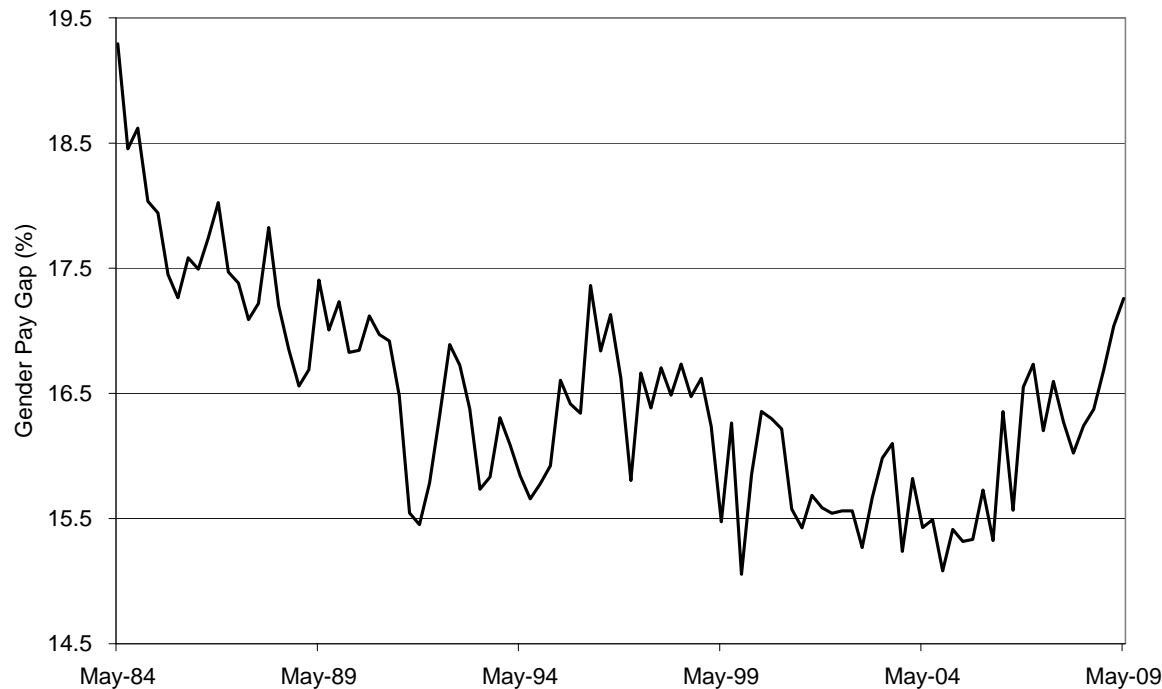




## Pay equity statistics

In May 2009, the gender pay gap was **17.4%**.<sup>1</sup> The average weekly ordinary time earnings of females working full-time were \$1,058.10 per week or **\$222.80 per week less** than their male counterparts, who earned an average of \$1,280.90 per week in May 2009. The data show a widening of the gender pay gap in Australia, with the gap increasing by 0.1pp over the quarter (from 17.3%) and 1pp over the year (from 16.4%).

**Chart 1: Gender pay gap, Australia Feb 1984 – May 2009**



<sup>1</sup> Note: The seasonally adjusted figure for February 2009 has been since been adjusted by the ABS (17.3%). The 17.2% pay gap figure used to calculate Equal Pay Day was calculated on the figures current as at 30 June 2009.



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## Pay equity statistics

The widening of the gender pay gap over the year since May 2009 may be attributed to slower growth in the nominal wages of females compared with males. In the three months to May 2009, nominal earnings for females increased by 1.1% compared with an increase of 1.3% for males. Over the year to May 2009, nominal earnings for females increased by 5.4% compared with an increase of 6.7% for males.



## Pay equity statistics

### Earnings by sector, May 2009

Average weekly earnings	Full-time adult ordinary time earnings			Full-time adult total earnings			Total earnings		
	Women	Men	Pay gap	Women	Men	Pay gap	Women	Men	Pay gap
Mining	1606.6	2140.0	<b>24.9</b>	1622.9	2233.1	<b>27.3</b>	1500.1	2205.7	<b>32.0</b>
Manufacturing	987.2	1128.5	<b>12.5</b>	1015.4	1201.6	<b>15.5</b>	950.5	1121.1	<b>15.2</b>
Electricity, Gas & Water Supply	1245.7	1435.7	<b>13.2</b>	1266.3	1585.8	<b>20.1</b>	1155.5	1533.8	<b>24.7</b>
Construction	1040	1262.4	<b>17.6</b>	1069.5	1402.6	<b>23.7</b>	951.7	1263.6	<b>24.7</b>
Wholesale Trade	999.1	1157.8	<b>13.7</b>	1012.5	1195.7	<b>15.3</b>	791.2	1066.1	<b>25.8</b>
Retail Trade	838.6	939.2	<b>10.7</b>	850.8	964.8	<b>11.8</b>	461.5	608.2	<b>24.1</b>
Accommodation, Cafes & Restaurants	792.9	902.9	<b>12.2</b>	817.3	922.2	<b>11.4</b>	472.2	591.0	<b>20.1</b>
Transport & Storage	942.2	1192.1	<b>21.0</b>	973.0	1330.2	<b>26.9</b>	806.0	1194.9	<b>32.5</b>
Communication Services	1100	1278.6	<b>14.0</b>	1117.4	1349.6	<b>17.2</b>	900.1	1224.2	<b>26.5</b>
Finance & Insurance	1181.6	1697.8	<b>30.4</b>	1191.4	1711.0	<b>30.4</b>	990.1	1610.6	<b>38.5</b>
Property & Business Services	1083.5	1455.4	<b>25.6</b>	1090.4	1483.8	<b>26.5</b>	804.5	1241.4	<b>35.2</b>
Government Admin & Defence	1196.3	1287.6	<b>7.1</b>	1208.6	1327.7	<b>9.0</b>	1001.4	1251.5	<b>20.0</b>
Education	1206.9	1343.4	<b>10.2</b>	1208.8	1348.5	<b>10.4</b>	841.0	1055.0	<b>20.3</b>
Health & Community Services	1019.4	1434.1	<b>28.9</b>	1049.9	1520.6	<b>31.0</b>	737.4	1183.9	<b>37.7</b>
Cultural & Recreational Services	1091.0	1309.6	<b>16.7</b>	1101.5	1329.6	<b>17.2</b>	488.2	809.8	<b>39.7</b>
Personal & Other Services	1032.2	1276.5	<b>19.1</b>	1046.8	1329.3	<b>21.3</b>	710.0	1104.3	<b>35.7</b>

