



GradStats Fact sheet

1. General difference between men and women grad earnings

According to the latest GradStats report by Graduate Careers Australia, in 2011 males started full time work on a median salary of \$52 000 (up from \$50 000 in 2010) while females in full time employment earned \$50 000 (up from \$48 000 in 2010). Therefore, the pay difference remains the same as in 2010 i.e. \$2000, although the actual earnings have increased slightly.

2. Differences by industry

Largest differences

- Areas where men earn more than women: There were 14 areas where male starting salaries were greater than females (Table 1). The fields of Earth Sciences and Architecture & Building had the largest differences, with male starting salaries being 14.3 and 14.0 per cent larger than female starting salaries on average respectively.

Table 1: Occupational categories where male starting salaries exceed female graduate starting salaries, showing starting salary (\$, 000), and per cent difference. Top three categories are highlighted in orange.

Category	Males \$	Females \$	% difference
Earth Sciences	70.0	60.0	14.3
Architecture & Building	50.0	43.0	14.0
Economics, Business	50.0	45.0	10.0
Dentistry	80.0	75.0	6.3
Psychology	50.0	47.0	6.0
Art & Design	42.0	40.0	4.8
Accounting	48.0	46.0	4.2
Law	52.0	50.0	3.8
Paramedical Studies	52.0	50.0	3.8
Medicine	60.0	58.0	3.3
Computer Science	51.5	50.0	2.9
Optometry	72.0	70.0	2.8
Humanities	44.0	43.0	2.3
Biological Sciences	47.8	47.0	1.7
All Fields	52.0	50.0	3.8

Source: Graduate Careers Australia (2011) GradStats

<http://www.graduatecareers.com.au/Research/ResearchReports/GradStats/index.htm>. Accessed 9 Jan 2011.

- Areas where women earn more than men: It is evident from Table 2 that there are six areas in which females earned higher starting salaries than males, with Physical Sciences being the occupational area with greatest difference (female starting salary \$3000 more than men). Although we can see that there are areas where women earn more than men in their starting salaries, the differences between genders are considerably smaller, with a maximum difference of \$3000 in areas where women earn more than their male counterparts, whereas men have up to \$10,000 higher starting salaries than women.

Table 2: Occupational categories where female starting salaries exceed male graduate starting salaries, showing starting salary (\$, 000), and per cent difference. Top three categories are highlighted in orange.

Category	Males \$	Females \$	% difference
Physical Sciences	50.0	53.0	5.7
Social Sciences	42.0	44.0	4.5
Veterinary Science	43.0	45.0	4.4
Agricultural Science	45.0	46.0	2.2
Social Work	49.0	50.0	2.0
Pharmacy (pre-registration)	37.0	37.4	1.1

Source: Graduate Careers Australia (2011) GradStats
<http://www.graduatecareers.com.au/Research/ResearchReports/GradStats/index.htm>. Accessed 9 Jan 2011.

- No differences in male and female starting salaries: There were only three occupational categories where male and female starting salaries were no different. These are shown in Table 3.

Table 3: Occupational categories where male and female starting salaries (\$, 000) are equal.

Category	Males \$	Females \$	% difference
Education	55.0	55.0	0.0
Engineering	60.0	60.0	0.0
Mathematics	55.0	55.0	0.0

Source: Graduate Careers Australia (2011) GradStats
<http://www.graduatecareers.com.au/Research/ResearchReports/GradStats/index.htm>. Accessed 9 Jan 2011.

For further explanation and detail on different areas of non-school study, please refer to: The good universities guide – fields of study: <http://www.gooduniguide.com.au/School-Leavers/Fields-of-Study>

and;

ABS 1272.0 - Australian Standard Classification of Education (ASCED), 2001

3. Level of education: Source from ABS 6227.0 - Education and Work, Australia, May 2011. Released at 11:30 am (Canberra time) Wed 30 Nov 2011.

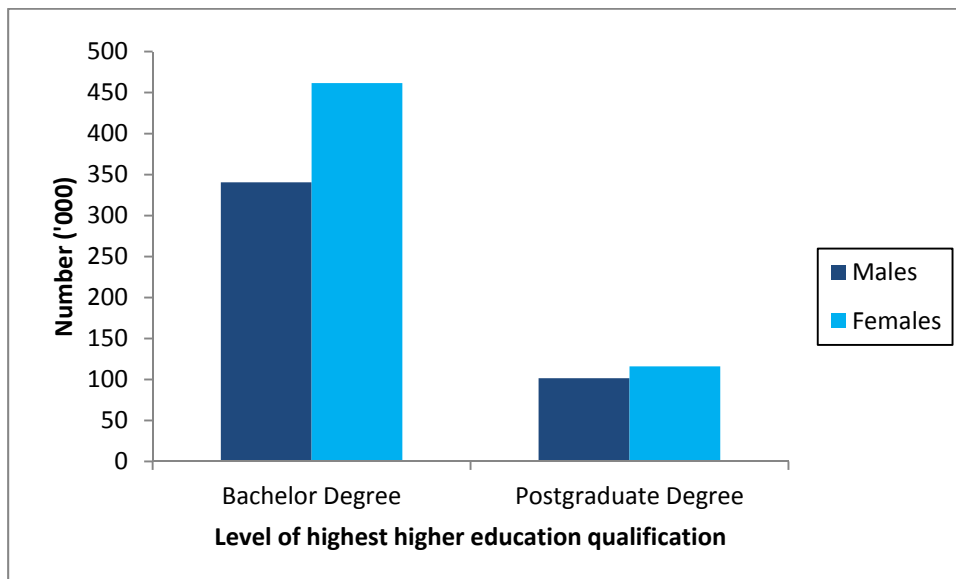


Figure 1: Population aged 15-64 years by main field of highest higher education qualification and gender, 2011

Source: Australian Bureau of Statistics 2011, *Education and Work, May 2011, Catalogue No. 6227.0, ABS, Canberra, Table 3.*

Figure 1 shows that more women than men have completed Bachelor and Postgraduate Degrees.