

Auspoll

AUSTRALIANS' ATTITUDES TO GENDER PAY EQUITY

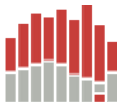
Report prepared for



15/09/08

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Introduction

This report presents the results of a quantitative survey of Australian's attitudes to pay equity. The survey comprised 3 key questions which examined;

- Respondents' understanding of the definition of "gender pay equity",
- Perceived differences in earnings of men and women in Australia, and
- Respondents' desire for steps to be taken to close the gap between men's and women's earnings.

A series of additional questions were also asked to determine how attitudes to pay equity relate to demographic variables such as gender, age and location.

The study was conducted between September 2nd and 14th, 2008. Similar surveys were conducted amongst;

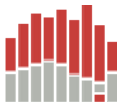
1. The general population, and
2. Professionals (including human resource managers) from the Workplace Training Advisory Australia (WTAA) database.

The general population survey involved a sample of 1,200 interviews. These were conducted on-line using a specially managed panel recruited for research purposes only. Quotas were applied by age and location and data were weighted to reflect the Australian population distribution.

In this survey the maximum margin of error at the 95% confidence interval is +/-2.8%. This means that if the 'true' value in the population is 50% then 19 out of 20 surveys will return a result between 47.2% and 52.8%. As the true value moves away from 50% then this margin of error is lower.

The "WTAA Professional Survey" was completed on-line by 2213 respondents and is associated with an error margin of +/- 2% at the 95% confidence interval.

The report begins with a comparison of the overall results of each survey. This is followed by a detailed analysis of the general population survey and the WTAA Professional survey.



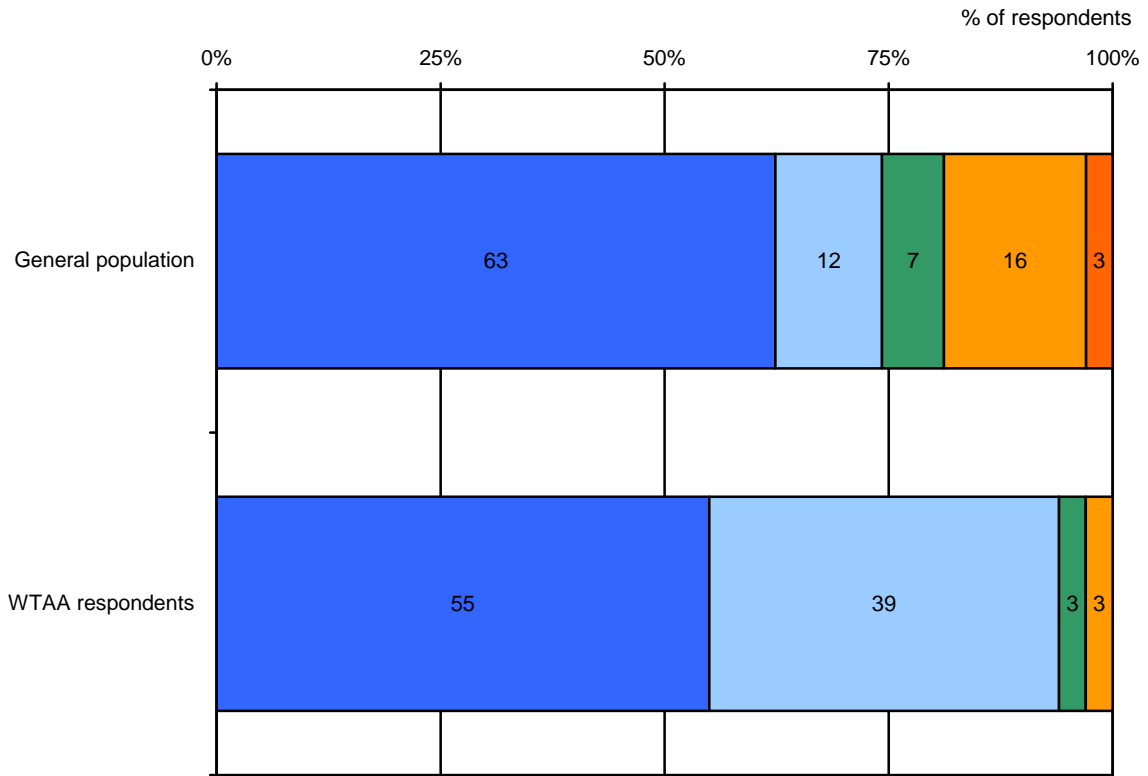
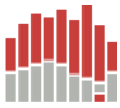
Overall results

Understanding what pay equity really means

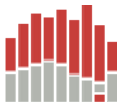
Qu 1: Which of the following best describes what “pay equity between men and women” means to you?

Key points

- Most Australians are unaware of the Diversity Council’s definition of pay equity with only 12% thinking it means “equal pay for men and women doing different but equivalent jobs”. Nearly two thirds of people (63%) think it means “equal pay for men and women doing the same job”, whilst 26% of people did not know, or gave alternative incorrect answers.
- Professionals from the WTAA database were more like to define pay equity correctly. However, only around one third of them (39%) correctly thought that pay equity means “equal pay for men and women doing different but equivalent jobs”. Over half of them (55%) believed it means “equal pay for men and women doing the same job, with 6% giving alternative incorrect answers.



- Equal pay for men and women who are doing the same job.
- Equal pay for men and women doing different but equivalent jobs.
- Equal pay for all men and women who work full time.
- Equal pay for men and women who work in the same industry.
- Don't know.

