



eClub Meeting 10 September 2019

[Un] EQUAL PAY DAY

NATIONAL DATE
28 August 2019



HEADLINE NUMBERS

<https://www.security4women.org.au/2019/un-equal-pay-day-is-28-august-2019/>

WGEA | August 16, 2019

The national gender pay gap remains stable at 14.0%, a drop of just 0.1pp over the last six months.

This year, [Un] Equal Pay Day will be on 28 August 2019, marking the 59 additional days from the end of the previous financial year that women must work, on average, to earn the same amount as men earned that year.

Using the latest Average Weekly Earnings trend series data released by the Australian Bureau of Statistics, the Workplace Gender Equality Agency (WGEA) has calculated the national gender pay gap as 14.0% for full-time employees, a difference of \$241.50 per week.

2019 Key Facts

The national gender pay gap is 14.0%. It has declined from 14.1% in the past 6 months.

On average, women working full-time earned \$1484.80 while men working full-time earned \$1726.30.

Full-time average weekly earnings difference between women and men is \$241.50.

THE SUMMARY

Gender equality: five years of progress
Posted by Workplace Gender Equality Agency
2,321 Views

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WGEA | Libby Lyons | 2-mins

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IT'S ILLEGAL!

- The gender pay gap measures the difference between the average earnings of women and men in the workforce.
- It is not the difference between two people being paid differently for work of the same or comparable value, which is unlawful. This is called **equal pay**.
- The gender pay gap is an internationally established measure of women's position in the economy in comparison to men.
- It is the result of the social and economic factors that combine to reduce women's earning capacity over their lifetime.

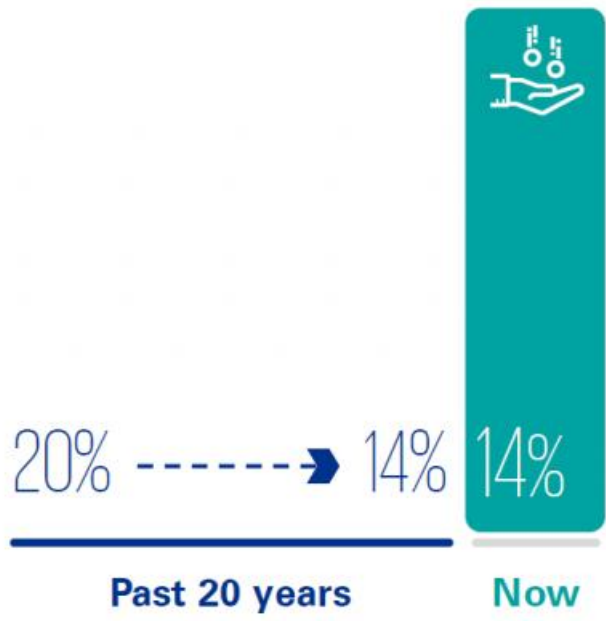




KEY FINDINGS



Weekly wage gaps over the past 20 years



Source: ABS average full-time average weekly earnings gap between men and women



Hourly wage in \$

2017 WOMEN
per hour
\$31.14

2017 MEN
per hour
\$33.57

2017 HOURLY wage gap
\$2.43

Hourly wage gaps by %



Source: HMG analysis of Household Income and Labour Dynamics in Australia Survey, Waves 7, 14, 17



KEY FINDINGS



Gender discrimination

The most significant single component contributing to the gender pay gap in Australia continues to be gender discrimination, accounting for **39 per cent** of the gender pay gap.

Closing this gap is equivalent to **\$182 million** each week.



Care, family and workforce participation

Factors that relate to the gendered impact of **children and family** (years not working due to interruptions, part-time employment and unpaid care and work) together account for **39 per cent** of the gender pay gap.

Closing this gap is equivalent to **\$186 million** each week.



Occupational and industrial segregation

Occupational and industrial segregation persist across the labour force.

Together, occupational and industrial segregation account for **17 per cent** of the gender pay gap.

Closing this gap is equivalent to **\$77 million** each week.

