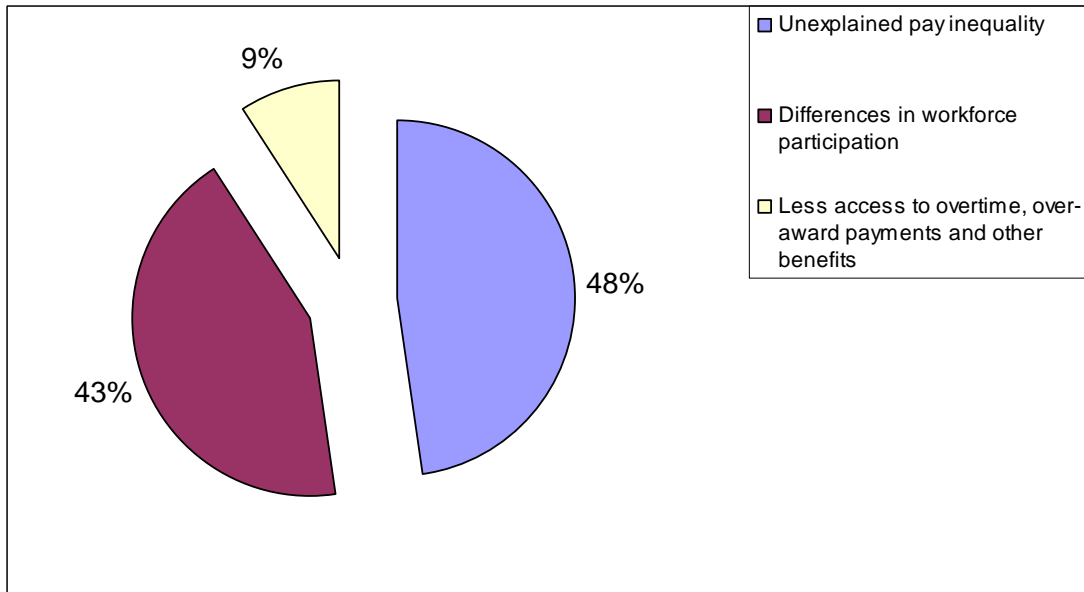




## EOWA statistics

March 2011

### Components of the gender pay gap



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	83.2%	80.1%	65.1 %
Gender pay gap	16.7%	19.9%	34.9%
Total	100%	100%	100%

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	16.7%	3.2%	15%	34.9%
Percentage of total pay gap	47.8%	9.1%	42.9%	100%