

## MEDIA RELEASE

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# Australia's latest gender equality scorecard released today Five years of data shows employer action has delivered results

- **Strong growth in employer action on gender equality over five years**
- **Gender pay gap has declined but men earn 21.3% more than women, on average**
- **Steady increase in women in management and leadership roles**

The Workplace Gender Equality Agency (WGEA) today released data which shows that over the last five years, employer action is improving workplace gender equality. The Agency's Director, Libby Lyons, is launching the 2017-18 WGEA data at the National Press Club in Canberra today.

The WGEA data records a steady increase in the number of women in management roles and strong growth in employer action in areas such as overall gender equality policies and strategies, pay equity and flexible work.

The gender pay gap has declined every year and this year has seen the biggest single-year drop (down 1.1pp) in the average full-time total remuneration gender pay gap.

However, the data confirms that we still have a long way to go. There are pay gaps favouring men in every industry and occupation and women earn, on average, just 79% of men's full-time total remuneration salaries.

The five-year data trends also show virtually no movement in gender segregation across Australian industries and little improvement in either access to paid parental leave or the representation of women at CEO level or on boards.

Ms Lyons said the Agency's dataset shows that employer action has delivered real outcomes but that women still face considerable barriers in Australia's workplaces.

"The five years of data collection demonstrates the value of measuring workplace gender equality. We have clear evidence that employer action delivers real results and we should recognise the great work many employers have done in addressing issues such as pay equity. As employers have taken action, the gender pay gap has declined and gender equality outcomes for women and men across Australia have improved.

“Another positive result is that women have increased their presence in management over the past five years. Women now comprise almost 40% of the managers in our dataset and almost a third of key management personnel (which is just under the CEO level) are now women.

“However, our data also highlights areas for improvement. Although the gender pay gap has narrowed every year, progress is too slow. Access to parental leave has not improved, with the provision of paid primary carer’s leave actually going backwards. The glass walls persist in industry segregation, which remains deeply entrenched in Australia. The glass ceiling is still a barrier for women at the CEO and board levels.

“The first five years of data shows where we are seeing positive change and where we need to make more effort. We now need even more employers to take action so that we can accelerate the momentum for gender equality in Australian workplaces,” said Ms Lyons.

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 2017-18 covered over four million employees, representing more than 40% of employees in Australia. The reporting period was 1 April 2017 to 31 March 2018.

## Key Findings: 2017-18 data and five-year trends

### Gender pay gap

- The total remuneration gender pay gap is 21.3%
- Biggest single year drop in the total remuneration gender pay gap since WGEA started collecting data
- It has declined every year (down 3.4pp over 5 years from 24.7% to 21.3%)
- The Construction pay gap increased 2.0pp to 29.4%. It now has the second-highest industry gender pay gap
- The pay gap in favour of men increased for the second year in a row in the female-dominated industry of Health Care and Social Assistance (up to 16.1%)

### Employer action

- Very positive results in employer action on pay equity
- 17pp increase over five years in the number of employers doing a pay gap analysis (up from 24.0% to 41.6%)
- 22pp increase over five years in the number of employers having pay equity objectives in their remuneration strategy or policy (up from 18% to 40%)
- Strong growth in employers implementing gender equality policies and strategies
- 8.1pp increase over five years in employers with an overall gender equality strategy and/or policy (up from 66.2% to 74.3%)
- 13.2 pp increase over five years in KPIs for managers relating to gender equality (up to 31.3%) but this lags behind the other indicators.

### Women in management and leadership

- Another positive result over five years is the steady increase in the number of women in leadership roles. There have been increases in all manager categories
- 3.2pp increase over five years in women managers overall (up from 35.9% to 39.1%)
- Key management personnel (KMP) has seen the biggest growth of any management category (up 4.4pp over five years from 26.1% to 30.5%)

### Parental leave and flexible work

- Access to employer-funded primary carer's leave has not improved (down 0.7pp over five years to 47.8%)
- More employers are promoting flexible work (up 13.2pp over five years to 70.7%)

### Lack of women at CEO and Board level

- The glass ceiling is still a barrier for women at top leadership levels
- Only a 1.4pp increase over five years in the number of female CEOs (up from 15.7% to 17.1%)
- Only a 2.1pp increase over five years in the number of female board directors (up from 23.7% to 25.8%)