Source: ABS Average Weekly Earnings, Cat No. 6302, Original Data, May 2009 (Released Aug 2009)



## Pay equity statistics

### Earnings by occupation, April 2008

Mean weekly total earnings in main job	Full-time employees			Part-time employees			All employees		
	Women	Men	Pay gap	Women	Men	Pay gap	Women	Men	Pay gap
Managers and administrators	1697	1793	5.4	726	1003	27.6	1537	1774	13.4
Professionals	1164	1543	24.6	639	842	24.1	976	1473	33.7
Associate professionals	961	1304	26.3	514	555	7.4	826	1237	33.2
Tradespersons and related workers	659	985	33.1	368	465	20.9	547	951	42.5
Advanced clerical and service workers	919	1329	30.9	492	572	14.0	741	1197	38.1
Intermediate clerical, sales and service workers	789	1018	22.5	382	409	6.6	589	931	36.7
Intermediate production and transport workers	730	1032	29.3	299	323	7.4	527	889	40.7
Elementary clerical, sales and service workers	665	854	22.1	258	256	-0.8	364	574	36.6
Labourers and related workers	675	851	20.7	294	271	-8.5	430	671	35.9

Source: ABS Employee Earnings, Benefits and Trade Union Membership, Australia, Cat No. 6310 (April 2008).



## Pay equity statistics

### Earnings by sector over time, Feb 1999- May 2009

Full-time adult ordinary time earnings	February 1999			February 2004			May 2009		
	Women	Men	Pay gap	Women	Men	Pay gap	Women	Men	Pay gap
Mining	880.0	1214.5	27.5	1088.1	1510.4	28.0	1606.6	2140.0	24.9
Manufacturing	613.8	730.3	16.0	762.1	942.5	19.1	987.2	1128.5	12.5
Electricity, Gas & Water Supply	786.0	888.9	11.6	1007.5	1234.8	18.4	1245.7	1435.7	13.2
Construction	538.0	765.1	29.7	792.0	913.5	13.3	1040.0	1262.4	17.6
Wholesale Trade	611.7	729.5	16.1	771.7	938.6	17.8	999.1	1157.8	13.7
Retail Trade	521.1	585.4	11.0	662.0	739.6	10.5	838.6	939.2	10.7
Accommodation, Cafes & Restaurants	519.7	573.5	9.4	662.9	701.4	5.5	792.9	902.9	12.2
Transport & Storage	681.4	825.5	17.5	808.4	981.7	17.7	942.2	1192.1	21.0
Communication Services	770.7	867.3	11.1	944.3	1079.6	12.5	1100.0	1278.6	14.0
Finance & Insurance	711.6	1155.1	38.4	906.6	1444.1	37.2	1181.6	1697.8	30.4
Property & Business Services	642.0	839.3	23.5	850.6	1091.5	22.1	1083.5	1455.4	25.6
Government Admin & Defence	739.5	829.5	10.8	940.0	1051.3	10.6	1196.3	1287.6	7.1
Education	814.8	921.2	11.6	999.9	1125.1	11.1	1206.9	1343.4	10.2
Health & Community Services	696.2	892.8	22.0	883.4	1159.2	23.8	1019.4	1434.1	28.9
Cultural & Recreational Services	680.7	745.3	8.7	866.4	1008.4	14.1	1091.0	1309.6	16.7
Personal & Other Services	639.3	818.9	21.9	791.4	964.5	17.9	1032.2	1276.5	19.1

Source: ABS Average Weekly Earnings, Cat No. 6302, Original Data, May 2009 (Released Aug 2009).



## Pay equity statistics

### Earnings by age, April 2008

Mean weekly earnings in main job	<i>Full-time employees</i>			<i>Part-time employees</i>			<i>All employees</i>		
	Women	Men	Pay gap	Women	Men	Pay gap	Women	Men	Pay gap
15-19	481	499	3.6	144	156	7.7	220	308	28.6
20-24	742	806	7.9	299	303	1.3	566	676	16.3
25-29	945	1025	7.8	390	507	23.1	803	971	17.3
30-34	1111	1230	9.7	494	480	-2.9	848	1172	27.6
35-39	1078	1384	22.1	510	751	32.1	798	1343	40.6
40-44	1122	1349	16.8	476	674	29.4	798	1305	38.9
45-49	1019	1379	26.1	489	589	17.0	781	1324	41.0
50-54	1040	1413	26.4	509	686	25.8	813	1356	40.0
55-59	933	1304	28.5	477	557	14.4	726	1212	40.1
60-64	975	1254	22.2	440	607	27.5	686	1117	38.6
65 and over	905	1045	13.4	337	446	24.4	509	766	33.6

Source: ABS Employee Earnings, Benefits and Trade Union Membership, Australia, Cat No. 6310, (April 2008).