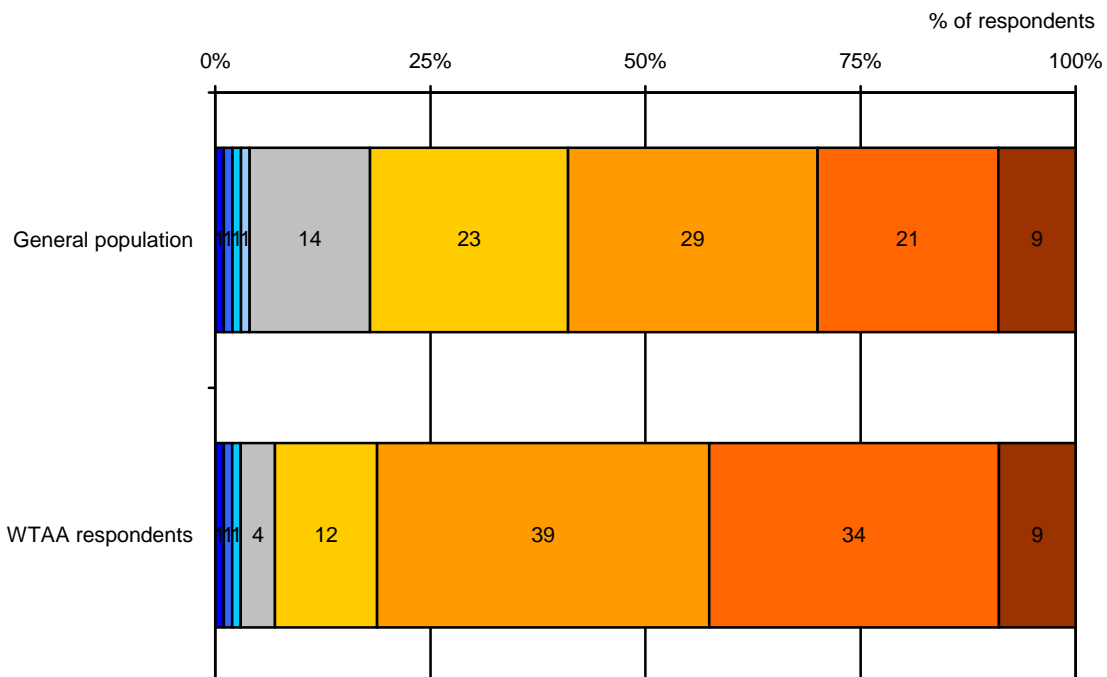


Perceived disparity in weekly earnings

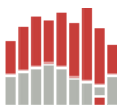
Qu 2: Would you say the average weekly earnings of women in Australia working full time is.....?

Key points

- Most Australians (82%) are aware that Australian women, on average, earn less than Australian men, 14% thought there was no difference in weekly earnings and only 4% believe that women earn more than men. However, only 29% are correctly aware that women in Australia earn between 11% and 20% less than men.
- 30% of Australians overestimate the disparity in weekly wages while 41% underestimate the gap, or believe women earn the same, or more than men.
- Professionals from the WTAA database are more likely to answer correctly with 39% believing that women in Australia earn 11%-20% less than men. However, they are more likely than the general population to overestimate the disparity in wages. 43% of them think that women earn over 21% less than men, whilst only 19% underestimate the gap, or believe women earn the same, or more than men.



- More than 30% more than men working full time
- 21% to 30% more than men working full time
- 11% to 20% more than men working full time
- Up to 10% more than men working full-time
- The same as men working full time
- Up to 10% less than men working full-time
- 11% to 20% less than men working full time
- 21% to 30% less than men working full time
- More than 30% less than men working full time

