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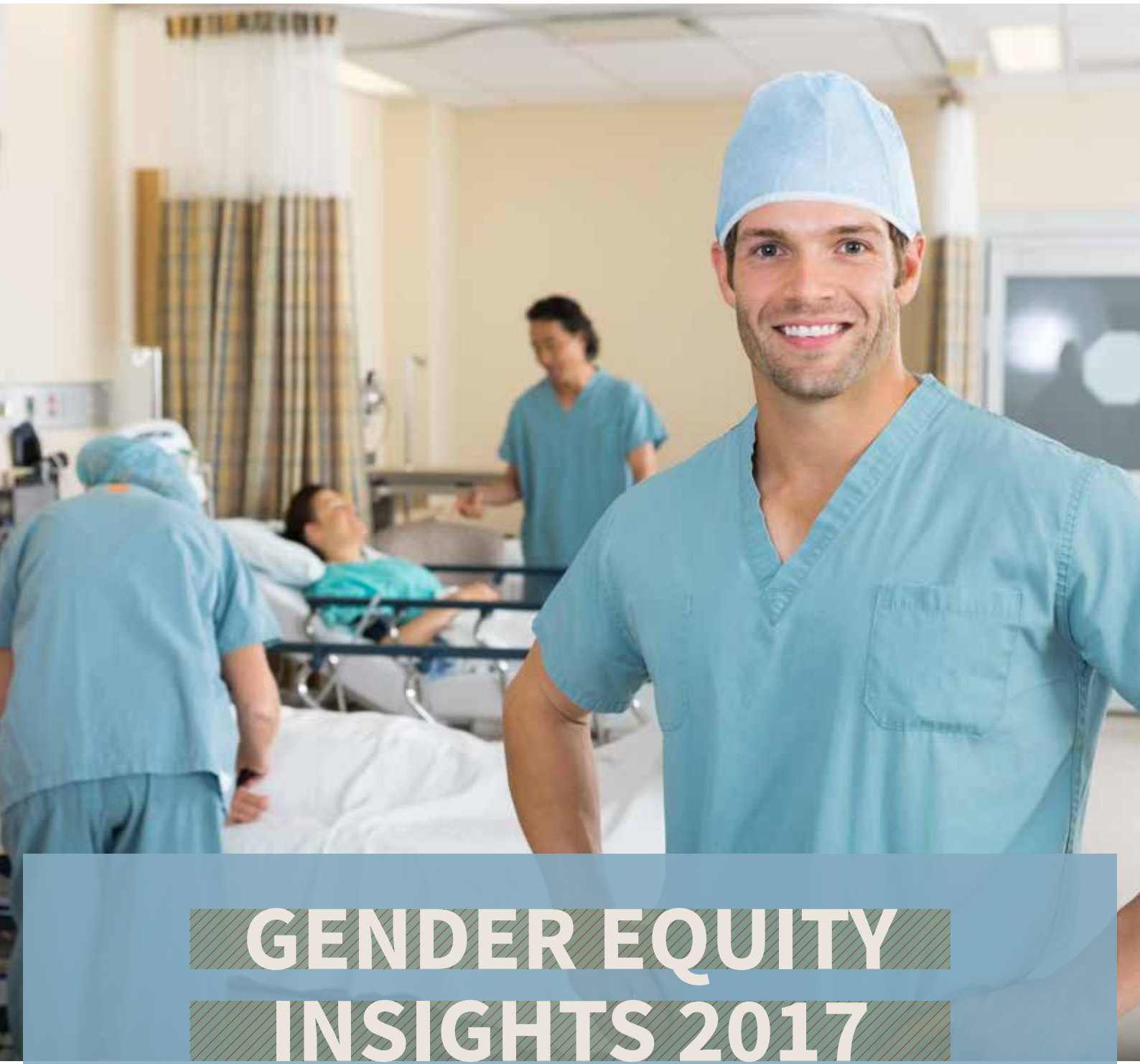

GENDER EQUITY INSIGHTS 2017

INSIDE AUSTRALIA'S GENDER PAY GAP

BCEC | WGEA Gender Equity Series

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FOREWORD WGEA

It really is time that we challenge the way we work.

Traditional ideas around how women and men should engage with the workplace must change, if we are to meet the social and economic challenges in the decades ahead.

This fantastic report, the second in the BCEC|WGEA Gender Equity Insights series, outlines the highly segregated nature of Australia's workforce.

It shows that men are still concentrated in traditionally 'blue collar' industries like mining, construction and manufacturing, and women in traditional 'caring' industries of health care and social assistance. At the same time, we are seeing significant change in the economy with the permanent full-time jobs on the decrease, and casual work arrangements on the increase.

Jobs in several male-dominated industries are declining, but there is growth in the health and social assistance industries specifically in the areas of nursing and aged care.

In this ever changing environment, the stereotypes about the kinds of work women and men 'should' do are not serving us well.

This report highlights the benefits across workplaces of achieving gender balance. Currently, the concentration of women in particular industries is leading to poor gender equality outcomes.

Indeed, a heavy dominance of women in management teams is actually linked to high pay gaps in favour of men.

The case for change is clear. Research shows that diverse work teams lead to better workplace culture, greater innovation and improved performance. And, the analysis shows organisations that increase their gender balance at the leadership level improve working conditions for women, as evidenced by lower pay gaps.

I look forward to using this report to inform the Agency's work with employers, to help challenge the way we think and the way we approach our work.

I thank BCEC for their hard work and I look forward to this partnership continuing to drive debate and change in our workplaces and beyond.

Libby Lyons
Director, Workplace Gender Equality Agency

FOREWORD BCEC

The perplexing and complex issue of gender pay gaps has remained a feature of the Australian labour market for too long, and is something that must be addressed.

Persistent gender pay gaps not only weaken the financial position and future economic security of women, but they also reveal differences in how society values the respective contributions of women and men in the workforce.

This is the second report in the BCEC|WGEA Gender Equity Insights series, and benefits from an important partnership between the Bankwest Curtin Economics Centre and the Workplace Gender Equality Agency.

Using WGEA's unique data collection, this 2017 report seeks to deepen our understanding of the gender pay gap in Australia. The report provides an update on how gender pay gaps compare for full-time, part-time and casual workers, and across industries and occupations

For this report, we conduct a series of special investigations on gender pay gaps for graduate program participants, the extent and consequences of gender segregation in the workplace, and the impact of changing the gender balance in senior leadership over time.

On the positive side, gender pay gaps have improved marginally for some industry sectors. But the movement is slow. Gender segregation and lower pay in female-dominated organisations continue to drive poorer remuneration outcomes for women.

The findings in this report highlight the benefits of increasing diversity in the workplace, and provide some of the strongest empirical evidence to date that a greater balance of decision-makers at senior executive level drives organisational change and improved gender pay outcomes.

I hope the findings in this second report will continue to drive informed discussion and debate on how to achieve greater equity and diversity throughout Australian workplaces.

We value very highly our partnership with WGEA, and the opportunity it affords us to strengthen the evidence base on such a critical issue.

Professor Alan Duncan
Director, Bankwest Curtin Economics Centre
Curtin Business School, Curtin University

EXECUTIVE SUMMARY

Unequal pay outcomes between women and men are a stark indicator of the different ways women and men engage with the workforce – and how they are valued for it.

