

March 2016

Gender pay gap statistics



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Key results¹

Gender pay gap nationally

Full-time average weekly earnings of women



\$ 1,325.10



Full-time average earning difference of

\$277.70 per week

full-time gender pay gap

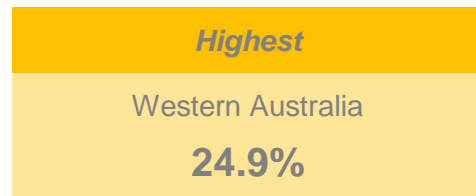
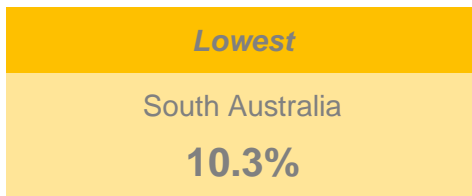
17.3%

Full-time average weekly earnings of men

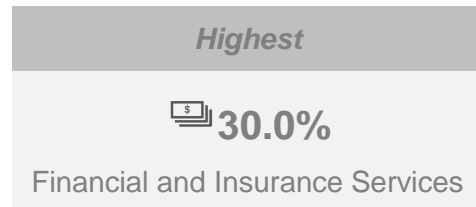
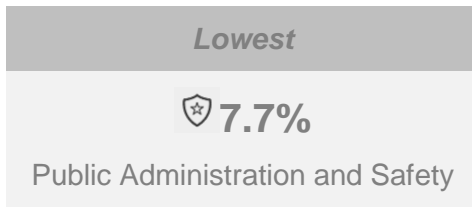


\$ 1,602.80

Gender pay gap by state and territory



Gender pay gap by industry



Organisational gender pay gap analysis



27.7%

The most common action - identified cause/s of the gaps

2.0%

The least common action - conducted a gender-based job evaluation process

¹ ABS (2016), *Average Weekly Earnings, Australia, Nov 2015*, cat. no. 6302.0, viewed 26 February 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0> ; WGEA (2016), Agency reporting data, reporting questionnaire



About this fact sheet

The gender pay gap is the difference between women's and men's average weekly full-time equivalent earnings, expressed as a percentage of men's earnings. The Workplace Gender Equality Agency (Agency) calculates the national gender pay gap using Australian Bureau of Statistics' (ABS) Full-Time Adult Average Weekly Ordinary Time Earnings (AWOTE) Trend data from the Average Weekly Earnings (AWE) survey (cat. no. 6302.0). The national gender pay gap is currently 17.3%¹ and has hovered between 15% and 19% for the past two decades.

The national gender pay gap based on AWE is a symbol for the overall position of women in the workforce. It does not show 'like-for-like' pay gaps, that is employees working in the same or comparable roles, nor determine or explain the causes of any differences in earnings between women and men.

The gender pay gap is influenced by a number of interrelated work, family and societal factors, including stereotypes about the work women and men 'should' do, and the way women and men 'should' engage in the workforce. Other factors that contribute to the gender pay gap include:

- women and men working in different industries (industrial segregation) and different jobs (occupational segregation). Historically, female-dominated industries and jobs have attracted lower wages than male-dominated industries and jobs
- a lack of women in senior positions, and a lack of part-time or flexible senior roles. Women are more likely than men to work part-time or flexibly because they still undertake most of society's unpaid caring work and may find it difficult to access senior roles
- women's more precarious attachment to the workforce (largely due to their unpaid caring responsibilities)
- differences in education, work experience and seniority
- discrimination, both direct and indirect.

This fact sheet details the national gender pay gap, as well as the gender pay gap by states and territories, industries, sectors, age groups, methods of setting pay and occupations. The data was sourced primarily from the ABS Full-Time Adult Average Weekly Ordinary Time Earnings Trend series from the AWE survey,² which calculates the full-time adult average weekly ordinary time earnings (trend) before tax, excluding factors such as overtime, pay that is salary sacrificed and junior and part-time employees.

Where data was unavailable from this survey, this data was sourced from the ABS Employee Earnings and Hours employer survey³ (age group and method of setting pay) and from the WGEA's own gender pay gap data (occupation).⁴

Information about whether organisations have conducted, or are in the process of developing a gender pay gap analysis and have taken action to address the gender pay gap, is derived from the Agency's online reporting questionnaire conducted in the 2014-15 reporting period.⁵

Further information

For Agency gender pay gap data (based on a census of non-public sector organisations with 100 or more employees that are required to report to the Agency, and representing 40% of Australian employees), refer to the [WGEA Data Explorer](#), a comprehensive data visualisations tool that allows users to 'drill down' the Agencies aggregated dataset using a industry and occupation categories.

Alternatively, refer to [Australia's gender equality scorecard](#) released in November 2015, and the first report in the BCEC |WGEA Gender Equity Series titled 'Gender Equity Insights 2016: Inside Australia's Gender Pay Gap' (released March 2016) for a more detailed analysis of the WGEA's gender pay gap data.

For more information on employer initiatives in relation to the gender pay gap (including taking action to address the gender pay gap and including pay equity objectives within formal remuneration policies and strategies), refer to the Agency's [2015 Pay equity report card](#).

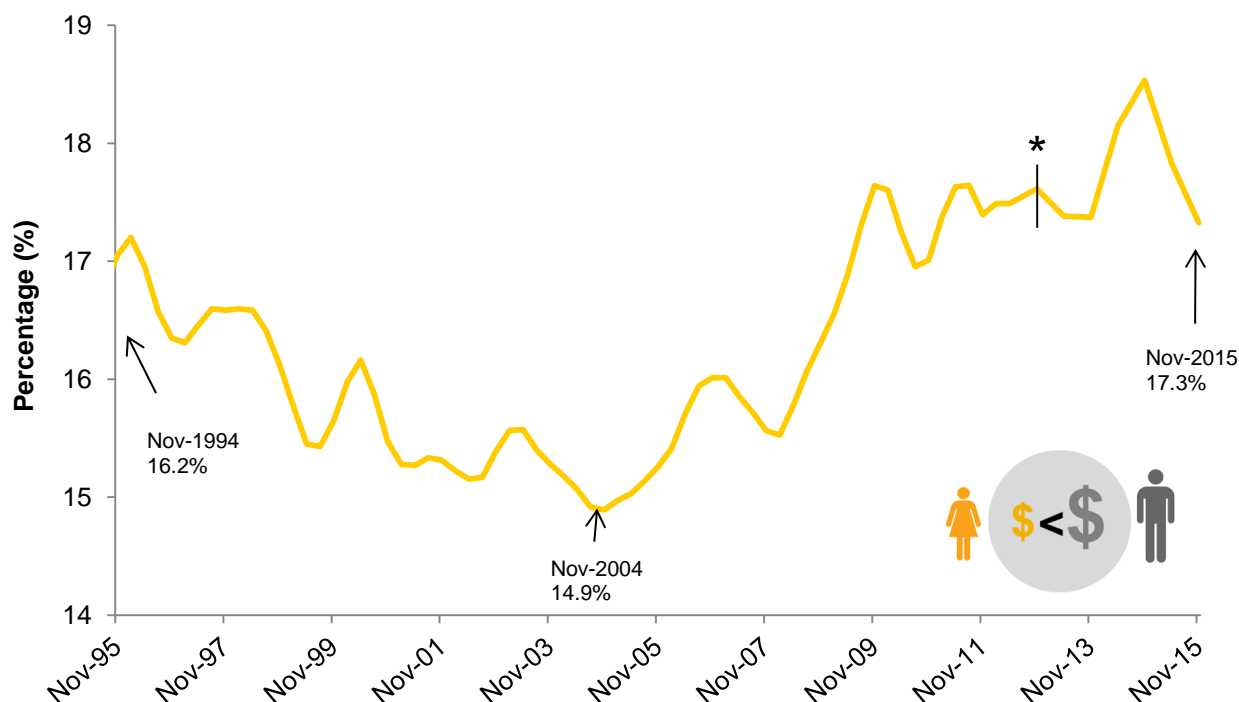
For more information on how the gender pay gap is measured and interpreted refer to the [Gender Pay Gap Taskforce Report](#).

To find out more about the different data sets that can be used to understand gender pay gaps in Australia, refer to the WGEA's **Differences between the full-time gender pay gap infographic** at the end of this fact sheet.

National

Based on data collected in November 2015, the gender pay gap stood at 17.3%.⁶

Figure 1: Gender Pay Gap, Australia, November 1995 – November 2015⁷



Source: ABS (2016), *Average Weekly Earnings, Nov 2015*, cat. no. 6302.0, viewed 26 February 2016,

<http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Data is based on Full-Time Adult Average Weekly Ordinary Time Earnings, and based on November as the reference period.

* The release frequency changed from quarterly to bi-annual in November 2012.