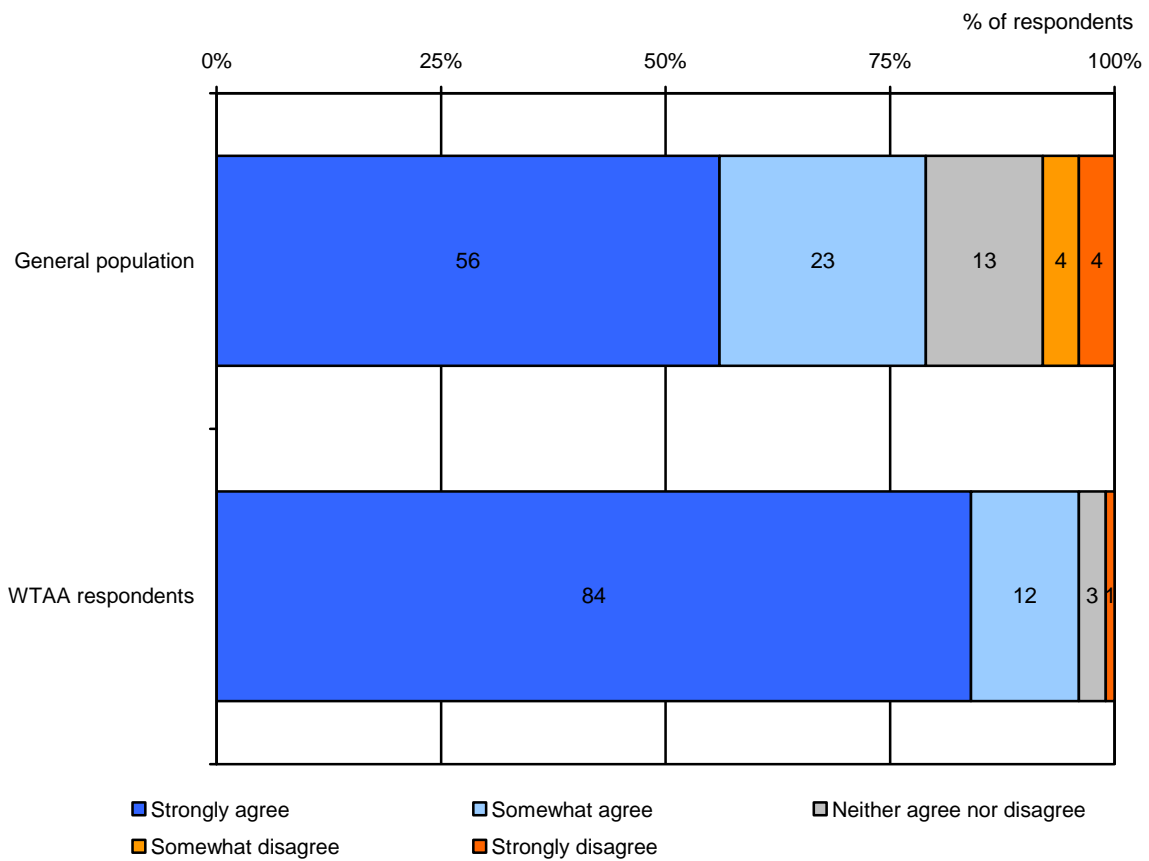


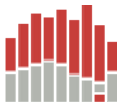
Call for action

Qu 3: To what extent do you agree that “steps should be taken to close the gap between men and women’s earnings”?

Key points

- 8 out of 10 Australians (80%) agree that “steps should be taken to close the gap between men and women’s earnings”, 13% neither agree nor disagree and 8% disagree.
- Support for steps to close the gap is even stronger amongst members of the WTAA database with virtually all (96%) agreeing that steps should be taken to close the gap.

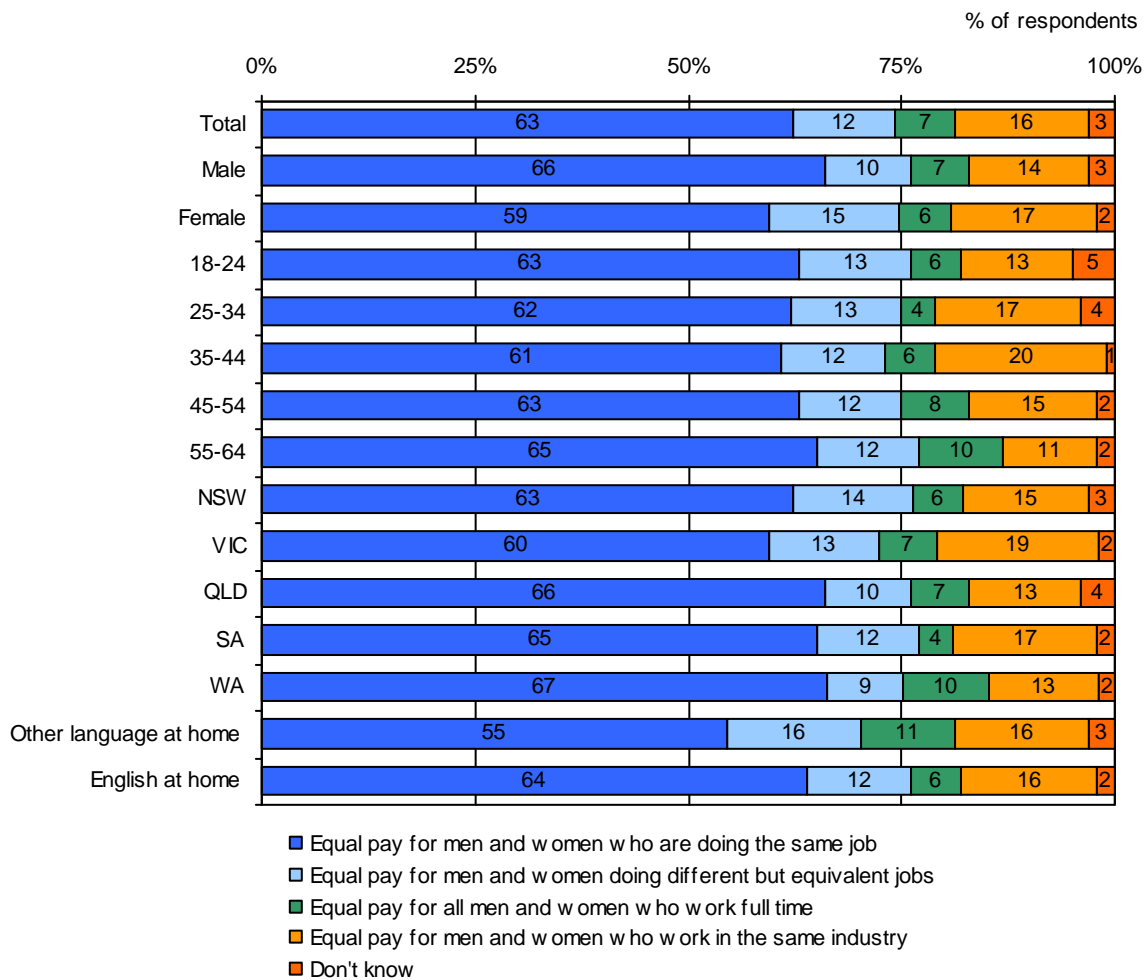




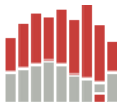
General population survey

Understanding what pay equity really means

Qu 1: Which of the following best describes what “pay equity between men and women” means to you?

