

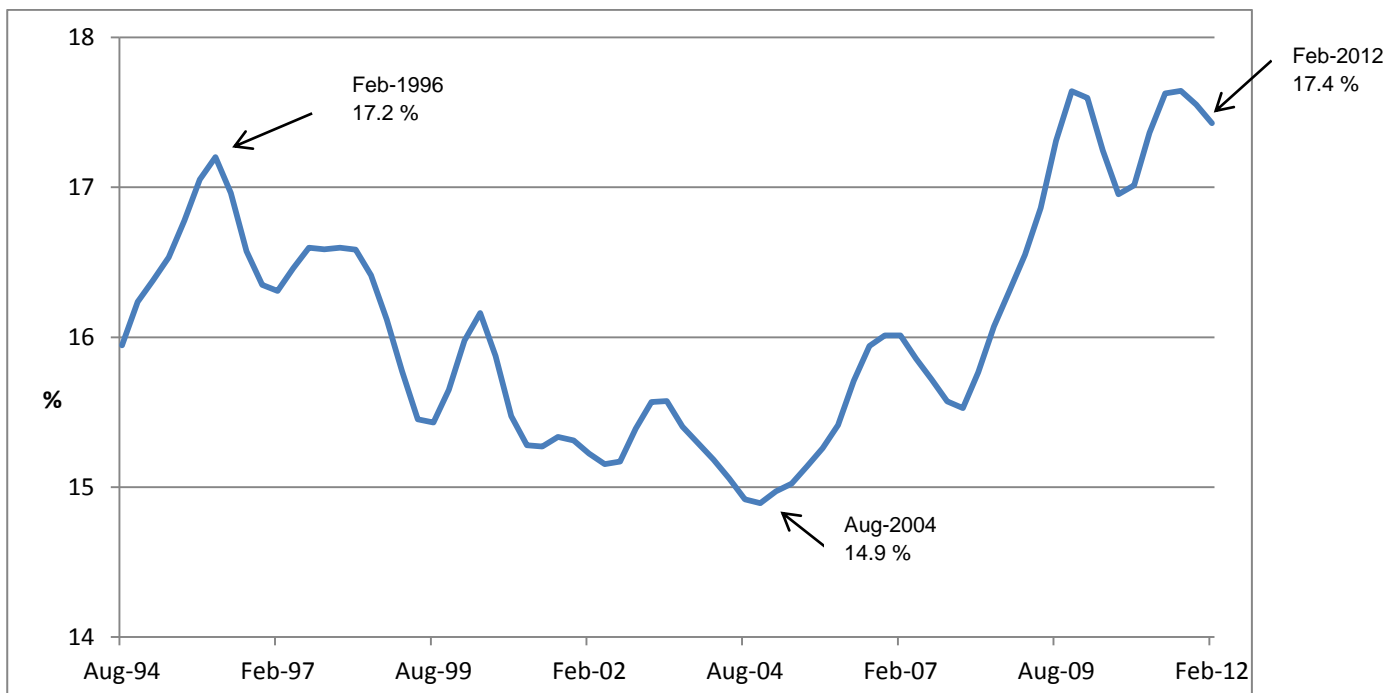


## Gender Pay Gap Statistics

ABS Average Weekly Earnings (Cat No 6302.0), February 2012  
 (as at 17 May 2012)

### Australia

In the quarter ended February 2012, the gender pay gap stood at **17.4 %**\*. The average weekly ordinary time earnings of females 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. The figures show that the gap has reduced 0.2 percentage points (pp) from the previous quarter and has not changed from a year ago (17.4 % in February 2011). Over the period of 18 years, the pay gap has increased by 1.5 pp (Figure 1).



**Figure 1: Gender Pay Gap, Australia, August 1994 – February 2012**

Source: ABS Average Weekly Earnings - Trend (Cat No 6302.0 Table 1), February 2012 (released 17/05/2012). Full time, adult, ordinary time earnings.

\*Unless otherwise stated, all measures of the gender pay gap are expressed as a percentage (%) based on average weekly ordinary time earnings for full-time employees (trend data), with changes over time provided as the percentage point (pp) difference.

## State and territory

Consistent with 2011, WA had the widest gender pay gap (25.8 %), while ACT had the lowest (12.0 %) in February 2012. Since last year (February 2011 quarter), the gap has grown considerably wider in NT (+3.7 pp), QLD (+2.3 pp), TAS (+1.5 pp) and ACT (+0.4 pp); while it narrowed in SA (-1.8 pp), WA (-1.7 pp), VIC (-0.5 pp) and NSW (-0.3 pp).