A 2018 KPMG report, *Ending workforce discrimination against women*, found that **halving the gender pay gap** in Australia and **reducing entrenched discrimination against women in the workforce** could result in a payoff to society valued at **\$60 billion in GDP by 2038**.

Source: KPMG, 2018, *Ending workforce discrimination against women*, viewed 16 February 2019, available at: <https://home.kpmg/au/en/home/media/press-releases/2018/04/improving-workforce-participation-rates-for-woman-could-boost-gdp-26-april-2018.html>.

THE DETAILS

	Contribution			Dollar-equivalent		
	2014 (Wave 14)	2017 (Wave 17)	Change	2014 (Wave 14)	2017 (Wave 17)	Change
 Gender discrimination	29%	↑ 39%	+10%	\$0.90	↑ \$0.95	+\$0.05
 Years not working due to interruptions	23%	↑ 25%	+2%	\$0.71	↓ \$0.61	-\$0.10
 Occupational segregation	20%	↓ 8%	-12%	\$0.60	↓ \$0.19	-\$0.41
 Industrial segregation	11%	↓ 9%	-2%	\$0.33	↓ \$0.21	-\$0.12
 Part-time employment	6%	↑ 7%	+1%	\$0.19	↓ \$0.18	-\$0.01
 Unpaid care and work (proxied by hours per week on housework)	6%	↑ 7%	+1%	\$0.18	↓ \$0.17	-\$0.01
 Age (years)	5%	↓ 3%	-2%	\$0.14	↓ \$0.08	-\$0.06
 Tenure with current employer	1%	↑ 1%	+0%	\$0.02	↑ \$0.03	+\$0.01
 Working in Government or NGO	-1%	↑ 1%	+2%	-\$0.02	↑ \$0.02	+\$0.04
Total	100%	100%	NA	\$3.05	\$2.43	-\$0.62

- The hourly gender pay gap in Australia reduced from \$3.05/hr in 2014 to \$2.43/hr in 2017 in today's dollars.
- The results show that gender discrimination and industrial and occupational segregation persist, and continue to be significant drivers to the gender pay gap.



THE STATE OF THE NATION

Some [Un]Equal Pay Days are more [un]equal than others

To mark this year's [Un]Equal Pay Day on **28 August 2019**, the Workplace Gender Equality Agency (WGEA) has calculated the date of each Australian state and territory's [Un]Equal Pay Day.

	Gender pay gap	Difference in average weekly full-time salary	Women's additional working days (on average)*	State's [Un]Equal Pay Day
South Australia	9.2%	\$140.90	37	6 August
Victoria	9.6%	\$160.00	38	7 August
Tasmania	12.4%	\$152.60	42	11 August
Australian Capital Territory	12.5%	\$240.40	52	21 August
Northern Territory	13.4%	\$240.70	56	25 August
New South Wales	14.6%	\$257.60	62	31 August
Queensland	16.6%	\$281.40	72	10 September
Western Australia	21.8%	\$419.40	101	9 October
National	14%	\$241.50	59	28 August

<https://www.wgea.gov.au/newsroom/media-releases/unequal-pay-day-28-august-2019>



She's Price(d)less:

The economics of the gender pay gap

- SUMMARY

https://wgea.gov.au/sites/default/files/documents/She%27s-Price%28d%29less-2019-Summary-report_0.pdf

- FULL REPORT

https://wgea.gov.au/sites/default/files/documents/She%27s-Price%28d%29less-2019-Detailed-report_0.pdf

- WEBSITE PAGE

https://wgea.gov.au/data/wgea-research/shes-pricedless-the-economics-of-the-gender-pay-gap?fbclid=IwAR3auldbsmhkhkvwfqEv07U_Dc3u2vjc0JHklmivlGcAXWx0RsM9uzALSW8





ARE WE THERE YET?



<https://wgea.gov.au/data/wgea-research/gender-equity-insights-inside-australias-gender-pay-gap>

ARE WE THERE YET?

- The highest paid men are earning at least \$162,000 more than the highest paid women.
- Employer-funded paid parental leave ('PPL') schemes covering 13-plus weeks halves the share of female managers who stop working during PPL relative to those who access only the Australian Government PPL scheme.
- Flexible work arrangements coupled with reporting to Boards increases the share of part-time female managers by 13.6 percentage points.