This second report in the BCEC|WGEA Gender Equity Insights series seeks to add to and strengthen the evidence base that exists around gender pay gaps in Australian workforces.

The report uses unique data reported to the WGEA, capturing 4 million employees and more than 12,000 employers in the 2015-16 reporting period. It builds on the first in the series, with updated calculations of gender pay gaps for full-time, part-time and casual employees. In positive news, the average full-time gender pay gap has declined since 2015, as have gender pay gaps in 12 of the 19 major industry groupings.

Yet gender pay gaps remain a persistent feature of the Australian workforce.

In a series of special investigations, this report uncovers some surprising dynamics. For example, it appears that Australia's highly gender segregated workforce is working against women in a number of ways – and not just in the male-dominated industries and organisations.

Female-dominated organisations in Australia tend to be lower paid, particularly in those industries where workforce roles are 'gendered' such as Health Care and Social Assistance. This speaks to the recent claim expressed by IMF Managing Director Christine Lagarde that society has a tendency to undervalue women's work and contributions.

Gender pay gaps are lower in organisations with greater female representation among management. Yet this report also shows that managerial gender pay gaps rise sharply in favour of men in workplaces with the highest concentrations of female managers. It seems that where the men are few, they are more highly valued.

There's an exciting finding for those seeking evidence about what drives change. Organisations with balanced representation of women in executive leadership roles have pay gaps half the size of those with the least representation of women in leadership. Moreover, organisations that improved the gender balance of their executive leadership teams between 2015 and 2016 also saw the biggest decline in their organisation-wide gender pay gaps.

Limiting the opportunities for Australians to participate and progress in the workplace, based on their gender, delivers poor outcomes for individuals, for businesses and for the economy. The insights contained in this report are intended to generate discussion about how to improve gender equality in Australian workplaces.

Key findings

Greater balance in leadership drives reduced gender pay gaps

Increasing the representation of women in executive leadership roles is associated with lowering gender pay gaps. Organisations with the lowest share of female executive leaders have an average gender pay gap double the size of those with an equal share of women in senior roles: 20% compared with 10%. Organisation-wide reductions in the gender pay gap were recorded for those companies that improved gender balance at the executive leadership level between 2015 and 2016. Organisations that increased the share of women in executive leadership roles by more than 10% recorded a reduction in the organisational gender pay gap of 3 percentage points over the course of a single year.

Male graduates access higher pay

Gender pay gaps for those participating in a graduate program are minimal, but men are more likely to receive top graduate trainee salaries. Overall, the median gender pay gaps for full-time graduate trainees are 2.9% on base salary and 2.1% on total remuneration. However, the gender pay gap for graduate trainees progressively widens among the top echelons of salary earners. The highest-paid 10% of women in graduate trainee positions receive at least $81,000 in base salary, whereas the highest-paid 10% of male graduate trainees took home at least $88,000 – this equates to a pay gap of 8.0%. Women are consistently under-represented in the highest graduate salary bands, with some 18% fewer women paid over $80,000 compared to their share of the graduate workforce.

Managerial gender pay gaps fall as the share of female managers increase….

The average gender pay gap declines as female representation among management increases. The managerial gender pay gap falls steadily from around 15% in total remuneration among firms where one fifth of managers (20%) are female, to 8% for organisations where four fifths of managers (80%) are female.

… apart from organisations with the highest concentrations of female managers

However, gender pay gaps are seen to rise sharply in workplaces with the highest concentrations of female managers. For organisations with a greater than 80% share of female managers, the management gender pay gap rises from around 8% to more than 17% in favour of men. Organisations with the highest proportion of female managers are concentrated in Health Care and Social Assistance, the Retail Sector and Education and Training.

Men lag in part-time pay, except for managers

Not all pay gaps favour men. For part-time employees, women out-earn part-time men on average by 7.8% or around $4,000 a year. Women are much more likely than men to work part-time, representing some three-quarters of all part-timers. But while the gender pay gap for part-time workers overall is in favour of women, this pattern reverses at senior levels. For part-time managers, women earn on average 27.1% less than their male peers, with a wider gap of 34.7% in female-dominated work environments.

Mining the top paying industry for women

Australia's most male-dominated industry delivers the highest pay to women. Women employed full-time in Mining earned on average $139,053 total remuneration in 2016. The next top-paying industries for women were Electricity, Gas, Water and Waste services ($106,100) and Banking and Finance ($105,438). The lowest paid industry for women was Retail Trade at $65,865. Women employed in the most female-dominated industry, Health Care and Social Assistance, earned on average $80,026.

$93k pay gap at the top of the ladder

The gender pay gap grows with seniority, climbing to 26.5% for Key Management Personnel (KMP), an annual difference of more than $93,000 in total remuneration. Pay gaps among managers are exacerbated by the greater share of discretionary pay awarded to men. For KMP, nearly $40,000 of the annual difference in pay is made up of additional remuneration including bonuses. The pay gap for all manager categories declined between 2015 and 2016, with the KMP pay gap reducing by 2.2 percentage points.

INTRODUCTION

Currently available evidence on gender pay gaps in Australian workplaces paints a worrying picture that indicates major policy challenges for the present and the future. Among full-time workers, women earn 84% of a man's pay on average, resulting in a full-time gender pay gap of 16% (ABS 2017). But this is a point-in-time snapshot of a picture that has endured for decades. Twenty years ago, the full-time gender pay gap was 17%, with women earning on average 83% of a man's pay (ABS 1996).

The persistence of the gender pay gap in the Australian labour market is a perplexing issue. The past decades have seen some major advances with intentional policy initiatives targeting a reduction of the pay gap between women and men. The number of women that study at universities now exceeds men, and discrimination on the basis of gender is now prohibited in Australia. A plethora of other initiatives ranging from government tax-transfer reforms through to general advocacy for workplace gender equity has failed to achieve any meaningful reduction in a pay gap. This has become a disappointingly enduring feature of the Australian labour market.

The consequences of such inertia in the gender pay gap are both severe and diverse. At a macroeconomic level, gender pay gaps can depress economic growth and productivity. At an individual level, it slows down the rate of wealth accumulation by women relative to men. The ramifications reverberate across the life course, with women bearing greater exposure to poverty and disadvantage at every age. Within the context of an ageing population in which women are disproportionately represented, gender pay gaps and gender wealth gaps not only pose significant risks for the economic wellbeing of Australian women, they also have important implications for social equity and fiscal sustainability.

The 2012 Workplace Gender Equality Act was legislated to promote gender equality in pay and employment within Australian workplaces. Under the Act, organisations are required to report annually against six gender equality indicators. Each organisation is then provided with an individual report that compares its gender equality standing to industry benchmarks. The Act has resulted in the collection of a unique and extensive data set, which effectively represents a Census of all private businesses that have 100 or more employees.

Drawing on this unique dataset, the Bankwest Curtin Economics Centre (BCEC) and Workplace Gender Equality Agency (WGEA) have entered into an important partnership to enable new insights into gender pay gaps across Australia. This report represents the second publication in the BCEC|WGEA Gender Equity Insights report series. It builds on important findings presented in the first report (Cassells et al. 2016), which revealed a measurable link between increased gender diversity on governing boards and lower pay gaps for managers for the first time.