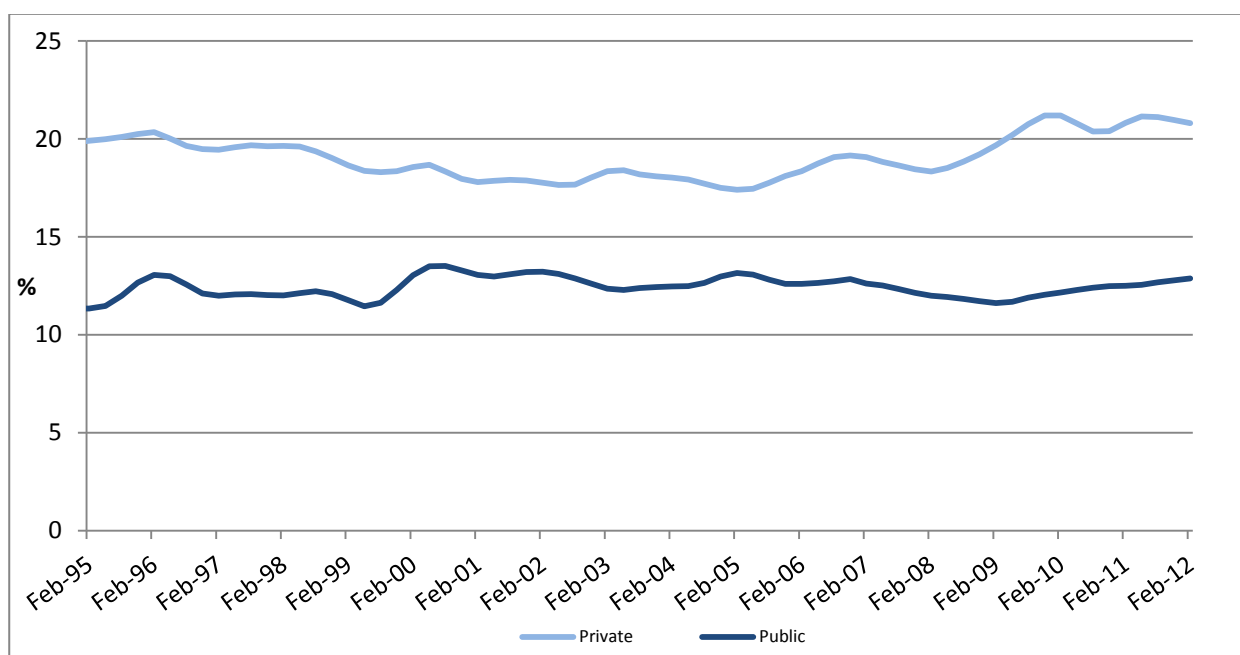
**Table 1: Gender pay gap, state and territory February 2011 – February 2012.**

| State/Territory | Feb-11 | Feb-12      | Annual Change |
|-----------------|--------|-------------|---------------|
| NSW             | 14.0   | 13.7        | -0.3          |
| VIC             | 16.7   | 16.2        | -0.5          |
| QLD             | 19.1   | 21.4        | 2.3           |
| SA              | 15.7   | 13.9        | -1.8          |
| WA              | 27.5   | 25.8        | -1.7          |
| TAS             | 10.6   | 12.1        | 1.5           |
| NT              | 16.0   | 19.7        | 3.7           |
| ACT             | 11.6   | 12.0        | 0.4           |
| Australia       | 17.4   | <b>17.4</b> | 0.0           |

Source: ABS Average Weekly Earnings Trend (Cat No 6302.0 Table 11A-H), February 2012. Full Time Adult Ordinary time earnings, (released 17/05/2012).

## Private and public sector

The pay gap in the private sector is considerably larger than the public sector (Figure 2). In February 2012, the private sector gender pay gap was 20.8 % (-0.2 pp) over the quarter and no change over the year, compared with 12.9 % in the public sector (+0.1 pp) over the quarter and +0.4 pp over the year.



**Figure 2: Gender pay gap, private and public sector, August 1994 – February 2012.**

Source: ABS Average Weekly Earnings - Trend (Cat No 6302.0, Table 7), February 2012 (released 17/05/2012).

