

Media Release

****Under strict embargo until Thursday 3 March 2016 12.01am (AEDT)****

New report shows \$100k gender pay gap for top tier managers; Women on boards linked to lower pay gaps

Bankwest Curtin Economics Centre, in collaboration with the Workplace Gender Equality Agency, has today released a report demonstrating that amongst top tier managers in Australian organisations, men are paid on average \$100,000 per year more than women.

The new report *Gender Equity Insights 2016: Inside Australia's Gender Pay Gap* also reveals for the first time a measurable link between increased gender diversity on governing boards and lower pay gaps for managers.

Data collected by the Workplace Gender Equality Agency (WGEA) and analysed by the Bankwest Curtin Economic Centre (BCEC) explores gender pay gaps across industries, occupations and management levels. The report also presents WGEA's part-time and casual pay data for the first time.

Key findings of the report include:

- Female Key Management Personnel (KMP) working full-time earn on average \$100,000 a year less than male KMPs on total remuneration, with women earning on average \$244,569 and men earning \$343,269.
- If women and men move through managerial positions at the same pace, working full-time and reaching a KMP role in their tenth year, men can expect to earn \$2.3 million and women \$1.7 million in base salary over this period – a difference of \$600,000.
- Increasing the share of women on boards from zero to 50:50 is associated with a 6.3 percentage point reduction in the gender pay gap for full-time managers
- Managerial gender pay gaps are smaller in male-dominated industries than female-dominated industries.
- Gender pay gaps for part-time employees are highly variable and overall marginally favour women; however, gender pay gaps for part-timers favour men in more senior and highly paid roles.
- Part-time roles are dominated by women and are significantly lower paid (on a full-time equivalent basis) than full-time roles.
- Men earn proportionately more in additional remuneration than women, leading to an average male 'bonus' premium of almost eight percentage points for full-time workers.

Report author, Bankwest Curtin Economics Centre Associate Professor Rebecca Cassells, said there were many contributing factors to gender pay gaps, including discrimination.

"Large and persistent gender pay gaps amongst managers suggest behaviours at senior levels of Australian organisations that result in preferential recruitment and wage treatment of men over women," Associate Professor Cassells said.

“This is further evidenced by the greater additional remuneration that men receive, compared to women, beyond their base salary in the form of bonuses and other discretionary pay.”

WGEA Director Libby Lyons said diverse and inclusive workplaces encouraged participation, generated better decision-making and improved productivity.

“This report shows that all industries, including female-dominated industries, have work ahead of them to improve gender pay equity,” Ms Lyons said.

“I urge all employers to look closely at their own pay data and recruitment strategies to uncover and address gender pay gaps.”

Copies of the report are available upon request.

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Notes to editor:

The 2014-15 WGEA Gender Equality dataset is based on 4,670 reports submitted on behalf of 12,229 employers in accordance with the Act for reporting period 1 April 2014 to 31 March 2015. The dataset captures approximately 4 million employees – which equates to approximately 40 per cent of all employees in Australia.

The Bankwest Curtin Economics Centre is an independent economic and social research organisation located within Curtin Business School at Curtin University. The Centre was established in 2012 with support from Bankwest (a division of Commonwealth Bank of Australia) and Curtin University.

The Workplace Gender Equality Agency is an Australian Government statutory agency created by the *Workplace Gender Equality Act 2012*.

Selected charts from the report are provided with this release. Hi-resolution versions of all tables and charts in the report are available on request.

Media Enquiries:

Associate Professor Rebecca Cassells, Principal Research Fellow, BCEC

Tel: (08) 9266 2873; Mobile: 0438 070 528;
Web: <http://business.curtin.edu.au/bcec>

Email: rebecca.cassells@curtin.edu.au
Twitter: @BankwestCurtinEC

BCEC: Susanna Wolz, Media Consultant, Media Relations, Curtin University

Tel: (08) 9266 9085; Mobile: 0401 103 877;
Web: <http://news.curtin.edu.au/media-centre>