The first report found that full-time employed female Key Management Personnel (KMP) earn on average $100,000 a year less in total remuneration than their male counterparts, with women earning $244,569 and men $343,269 on average. However, if the share of women on boards were increased from zero to 50:50, a 6.3 percentage point reduction in the gender pay gap for full-time managers can be observed. The first report also confirmed what existing research has found – that part-time work is dominated by women and attracts significantly lower pay (on a full-time equivalent basis) than full-time work. In addition, men earn proportionately more in additional remuneration than women, resulting in an average male 'bonus' premium of nearly 8 percentage points for full-time workers.

This second report in the series expands on the evidence base around gender pay gaps in Australian workplaces, particularly across employment status, occupation and industry. The report draws on the extensive and unique WGEA data collection comprising more than 4 million workers and over 12,000 employers. While the first report captured the 2014-15 reporting period, the second report updates the findings to 2015-16 and investigates whether any significant changes in gender pay gaps can be observed between the two periods.

The report features three Special Investigations to add new insights to the debate on gender pay gaps in Australia, beyond those presented in the first report. These include an examination of the link between gender segregation within organisations and the gender pay gap, and a look at the gender pay gap among graduates at different points along the earnings distribution and across industries. A final Special Investigation section focuses the spotlight on women in leadership positions.

WHICH GENDER PAY GAPS MATTER?

All gender pay gaps matter as they are a driver of income inequality and result in poorer outcomes for women in terms of their immediate and long-term economic security. Gender pay gaps also impact upon the advancement of economies as lost human capital potential and investment can impair economic growth through discentivising labour force participation. Gender pay gaps also add to the burden of current and future governments, as diminished earnings result in a greater need for welfare.

Not all gender pay gaps signal direct discrimination. Some can be explained by differences in the way women and men work, and the level of skills and experience that they may have. Gender pay gaps can also often be a sign of more subtle biases within workplaces, where preferential treatment is given to workers for career advancement and pay. These behaviours can often be unconscious and require swift action within workplaces to identify and address.

Other biases within workplaces can result in women and men taking home vastly different pay, despite having similar roles and responsibilities. This can happen when women and men are performing work of the same value yet are receiving different pay.

The insights contained in this report are intended to shine a light on the conditions under which gender pay gaps are most likely to occur, and generate discussion and debate on how to better promote pay equity in Australian workplaces.

THE BIG PICTURE

THE BIG PICTURE

Workforce changes

The Australian labour market has undergone a substantial change in recent years, driven by more challenging economic conditions and the slowdown of the resources sector. Most significantly, the changing economic landscape has foreshadowed a decline in the share of full-time employment, while part-time and precarious employment have been on the rise. Reflected in these changes is an increase in the underemployment ratio – the share of the workforce who are employed part-time, but who would like to and are ready to work more hours – which imposes large social and economic costs (Li, Duncan and Miranti et al 2015).

Underemployment is higher now than it has been in the last 20 years, higher even than during the Global Financial Crisis. Underemployment is particularly problematic for women, with more than 10% of women working part-time saying that they would like to work more hours (Cassells & Duncan 2016).

Using the rich data from more than 4 million workers collected by WGEA, this section explores the changes in employment by gender. Consistent with overall labour market patterns, there has been a substantial decrease in the number of men employed on a full-time basis between 2015 and 2016 (Figure 1). Almost 40,000 fewer men in Australian companies with more than 100 employees employed on a full-time basis; a decrease of over 2.6%. The number of women employed full-time has increased slightly – by just under 1%.

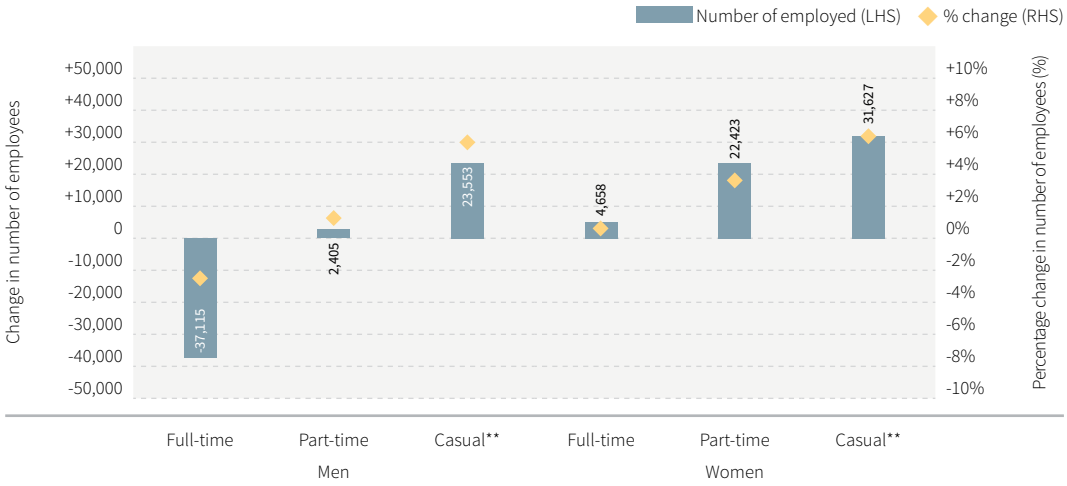
The number of men employed on a full-time basis has decreased by almost 40,000 between 2015 and 2016.

Those who leave full-time work may move either into casual or part-time work if they remain employed. Indeed, changes in full-time work have been accompanied by increases in both part-time and casual employment. The increase in part-time work has been stronger for women, increasing by 3.6% compared to the previous period, equivalent to an increase of over 22,000 employees. The number of males working part-time increased in the same period by just over 1%.

Large increases in the number of casual employees – those who work on an irregular schedule, with little or no expectation of the continuation of work or guaranteed income – are also evident in the WGEA reporting data. However, a large share of these increases are driven by improved reporting by labour supply organisations that fall within the Administrative and Support Services sector. Temporary and casual employees have been underreported in previous collections, but have been more accurately captured in the 2016 reporting data. These changes account for around 90% of the growth in male casual workers and 60% of the growth in female casual workers across the period.

FIGURE 1

Change in number of employees by employment status, 2015-2016



Note: **The growth in casual employment is largely driven by improved reporting by labour supply organisations in 2016 that more accurately captures temporary and casual employees.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

Employment in the Mining sector has fallen considerably across the last period – dropping by 29,000 employees between 2015 and 2016.

Looking at patterns by sector, significant changes in Mining employment between 2015 and 2016 can be seen (Table 1). The number of employees in the Mining sector has decreased across all employment types except for casually employed men. The numbers of women and men working part-time fell the most – dropping by 92% and 27% respectively. Manufacturing is another sector that saw a considerable fall in employment numbers, particularly in part-time work, can be observed. The number of men working part-time has dropped by over 31%. The corresponding drop for women has been 16%.

Within the Public Administration and Safety sector, full-time employment has increased by around 20% for males and 18% for females, while part-time employment has increased by over 51% for both genders.