## Earnings by industry

In February 2012, the health care and social assistance sector had the highest gender pay gap (32.6 %), followed by the financial and insurance sector (31.3 %), professional scientific and technical services sector (26.4 %) and the mining sector (26.1 %). Industries with the lowest gender pay gap were the retail trade (7.9 %), public administration and safety (8.0 %), and accommodation and food services (8.1%) sectors (Table 2).

Over the year to February 2012, the gap grew considerably in transport, postal and warehousing (+4.7 pp) and mining (+4.3 pp). The gap has narrowed quite markedly in rental, hiring and real estate (-4.3 pp), electricity, gas, water and waste services (-2.9 pp) and the accommodation and food services sector (-2.9 pp)

**Table 2: Gender pay gap by industry February 2011 – February 2012 (original data).**

| Industry  | Feb-11 | Feb-12      | Annual Change |
|---|--------|-------------|---------------|
| Accommodation and Food Services                 | 11.0   | <b>8.1</b>  | -2.9          |
| Administrative and Support Services             | 14.6   | <b>14.3</b> | -0.3          |
| Arts and Recreation Services                    | 19.9   | <b>17.1</b> | -2.8          |
| Construction                                    | 16.8   | <b>18.4</b> | 1.6           |
| Education and Training                          | 9.3    | <b>10.0</b> | 0.7           |
| Electricity, Gas, Water and Waste Services      | 18.1   | <b>15.2</b> | -2.9          |
| Financial and Insurance Services                | 32.8   | <b>31.3</b> | -1.5          |
| Health Care and Social Assistance               | 28.8   | <b>32.6</b> | 3.8           |
| Information Media and Telecommunication         | 20.1   | <b>19.7</b> | -0.4          |
| Manufacturing                                   | 15.8   | <b>16.4</b> | 0.6           |
| Mining  | 21.8   | <b>26.1</b> | 4.3           |
| Other Services                                  | 12.8   | <b>10.7</b> | -2.1          |
| Professional, Scientific and Technical Services | 27.1   | <b>26.4</b> | -0.7          |
| Public Administration and Safety                | 8.1    | <b>8.0</b>  | -0.1          |
| Rental, Hiring and Real Estate Services         | 27.6   | <b>23.3</b> | -4.3          |
| Retail Trade                                    | 8.6    | <b>7.9</b>  | -0.7          |
| Transport, Postal and Warehousing               | 9.1    | <b>13.9</b> | 4.8           |
| Wholesale Trade                                 | 21.1   | <b>18.3</b> | -2.8          |

Source: ABS Average Weekly Earnings - Original (Cat No 6302.0, Table 10), February 2012 (released 17/05/2012)

## Earnings by occupation

The ABS Catalogue 6302.0 does not collect data on average weekly earnings by occupation. The most recent data providing this information was the Employee Earnings, Benefits and Trade Union Membership survey - released in April 2012. The highest pay gap between men and women working full time, as shown in Table 3, is for sales workers (27.6 %) and community and personal service worker occupations (26.5 %). The occupations with the lowest pay gap are managers (20.5 %) and professionals (21.1 %).

**Table 3: Mean weekly earnings in main job, full time, by occupation of main job.**

| Mean weekly full time earnings in main job | Men             | Women           | Pay gap (%) |
|--|-----------------|-----------------|-------------|
| Managers                                   | \$ 1,764        | \$ 1,403        | <b>20.5</b> |
| Professionals                              | \$ 1,742        | \$ 1,375        | <b>21.1</b> |
| Technicians and trade workers              | \$ 1,210        | \$ 903          | <b>25.4</b> |
| Community and personal service workers     | \$ 1,191        | \$ 875          | <b>26.5</b> |
| Clerical and administrative workers        | \$ 1,343        | \$ 996          | <b>25.8</b> |
| Sales workers                              | \$ 1,196        | \$ 866          | <b>27.6</b> |
| Labourers                                  | \$ 1,029        | \$ 775          | <b>24.7</b> |
| <b>All occupations</b>                     | <b>\$ 1,403</b> | <b>\$ 1,130</b> | <b>19.5</b> |

Source: ABS Employee Earnings, Benefits and Trade Union Membership, Australia, Cat No. 6310 (April 2012)

For part time workers, the overall gender pay gap stood at -9.0 % showing, on average, women were being paid more than men when employed part time. This occurred across four occupations: clerical and administrative workers (-13.3 %), labourers (-5.9 %), community and service workers (-4.1 %) and sales workers (-4.0 %). The largest pay gaps between men and women in part time employment were in the occupations of technicians and trades workers (20.7 %), professionals (12.0 %), and managers (8.0 %); see Table 4.