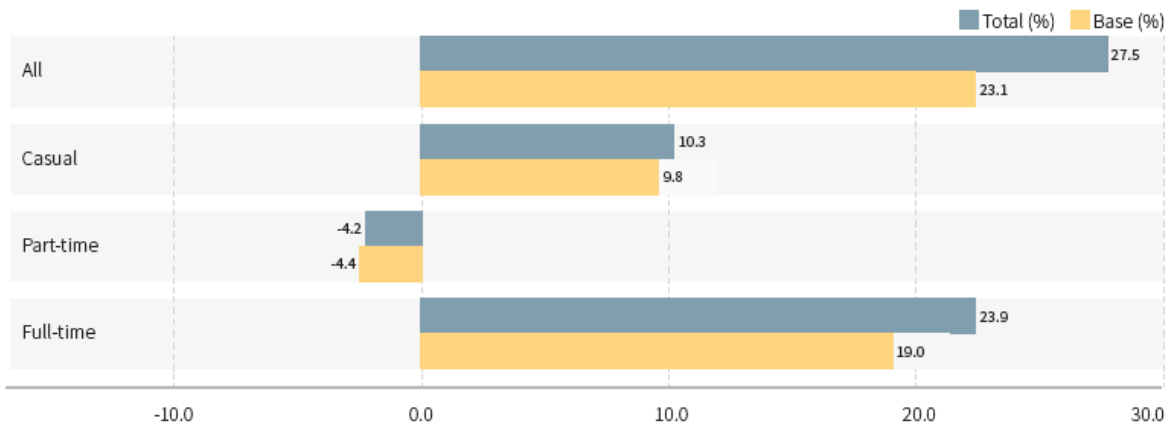
Email: susanna.wolz@curtin.edu.au
Twitter: @CurtinMedia

WGEA: Rosaline Walters, Partnerships and Communications Advisor, WGEA

Tel: (02) 9432 7000; Mobile: 0404 606 455;
Web: www.wgea.gov.au

Email: Rosaline.walters@wgea.gov.au
Twitter: @WGEAgency

FIGURE 1
Gender pay gap across employment status, base and total remuneration, 2014-15



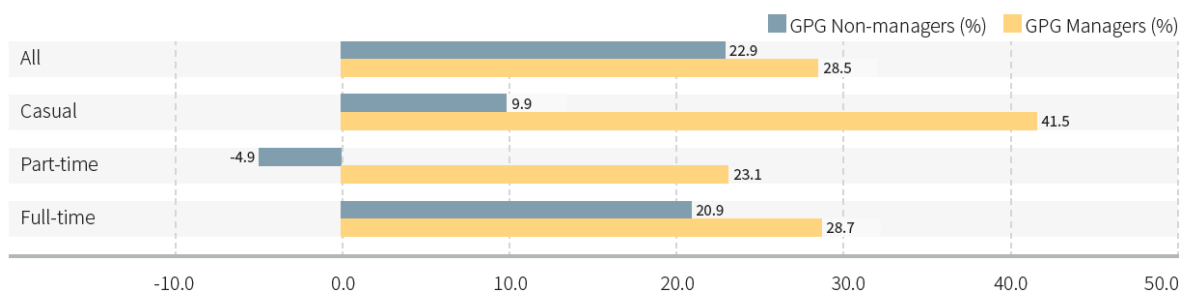
Note: Salaries are provided on a full-time equivalent (FTE) basis across all employment categories. See technical notes and glossary for further information. Source: WGEA Gender Equality data 2014-15.

TABLE 2
Gender pay gap across employment status, base and total

Employment Status	Base Salary		Total Remuneration		GPG	
	Women	Men	Women	Men	Base	Total
	\$	\$	\$	\$	%	%
Full-time	73,251	90,473	86,512	113,739	19.0	23.9
Part-time	54,720	52,397	63,386	60,837	-4.4	-4.2
Casual	52,268	57,934	58,625	65,335	9.8	10.3
All	61,825	80,345	71,812	99,056	23.1	27.5

Note: Salaries are provided on a full-time equivalent (FTE) basis across all employment categories. See technical notes and glossary for further information. Source: WGEA Gender Equality data 2014-15.