TABLE 1

Percentage change in no. of employees by industry, 2015 and 2016

Industry	Men			Women		
	Full-time	Part-time	Casual	Full-time	Part-time	Casual
Agriculture, Forestry and Fishing	5.0%	-11.9%	11.8%	8.9%	-20.9%	22.3%
Mining	-11.6%	-92.1%	3.7%	-16.0%	-27.2%	-10.0%
Manufacturing	-5.2%	-31.4%	-7.0%	-2.9%	-16.2%	-7.8%
Electricity, Gas, Water and Waste Services	-6.8%	-10.9%	-10.9%	-9.6%	-3.0%	-9.9%
Construction	-10.0%	-17.4%	-25.7%	-11.6%	0.6%	-38.1%
Wholesale Trade	1.6%	10.8%	14.4%	5.8%	3.5%	16.3%
Retail Trade	2.7%	14.7%	-1.5%	3.6%	6.4%	2.4%
Accommodation and Food Services	0.6%	13.4%	7.0%	0.6%	15.1%	8.9%
Transport, Postal and Warehousing	-6.0%	-3.6%	1.2%	-6.4%	-4.0%	3.1%
Information Media and Telecommunications	-0.4%	8.2%	1.0%	-0.8%	3.2%	-3.2%
Financial and Insurance Services	0.4%	-11.2%	-14.4%	-0.6%	-2.2%	-13.3%
Rental, Hiring and Real Estate Services	11.2%	5.8%	16.7%	14.8%	0.3%	21.3%
Professional, Scientific and Technical Services	-2.2%	-5.7%	5.1%	1.1%	-1.3%	-3.5%
Administrative and Support Services**	-4.1%	-24.5%	40.3%	-16.3%	-15.2%	58.1%
Public Administration and Safety	20.0%	51.9%	-6.9%	17.7%	51.2%	-5.7%
Education and Training	2.9%	4.7%	-0.6%	7.1%	8.0%	2.5%
Health Care and Social Assistance	7.8%	9.2%	6.9%	7.5%	5.6%	5.9%
Arts and Recreation Services	1.4%	13.9%	2.9%	-3.9%	5.9%	0.1%
Other Services	1.8%	-16.0%	-0.1%	-3.0%	-20.1%	-21.6%
Total	-2.6%	1.2%	6.1%	0.6%	3.6%	6.3%

Note: **Growth in casual employment is largely driven by improved reporting by labour supply organisations in 2016 that more accurately captures temporary and casual employees. These organisations fall within the Administrative and Support Services sector.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

FULL-TIME WORKERS

The Australian labour market has gone through dramatic changes in the patterns of job creation and destruction between 2015 and 2016. While the total number of employed persons has increased, it has been driven by the additional employment held by women. However these increases have been largely driven by employment in part-time and casual work rather than in the full-time sector – a pattern even more pronounced for male jobs.

According to WGEA data, the absolute number of full-time workers, i.e. those working at least 35 hours per week, has in fact fallen between 2015 and 2016, with the change driven by the drop of over 5% in male full-time employment. There has been only a marginal increase in female full-time employment over the same period.

In spite of these changes, close to two thirds of those employed full-time in 2016 were men. This gender difference in the pattern of full-time employment can be attributed to a number of factors, most significantly to differences in family circumstances and labour market histories. Women continue to manage a disproportionately large share of childcare and housework, which significantly limits their opportunities for full-time work.

Not only are women under-represented in full-time work, there are also important differences in the types of full-time work women and men do. Clerical and administrative workers are significantly more likely to be women. On the other hand occupations such as Machinery Operators, Drivers, Technicians and Trades Workers are heavily male-dominated. Men are also over-represented amongst executive and Key Management Personnel. The patterns of occupational segregation by gender bear implications for gender wage gaps in full-time employment.

Full-time Gender Pay Gaps

The gender pay gap in average full-time base salary is currently 17.7%, decreasing from 19.0% from the previous period. The full-time gender pay gap, when taking into account the total remuneration that is available to employees within Australian companies, has also decreased between 2015 and 2016 but by a smaller magnitude and is currently at 23.1%. The annual difference in salary for men and women working full-time is $16,000 (base) and $27,000 (total remuneration), but with considerable variations observed across different occupations and industries.

Men working full-time earn on average an additional $27,000 each year than women that work full-time.

Occupations

The gender pay gap remains the highest among managerial occupations, particularly those employed as top-tier managers (Key Management Personnel). Women employed full-time as KMP can expect to earn almost 27% less than their male counterparts – an annual difference of over $93,000 in total remuneration (Table 2 and Figure 2).

Women employed full-time as top-tier managers can expect to earn almost 27% less than their male counterparts – an annual difference of over $93,000 in total remuneration.

Female executives currently get paid on average $40,000 less than male executives annually – this increases to $75,000 when taking into account additional remuneration such as bonuses and other discretionary pay – a difference of nearly double that observed at base level.

The lowest base salary gender pay gap for full-time workers is among the Community and Personal Service and Clerical and Administrative occupations; 6.7% and 6.9% respectively. Both occupation categories are dominated by women, and are relatively low paying.

TABLE 2

Gender pay gap within occupation levels for full-time workers, base and total, 2015 and 2016