Based on data for November 2015:

- The average weekly ordinary time earnings of women working full-time were \$1,325.10 per week, compared to men who earned an average weekly wage of \$1,602.80 per week, making women's average earnings \$277.70 per week less than men.
- There has been a slight decrease (-1.2 pp) in the gender pay gap since November 2014 (18.5%). Since November 1994, the gender pay gap has increased by over one percentage point (+1.1 pp).
- Over this 20 year period the gender pay gap was lowest in November 2004, at 14.9% (Figure 1). While a number of factors contribute to changes in the gender pay gap, including major changes in Government policy,⁸ no causal links have been found to adequately explain the 2004 dip in the gender pay gap, or its subsequent steep rise.

State and territory

Consistent with November 2014 figures, Western Australia had the widest gender pay gap in November 2015 (24.9%). South Australia had the lowest gender pay gap in November 2015 (10.3%), replacing the Australian Capital Territory, which had the lowest gender pay gap in November 2014 (11.5%).

Since November 2014, the gender pay gap has increased the most in the Northern Territory (+1.8 pp), and increased slightly in Tasmania (+0.1 pp). Over the same period, there were decreases in South Australia (-3.1 pp), Queensland (-2.6 pp), New South Wales (-0.8 pp), Western Australia (-0.8 pp), and in Victoria (-0.4 pp). There was no change in the gender pay gap for the Australian Capital Territory over the same period (remaining 11.5% between November 2014 and November 2015).

Table 1: Gender pay gap by state and territory, November 2014 – November 2015

State/Territory	Nov-14	Nov-15	Difference ⁹
WA	25.7	24.9	-0.8
NT	18.2	20.0	1.8
NSW	18.7	17.9	-0.8
Qld	20.2	17.6	-2.6
VIC	14.4	14.0	-0.4
Tas	12.5	12.6	0.1
ACT	11.5	11.5	0.0
SA	13.4	10.3	-3.1
Australia	18.5	17.3	-1.2

Source: ABS (2016), *Average Weekly Earnings, Nov 2015*, cat. no. 6302.0, viewed 26 February 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>






Note: Data is based on Full-Time Adult Average Weekly Ordinary Time Earnings, and based on November as the reference period. States and territories are ranked from highest gender pay gap to lowest gender pay gap in November 2015.














Differences in the gender pay gap across the states and territories may be partly explained by variations in the composition of the workforce and industry profiles of each state and territory. For example, the Western Australian full-time workforce has higher concentrations of employment in construction and manufacturing, where men represent the majority of employees, and where there are relatively high gender pay gaps. In contrast, a large proportion of the full-time Australian Capital Territory workforce is in the public administration and safety sector which has a low gender pay gap.¹⁰

Industry

In November 2015, the Financial and insurance services industry had the highest gender pay gap (30.0%), followed by Rental, Hiring and Real Estate Services (27.3%) and Health Care and Social Assistance (26.8%). The lowest gender pay gaps were in the Public Administration and Safety (7.7%), Electricity, Gas, Water and Waste Services (8.0%), and Administrative and Support Services (8.4%) industries.

Table 3: Gender pay gap by industry, November 2014 – November 2015

Industry	Nov-14	Nov-15	Difference ¹¹
 Financial And Insurance Services	29.6	30.0	0.4
 Rental, Hiring and Real Estate Services	28.7	27.3	-1.4
 Health Care and Social Assistance	29.1	26.8	-2.3
 Professional, Scientific and Technical Services	28.0	22.6	-5.4
 Construction	16.5	21.8	5.3

	Industry	Nov-14	Nov-15	Difference¹¹
	Information Media and Telecommunications	18.1	19.7	1.6
	Manufacturing	20.7	18.9	-1.8
	Transport, Postal and Warehousing	16.1	17.9	1.8
	Mining	21.7	17.2	-4.5
	Wholesale Trade	13.7	16.2	2.5
	Education and Training	12.8	13.4	0.6
	Arts and Recreation Services	15.3	13.1	-2.2
	Other Services	8.2	12.2	4.0
	Retail Trade	12.1	11.2	-0.9
	Accommodation and Food Services	9.0	10.2	1.2
	Administrative and Support Services	16.1	8.4	-7.7
	Electricity, Gas, Water and Waste Services	9.1	8.0	-1.1
	Public Administration and Safety	7.2	7.7	0.5

Source: ABS (2016), *Average Weekly Earnings, Nov 2015*, cat. no. 6302.0, viewed 26 February 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Data is based on Full-Time Adult Average Weekly Ordinary Time Earnings, and based on November as the reference period. Industries are ranked from highest gender pay gap to lowest gender pay gap in November 2015.

Although there was a 1.2 percentage point decrease in the overall gender pay gap between November 2014 and November 2015, there was considerable variation between industries in the direction and size between these time periods.

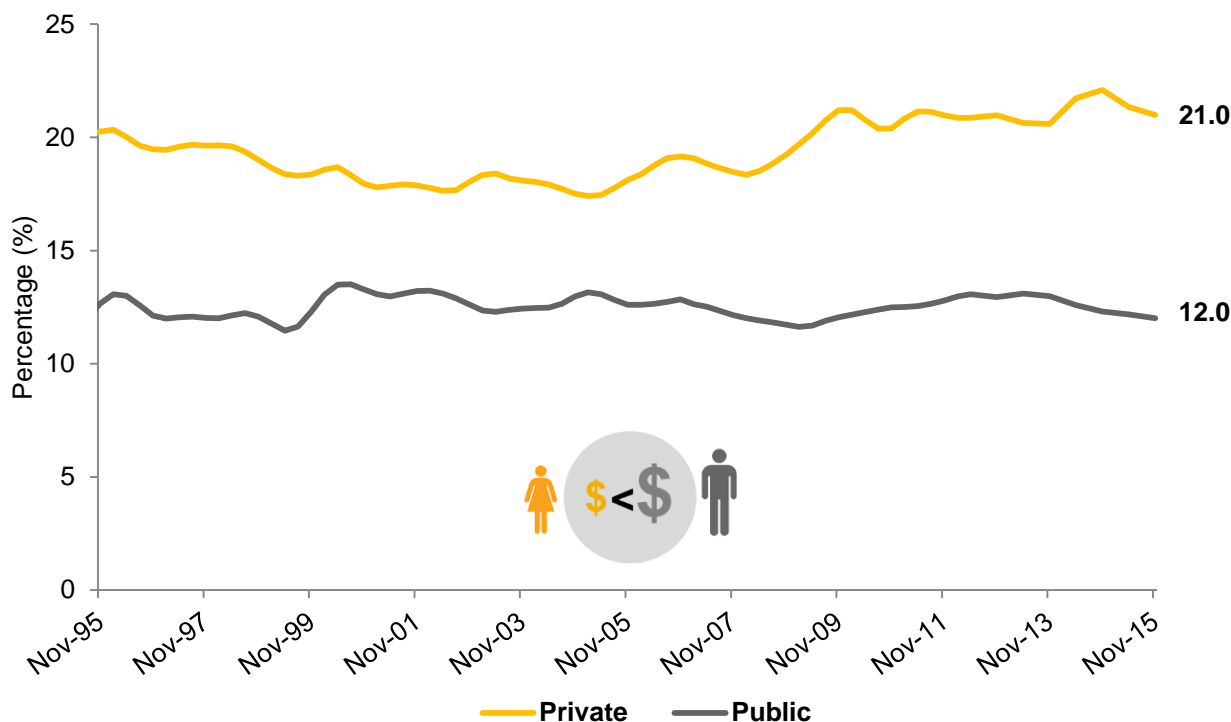
Latest 2015 results show that, compared to 2014:

- the gender pay gap increased markedly in three industries: Construction (+5.3 pp), Other Services (+4.0 pp), and Wholesale Trade (+2.5 pp).
- the gender pay gap reduced substantially in three industries: Administrative and Support Services (-7.7 pp), Professional, Scientific and Technical Services (-5.4 pp), and Mining (-4.5 pp).

Private and public sector

The gender pay gap in the public sector is considerably lower than in the private sector. In November 2015, the private sector gender pay gap was 21.0%, a decrease of 1.1 pp since November 2014, compared with 12.0% in the public sector, which also had a slight decrease of 0.3 pp since November 2014. Figure 2 shows the trend over time in the gender pay gaps for both sectors.

Figure 2: Gender pay gap, private and public sector, November 1995 – November 2015



Source: ABS (2016), *Average Weekly Earnings, Nov 2015*, cat. no. 6302.0, viewed 26 February 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

Note: Data is based on Full-Time Adult Average Weekly Ordinary Time Earnings, and based on November as the reference period.

