

Calculating the Gender Pay Gap

The ABS publishes three surveys which enable the calculation of a gender pay gap. They are the quarterly [Average Weekly Earnings](#) (AWE), the annual [Employee Earnings, Benefits and Trade Union Membership](#) and the biennial [Employee Earnings and Hours](#) surveys.

The quarterly AWE survey is the most regular and timely source of data on the gender wage gap enabling measurement of occupational segregation, weekly and hourly earnings.

Average Weekly Earnings

The gender pay gap based on average weekly earnings can be derived using Average Weekly Ordinary Time Earnings (AWOTE) for full-time adults, Average Weekly Total Earnings for full-time adults or Average Weekly Total Earnings for all employees. An analysis of the respective measures indicates that over the last year, the weekly gender pay gaps for full-time adults have increased over the year to May 2009. After generally trending downwards over the 1980s and 1990s, these series are now close to their long term averages (see below).

Changes in weekly gender pay gaps, May 08 – May 09, trend data

	Weekly pay gap (%)		Percentage point change	Long term averages	
	May-08	May-09	May 08 - May 09	Nov 83 - May 09	May 99 - May 09
Full-Time Adult AWOTE	16.4	17.4	1.0	16.5	15.9
Full-Time Adult AWE	19.7	20.2	0.5	20.3	19.3
All employees AWE	34.8	34.3	-0.5	34.2	34.4

Source: ABS *Average Weekly Earnings* (Cat. No. 6302.0), trend data

Average weekly earnings by industry

The gender pay gap can also be explained by higher average wage increases in male dominated industries. For example, high earnings increases were recorded in Mining (6.8 per cent), Electricity, gas and water supply (6.4 per cent) and Construction (8.9 per cent) over the year to May 2009. In comparison, there were relatively lower increases in weekly earnings in female dominated industries such as Education (5.0 per cent). (See table below).

Full-time adult average weekly ordinary time earnings by industry, original data

Industry	Full - Time Adult AWOTE \$		% change
	May-08	May-09	May 08 -May 09
Mining	1938.90	2071.60	6.8
Manufacturing	1054.20	1097.80	4.1
Electricity, gas and water supply	1313.70	1397.90	6.4

Construction	1140.40	1242.20	8.9
Wholesale trade	1062.40	1112.00	4.7
Retail trade	853.60	894.30	4.8
Accommodation, cafes and restaurants	830.20	856.60	3.2
Transport and storage	1104.10	1137.70	3.0
Communication services	1181.90	1225.50	3.7
Finance and insurance	1421.30	1444.50	1.6
Property and business services	1228.90	1310.90	6.7
Government administration and defence	1175.50	1246.20	6.0
Education	1198.80	1258.50	5.0
Health and community services	1069.50	1141.10	6.7
Cultural and recreational services	1115.90	1227.00	10.0
Personal and other services	1084.80	1184.40	9.2
All industries	1126.40	1195.60	6.1

Source: ABS *Average Weekly Earnings* (Cat. No. 6302.0), original data

Note: ABS *Average Weekly Earnings* data by industry are currently available on the ANZSIC1993 classification structure. These data will be available on the ANZSIC2006 classification structure from August 2009.

Gender segregation in the labour market

Recent ABS *Labour Force* data also show that over the year to May 2009, the proportion of females working in some of the higher paying male dominated industries decreased while the proportion of females working in certain lower paying female dominated industries increased (see below).

Proportion of full-time adult employees that are female

Industry	May-08 (%)	May-09 (%)	May 08 - May 09 (Percentage point change)
Agriculture, Forestry and Fishing	17.6	19.1	1.5
Mining	15.5	12.3	-3.2
Manufacturing	19.4	22.1	2.7
Electricity, Gas, Water and Waste Services	17.9	18.9	1.0
Construction	8.1	7.9	-0.2
Wholesale Trade	26.1	26.3	0.1
Retail Trade	43.5	43.2	-0.3
Accommodation and Food Services	47.8	46.6	-1.1
Transport, Postal and Warehousing	18.0	19.0	1.0
Information Media and Telecommunications	38.3	35.8	-2.5
Financial and Insurance Services	50.8	48.5	-2.3
Rental, Hiring and Real Estate Services	42.3	49.6	7.3
Professional, Scientific and Technical Services	38.1	38.4	0.3
Administrative and Support Services	52.2	50.0	-2.2
Public Administration and Safety	41.2	41.8	0.6
Education and Training	62.9	62.5	-0.5
Health Care and Social Assistance	71.9	73.0	1.1
Arts and Recreation Services	33.7	37.4	3.6