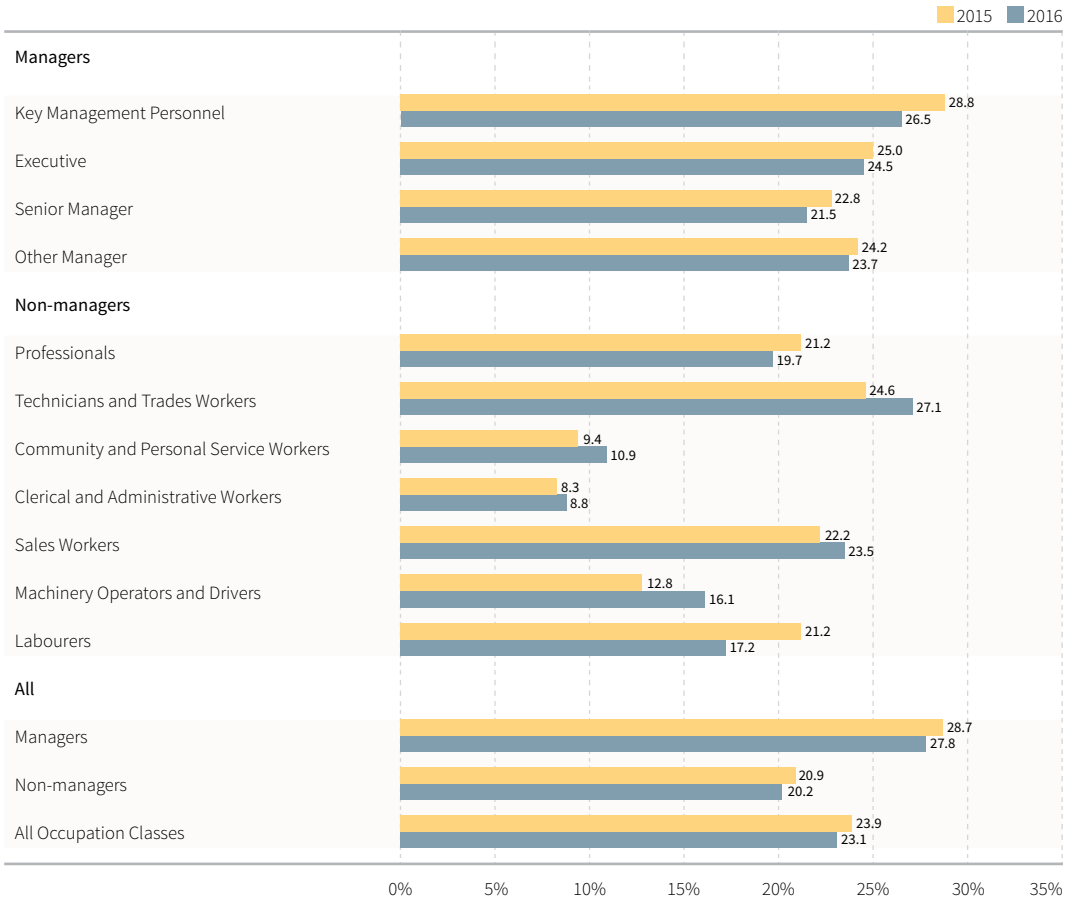
Occupation Class	Base Salary		Total Salary		Base GPG		Total GPG	
	Women	Men	Women	Men	2015	2016	2015	2016
Managers								
Key Management Personnel	$199,186	$253,871	$258,431	$351,678	23.8%	21.5%	28.8%	26.5%
Executive	$180,422	$220,181	$230,774	$305,731	19.6%	18.1%	25.0%	24.5%
Senior Manager	$137,791	$165,703	$169,111	$215,287	18.5%	16.8%	22.8%	21.5%
Other Manager	$92,542	$116,601	$109,871	$143,929	21.4%	20.6%	24.2%	23.7%
Non-managers								
Professionals	$85,963	$104,020	$100,668	$125,347	18.8%	17.4%	21.2%	19.7%
Technicians and Trades Workers	$63,363	$79,847	$75,947	$104,185	18.8%	20.6%	24.6%	27.1%
Community and Personal Service Workers	$53,454	$57,263	$62,213	$69,828	8.7%	6.7%	9.4%	10.9%
Clerical and Administrative Workers	$59,776	$64,184	$68,354	$74,975	6.7%	6.9%	8.3%	8.8%
Sales Workers	$53,761	$64,821	$66,357	$86,730	17.5%	17.1%	22.2%	23.5%
Machinery Operators and Drivers	$60,677	$69,348	$78,624	$93,695	11.0%	12.5%	12.8%	16.1%
Labourers	$48,313	$56,592	$57,739	$69,690	15.9%	14.6%	21.2%	17.2%
All								
Managers	$112,350	$146,725	$136,596	$189,301	24.7%	23.4%	28.7%	27.8%
Non-managers	$68,425	$80,049	$80,453	$100,815	15.8%	14.5%	20.9%	20.2%
All Occupation Classes	$75,276	$91,472	$89,226	$116,009	19.0%	17.7%	23.9%	23.1%

Note: See Glossary and Technical Notes for further information about the occupation classifications.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

The gender pay gap has improved among women and men working as labourers, falling by 4 percentage points when taking into account total remuneration. Community and Personal Service Workers saw a fall in their gender pay gap (and movement towards parity) when assessed on base salary, but an increase (and movement away from parity) when taking into account total remuneration. A similar pattern was observed among sales workers. The gender pay gap among the male-dominated occupations of Technicians and Trades Workers, Machinery Operators and Drivers increased between 2015 and 2016.

FIGURE 2
Full-time gender pay gap among occupations – total remuneration, 2015 and 2016



Note: See Glossary and Technical Notes for further information about the occupation classifications.
Source: WGEA Gender Equality data 2014-15 and 2015-16.

Industries

The base salary gender pay gap has decreased for 12 of the 19 major industry groupings between 2015 and 2016, reflecting the overall reduction in the full-time gender pay gap of 1.3 percentage points. However, when assessing total remuneration only five of these industries also saw a reduction in the gender pay gap across the same period (Table 3 and Table 4).

The biggest change in the pay gap has been in the Administrative and Support Services sector, which has shifted from 3rd to 12th place in the pay gap rank. This result is driven by a large fall in the average full-time salary of men between the two periods, accompanied by relatively little change in the full-time salary of women across the same period. Other Services and Health Care and Social Assistance have also seen reasonably large decreases in the gender pay gap across the two periods.

TABLE 3

Full-time gender pay gap among industries – base salary, 2015 and 2016

Industry	2014/15		2015/16		GPG		GPG rank		Change
	Women	Men	Women	Men	2014/15	2015/16	2014/15	2015/16	
Financial and Insurance Services	81,147 5	111,667 2	84,593 5	114,204 2	27.3%	25.9%	1	1	0
Construction	78,283 7	98,315 6	78,709 8	101,704 5	20.4%	22.6%	4	2	2
Professional, Scientific and Technical Services	82,927 4	106,960 3	85,088 4	109,024 3	22.5%	22.0%	2	3	-1
Rental, Hiring and Real Estate Services	77,431 8	96,845 7	78,960 7	100,412 6	20.0%	21.4%	6	4	2
Arts and Recreation Services	65,303 15	81,508 9	66,839 15	83,787 9	19.9%	20.2%	7	5	2
Information Media and Telecommunications	78,469 6	98,355 5	80,938 6	100,321 7	20.2%	19.3%	5	6	-1
Agriculture, Forestry and Fishing	60,974 17	75,594 15	62,034 16	76,461 14	19.3%	18.9%	8	7	1
Transport, Postal and Warehousing	65,484 14	80,858 10	67,863 14	82,580 10	19.0%	17.8%	9	8	1
Health Care and Social Assistance	67,430 11	80,302 11	69,639 12	80,642 11	16.0%	13.6%	10	9	1
Electricity, Gas, Water and Waste Services	85,603 3	100,910 4	88,382 3	102,079 4	15.2%	13.4%	12	10	2
Mining	101,207 1	119,731 1	104,246 1	119,427 1	15.5%	12.7%	11	11	0
Administrative and Support Services	61,922 16	78,642 13	60,863 17	69,131 17	21.3%	12.0%	3	12	-9
Retail Trade	55,160 19	62,174 19	56,332 19	63,846 19	11.3%	11.8%	14	13	1
Manufacturing	70,131 9	78,803 12	71,534 10	80,345 12	11.0%	11.0%	15	14	1
Accommodation and Food Services	57,047 18	63,971 18	59,830 18	66,744 18	10.8%	10.4%	16	15	1
Public Administration and Safety	67,278 12	74,280 16	71,633 9	79,202 13	9.4%	9.6%	17	16	1
Other Services	66,470 13	77,281 14	68,472 13	75,506 15	14.0%	9.3%	13	17	-4
Education and Training	86,470 2	93,264 8	88,853 2	95,902 8	7.3%	7.4%	19	18	1
Wholesale Trade	67,591 10	73,713 17	70,089 11	74,840 16	8.3%	6.3%	18	19	-1
All Industries	73,251	90,473	75,276	91,472	19.0%	17.7%			

Source: WGEA Gender Equality data 2014-15 and 2015-16.

