnings difference in favour of men (\$\$)
	F	M	F	M	
35-44 years	41	59	37	63	\$47K
45-54 years	39	61	32	68	\$81K
55+ years	36	64	28	72	\$93K

# Gender pay gap is highest in the peak of a person's career

At peak earnings capacity between the ages of 45 – 64, the GPG is highest at over 30% and over \$40,000 a year.



# How do we reduce the gender pay gap at all ages?

Some things businesses can do:

- **Introduce** policies that normalise time out of the workforce – like gender neutral paid parental leave
- **Normalise** flexible work for both men and women
- **Set and monitor** targets for men and women equally using these policies
- **Rethink** and redesign part-time roles for managers
- **Assist** access to affordable childcare