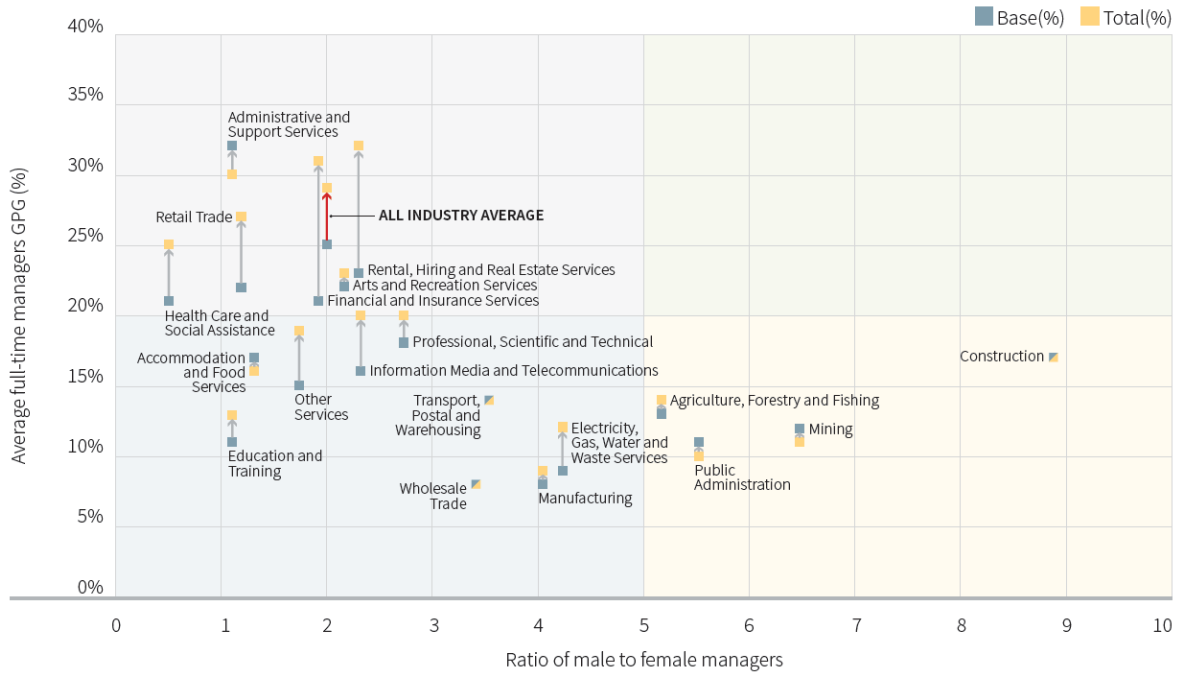
FIGURE 7
Managerial and non-managerial gender pay gap by employment status, total remuneration



Note: See Glossary and Technical Notes for further information about the occupation classifications. Source: WGEA Gender Equality data 2014-15.

FIGURE 8

Managerial full-time gender pay gap and representation of female managers – base salaries and total remuneration

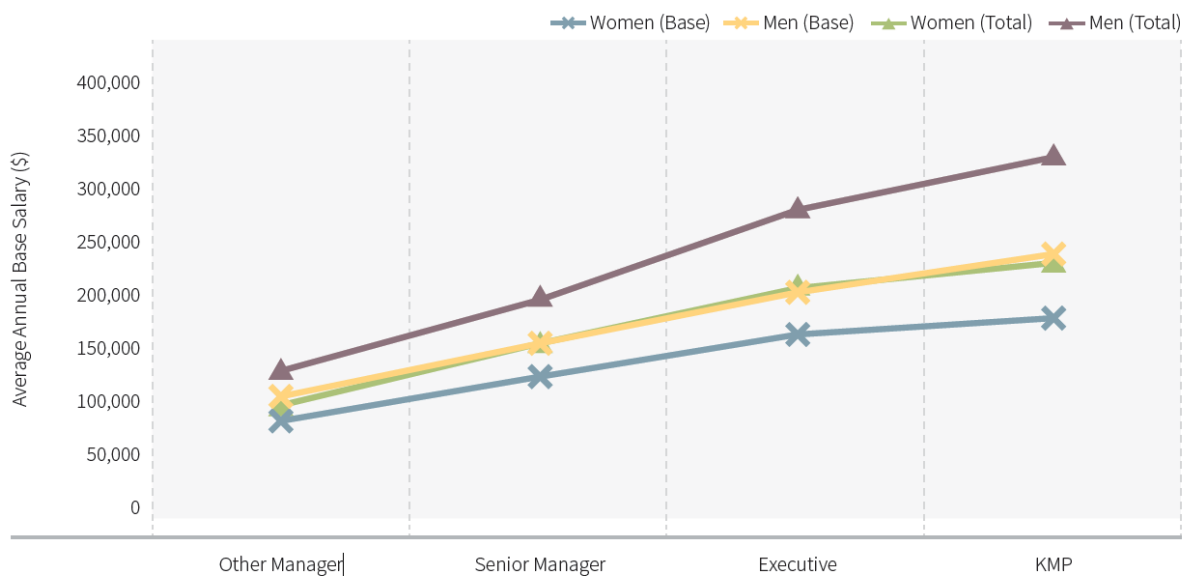


Note: See Glossary and Technical Notes for further information about the occupation classifications.

Source: WGEA Gender Equality data 2014-15.