Mining remains the highest paying industry for both men and women working full-time.

Mining has seen the second biggest reduction in the gender pay gap when measured using base salary. It remains the highest paying industry for men and women in terms of both base salary and total remuneration. Men working in this industry can expect to earn almost $165,000 on average each year in total pay, whereas women's average annual earnings are around $139,000 (Table 4).

Organisations within the Financial and Insurance Services industry continue to record the largest full-time gender pay gap, when measured by either base salary or total remuneration. Women employed full-time can expect to earn on average around $30,000 or 26% less each year in base salary than men employed within the industry. This gap increases to more than $52,000 or 33% when taking into account additional remuneration including superannuation, bonuses and other discretionary pay.

Financial and Insurance Services industry continues to record the highest gender pay gap of 33%.

Several industries have seen an increase in the gender pay gap between 2015 and 2016. The Construction sector has shifted from fourth to second place in terms of the full-time gender pay gap in base salary and from fourth to third place when assessed on total remuneration. The gender pay gap has also deteriorated in the Retail Trade sector, moving from 14th to 10th place in terms of the total remuneration gender pay gap.

Administrative and Support Services, Other Services and Health Care and Social Assistance have all seen reasonably large decreases in the full-time gender pay gap across the two periods (Figure 3).

TABLE 4

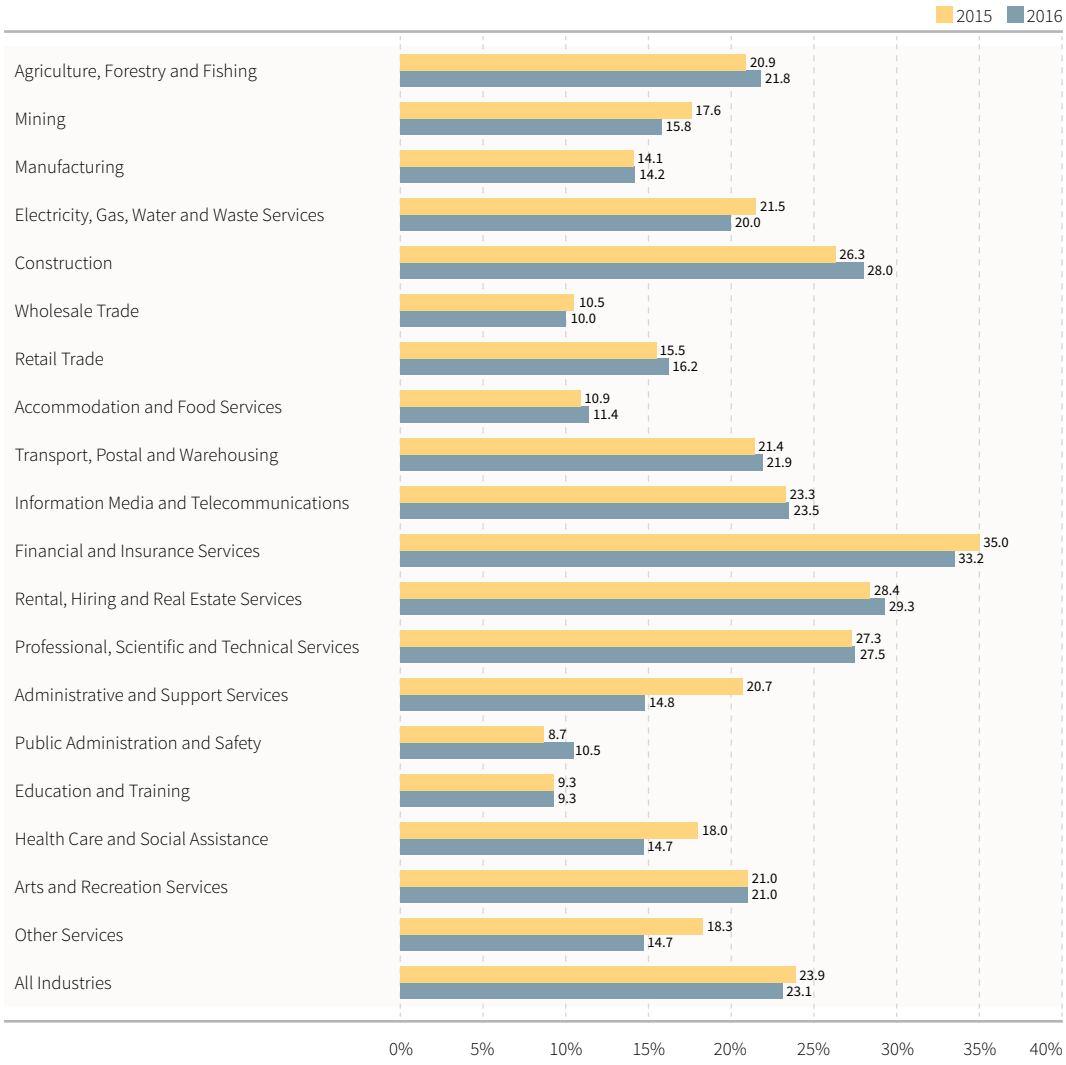
Full-time gender pay gap among industries – total remuneration, 2015 and 2016

Industry	2014/15		2015/16		GPG		GPG rank		Change
	Women	Men	Women	Men	2014/15	2015/16	2014/15	2015/16	
Financial and Insurance Services	99,725 3	153,521 2	105,438 3	157,794 2	35.0%	33.2%	1	1	0
Rental, Hiring and Real Estate Services	90,450 8	126,315 5	92,735 7	131,220 5	28.4%	29.3%	2	2	0
Construction	91,734 7	124,518 6	91,811 8	127,592 6	26.3%	28.0%	4	3	1
Professional, Scientific and Technical Services	95,088 5	130,825 3	98,154 5	135,399 3	27.3%	27.5%	3	4	-1
Information Media and Telecommunications	94,286 6	122,912 7	97,054 6	126,885 7	23.3%	23.5%	5	5	0
Transport, Postal and Warehousing	77,982 11	99,170 9	82,468 11	105,582 9	21.4%	21.9%	7	6	1
Agriculture, Forestry and Fishing	69,197 17	87,507 16	70,808 16	90,536 16	20.9%	21.8%	9	7	2
Arts and Recreation Services	72,741 16	92,029 14	74,824 15	94,757 12	21.0%	21.0%	8	8	0
Electricity, Gas, Water and Waste Services	100,894 2	128,499 4	106,100 2	132,674 4	21.5%	20.0%	6	9	-3
Retail Trade	63,753 19	75,410 18	65,865 19	78,589 18	15.5%	16.2%	14	10	4
Mining	135,282 1	164,243 1	139,053 1	165,148 1	17.6%	15.8%	13	11	2
Administrative and Support Services	73,135 15	92,202 13	70,183 17	82,414 17	20.7%	14.8%	10	12	-2
Other Services	75,858 13	92,856 12	78,869 14	92,507 14	18.3%	14.7%	11	13	-2
Health Care and Social Assistance	77,981 12	95,112 11	80,026 13	93,830 13	18.0%	14.7%	12	14	-2
Manufacturing	83,828 9	97,540 10	85,629 9	99,752 10	14.1%	14.2%	15	15	0
Accommodation and Food Services	64,927 18	72,898 19	69,496 18	78,464 19	10.9%	11.4%	16	16	0
Public Administration and Safety	75,463 14	82,659 17	81,943 12	91,568 15	8.7%	10.5%	19	17	2
Wholesale Trade	82,277 10	91,895 15	85,508 10	94,980 11	10.5%	10.0%	17	18	-1
Education and Training	99,088 4	109,229 8	102,383 4	112,936 8	9.3%	9.3%	18	19	-1
All Industries	86,512	113,739	89,226	116,009	23.9%	23.1%			

Source: WGEA Gender Equality data 2014-15 and 2015-16.