Gender pay gap of top 10%

The highest paid men earn at least
\$162,000 more than the highest paid women.

Data source: BCEC | WIEB
Gender Equity Insights 2019



The share of female full-time managers increases by an average of 8.6 percentage points for companies with a female CEO. And moving from all-male to gender-equal company boards increases the share of full-time female managers by 7.3 percentage points and the share of part-time female managers by 13.7 percentage points.

Gender pay gaps at different levels of management seniority combine to reduce the share of full-time female managers by an average of 9.9 percentage points, and the share of part-time female managers by 7.9 percentage points.


Employer-provided onsite childcare increases the retention of female managers during PPL by almost one-fifth (18.9 per cent).

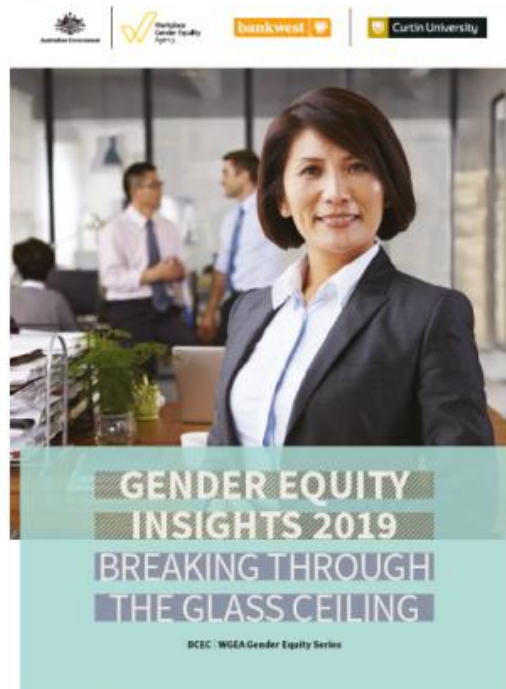
- Women are noticeably under-represented among top-tier managers in the Health Care sector (51.9 per cent) relative to their overall presence in the workforce (71 per cent).
- Women are most under-represented in top-tier management positions. However, this category has seen the fastest growth rate, increasing by 4.4 percentage points in the last five years.
- The glass ceiling remains a barrier for women at CEO level, with very little movement in the last five years (+1.1 percentage point).



ARE WE THERE YET?

Read the full report here:

 [BCEC WGEA Gender Equity Insights 2019](#)



- The report profiles gender pay gaps across occupations and industry sectors using five years of extensive WGEA reporting data covering over 4 million Australian workers.
- This year, a Special Investigation on Women in Leadership is included, examining the role of workplace environments and policy initiatives in improving the representation of women in the workforce and in narrowing the gender pay gap.

<https://wgea.gov.au/sites/default/files/documents/BC-EC-WGEA-Gender-Equity-Insights-2019-Report.pdf>

BPW | FRONTLINE



More recently BPW Australia has advocated for paid parental leave, fair pay and affordable accessible childcare:

- 2002 BPW Australia launched its campaign '*Fair Play - Fair Pay*' to highlight the continuing wage gap
- 2004 Paid Maternity Leave campaign
- 2005 Industrial Relations Reform
- 2011 Paid Parental Leave became law
- 2011 Lobbied the Federal Government about Workplace Gender Indicators
- 2011 BPW Australia members attended CHOGM in Perth
- 2011 Advocated that superannuation should be 12% to prevent many women falling below the poverty line
- 2011 and 2014 Lobbied the Federal Government about improving the quality of childcare and the affordability of the childcare.
- 2012 BPW Australia supported the campaign for the Community Sector Pay Case

BPW Australia has taken a leadership role in national advocacy, continues to be actively involved in policy debates in a range of forums and is regularly consulted by the Federal Government.