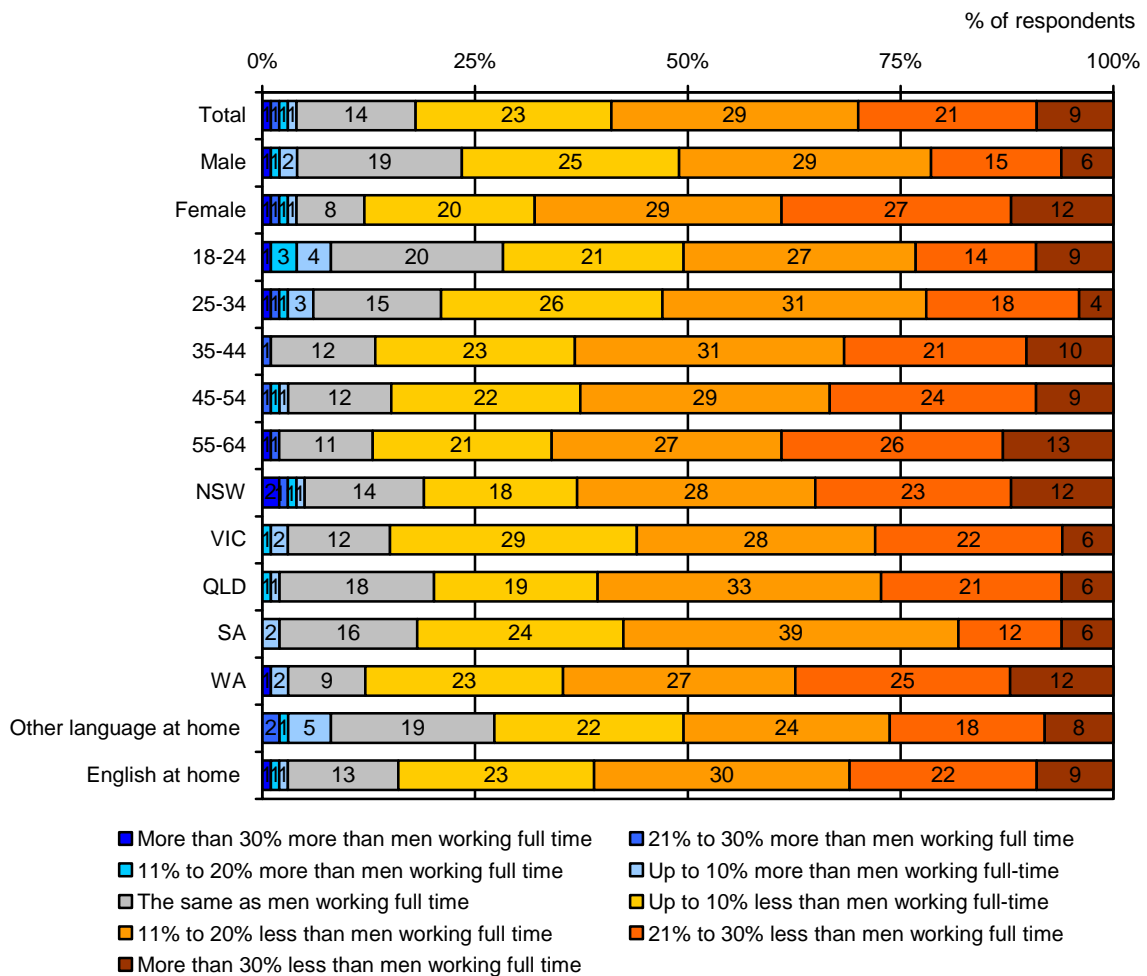


- Most Australians are unaware of the Diversity Council’s definition of pay equity with only 12% thinking it means “equal pay for men and women doing different but equivalent jobs”. Nearly two thirds of people (63%) think it means “equal pay for men and women doing the same job”, whilst 26% of people did not know, or gave alternative incorrect answers.
- Women are slightly more likely than men to define pay equity correctly. 15% of women think it means “equal pay for men and women doing different but equivalent jobs” compared to 10% of men.
- Differences by age and location are relatively minor although respondents in Victoria and NSW are slightly more likely to correctly define pay equity.
- Results were similar amongst respondents who did, or did not speak a language other than English at home.

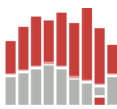


Perceived disparity in weekly earnings

Qu 2: Would you say the average weekly earnings of women in Australia working full time is.....?



- Most Australians (82%) are aware that Australian women, on average, earn less than Australian men, 14% thought there was no difference in weekly earnings and only 4% believe that women earn more than men. However, only 29% are correctly aware that women in Australia earn between 11% and 20% less than men.
- 30% of Australians overestimate the disparity in weekly wages while 41% underestimate the gap, or believe women earn the same, or more than men.
- The same proportion of men and women (29%) correctly identify that women in Australia earn between 11% and 20% less than men.
- Women are more likely than men to overestimate the disparity in wages 39% of women over-estimate the gap in wages while only 32% underestimate the gap or believe women earn the same, or more than men. In contrast only 21% of men overestimate the gap while nearly half of all men (48%) underestimate the gap or believe women earn the same, or more than men.
- Younger people are more likely to under-estimate the disparity in wages or think that women earn more than men. For example, only 23% of respondents aged between 18 and 24 overestimated the gap in wages whereas nearly half of them (48%) underestimate the gap or believe women earn the same, or more than