The difference in gender pay gaps could be due to several differences between the sectors. For example, the main method of setting pay in the private sector was individual arrangement (44.4%), while the main method of setting pay in the public sector was collective agreement (87.2%).¹² Because the public sector predominantly uses collective agreements and has very transparent pay levels and scales, this would standardise pay between women and men and result in a smaller gender pay gap than the private sector, where individual agreements are common and likely to result in large pay differences between women and men.¹³

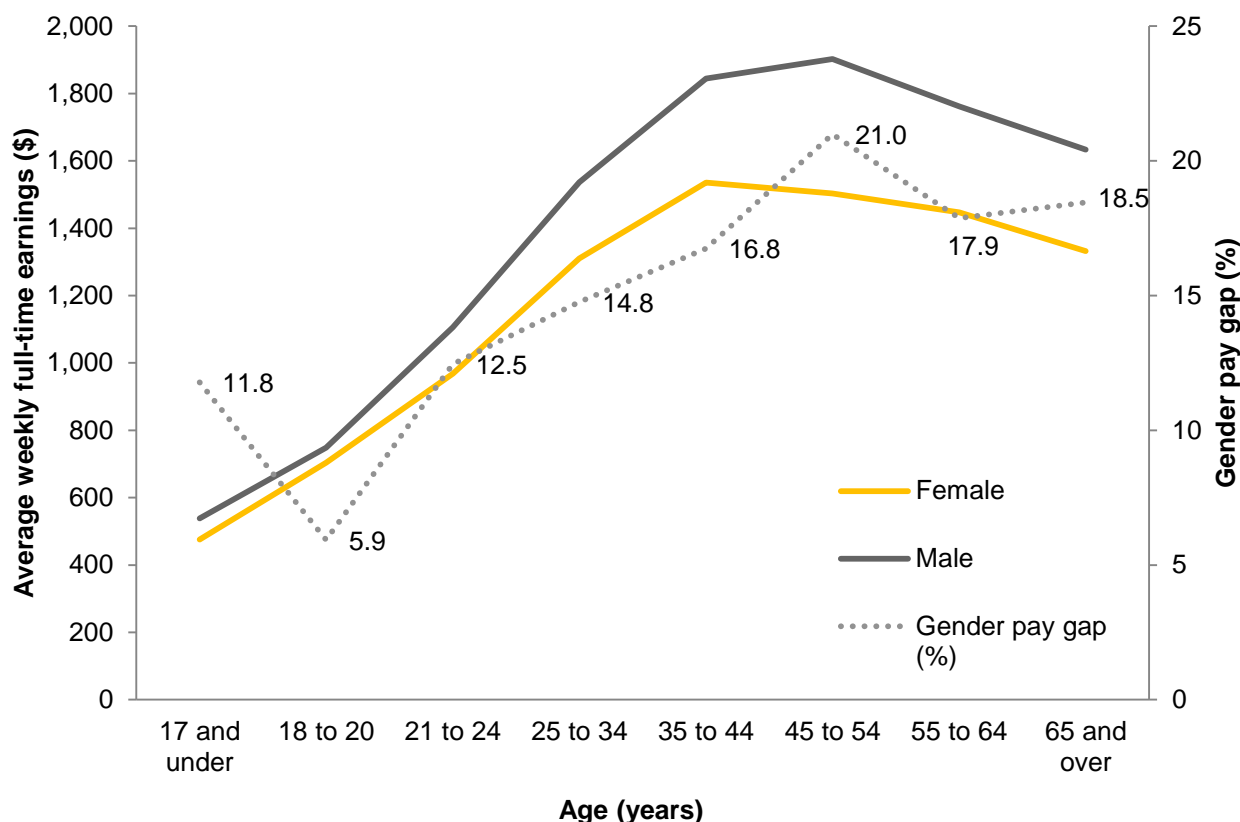
Other factors that could contribute to the difference between the gender pay gaps by sector include:¹⁴

- the public sector is situated in a politically-driven environment, while the private sector resides in a market-driven environment
- differences in the levels of occupational integration (balanced proportion of women and men in an occupation)
- differences in the implementation of anti-discrimination legislation
- differences in the size of establishments
- differences in the education and qualifications of workers.

Age group

Average weekly earnings by age have been taken from the ABS Employee Earnings and Hours survey, released January 2015. The average gender pay gap between women and men working full-time generally increases with age up to the usual age of retirement (around 65 years of age), when the gap begins to narrow due to reduced income in retirement.

Figure 3: Full-time average weekly total cash earnings and gender pay gaps by age



Source: ABS (2015), *Employee Earnings and Hours, Australia, May 2014*, cat. no. 6306.0, viewed 26 February 2016, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>


Note: Data is based on Full-time Average Weekly Total Cash Earnings, and is inclusive of ordinary and overtime earnings.

For 17 years and under, the gender pay gap was calculated to be 11.8%. This drops to 5.9% for those aged between 18 and 20 years. However, for those in the main working age groups, 21 to 54 years, the gender pay gap increases steadily to reach 21.0% for the 45 to 54 age group category (see Figure 3).

Method of setting pay

Method of setting pay describes how that pay is set, such as by award, collective or individual agreements. The ABS average weekly earnings dataset does not collect data on average weekly earnings by method of pay. The most recent data providing this information was the ABS Employee Earnings and Hours survey, released January 2015.

Table 6: Average weekly total cash earnings (full-time) and gender pay gap, by method of setting pay

Method of setting pay 	Women	Men	Gender pay gap (%) ¹⁵
Award only	\$1,011.30	\$1,113.20	9.2
Collective agreement	\$1,480.70	\$1,773.90	16.5
Individual arrangement	\$1,394.70	\$1,782.00	21.7
Overall	\$1,376.90	\$1,680.70	18.1

ABS (2015), *Employee Earnings and Hours, Australia, May 2014*, cat. no. 6306.0, viewed 26 February 2016, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

Note: Data is based on Full-time Average Weekly Total Cash Earnings, and is inclusive of ordinary and overtime earnings.

Among full-time employees:

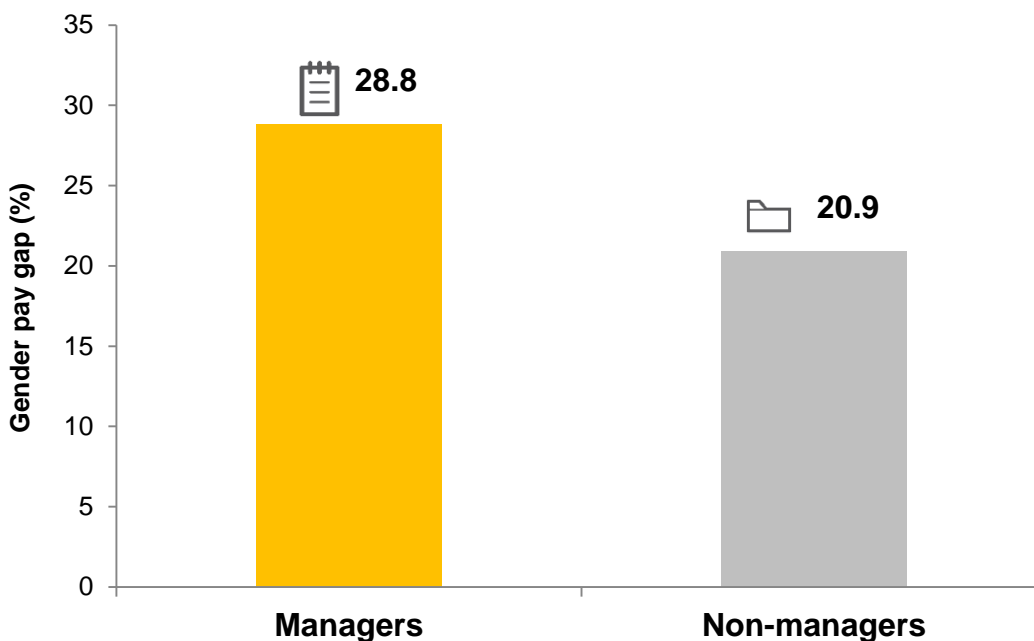
- the average weekly total cash earnings for those who had their pay set by individual agreement were substantially higher for men than women, resulting in a gender pay gap of 21.7%
- the average weekly total cash earnings for those who had their pay set by collective agreement were also higher for men than women
- the difference in full-time earnings was smaller for those whose pay was set by award only, where men earned slightly more than women (Table 6).

This indicates that there may be a more equal distribution of pay between women and men when pay is set by federal or state industrial authorities, than when it is set by agreements made collectively between employees and their employer or by individual agreement with the employer.

Occupation

Gender pay gaps by occupation have been taken from the Agency's data set, and are available in the [WGEA data explorer](#). Occupation gender pay gap results are based on the annualised total remuneration of full-time employees who work in non-public sector organisations (with 100 or more employees) that are required to report to the Agency.