- 1998 Federal Government established 3 National Secretariats, one led by BPW Australia
- 2001 BPW Australia was appointed the lead agent for the economicSecurity4Women Secretariat
- 2009 BPW Australia established the Equal Pay Alliance www.equalpayday.com.au
- 2011 BPW Australia became a signatory to the United Nations Global Compact
- 2011 BPW Australia joined the Global Compact Network Australia
- 2012 BPW Australia became only the fourth signatory to the Community Partnership MOU with White Ribbon Australia
- 2012 BPW Australia Director of Policy, Sandra Cook was appointed to the Commonwealth Business Women Australia Committee

BPW | FRONTLINE



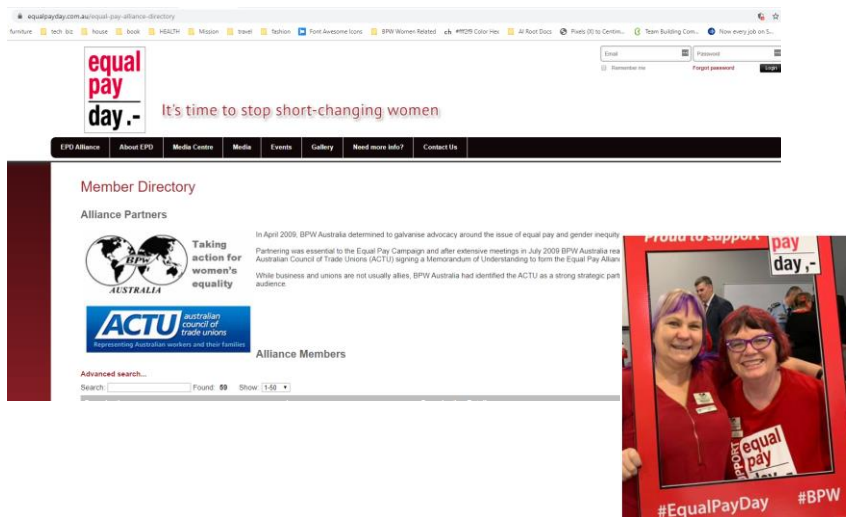
BPW Australia has effectively influenced public opinion on:

- abolition of death duties
- women in local government
- women for jury service
- the introduction of uniform divorce laws
- reform of the Family Law Bill
- removal of compulsory retirement for married women in the public service and related issues
- establishment of a Women's Bureau to research and improve employment conditions for women
- establishment in 1984 of a National Women's Consultative Council to present views of women to Government; BPW always had a representative on the Council
- recognition of farmers' wives as partners in farming businesses
- the need for Federal funding for childcare facilities
- the need of women for insurance cover - free of discriminatory practices
- removal of discrimination in employment, culminating in a 4 month boycott of a national domestic airline which had rejected the notion that a woman could be a commercial pilot; the Supreme Court found Ansett Airlines could not discriminate against women pilots.
- the need for girls to take up apprenticeships and other training courses for non-traditional areas offering better career prospects than traditional areas
- the need for women to enter into local government and to participate in the political party of their choice and to seek pre-selection for State and Federal Parliaments
- removal of the Federal Government "abortion gag" that restricted its aid funding to overseas countries for reproductive health advice and actions



BPW | FRONTLINE

<https://www.equalpayday.com.au/about>



- On Equal Pay Day, take it to the streets, find supporters / allies and be part of events and activities such as these:
- carry red purses and red bags to represent economic discrimination
- organise information desks and activities in public areas to draw attention and get people to talk
- ask local cafés and restaurants to promote an “Unhappy Hour” between 12 and 2 p.m. or after work and offer a discount to women on meals and drinks equal to the gender pay gap
- use this social time to network and plan local activities that can lead to improved wages for women
- encourage local shops to decorate their display windows with red purses
- arrange forums and debates covering the topic of pay inequality organise workshops on how to better negotiate pay
- attend one of the BPW or Security4Women events being held around Australia

Join the conversation on social media #EqualPayDay #TheGapMatters

See WGEA [social media pack](#)

<https://wgea.gov.au/topics/the-gender-pay-gap/equal-pay-day>

Use #TheGapMatters and share what it means to you and your club. Tag @WGEAagency on [Twitter](#), [Facebook](#) and [LinkedIn](#).



JOIN US ...



BPW Australia



eCLUB

<https://bpw.com.au/eClub>