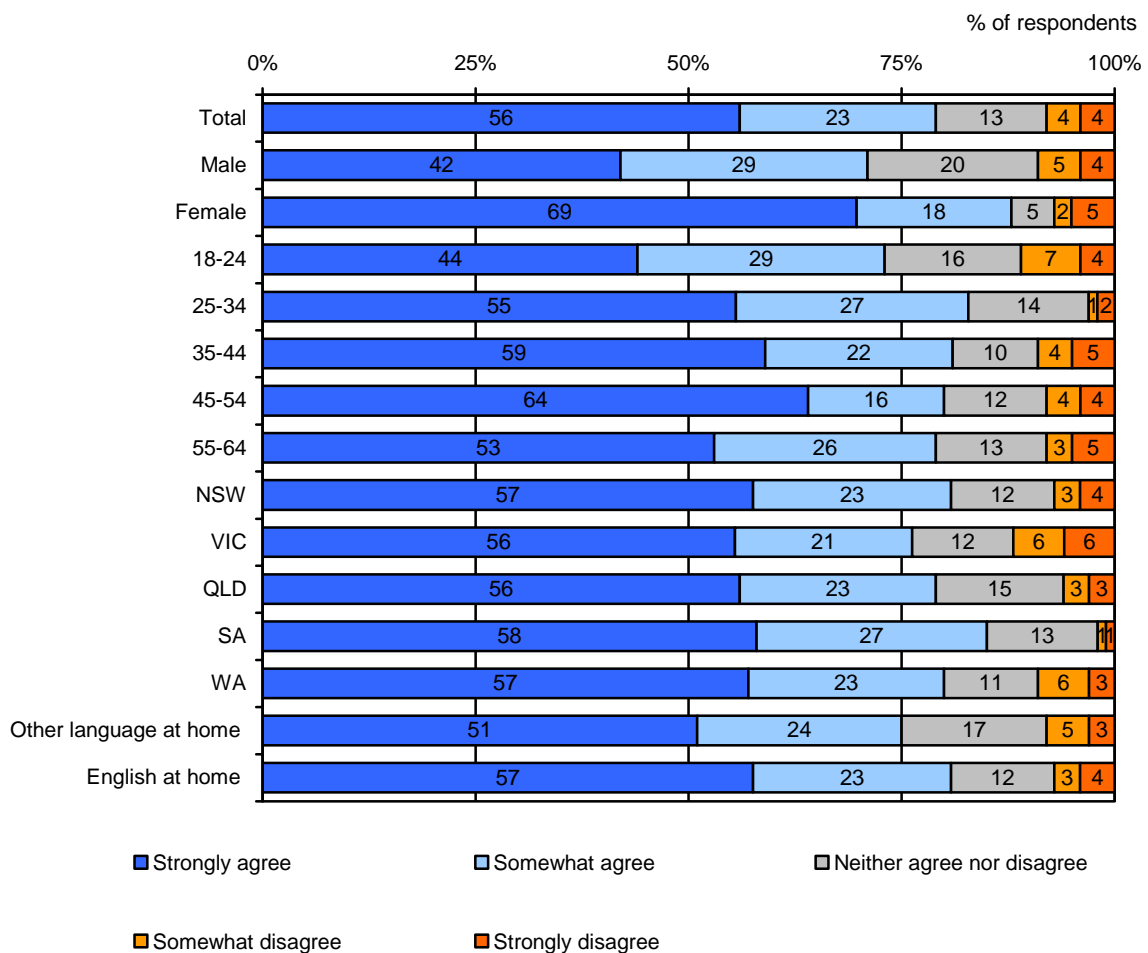


men. In contrast 39% of 55-64 year olds overestimate the gap and 34% believe that women earn the same or more than men.

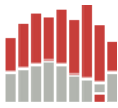
- Respondents in NSW and WA are the most likely to overestimate the differences in wages and the least likely to underestimate the gap or believe that women or earn the same or more than men. Respondents in South Australia are most likely to correctly identify the disparity in wages and the least likely to overestimate the disparity in wages. Results from respondents in Victoria and Queensland are similar to the national results.
- Respondents who speak a second language at home are less likely to answer correctly (24% compared to 30%) and more likely to underestimate the gap or believe that women earn the same or more than men (49% compared to 39%).

Call for action

Qu 3: To what extent do you agree that “steps should be taken to close the gap between men and women’s earnings”?



- 8 out of 10 Australians (80%) agree that “steps should be taken to close the gap between men and women’s earnings”, 13% neither agree nor disagree and 8% disagree.
- There is broad agreement from both men and women, although women are more likely to strongly agree (69% than men (42%).

