

MEDIA RELEASE

For immediate release

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Gender pay gap biggest in manager ranks

New data released by the Workplace Gender Equality Agency (WGEA) today shows that women in management ranks get paid less than their male peers.

Based on full-time total remuneration, the largest gender pay gap occurs at key management personnel (KMP) level (28.9%), followed by other executives / general managers (27.5%), then other managers (24.6%) and senior managers (23.5%).

At KMP level, the largest gender pay gap is found in Administrative and Support Services, where the gender pay gap is 44.7%, followed by Arts and Recreation Services where the gender pay gap is 35.1%. Administrative and Support Services also has the largest gender pay gap at the 'other manager' level (23.1%).

Financial and Insurance Services has the largest gender pay gap for other executives / general managers (34.4%), while Retail Trade has the largest gender pay gap for senior managers (28.7%).

Director of the WGEA, Helen Conway, said this data reveals for the first time how the gender pay gap exists at every level of management across the Agency's reporting population of over 11,000 employers.

"The data clearly shows women in management aren't accessing the same earning opportunities as men. This is partly due to the fact that women gravitate to roles the market typically assesses as being of lower value. For example, we know female KMPs are more likely to be in support roles such as human resources than line roles such as heads of finance."

"Employers who are committed to creating equal access to opportunities for women and men need to work harder to remove barriers that inhibit women from entering these higher paying roles. A lack of quality flexible work, the legacy of workplace cultures built on the male breadwinner model and gender bias are likely to be among the barriers that need to be tackled," Ms Conway said.

Pay inequity also persists below management ranks with pay gaps favouring men in every non-manager occupation. Even in female-dominated roles such as community and personal service work, and clerical and administrative roles, there is a gender pay gap in favour of men.

The data shows that, overall, the pay gap in each manager and non-manager occupational category was higher when calculated based on total remuneration compared to base salary, suggesting women are receiving a smaller portion of discretionary payments.

Research shows women face a double bind when negotiating pay whereby attempts to assertively argue their value are viewed more harshly than when a man exhibits the same behaviour, which results in women being less likely to put forward their case for higher pay.

Ms Conway said employers need to conduct a like-for-like pay gap analysis to be sure unconscious bias or discrimination isn't a contributing factor, and then develop an action plan for tackling the causes of any pay inequity.

"The Agency's 61 CEO Pay Equity Ambassadors will tell you gender bias can create instances of women being paid less than men for the same or comparable work unless you analyse your payroll data and take action.

"I urge all interested individuals to search which employers that report to the Agency are taking action on pay equity on our inyourhands.org website and give employers who are yet to conduct a payroll analysis a nudge along by sending them our free resources," she said.

What can employers do?

Employers that report to the WGEA can view their by-level pay gaps and how they compare to chosen comparison groups by downloading their confidential, organisation-specific benchmark reports from the WGEA online portal.

The Agency has a suite of resources to help employers undertake a gender pay gap analysis, available at: <https://www.wgea.gov.au/lead/addressing-pay-equity>.

The Agency is also running a series of pay equity workshops in Sydney and Melbourne.
<https://www.wgea.gov.au/addressing-pay-equity/pay-equity-workshops>

About the data

The new data is based on the first year of standardised gender reporting to the Agency. By breaking down gender pay gaps by manager and non-manager occupational categories, it provides a deeper insight into high-level figures that the Agency released in November 2014 that revealed the gender pay gap across all industries is 19.9% when based on full-time base remuneration, and 24.7% when based on full-time total remuneration.

Under the *Workplace Gender Equality Act 2012* (the Act), non-public sector employers with 100 or more employees must submit a report to the Agency against six gender equality indicators each year.

The data in this release is based on over 4,000 reports submitted on behalf of over 11,000 employers in accordance with the Act for the period 1 April 2013 to 31 March 2014. The dataset covers 3.9 million employees across Australia – around one-third of Australia's total labour force.

Explore the data at data.wgea.gov.au.

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Gender pay gaps by manager category and industry (base salary and total remuneration)

	Key management personnel		Other executives/general managers		Senior managers		Other managers	
	Base (%)	Total (%)	Base (%)	Total (%)	Base (%)	Total (%)	Base (%)	Total (%)
Accommodation and Food Services	17.0	18.6	15.1	15.7	11.0	10.9	7.7	7.5
Administrative and Support Services	34.7	44.7	15.6	15.6	22.5	20.0	28.0	23.1
Agriculture, Forestry and Fishing	10.8	6.3	14.1	15.2	16.5	18.6	13.9	15.2
Arts and Recreation Services	33.5	35.1	25.3	27.0	18.6	19.2	13.9	14.5
Construction	23.5	26.2	15.0	18.2	14.7	15.7	15.0	17.7
Education and Training	9.7	11.1	11.2	13.8	10.2	13.8	5.7	7.1
Electricity, Gas, Water and Waste Services	10.7	2.0	10.8	15.1	2.8	4.5	2.7	4.9
Financial and Insurance Services	17.5	27.3	20.9	34.4	18.0	26.5	15.2	20.1
Health Care and Social Assistance	22.9	25.5	19.3	21.2	13.6	15.5	9.7	11.5
Information Media and Telecommunications	17.5	24.0	12.7	16.2	10.0	16.4	11.5	15.8
Manufacturing	13.6	14.7	5.4	5.9	6.6	6.8	6.8	7.4
Mining	9.7	-4.5	20.6	20.2	12.6	13.6	12.0	9.8
Other Services	17.3	14.0	1.1	8.2	9.4	11.0	14.7	17.1
Professional, Scientific and Technical Services	19.0	22.3	18.9	21.0	11.2	13.1	17.1	18.8
Public Administration and Safety	23.3	24.1	21.5	26.5	11.3	8.0	9.6	10.4
Rental, Hiring and Real Estate Services	16.8	24.9	11.2	9.6	12.9	16.3	10.2	12.6
Retail Trade	13.5	18.1	3.0	16.2	21.8	28.7	16.5	21.1
Transport, Postal and Warehousing	15.1	14.7	12.9	15.4	9.3	9.5	11.0	14.5
Wholesale Trade	15.8	15.7	-4.4	-6.5	1.7	0.4	4.8	3.4
All industries	24.4	28.9	21.8	27.5	19.6	23.5	22.0	24.6

