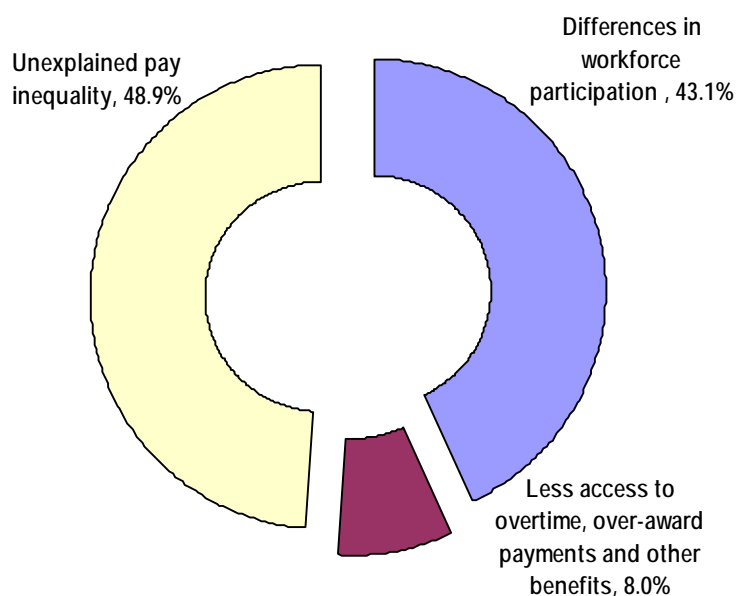


Components of the gender pay gap- February 2009



| Average Weekly earnings | Full-time adult ordinary time average weekly earnings | Full-time adult total average weekly earnings | Total average weekly earnings |
|---|---|---|-------------------------------|
| Women's earnings as a percentage of men's | 83.0% | 80.2% | 65.2% |
| Gender pay gap | 17% | 19.8% | 34.8% |
| Total | 100% | 100% | 100% |

*Based on Original data

| Breakdown of pay gap components | Unexplained pay inequality (the gap in men and women's full-time ordinary hour earnings) | Less access to overtime (the gap in full-time adult total earnings minus the gap in full-time adult ordinary earnings) | Differences in workforce participation (the gap in total earnings minus the gap in full-time adult total earnings) | Total pay inequality (the gap in men and women's total average weekly earnings) |
|---------------------------------|--|--|--|---|
| Portion of total pay gap | 17% | 2.8% | 15% | 34.8% |
| Percentage of total pay gap | 48.9% | 8.0% | 43.1% | 100% |

Source: 6302.0 – ABS Average Weekly Earnings, Australia, Nov 2008, Original data
<http://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6302.0Nov%202006?OpenDocument>