Figure 4: Gender pay gaps by managers and non-managers (full-time employees, total remuneration), 2015



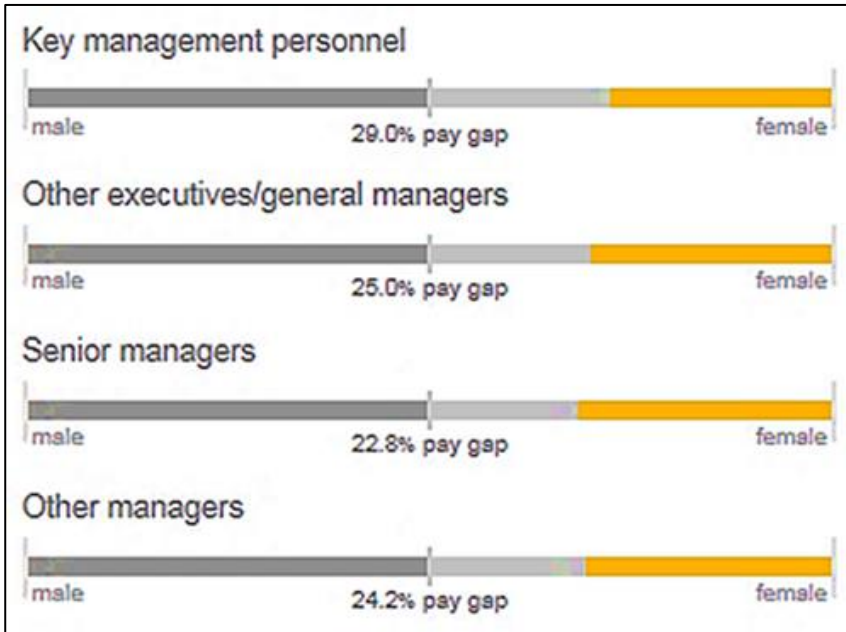
Source: WGEA (2015), *Australia's gender equality scorecard*, https://www.wgea.gov.au/sites/default/files/2014-15-WGEA_SCORECARD.pdf

Note: Data is based on total remuneration of full-time employees, which includes full-time base salary plus any additional benefits whether payable directly or indirectly, whether in cash or in a form other than cash. Includes bonus payments (including performance pay), superannuation, discretionary pay, overtime, other allowances and other (for example share allocations).

Overall Agency results show that in 2015:

- the gender pay gap was higher among managers than non-managers
- the Managers gender pay gap was 28.8%
- the Non-managers gender pay gap was 20.9%.

Figure 5: Gender pay gaps by management level (full-time employees, total remuneration), 2015



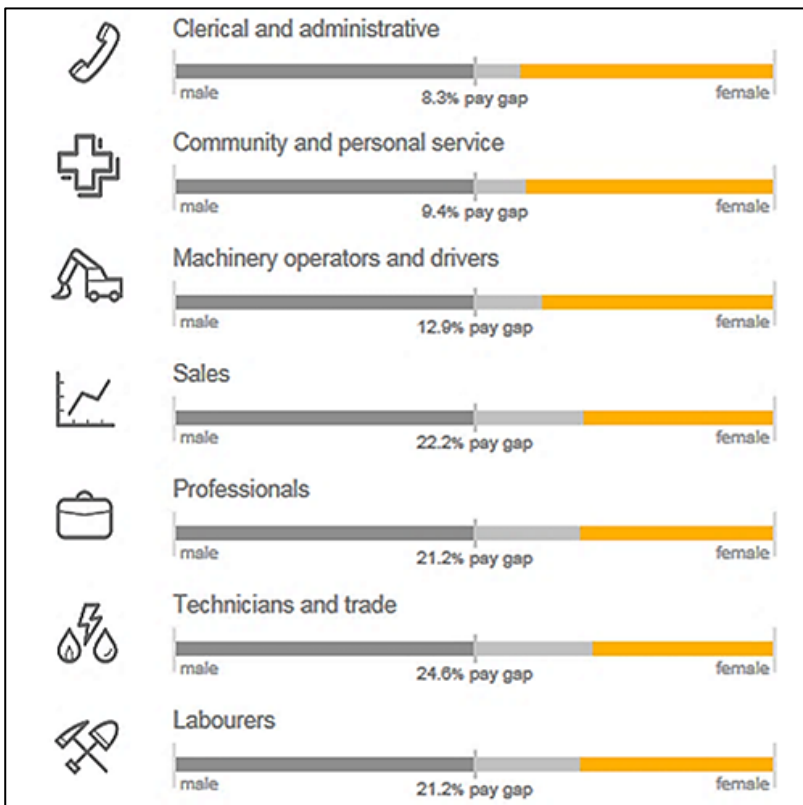
Source: WGEA (2016), WGEA data explorer: <http://data.wgea.gov.au/>

Note: Data is based on total remuneration of full-time employees, which includes full-time base salary plus any additional benefits whether payable directly or indirectly, whether in cash or in a form other than cash. Includes bonus payments (including performance pay), superannuation, discretionary pay, overtime, other allowances and other (for example share allocations).

Agency results for management levels show that, in 2015:

- the gender pay gap was lowest for senior managers, where full-time working women had, on average, total remuneration 22.8% less than men's.
- the key management personnel occupation had the highest gender pay gap, which stood at 29.0%.

Figure 6: Gender pay gaps by non-manager occupations (full-time employees, total remuneration), 2015



Source: WGEA (2016), WGEA data explorer: <http://data.wgea.gov.au/>

Note: Data is based on total remuneration of full-time employees, which includes full-time base salary plus any additional benefits whether payable directly or indirectly, whether in cash or in a form other than cash. Includes bonus payments (including performance pay), superannuation, discretionary pay, overtime, other allowances and other (for example share allocations).

Agency results for non-manager occupations show that, in 2015:

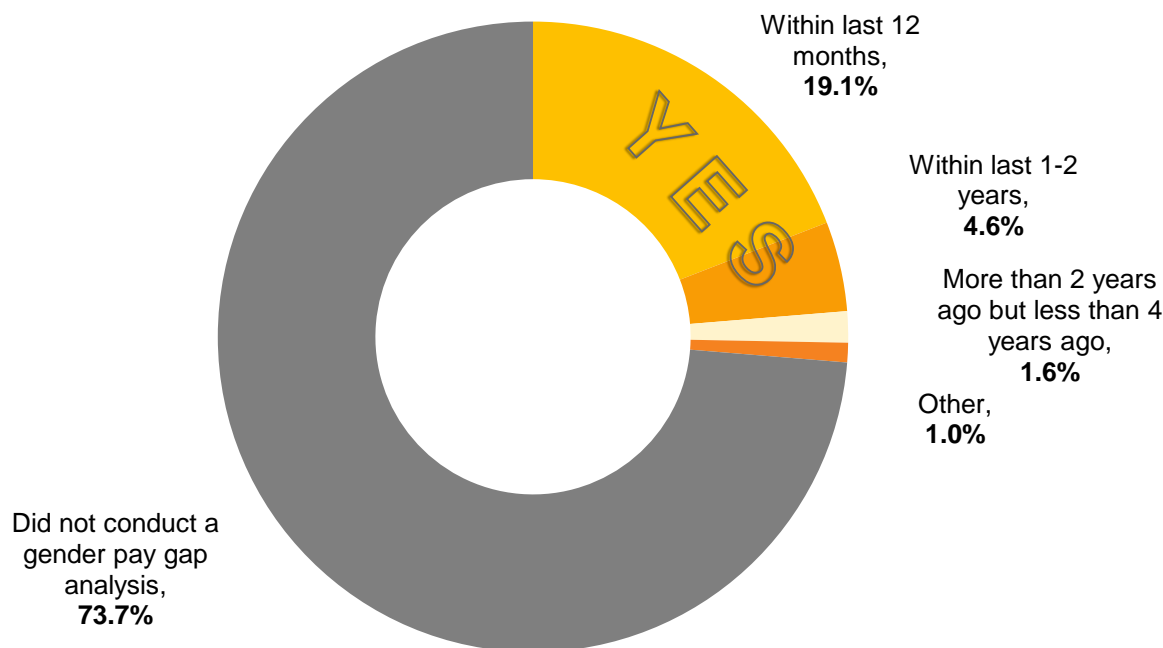
- the highest non-manager occupation gender pay gap was for Technicians and Trade, which stood at 24.6%.
- the lowest non-manager occupation gender pay gap was for Clerical and Administrative, with full-time working women's total remuneration being 8.3% less than men's.
- the Professionals and Labourers occupations had the same gender pay gap of 21.2%.

Organisational gender pay gap analysis

An organisational gender pay gap analysis compares the remuneration data for women and men to identify gaps based on full-time equivalent annualised average salaries. It then investigates the causes of any identified gaps to determine what needs to be done to correct them. The Agency extracts this information from the reporting questionnaire, which includes questions relating to whether a gender pay gap analysis has been undertaken and when it was undertaken (Question 4), and if actions were taken to address the gender pay gap (Question 4.1).

Based on the 2014-15 reporting period, 26.3% of 4,670 reporting organisations conducted a gender pay gap analysis, while 5.1% stated that an organisational gender pay gap analysis is currently under development. If these proportions are combined, it indicates that in the future almost a third of organisations may have undertaken a gender pay gap analysis (31.4%).