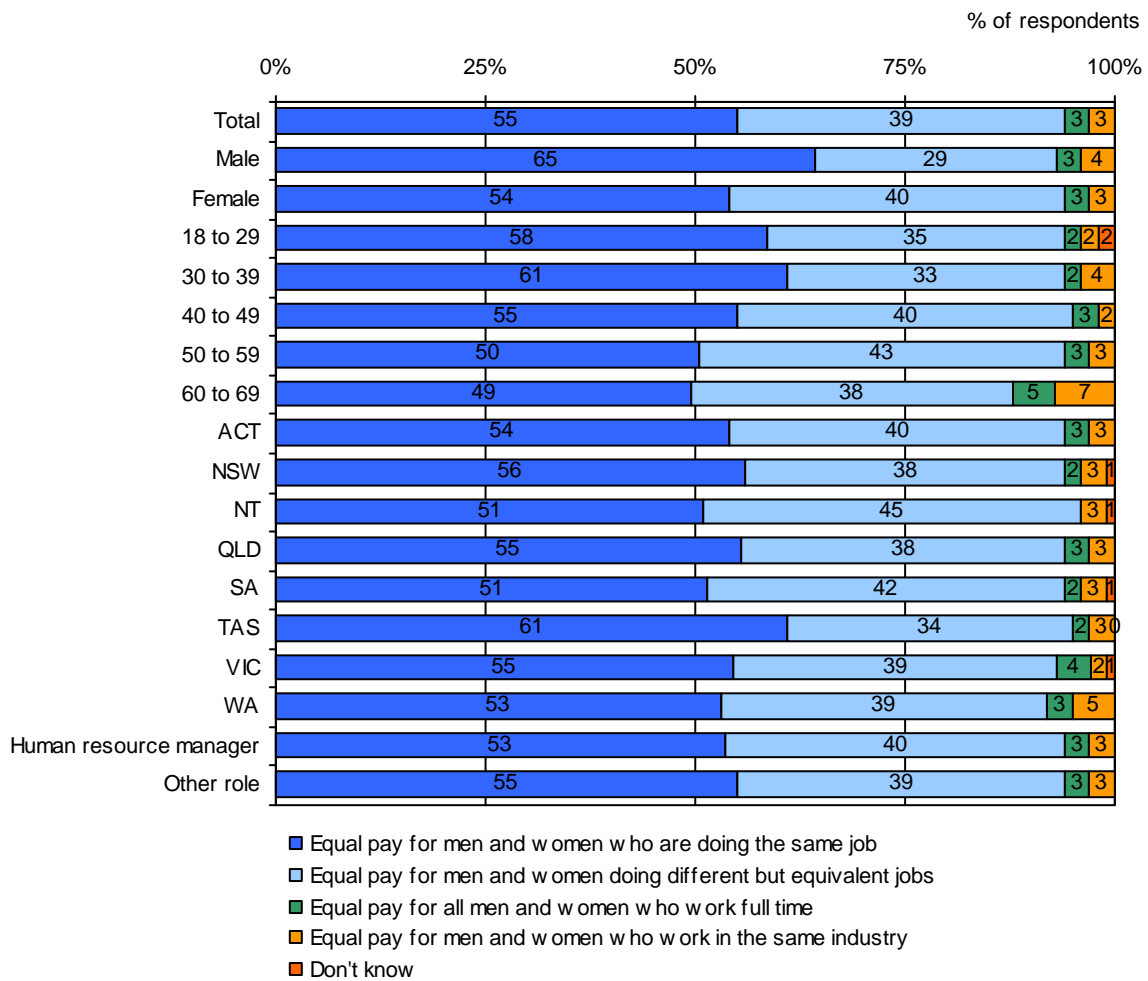


- Middle aged respondents (who are most likely to be working full-time) are more likely to strongly agree that steps should be taken to close the gap.
- Differences between the states are negligible.
- Respondents who speak another language at home are slightly less likely to strongly agree that steps should be taken to close the gap (51% compared to 57%).

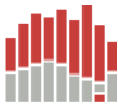
Survey of professionals on the WTAA database

Understanding what pay equity really means

Qu 1: Which of the following best describes what “pay equity between men and women” means to you?



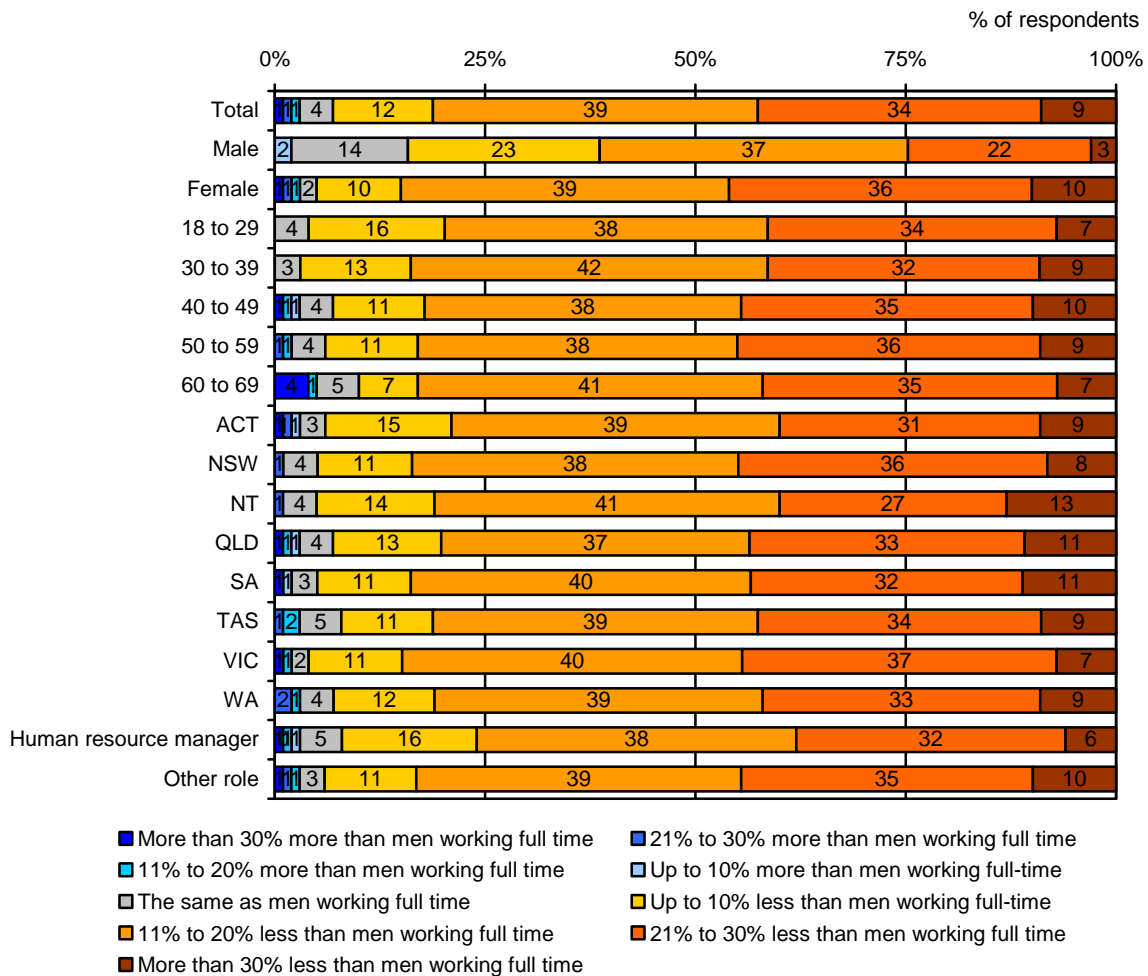
- Most respondents are unaware of the Diversity Council’s definition of pay equity with only 39% thinking it means “equal pay for men and women doing different but equivalent jobs”. Over half of respondents (55%) think it means “equal pay for men and women doing the same job”, whilst 6% of respondents gave alternative incorrect answers.



