

Equal Pay Day – all about the Gender Pay Gap

Across Australia women and men graduate from our universities in roughly the same numbers and enter the professions. However the pay gap begins to show as soon as work begins. Following the completion of their course in 2006, 80 per cent of male graduates available for work had a fulltime job, compared to only 75.2 per cent of comparable female graduates (Beyond Graduation 2009 report, Graduate Careers Australia)

In 2008 female bachelor degree graduates earned an average annual salary 6.8 per cent less than their male counterparts, which widened to 6.5 percentage points in 2009. According to the ACTU women graduates will earn \$2000 less than male graduates and \$7500 less by the fifth year after graduation.

The cumulative effect of lower pay are evident in retirement incomes as we see women retiring with less than half the savings in their superannuation compared to men. In 2010 – 2011 it is projected to be approximately \$150,000 for a woman and \$300,000 for a man.

The 17.2% gender pay gap is a national average that opens up to over 30% in some industry sectors.

The 2010 EOWA Australian Census of Women in Leadership (Census) revealed that there had been little overall change to the number of female board directors and senior managers in the ASX 200 since 2008. It established that, as at 30 April 2010, women in the ASX 200 made up:

- 2.5% of chairs;
- 3.0% of CEOs;
- 8.4% of board directors; and
- 8.0% of executive managers.

Equal pay across Australia, among other things, is linked to equality between the sexes of starting salaries, equivalent rates of progression and promotion, equality of opportunity for training and development, elimination of harassment and all forms of discrimination in employment, ensuring more flexible work arrangements, affordable childcare and continuing work to ensure that women move into the more lucrative professions at the same rate as men.

A National Centre for Social and Economic Modelling report released in March 2010 shows that simply being a woman accounts for 60% of the difference between men's and women's earnings.

The University supports closing the gender pay and in accordance with the University's enterprise bargaining agreement is committed to reviewing pay data every 12 months.

For more information on the gender pay equity gap and strategies to address the issue please check out the EOWA gender pay equity resources page: http://www.eowa.gov.au/Pay_Equity/Pay_equity_site.asp