Figure 7: Organisations that have conducted a gender pay gap analysis by when conducted, 2015



Source: WGEA (2016), WGEA data explorer: <http://data.wgea.gov.au/>

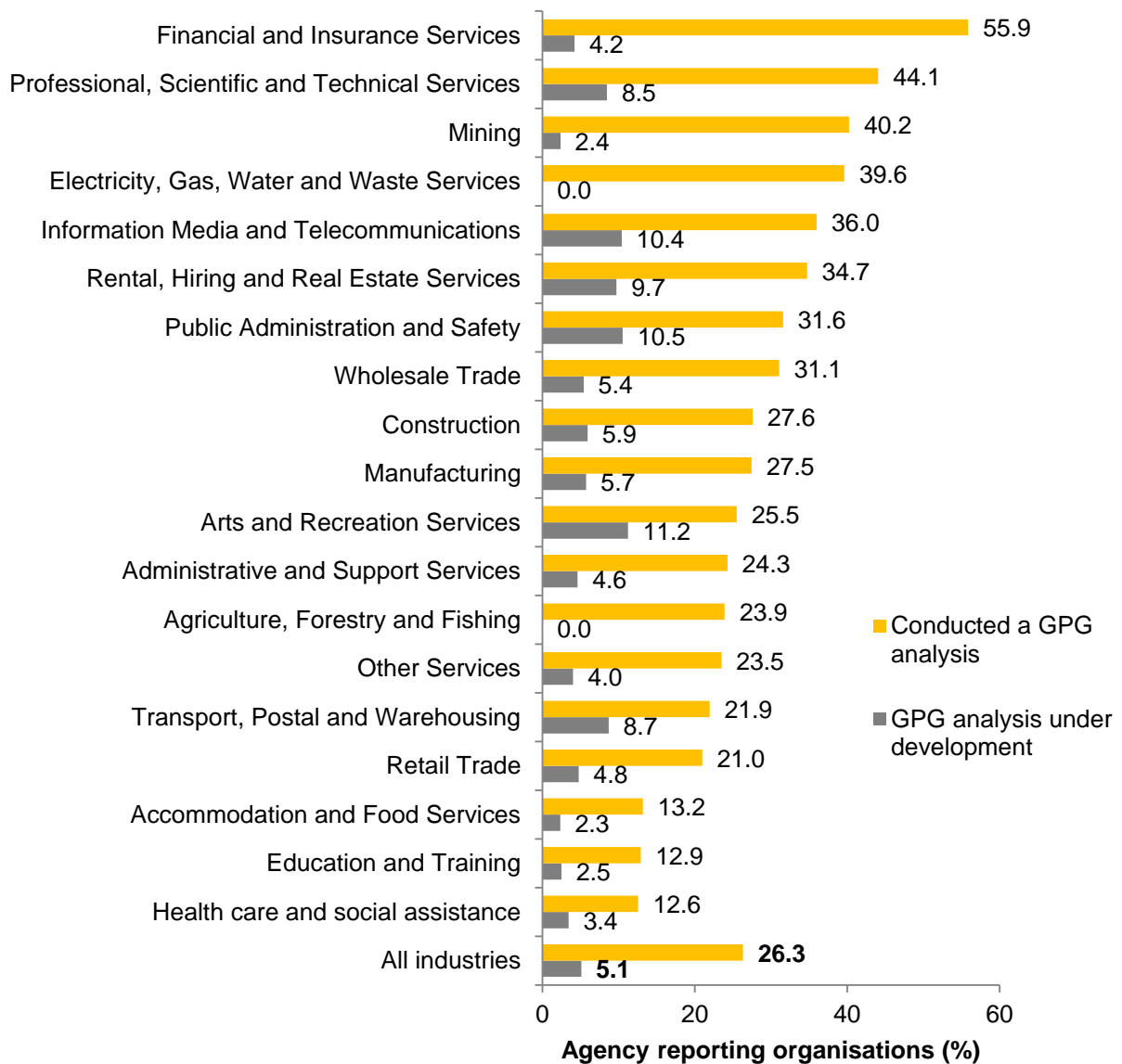
Note: Proportions are representative of 1,229 reporting organisations that responded 'Yes', and 3,441 reporting organisations that responded 'No', to Question 4 of the reporting questionnaire in 2015.

Based on the timeframe during which reporting organisations conducted a gender pay gap analysis:

- the majority of reporting organisations that undertook a gender pay gap analysis did so in the last 12 months (19.1%)

- a further 4.6% conducted a gender pay gap analysis in the past one to two years, while 1.6% conducted a gender pay gap analysis in over two but less than four years, and one percent conducted an analysis during another time period
- nearly three quarters of reporting organisations did not conduct a gender pay gap analysis (73.7%).

Figure 8: Organisations that have conducted a gender pay gap analysis, or have a gender pay gap analysis under development, by industry, 2015



Source: WGEA (2016), WGEA data explorer: <http://data.wgea.gov.au/>

Note: Proportions are representative of 1,229 reporting organisations that responded 'Yes', and 238 reporting organisations that responded 'Currently under development', to Question 4 of the reporting questionnaire in 2015. Industries are ranked from highest to lowest on the proportion that have conducted a gender pay gap analysis.

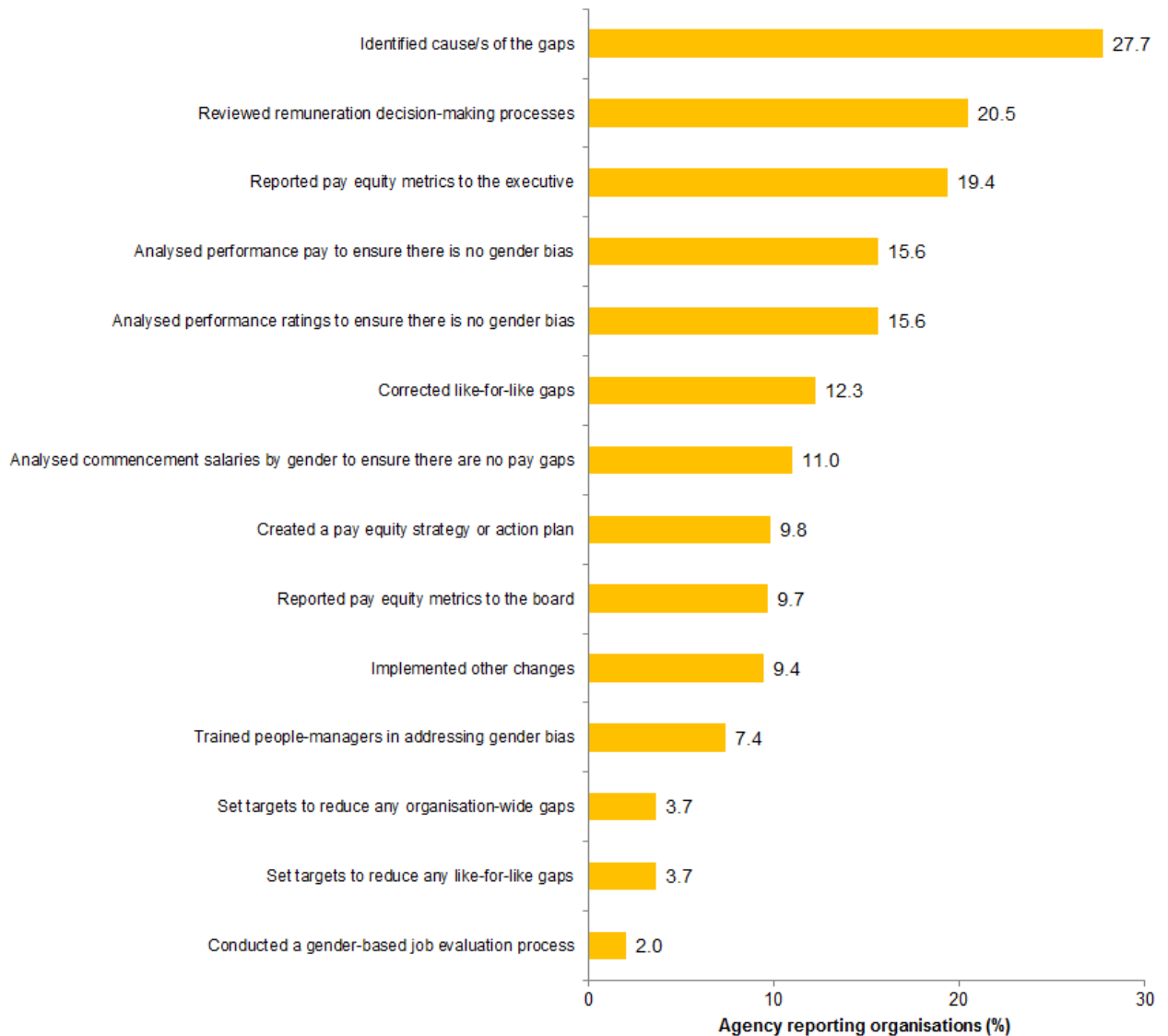
Results showed that:

- Financial and Insurance Services has the largest proportion of reporting organisations that have conducted a gender pay gap analysis (55.9%)
- the industries with the second- and third-largest proportions of reporting organisations that have conducted a gender pay gap analysis are Professional, Scientific and Technical Services (44.1%) and Mining (40.2%)
- Health Care and Social Assistance had the lowest proportion, with only one in ten organisations conducting a gender pay gap analysis (12.6%).

Based on organisations that are planning or developing a gender pay gap analysis:

- Arts and Recreation Services organisations are the most likely to be developing a gender pay gap analysis (11.2%)
- organisations in the Public Administration and Safety industry (10.5%) are the second-most, and those in Information Media and Telecommunications industry (10.4%) are the third-most likely employers to be developing a gender pay gap analysis
- no organisations in Agriculture, Forestry and Fishing are developing a gender pay gap analysis (Figure 5).