**Table 4: Mean weekly earnings in main job, part time, by occupation of main job.**

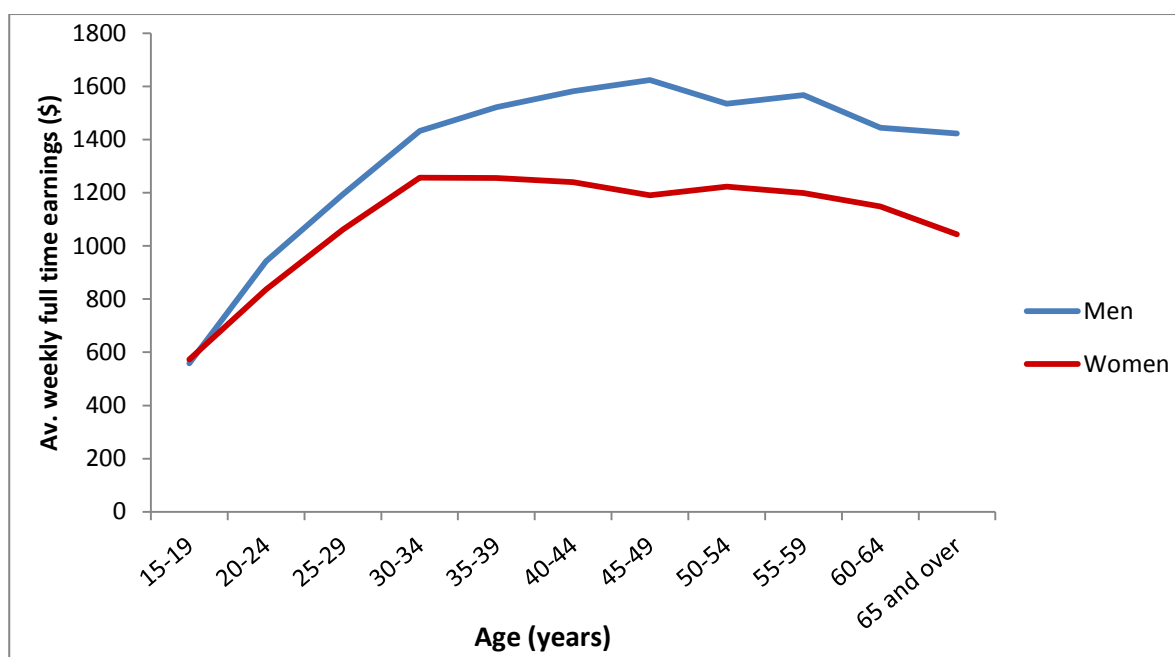
| Mean weekly part time earnings in main job | Men              | Women            | Pay gap (%)  |
|--|------------------|------------------|--------------|
| Managers                                   | \$ 852.00        | \$ 784.00        | <b>8.0</b>   |
| Professionals                              | \$ 870.00        | \$ 766.00        | <b>12.0</b>  |
| Technicians and trades workers             | \$ 550.00        | \$ 436.00        | <b>20.7</b>  |
| Community and personal service workers     | \$ 410.00        | \$ 427.00        | <b>-4.1</b>  |
| Clerical and administrative workers        | \$ 487.00        | \$ 552.00        | <b>-13.3</b> |
| Sales workers                              | \$ 297.00        | \$ 309.00        | <b>-4.0</b>  |
| Labourers                                  | \$ 307.00        | \$ 325.00        | <b>-5.9</b>  |
| <b>All occupations</b>                     | <b>\$ 455.00</b> | <b>\$ 496.00</b> | <b>-9.0</b>  |

Source: ABS Employee Earnings, Benefits and Trade Union Membership, Australia, Cat No. 6310 (April 2012)

## Earnings by age

Average weekly earnings by age category have been taken from the Employee Earnings, Benefits and Trade Union Membership survey. Figure 3, below, shows the average pay gap between men and women working full time increases with age.

Between the ages of 15 to 19, women earn more than men (pay gap of -2.7 %). By the age of 45 to 49, men are earning considerably more than women (26.7 % more). At the age of 50, the pay gap reduces to 20.3 % but gradually increases to 26.6 % at the age of 65.



**Figure 3: Mean weekly earnings in main job, by full time status in main job, by age**

Source: ABS Employee Earnings, Benefits and Trade Union Membership, Australia, Cat No. 6310 (April 2012)