FIGURE 3

Full-time gender pay gap among industries – total remuneration, 2015-2016



Source: WGEA Gender Equality data 2014-15 and 2015-16.

PART-TIME WORKERS

Part-time employment for both women and men has increased between 2015 and 2016. This change has been particularly pronounced for females with an increase of over 22,000 in the number of females employed part-time.

As expected, women remain over-represented in the part-time workforce: around 75% of all part-time workers are women. This reflects the fact that childcare and housework responsibilities are disproportionately managed by women (Cassells et al. 2009). This can often make women less available for full-time work by limiting their labour supply in paid work.

Occupational segregation is evident in the part-time workforce. Unsurprisingly, most part-time jobs are female-dominated and these tend to be clustered in particular occupations. Over 90% of clerical and administrative part-time workers are women. Among Key Management Personnel, however, female workers are less dominant (at slightly over half). Machinery Operators and Drivers remains a male-dominated occupation class, even within the part-time spectrum, with over 75% of workers being males.

Part-time Gender Pay Gaps

Part-time and casual pay data collected by WGEA is based upon a full-time equivalent (FTE) annualised value estimated by each reporting organisation. This standardisation shows what the equivalent remuneration would be of a part-time employee if they were working full-time. This makes remuneration between genders across all states of employment comparable. The analysis that follows is therefore based on FTE data.

The average part-time gender pay gap when assessed at a base salary level is -7.8%. The negative sign indicates that the gap is in favour of women, with women working part-time currently earning 7.8% more than their male counterparts. This represents an increase in the part-time gender pay gap in favour of women from -4.4% in the previous period. In dollar terms, this amounts to a FTE difference of around $4,000 annually. When total remuneration is assessed, the gender pay gap is marginally lower than the base salary figure at -6.7% in favour of women. These broad averages, however, can mask sharp variations across industries and occupations.

Occupations

There remains a noticeable distinction in the gender pay gap between higher and lower occupation levels (Table 5). While the gender pay gap for part-time workers overall is in favour of women (-7.8%), this pattern reverses among part-time workers in managerial positions.

Women working part-time in management positions will earn 27% less than men working in part-time management roles.

Across all part-time managerial occupations, women receive on average 25% less in annual FTE wages each year than men – this has increased from 21% in the previous period. When taking into account total remuneration, the gap widens to 27% – increasing from 23% in 2015.

TABLE 5

Gender pay gap within occupation levels for part-time workers, base and total, 2015 and 2016

Occupation Class	Base Salary		Total Salary		Base GPG		Total GPG	
	Women	Men	Women	Men	2015	2016	2015	2016
Managers								
Key Management Personnel*	$176,483	$243,552	$212,790	$293,734	12.0%	27.5%	8.9%	27.6%
Executive	$169,223	$229,506	$200,628	$308,691	23.9%	26.3%	31.1%	35.0%
Senior Manager	$142,111	$175,513	$169,869	$214,157	18.1%	19.0%	19.0%	20.7%
Other Manager	$101,943	$119,670	$120,863	$142,283	12.3%	14.8%	14.7%	15.1%
Non-managers								
Professionals	$83,159	$102,558	$97,332	$119,692	21.4%	18.9%	20.6%	18.7%
Technicians and Trades Workers	$55,263	$58,755	$63,082	$69,028	10.2%	5.9%	9.4%	8.6%
Community and Personal Service Workers	$46,585	$46,131	$53,981	$53,798	0.9%	-1.0%	0.9%	-0.3%
Clerical and Administrative Workers	$55,776	$52,545	$63,579	$60,574	-6.6%	-6.2%	-5.3%	-5.0%
Sales Workers	$42,223	$41,752	$49,803	$49,492	-1.9%	-1.1%	-1.6%	-0.6%
Machinery Operators and Drivers	$51,827	$54,092	$60,379	$65,184	4.6%	4.2%	6.9%	7.4%
Labourers	$38,015	$36,004	$43,627	$41,773	3.9%	-5.6%	4.5%	-4.4%
All								
Managers	$116,825	$155,340	$138,893	$190,494	21.0%	24.8%	23.1%	27.1%
Non-managers	$54,202	$49,919	$63,067	$58,637	-5.0%	-8.6%	-4.9%	-7.6%
All Occupation Classes	$56,154	$52,098	$65,430	$61,338	-4.4%	-7.8%	-4.2%	-6.7%

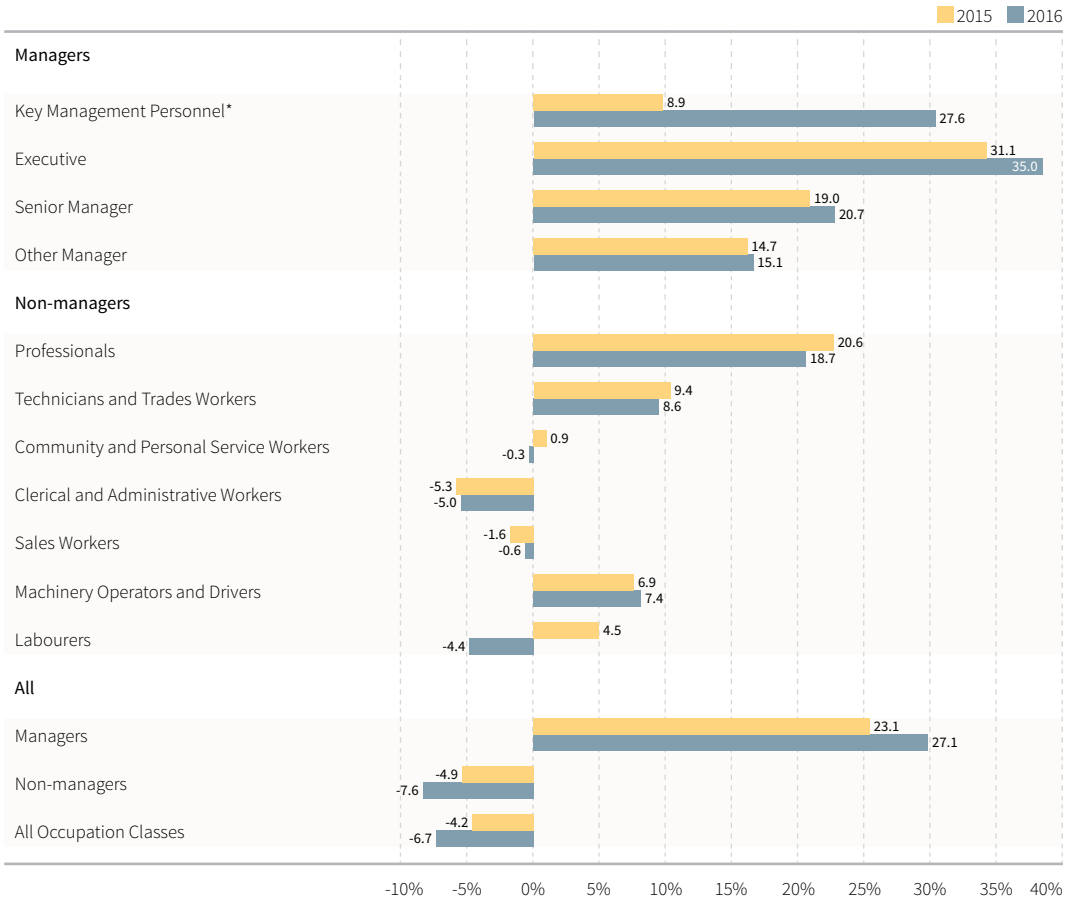
Note: *The number of men reported as working part-time in Key Management Personnel positions has decreased substantially between 2015 and 2016. This has been accompanied by strong growth in the average salaries of part-time male KMP. Consequently, these figures should be used with caution. Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.
Source: WGEA Gender Equality data 2014-15 and 2015-16.