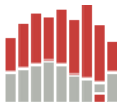
- Women are somewhat more likely than men to define pay equity correctly. 40% of women think it means “equal pay for men and women doing different but equivalent jobs” compared to 29% of men.
- Differences by age, location and role were relatively minor.

Perceived disparity in weekly earnings

Qu 2: Would you say the average weekly earnings of women in Australia working full time is.....?



- Virtually all respondents (94%) are aware that Australian women, on average, earn less than Australian men, 4% thought there was no difference in weekly earnings and only 3% believe that women earn more than men.
- Only 39% are correctly aware that women in Australia earn between 11% and 20% less than men (although this was the most common response).
- 43% of respondents overestimate the disparity in weekly wages while only 19% underestimate the gap, or believe women earn the same, or more than men.
- Similar proportions of men (37%) and women (39%) correctly identify that women in Australia earn between 11% and 20% less than men.
- Women are more likely than men to overestimate the disparity in wages 46% of women over-estimate the gap in wages while only 15% underestimate the gap or believe women earn the same, or more than men. In

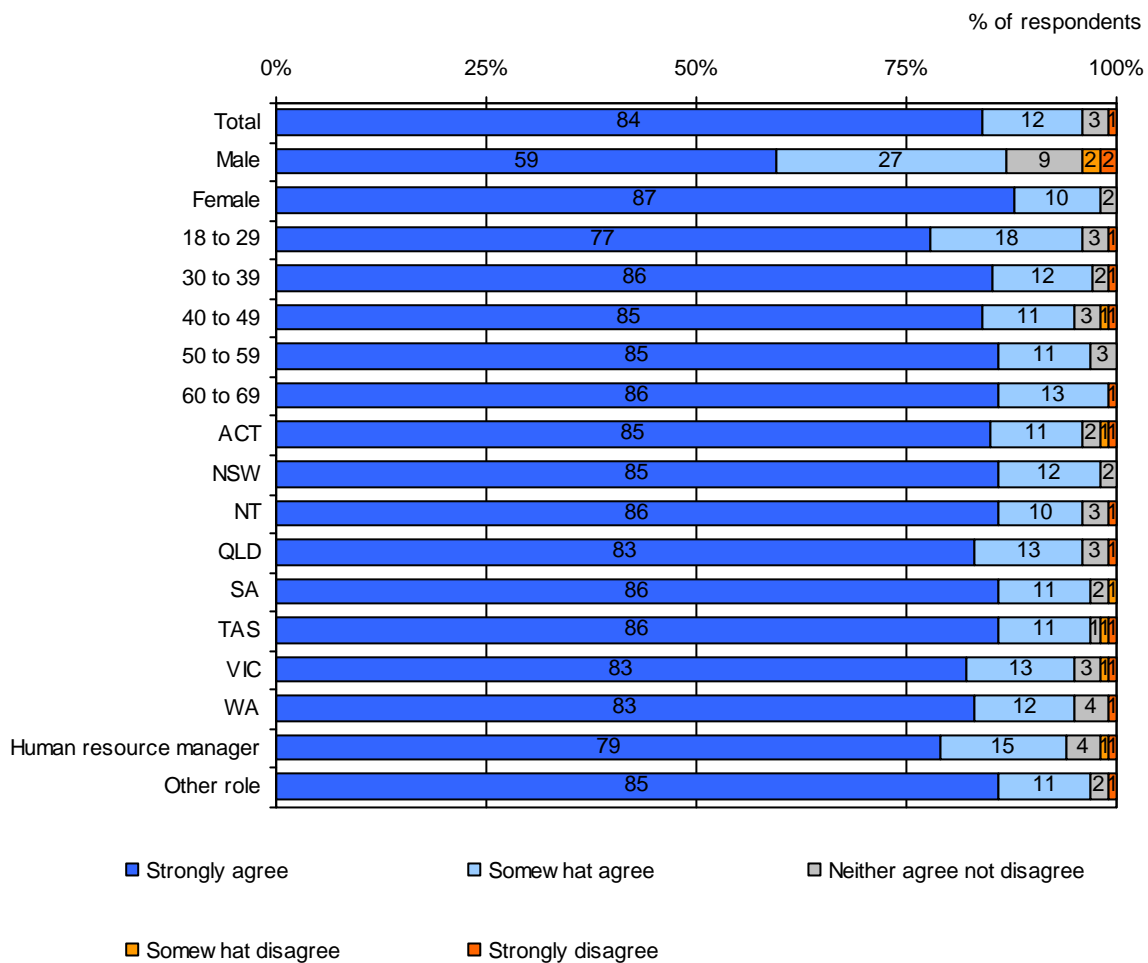


contrast only 25% of men overestimate the gap while 39% of men underestimate the gap or believe women earn the same, or more than men.

