

MEDIA RELEASE

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National gender pay gap hits record low

Australian Bureau of Statistics (ABS) figures released today show that the national gender pay gap has again dropped, reaching its lowest point in over 20 years at **14.1%**.

Using the latest ABS Average Weekly Earnings trend series data, the Workplace Gender Equality Agency (WGEA) has calculated the national gender pay gap as **14.1% for full-time employees, a difference of \$239.80 per week**.

Libby Lyons, Director of the Workplace Gender Equality Agency, welcomed the news.

“This latest drop in the national gender pay gap supports the results from the Agency’s own data. Over the five years of reporting, there has been a strong increase in employer action on gender equality. As a result, we are seeing some real improvements.

“More employers are analysing their pay data for pay gaps. More employers are then taking action to ensure women and men are equally rewarded and remunerated. These actions by Australian employers are a key contributing factor in the ongoing decrease in the gender pay gap.

“However, we have to keep our foot on the pedal and maintain momentum. I now want to see all Australian employers take action on addressing pay equity.

“It is not hard. Do a pay gap analysis. Develop an action plan with targets. Report the results to the executive and board and monitor your progress. It is that easy. If every employer did this, we would close the gender pay gap pretty quickly.”

Despite this positive result, Ms Lyons also said that the national gender pay gap remains an important reminder that women continue to face significant barriers in the workplace, particularly in terms of pay.

“The gender pay gap is a symptom of a broader cultural problem in our workplaces. It reflects that women’s work is traditionally undervalued and women are under-represented in senior executive and management roles. Average full-time salaries are lower for women than men in every occupation and industry in Australia and female-dominated occupations and industries attract lower pay than male-dominated ones,” she said.

About the national gender pay gap

The national gender pay gap is the difference between women’s and men’s average weekly full-time ordinary time earnings, expressed as a percentage of men’s earnings. It is a measure of women’s overall position in the paid workforce and does not compare like roles.

Research shows the main factors contributing to the gender pay gap are:

- discrimination and bias in hiring and pay decisions
- women and men working in different industries and different jobs, with female-dominated industries and jobs attracting lower wages
- women’s disproportionate share of unpaid caring and domestic work
- lack of workplace flexibility to accommodate caring and other responsibilities, especially in senior roles
- women’s greater time out of the workforce impacting career progression and opportunities.

Key facts

- The national gender pay gap is 14.1%. It has declined from 14.6% in the past 6 months.
- On average, women working full-time earned \$1455.80 while men working full-time earned \$1695.60.
- Full-time average weekly earnings difference between women and men is \$239.80.

More information: Gender pay gap information and statistics are available at www.wgea.gov.au

Contact: Murray Black 0438 071 876 / **E** murray.black@wgea.gov.au

About the 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.