Figure 9: Actions organisations took to address the gender pay gap, 2015



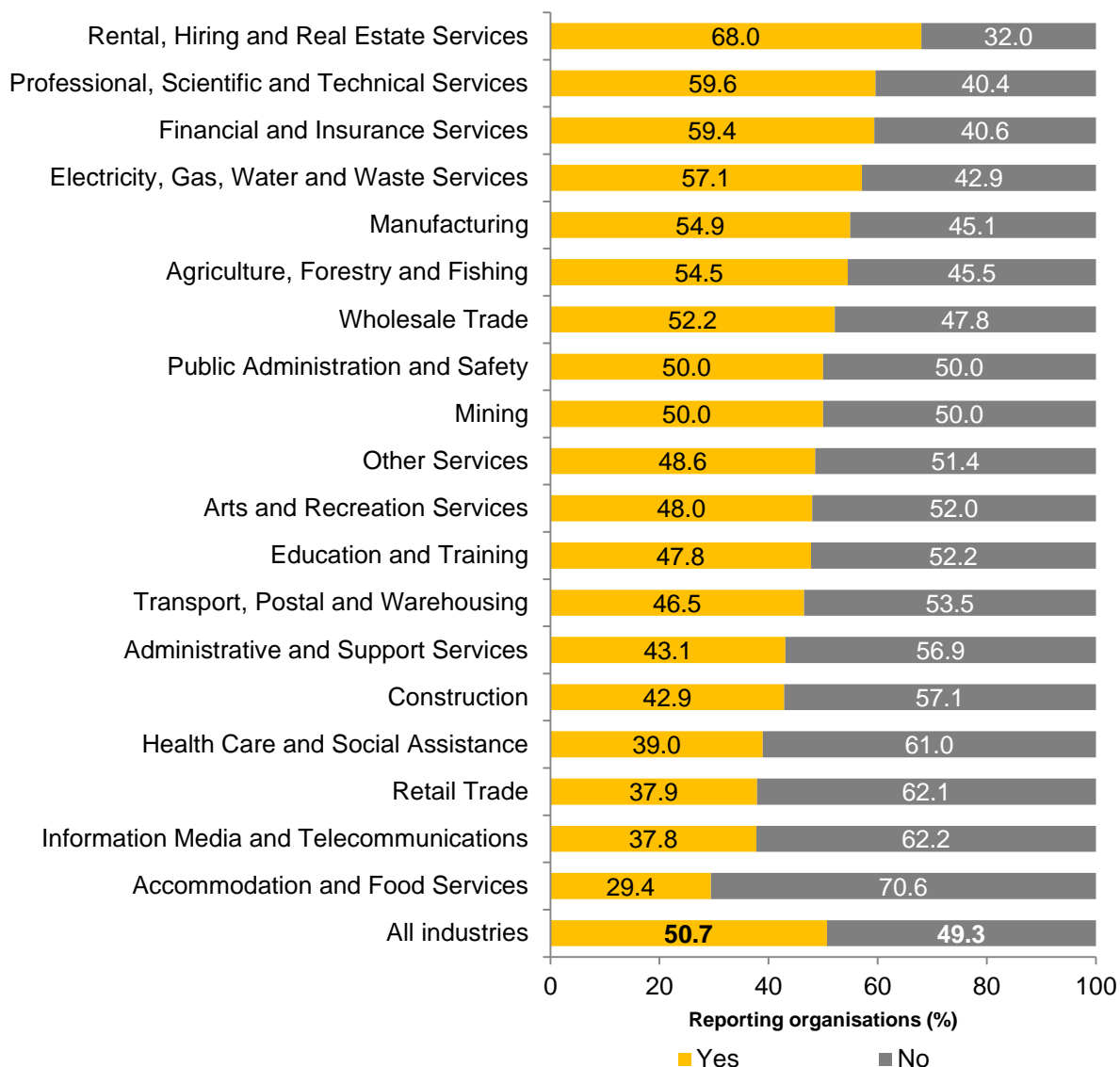
Source: WGEA (2016), WGEA data explorer: <http://data.wgea.gov.au/>

Note: Proportions are representative of 623 reporting organisations that responded 'Yes' to Question 4.1 of the reporting questionnaire in 2015. Percentages do not necessarily add to 100%, as organisations were able to select more than one type of action.

Based on reporting organisations that conducted a gender pay gap analysis:

- over half went a step further and took action to address their gender pay gap (50.7%)
- of these, the majority said they identified the cause/s of the gaps (27.7%), followed by reviewing remuneration decision-making processes (20.5%) and reporting pay equity metrics to the executive (19.4%)
- the least common actions were undertaking a job evaluation process based on gender (2.0%), and setting targets to reduce both their organisation-wide gender pay gap and their like-for-like gender pay gaps implementing other changes (both at 3.7%).

Figure 10: Organisations that took action to address the gender pay gap, by industry, 2015



Source: WGEA (2016), WGEA data explorer: <http://data.wgea.gov.au/>

Note: Proportions are representative of 623 reporting organisations that responded 'Yes', and 606 reporting organisations that responded 'No', to Question 4.1 of the reporting questionnaire in 2015.

Based on reporting organisations that conducted a gender pay gap analysis, by industry:

- Rental, Hiring and Real Estate Services has the largest proportion of organisations that took action to address their gender pay gap (68.0%)
- the industries with the second- and third-largest proportions of organisations that took action are Professional, Scientific and Technical Services (59.6%) and Financial and Insurance Services (59.4%)
- organisations were least likely to take action if they were in the Accommodation and Food Services industry (29.4%).

To find out more about the different data sets that can be used to understand gender pay gaps in the Australian workplace and understand what each of these measures show, please refer to the WGEA's *Differences between the full-time gender pay gap infographic* below.

¹ ABS (2016), *Average Weekly Earnings, Australia, Nov 2015*, cat. no. 6302.0, viewed 26 February 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0>

² Ibid.

³ ABS (2015), *Employee Earnings and Hours, Australia, May 2014*, cat. no. 6306.0, viewed 26 February 2016, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

⁴ WGEA (2016), WGEA data explorer: <http://data.wgea.gov.au/>

⁵ Since 2001, the Agency has conducted annual voluntary telephone surveys of reporting organisations. From 2014, the new reporting requirements of the Workplace Gender Equality Act 2012 came into effect. As part of the new reporting regime, reporting organisations are required to complete a workplace profile and an online reporting questionnaire. The questionnaire includes questions relating to whether a gender pay gap analysis has been undertaken and when it was undertaken (Question 4), and if actions were taken to address the gender pay gap (Question 4.1).

⁶ 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.

⁷ The release frequency changed from quarterly to bi-annual in November 2012.

⁸ Government policies such as [Baby Bonus \(Maternity payment\)](#) and [Work Choices](#).

⁹ A minus sign indicates that the gender pay gap has decreased from the previous period.

¹⁰ ABS (2015), *Labour Force, Australia, Detailed, Quarterly, Nov 2015*, cat. no. 6291.0.55.003, viewed 26 February 2016, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6291.0.55.003>

¹¹ A minus sign indicates that the gender pay gap has decreased from the previous period.

¹² ABS (2015), *Employee Earnings and Hours, Australia, May 2014*, cat. no. 6306.0, viewed 26 February 2016, <http://www.abs.gov.au/AUSSTATS/abs@.nsf/mf/6306.0>

¹³ Ibid.

¹⁴ Baron J.D. & Cobb-Clark D.A. (2010), *Occupational Segregation and the Gender Wage Gap in Private- and Public-Sector Employment: A Distributional Analysis*. The Economic Society of Australia, The Economic Record, Vol. 86, No. 273, June 2010, pp 337-246.

¹⁵ A minus sign indicates that the average weekly earnings for women is greater than that for men.