Other Services	31.3	30.2	-1.0
All industries	36.8	37.6	0.8

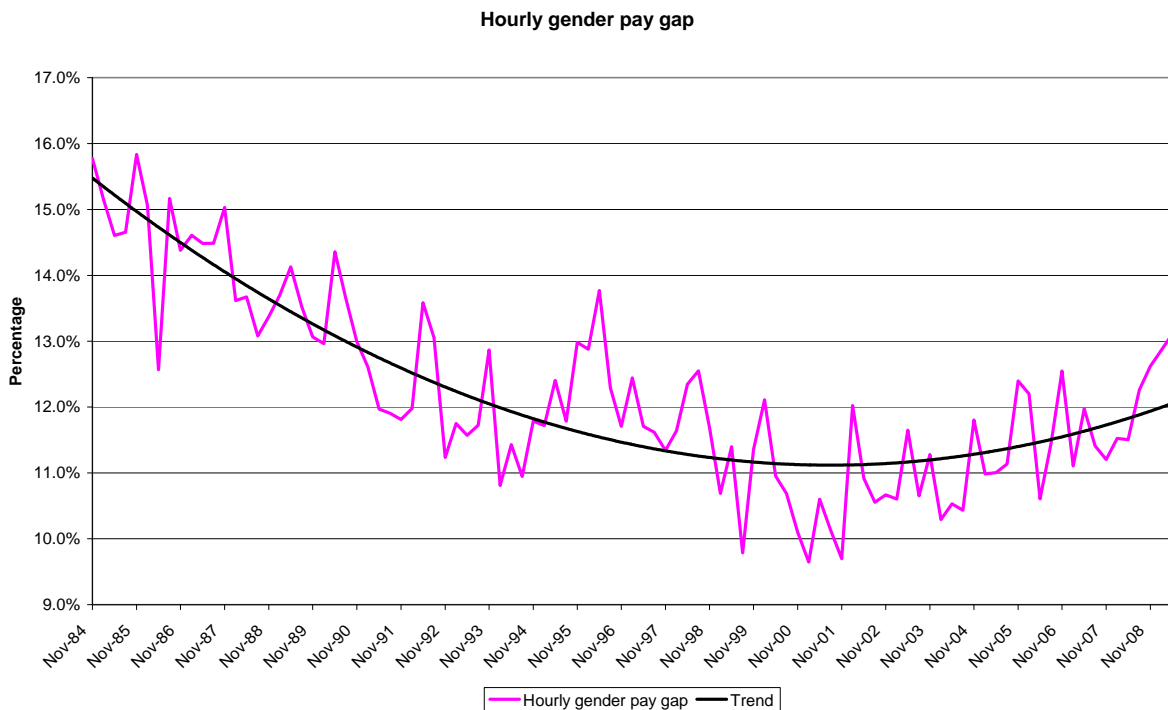
Source: ABS, *Labour Force, Australia, Detailed, Quarterly* (Cat. No. 6291.0.55.003), original data.

Note: From February 2009, ABS *Labour Force* data by industry are only available on the ANZSIC2006 classification structure.

Gender pay gap based on hourly earnings

The AWE data show that the hourly gender pay gap¹ increased to 13.1 per cent in May 2009 from 11.5 per cent in May 2008. While the hourly gender pay gap is now at its highest level since May 1996, it remains relatively low by historical standards. The chart below shows that the hourly gender pay gap has trended down from 15.8 per cent in the November 1984 to a low of 9.6 per cent in February 2001. However the series has since trended back up to 13.1 per cent in May 2009.

Hourly gender pay gap, original data



Source: ABS *Average Weekly Earnings* Cat. No. 6302.0, (original data) and ABS *Labour Force, Australia, Detailed, Quarterly*, Cat. No. 6291.0.55.003 (original data)

¹ Average hourly earnings are calculated by dividing full-time adult average weekly earnings (in original terms) (from ABS *Average Weekly Earnings* Cat. No. 6302.0) by the number of hours worked by full-time employees, aged 20 years and over in all industries except Agriculture, forestry and fishing for the relevant quarter (from ABS *Labour Force, Australia, Detailed, Quarterly*, Cat. No. 6291.0.55.003)
Note: The above ABS *Labour Force* data are accessed electronically through ABS Supertables Data Cube E05.