FIGURE 10

Average annual salary by management level, base salary and total remuneration

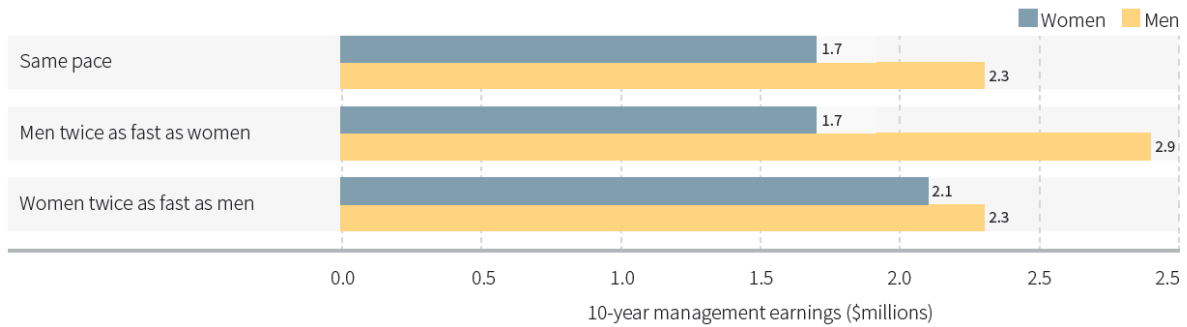


Note: See Glossary and Technical Notes for further information about the occupation classifications.

Source: WGEA Gender Equality data 2014-15.

FIGURE 12

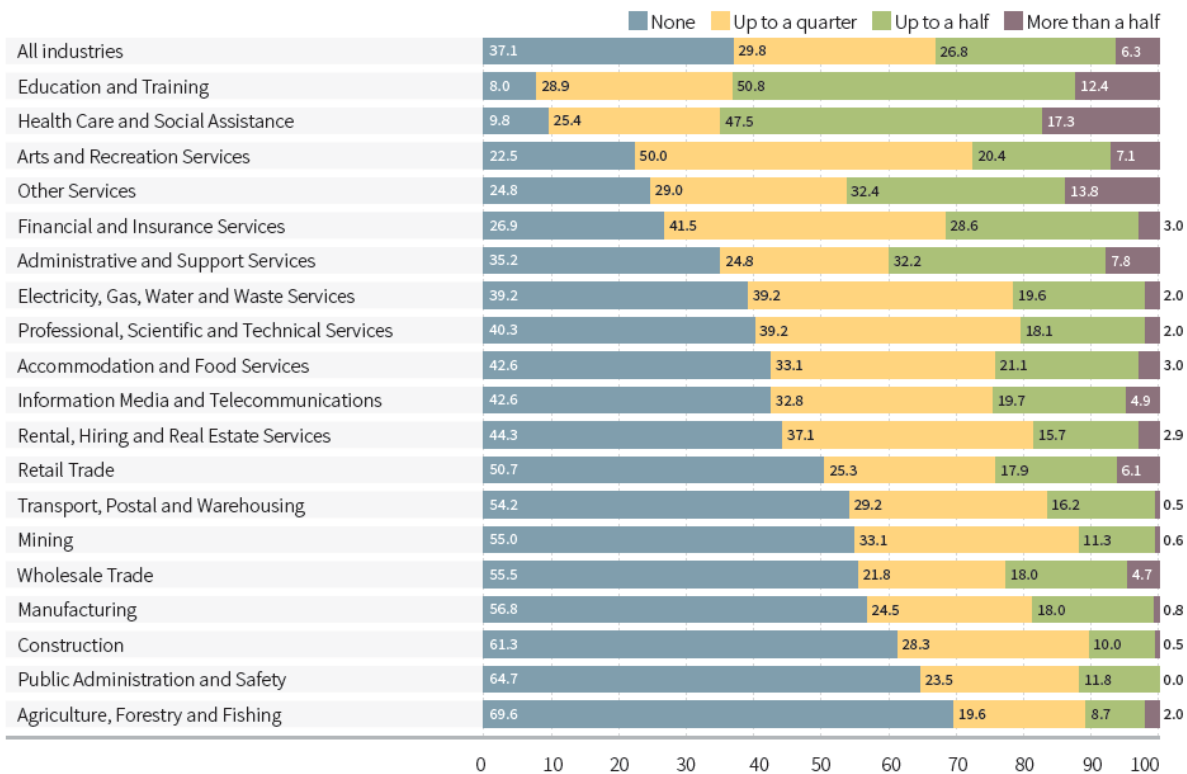
10-year managerial career earnings – total remuneration



Source: WGEA Gender Equality data 2014-15.

FIGURE 13

Proportion of women on Boards and governing bodies, by industry: 2014-15



Notes: For industry figures, percentages refer to the proportion of companies in each industry sector who report female Board representation of at least one third, or at least one half.

Source: Authors' calculations based on WGEA Gender Equality data collection, 2014-15.

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