

## Gender Pay Gap Short-Changes Women \$250.50 a Week

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- Australian women, on average, earn 17.4% less than men
- The gender pay gap has remained almost unchanged in two decades
- Western Australia has the widest pay gap of 25.8%

Australia's working women earn 17.4% less than their male colleagues, based on new ABS data. The Equal Opportunity for Women in the Workplace Agency (EOWA) has calculated the gender pay gap based on average weekly ordinary time earnings for men and women.

The average weekly earnings of women working full-time were \$1,186.90 per week or \$250.50 per week less than men, who earned an average weekly wage of \$1,437.40 per week. Over the course of a year, this difference would add up to \$13,026.

WA has the largest gender pay gap at 25.8% while the ACT has the lowest at 12.0%.

The gender pay gap was 17.6% in November 2011 and has consistently hovered around 15-18% over the last two decades.

Helen Conway, Director of the EOWA said, "the lack of progress in closing the gender pay gap means the case for concerted action on pay equity is clear. It is intolerable to think that the care and financial prospects of a girl born today will be less than those of a boy.

"When we consider the impact of the gender pay gap on women's superannuation, it is little wonder that women are two and a half times more likely to live in poverty in their old age than men."

While pay equity is a matter of fairness, Ms Conway also noted broader economic imperatives.

"The gender pay gap is a disincentive to women's participation in the workforce. In a time of significant skills shortages and with productivity levels in decline, it makes good business sense and is in our national interest to eliminate this disincentive to full workforce participation," Ms Conway said.

"Organisations can start by doing a payroll analysis to determine if they have a gender pay gap. They can ask themselves whether working flexibly in their organisation limits a person's career. They can also examine whether their workplaces contain stereotypes and embedded bias in job

design, evaluation and remuneration processes," Ms Conway said.

Impending legislative reforms to the Equal Opportunity for Women in the Workplace Act 1999 will strengthen the ability of EOWA to track and provide advice on the gender pay gap for organisations across industry sectors.

**View the latest [Gender Pay Gap Fact Sheet](#) for a more detailed analysis of the gender pay gap statistics, including the breakdown by States and Territories as well as industries.**

### **Tools available to help organisations close the gender pay gap**

- EOWA offers a [Payroll Analysis Tool](#), allowing organisations to import their payroll data to identify gender pay gaps. An updated version of the tool will be available later this month on EOWA's website.
- EOWA offers a free and online [Mind the Gap](#) course designed to explain pay equity concepts, outline Australia's pay equity history, and show how to ensure equality across human resources policies, processes and procedures that might unintentionally incorporate gender bias or lead to disparity.
- The new [Australian Standard on Gender Inclusive Job Evaluation and Grading](#) (AS 5376-2012) published this week will help organisations identify embedded gender biases in their job structures and remuneration-setting.
- EOWA will shortly be publishing a Guide to the Standard, providing examples of how organisations can meet the requirements of the Standard.

*Statistics sourced from ABS, Average Weekly Earnings, February 2012 quarter, Table 1, trend data, released 17 May 2012.*