Gender pay gaps by non-manager category and industry (base salary and total remuneration)

	Professionals		Technicians and trades		Community and personal service		Clerical and administrative		Sales		Machinery operators and drivers		Labourers		Others	
	Base (%)	Total (%)	Base (%)	Total (%)	Base (%)	Total (%)	Base (%)	Total (%)	Base (%)	Total (%)	Base (%)	Total (%)	Base (%)	Total (%)	Base (%)	Total (%)
Accommodation and Food Services	14.6	18.3	13.1	13.8	8.4	8.5	-2.3	-2.1	-0.4	1.9	-2.7	-2.0	-2.3	-1.9	6.9	1.9
Administrative and Support Services	33.5	31.5	8.5	11.1	-3.5	-2.5	0.3	0.0	21.5	18.6	23.4	20.8	16.7	16.8	-7.5	-2.6
Agriculture, Forestry and Fishing	12.4	13.3	9.3	10.7	3.7	2.9	14.5	15.6	23.3	21.7	9.3	10.2	12.6	17.3	21.2	26.3
Arts and Recreation Services	21.1	22.0	10.8	11.4	17.0	18.9	3.5	3.9	8.0	11.4	7.2	7.1	19.4	18.3	19.4	21.1
Construction	19.8	21.4	8.9	15.8	9.7	17.0	18.3	18.9	25.2	19.8	-7.4	0.9	18.3	15.2	10.9	15.9
Education and Training	7.5	9.9	-32.6	-35.1	9.6	13.7	6.0	7.2	4.8	5.9	-0.1	1.0	17.2	18.2	-11.2	-9.0
Electricity, Gas, Water and Waste Services	14.7	16.6	9.1	19.0	50.5	50.2	14.5	15.9	13.1	15.8	11.2	13.0	21.5	27.1	15.8	25.9
Financial and Insurance Services	17.2	22.9	7.9	8.6	5.1	6.4	2.4	2.8	17.2	25.7	15.6	15.5	24.1	22.1	7.0	7.1
Health Care and Social	21.8	22.3	5.5	6.0	-2.0	0.0	9.1	9.6	12.2	20.8	-2.3	-0.2	4.4	3.5	7.2	10.4

Assistance																	
Information Media and Telecommunications	15.1	18.3	1.5	14.0	15.4	16.4	5.2	7.4	20.7	31.8	15.4	16.7	12.6	13.6	15.7	17.3	
Manufacturing	12.2	13.1	15.0	18.8	8.1	18.9	12.5	13.8	13.7	14.8	14.1	19.2	10.0	13.3	16.9	14.2	
Mining	17.2	18.2	20.2	19.8	5.7	11.9	22.9	20.3	21.4	24.5	6.9	2.5	10.8	11.7	24.3	25.3	
Other Services	10.0	12.8	40.9	45.6	-4.6	-6.5	5.9	8.7	23.8	32.5	-5.1	1.8	13.2	11.7	11.9	14.7	
Professional, Scientific and Technical Services	19.5	20.5	20.7	31.4	8.1	9.8	-0.3	1.0	29.3	29.7	10.0	13.0	37.2	34.7	11.1	16.2	
Public Administration and Safety	15.2	11.8	13.7	17.9	-7.8	-10.2	16.9	15.1	15.3	24.6	4.4	7.4	2.0	2.1	17.2	14.2	
Rental, Hiring and Real Estate Services	16.8	17.1	-2.4	1.1	3.6	23.0	7.8	9.2	23.9	26.0	17.6	22.4	20.7	33.6	-6.0	-10.5	
Retail Trade	14.5	15.8	3.1	2.8	7.3	13.7	6.5	7.1	6.9	11.2	9.2	9.2	2.9	2.4	2.6	3.9	
Transport, Postal and Warehousing	33.2	37.4	30.1	31.3	11.1	12.2	10.2	13.2	12.3	15.9	9.5	9.1	14.1	18.7	16.1	14.5	
Wholesale Trade	13.1	13.6	9.7	14.2	3.0	-17.0	11.9	13.2	3.8	3.9	8.3	7.4	7.0	6.4	4.2	8.8	
All industries	19.6	22.0	19.7	25.2	1.0	4.5	7.9	9.1	19.1	23.3	12.3	13.7	18.3	22.8	16.5	19.0	

Note: Technicians and trades negative pay gap in Education and Training is due to the high number of male apprentices working in training organisations in this industry