



FACTSHEET

In Australia, Equal Pay Day 2009 takes place on 1 September. This date illustrates the number of extra days many women have to work after the end of the financial year to earn the same as men — because women on average earn 17.2 percent less than men.¹

The pay gap has widened since Equal Pay Day was calculated and is now 17.4% (as at August 2009).²

The industries with the highest pay gaps are Finance and insurance (30.4%), Health and community services (28.9%), and Property and business services (25.6%).³

The industries with the lowest pay gaps are Government administration and defence (7.1%), Education (10.2%) and Retail trade (10.7%).⁴

While women are now more likely to have a tertiary qualification than men, women graduates will earn \$2,000 less than male graduates and \$7,400 less by the fifth year after graduation.⁵

The gender pay gap for female executive managers is significant and in some positions (CEO and Finance) women earn less than half of their male equivalents. Even in positions where women are more likely to work they earn significantly less than their male counterparts.⁶

A recent study on the gender pay gap among full-time Managers in Australia over the period 2001-2007, found that as much as 70 per cent of the pay gap is simply due to women managers being female.⁷

If current earning patterns continue, the average 25 year old male would earn \$2.4 million over the next 40 years, while the average female would earn \$1.5 million.⁸

Women are two and a half times more likely to live in poverty to live in poverty in their old age than men- by 2019, on average, women will have half the amount of superannuation that men have.⁹

80% of the general community and 96% of the business community believe that action must be taken to close the gap between men and women's earnings.¹⁰

FOR MORE INFORMATION ON EQUAL PAY DAY, go to www.eowa.gov.au

¹ ABS, Category 6302.0, *Average Weekly Earnings*, Full-time Adult Ordinary Time Earnings- Seasonally adjusted data, Feb 2009

² ABS, Category 6302.0, *Average Weekly Earnings*, Full-time Adult Ordinary Time Earnings- Seasonally adjusted data, May 2009

³ ABS, Category 6302.0, *Average Weekly Earnings*, Full-time Adult Ordinary Time Earnings- Original data, May 2009

⁴ *ibid*

⁵ Graduate Statistics Online, (2008)

⁶ EOWA, (2009), *Pay, Power and Position: Beyond the 2008 Australian Census of Women in Leadership*

⁷ Watson, I. (2009), *The Gender Wage Gap within the Managerial Workforce: An Investigation Using Panel Data*, 2009 HILDA Survey Research Conference, The University of Melbourne, 17 July 2009: 28

⁸ AMP NATSEM (2009), "She works hard for the money," *Income and Wealth Report*, Issue 22, p.34

⁹ Queensland Government (2009), "Women and Superannuation," Focus on Women, Office for Women, Information Paper 3

¹⁰ 2008 Auspoll Survey, available on EOWA website