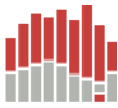
- Differences by age and location were relatively minor.
- Human resource manager are somewhat less likely to overestimate the disparity in weekly wages (38%) compared to respondents in other roles (45%).

Call for action

Qu 3: To what extent do you agree that “steps should be taken to close the gap between men and women’s earnings”?



- Virtually all respondents (96%) agree that steps should be taken to close the gap between men and women’s earnings, 3% neither agree nor disagree and only 1% disagree.
- There is broad agreement from both men and women, although women are more likely to strongly agree (87%) than men (59%).
- There is little difference between age groups although young respondents (aged 18-29) are somewhat less likely to strongly agree that step should be taken to close the gap (77% compared to 84% overall).
- Differences between other variables are negligible although human resource managers are slightly less likely to strongly agree that “steps should be taken to close the gap” (79% compared to 85% overall).



Questionnaire

Which of the following best describes what “pay equity between men and women” means to you?

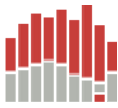
		Choose only one
1	Equal pay for men and women who are doing the same job.	<input type="checkbox"/>
2	Equal pay for men and women doing different but equivalent jobs.	<input type="checkbox"/>
3	Equal pay for all men and women who work full time.	<input type="checkbox"/>
4	Equal pay for men and women who work in the same industry.	<input type="checkbox"/>
5	Don't know.	<input type="checkbox"/>

Would you say the average weekly earnings of women in Australia working full time is.....?

		Choose only one
1	More than 30% more than men working full time	
2	21% to 30% more than men working full time	<input type="checkbox"/>
3	11% to 20% more than men working full time	<input type="checkbox"/>
4	Up to 10% more than men working full-time	<input type="checkbox"/>
5	The same as men working full time	<input type="checkbox"/>
6	Up to 10% less than men working full-time	<input type="checkbox"/>
7	11% to 20% less than men working full time	<input type="checkbox"/>
8	21% to 30% less than men working full time	<input type="checkbox"/>
9	More than 30% less than men working full time	<input type="checkbox"/>

To what extent do you agree that “steps should be taken to close the gap between men and women’s earnings”?

		Choose only one
1	Strongly agree	<input type="checkbox"/>
2	Somewhat agree	<input type="checkbox"/>
3	Neither agree not disagree	<input type="checkbox"/>
4	Somewhat disagree	<input type="checkbox"/>
5	Strongly disagree	<input type="checkbox"/>



FINALLY, I HAVE A FEW QUESTIONS TO ASK YOU ABOUT YOURSELF. THIS IS TO MAKE SURE WE COVER THE OPINIONS OF ALL GROUPS IN THE COMMUNITY. ALL YOUR ANSWERS WILL REMAIN CONFIDENTIAL AND NO DETAILS ABOUT YOU WILL BE PASSED ON.

Are you....

	Select One
Male	<input type="checkbox"/>
Female	<input type="checkbox"/>

Please indicate your age.

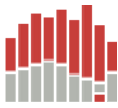
	Select One	Go To
Under 18	<input type="checkbox"/>	CLOSE
18 to 29	<input type="checkbox"/>	
30 to 39	<input type="checkbox"/>	
40 to 49	<input type="checkbox"/>	
50 to 59	<input type="checkbox"/>	
60 to 69	<input type="checkbox"/>	
70 plus	<input type="checkbox"/>	

Which of the following best describes your main occupation?

	Select One
Working full-time	<input type="checkbox"/>
Working part-time	<input type="checkbox"/>
Unemployed/not working	<input type="checkbox"/>
Student	<input type="checkbox"/>
Retired	<input type="checkbox"/>
Manage household/ family	<input type="checkbox"/>
Other	<input type="checkbox"/>

Do you speak a language other than English at home?

	Select One
Yes	<input type="checkbox"/>
No	<input type="checkbox"/>

**What State or Territory do you currently reside in?**

	Select One
ACT	<input type="checkbox"/>
NSW	<input type="checkbox"/>
NT	<input type="checkbox"/>
QLD	<input type="checkbox"/>
SA	<input type="checkbox"/>
TAS	<input type="checkbox"/>
VIC	<input type="checkbox"/>
WA	<input type="checkbox"/>

Please indicate your household annual income before tax?

Note: Household income refers to the combined income of you and your partner or your income if you are not in a married or de-facto relationship

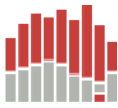
	Select One
\$1 - \$9,999	<input type="checkbox"/>
\$10,000 - \$29,999	<input type="checkbox"/>
\$30,000 - \$49,999	<input type="checkbox"/>
\$50,000 - \$69,999	<input type="checkbox"/>
\$70,000 - \$89,999	<input type="checkbox"/>
\$90,000 - \$119,999	<input type="checkbox"/>
\$120,000 - \$149,999	<input type="checkbox"/>
\$150,000 - \$249,999	<input type="checkbox"/>
\$250,000 or more	<input type="checkbox"/>
Don't know/ Refused	<input type="checkbox"/>

Which of the following best describes your main role?

	Select One
Human resource manager	<input type="checkbox"/>
Other	<input type="checkbox"/>

Which of the following best describes the level of responsibility of your main role?

	Select One
Senior management	<input type="checkbox"/>
Management	<input type="checkbox"/>
Non-managerial	<input type="checkbox"/>



Auspoll Contacts

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Study Information

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