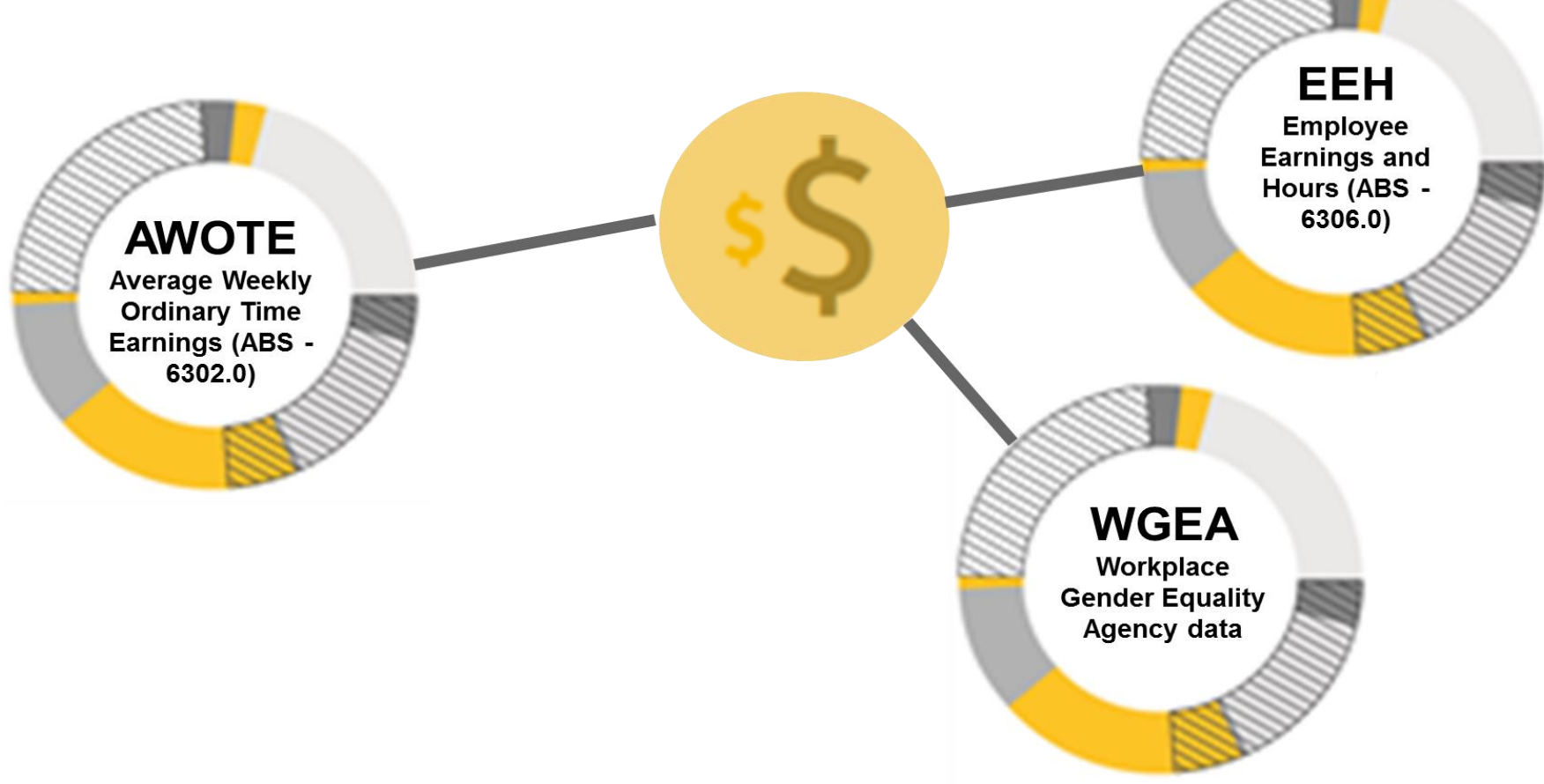
Differences between full-time gender pay gap data sources



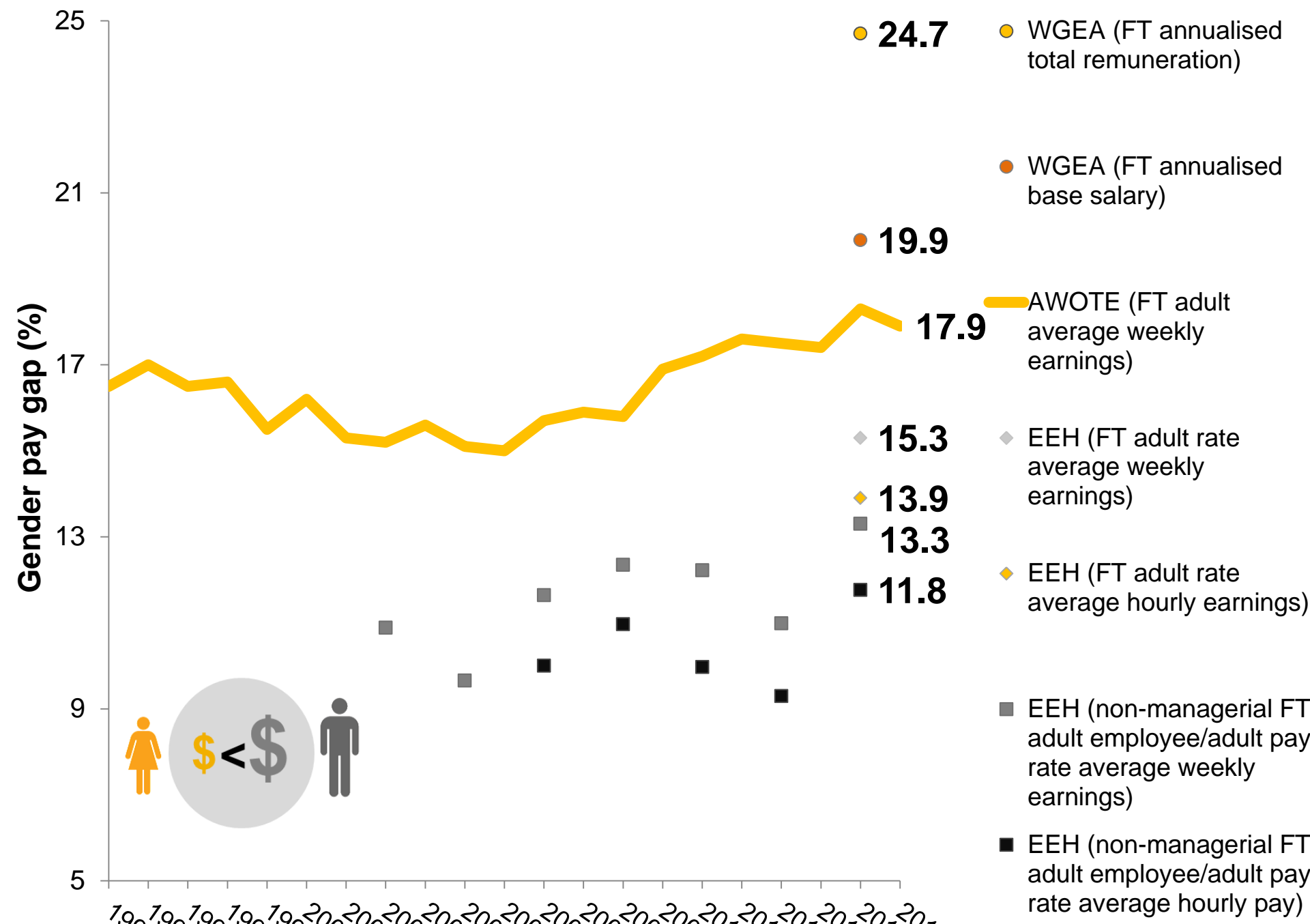
The gender pay gap ('GPG') is the difference between women's and men's average earnings, expressed as a percentage of men's earnings. The national GPG has historically been calculated using the Australian Bureau of Statistics' ('ABS') *Full-Time Adult Average Weekly Ordinary Time Earnings* ('AWOTE'), Trend data series from the *Average Weekly Earnings* publication (cat. no. 6302.0).

However, there are different sources that can be used to calculate the GPG. These sources provide different analytical opportunities, with different methodologies and strengths as below. Each data source shows a double digit gender pay gap.

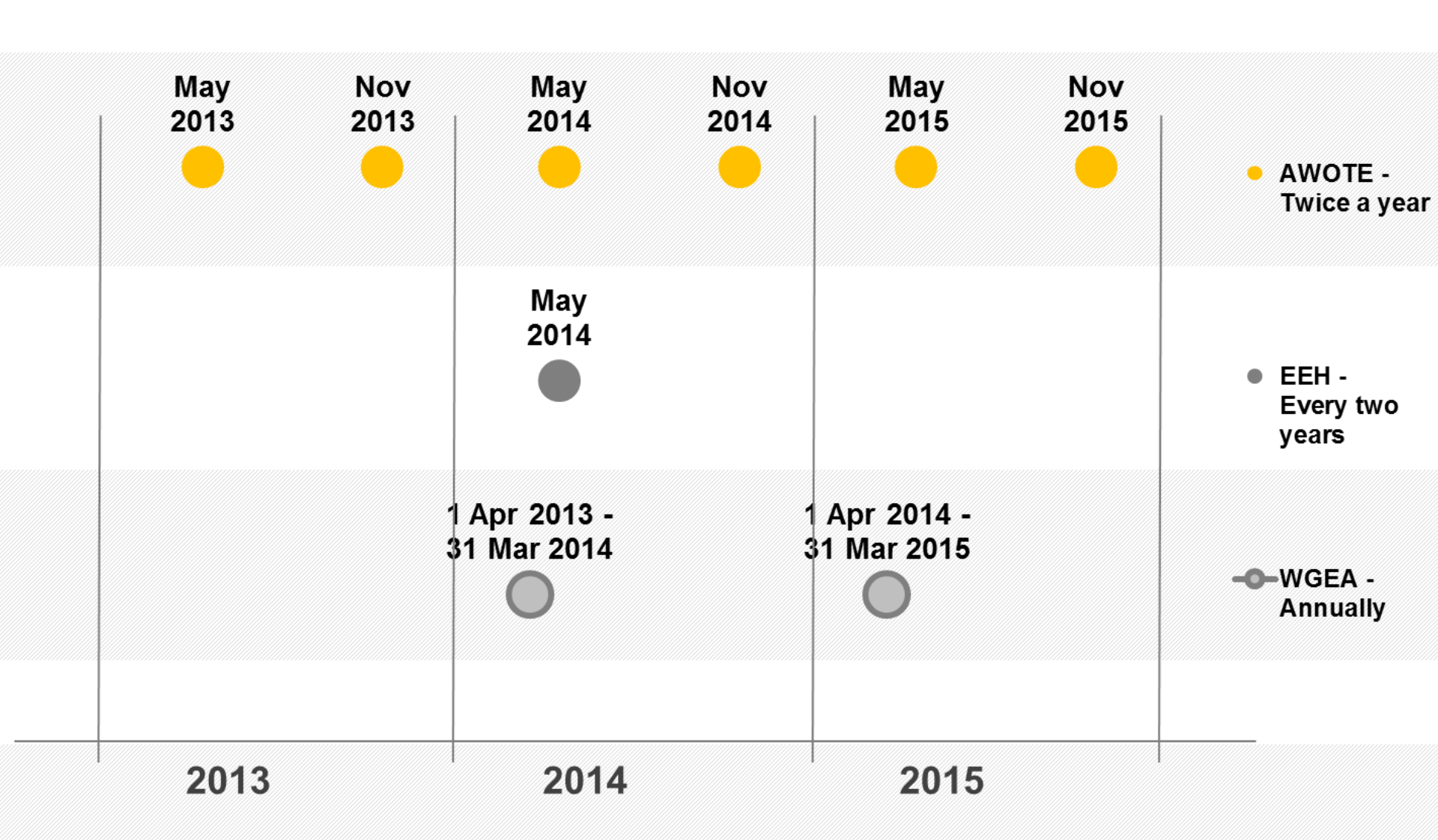
Main data sources



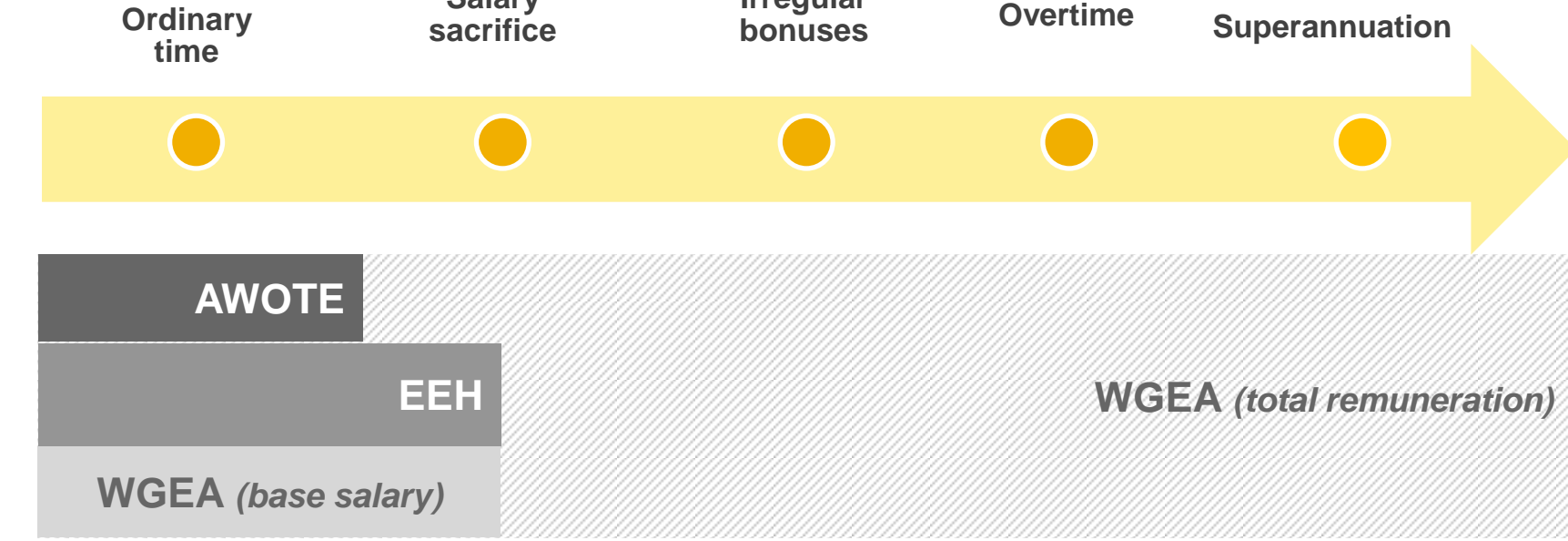
Gender pay gap over time



How often is the data collected?



What aspects of pay are included?

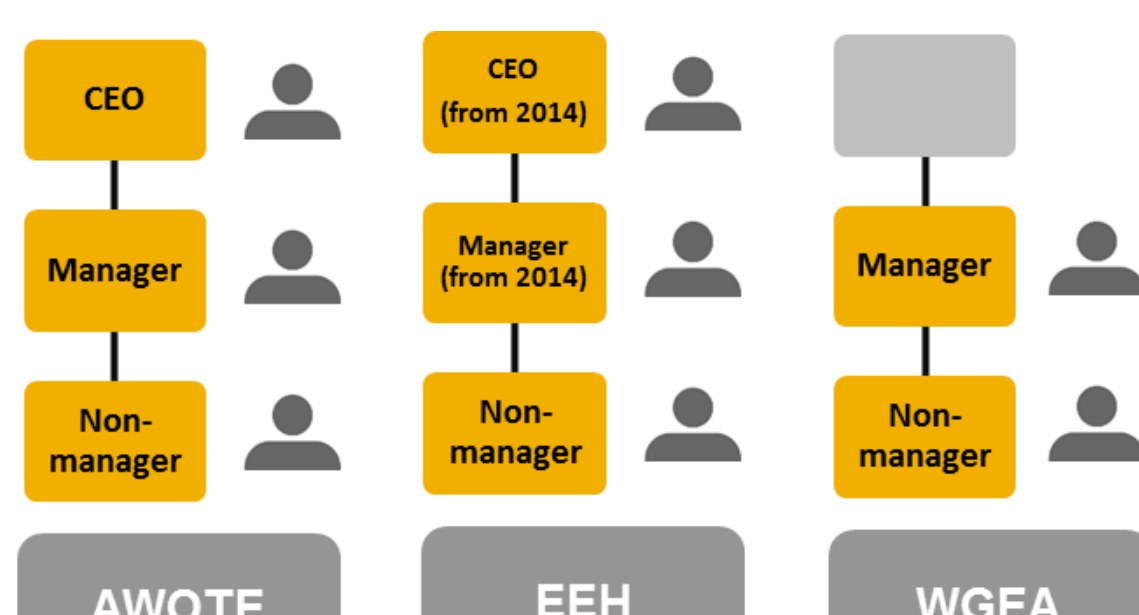


What rates of pay are included?

	Adult	Junior	Apprentice/ Trainee	Disability/ Supported
AWOTE	✓	X	✓*	✓
EEH (from 2014)	✓	X	X	X
WGEA	✓	✓	✓	✓

* If they are paid at the adult rate

What levels of management are included?



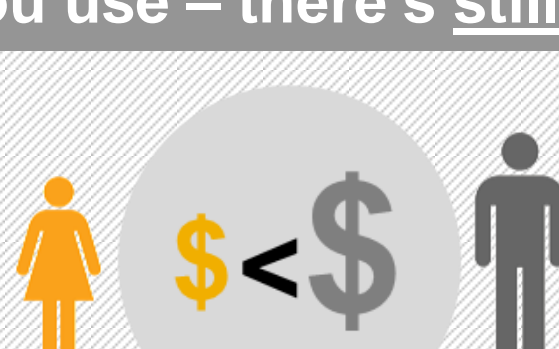
Are small employers (0-99 employees) included?

AWOTE	✓
EEH	✓
WGEA	X

Are the public and non-public sector included?

	Public sector	Non-public sector
AWOTE	✓	✓
EEH	✓	✓
WGEA	X	✓

No matter what data you use – there's still a gender pay gap!



Sources:

- *Average Weekly Earnings* (ABS AWE - 6302.0), Full-Time Adult - Average Weekly Ordinary Time Earnings (Trend), <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0/>
- *Employee Earnings and Hours* (ABS EEH - 6306.0), Full-Time Employees Paid at the Adult Rate - average ordinary time earnings (hourly and weekly), <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6306.0/>
- Note for EEH: Prior to 2014, the data shown excludes managerial employees. Further, the data included all employees paid at the adult rate. For 2014, the data includes managerial employees and excludes all employees paid at a trainee, apprentice or disability rate of pay. More information at: <http://www.abs.gov.au/ausstats/abs@.nsf/Lookup/6102.0.55.001Chapter642013>
- *Workplace Gender Equality Agency data* (WGEA). More data at: <http://data.wgea.gov.au/>