Executives have the highest part-time gender pay gap in favour of men, with women receiving 26.3% less on average in annual FTE pay each year than men. This number increases to 35.0% when taking into account total remuneration for Executives. The size of the gender pay gap among Executives has increased between 2015 and 2016 by 3.9 percentage points when measured on total remuneration (Figure 4).

Clerical and Administrative workers have the largest part-time gender pay gap in favour of women, -6.2% at a base FTE salary level, and -5.0% when comparing total remuneration. Part-time sales workers and community and personal service works also have a small gender pay gap in favour of women. Interestingly, part-time women working as labourers earn more than their male counterparts – a pattern that has reversed relative to the previous period's positive gender pay gap. Other occupations where part-time women workers' relative pay has improved (while remaining below that of men) between 2015 and 2016 include Professionals and Technicians and Trade Workers.

FIGURE 4

Part-time gender pay gap among occupations – total remuneration, 2015 and 2016



Note: *The number of men reported as working part-time in Key Management Personnel positions has decreased substantially between 2015 and 2016. This has been accompanied by strong growth in the average salaries of part-time male KMPs. Consequently, these figures should be used with caution. Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.
Source: WGEA Gender Equality data 2014-15 and 2015-16.

Industries

The part-time gender pay gap has a broad range across industries from -21.4% (in favour of women) to 18.6% (in favour of men) when the base salary measure is used, and -18.5% to 19.0% when total remuneration is used (Table 6 and Table 7). These ranges have narrowed since 2015.

The base gender pay gap favours men in 8 out of the 19 industries within the part-time sector. In contrast, gender pay gaps favour men in all industries within the full-time sector.

Women working part-time in the Information Media and Telecommunications industry earn on average around one-fifth more than their male counterparts.

Considerable changes in the part-time gender pay gap and rankings of industries are seen between 2015 and 2016. A number of industries have shifted from being in favour of men in 2015 (positive GPG) to being in favour of women in 2016 (negative GPG).

Construction continues to have the highest part-time gender pay gap in favour of men, but the gap has declined over the last year from 23.2% to 18.6%. Conversely, the Information Media and Telecommunications industry has extended its gender pay gap in favour of women, with women working part-time in this sector earning on average around one-fifth more than their male counterparts.

TABLE 6

Part-time gender pay gap among industries – base salary, 2015 and 2016

Industry	2015		2016		GPG		GPG rank**		Change
	Women	Men	Women	Men	2015	2016	2015	2016	
Information Media and Telecommunications	64,789 9	55,814 9	65,628 9	54,052 12	-16.1%	-21.4%	4	1	3
Construction	71,820 5	93,568 1	70,614 6	86,758 3	23.2%	18.6%	2	2	0
Other Services	54,690 10	51,868 13	59,128 10	51,479 13	-5.4%	-14.9%	10	3	7
Wholesale Trade	54,042 12	47,642 15	56,075 13	49,167 14	-13.4%	-14.1%	5	4	1
Education and Training	72,780 4	83,489 4	74,359 4	85,119 4	12.8%	12.6%	6	5	1
Electricity, Gas, Water and Waste Services	88,573 2	89,673 3	85,598 3	77,053 5	1.2%	-11.1%	16	6	10
Mining	103,393 1	72,324 6	114,360 1	126,304 1	-43.0%	9.5%	1	7	-6
Manufacturing	66,276 7	60,374 8	69,941 7	64,544 8	-9.8%	-8.4%	8	8	0
Financial and Insurance Services	67,975 6	76,276 5	70,646 5	76,752 6	10.9%	8.0%	7	9	-2
Rental, Hiring and Real Estate Services	65,462 8	67,058 7	69,302 8	64,629 7	2.4%	-7.2%	13	10	3
Public Administration and Safety	54,112 11	45,252 17	51,736 15	48,473 15	-19.6%	-6.7%	3	11	-8
Professional, Scientific and Technical Services	84,083 3	91,553 2	87,558 2	93,467 2	8.2%	6.3%	9	12	-3
Administrative and Support Services	45,264 17	47,567 16	45,635 17	43,811 17	4.8%	-4.2%	11	13	-2
Agriculture, Forestry and Fishing	52,739 15	53,943 12	56,592 12	54,573 11	2.2%	-3.7%	14	14	0
Accommodation and Food Services	37,232 19	37,009 19	39,431 19	38,822 19	-0.6%	-1.6%	19	15	4
Transport, Postal and Warehousing	53,787 14	54,480 11	57,465 11	56,666 9	1.3%	-1.4%	15	16	-1
Arts and Recreation Services	48,846 16	48,473 14	47,596 16	47,947 16	-0.8%	0.7%	17	17	0
Retail Trade	41,136 18	40,850 18	43,069 18	43,314 18	-0.7%	0.6%	18	18	0
Health Care and Social Assistance	53,829 13	55,576 10	54,983 14	55,222 10	3.1%	0.4%	12	19	-7
All Industries	54,720	52,397	56,154	52,098	-4.4%	-7.8%			

Note: **Rankings denote distance from parity (zero) in either direction, as determined by the absolute value of the gender pay gap in each period. Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

The Mining sector in particular has seen a considerable shift over the last two years – from a gender pay gap of -43.0% for part-time workers (in favour of women) to 9.5% (in favour of men). This shift is also apparent when assessed using total remuneration (Table 7). This change is likely to by driven by the large fall in the mining sector labour force overall, with male part-time workers decreasing by more than 90% and female part-time workers by 27%. Subsequently, the overall profile of part-time workers is likely to have changed considerably and those males remaining in the mining sector as part-time workers are more likely to be in more senior occupation levels, with large falls in the number of labourers and machinery operators and drivers.

TABLE 7

Part-time gender pay gap among industries – total remuneration, 2015 and 2016

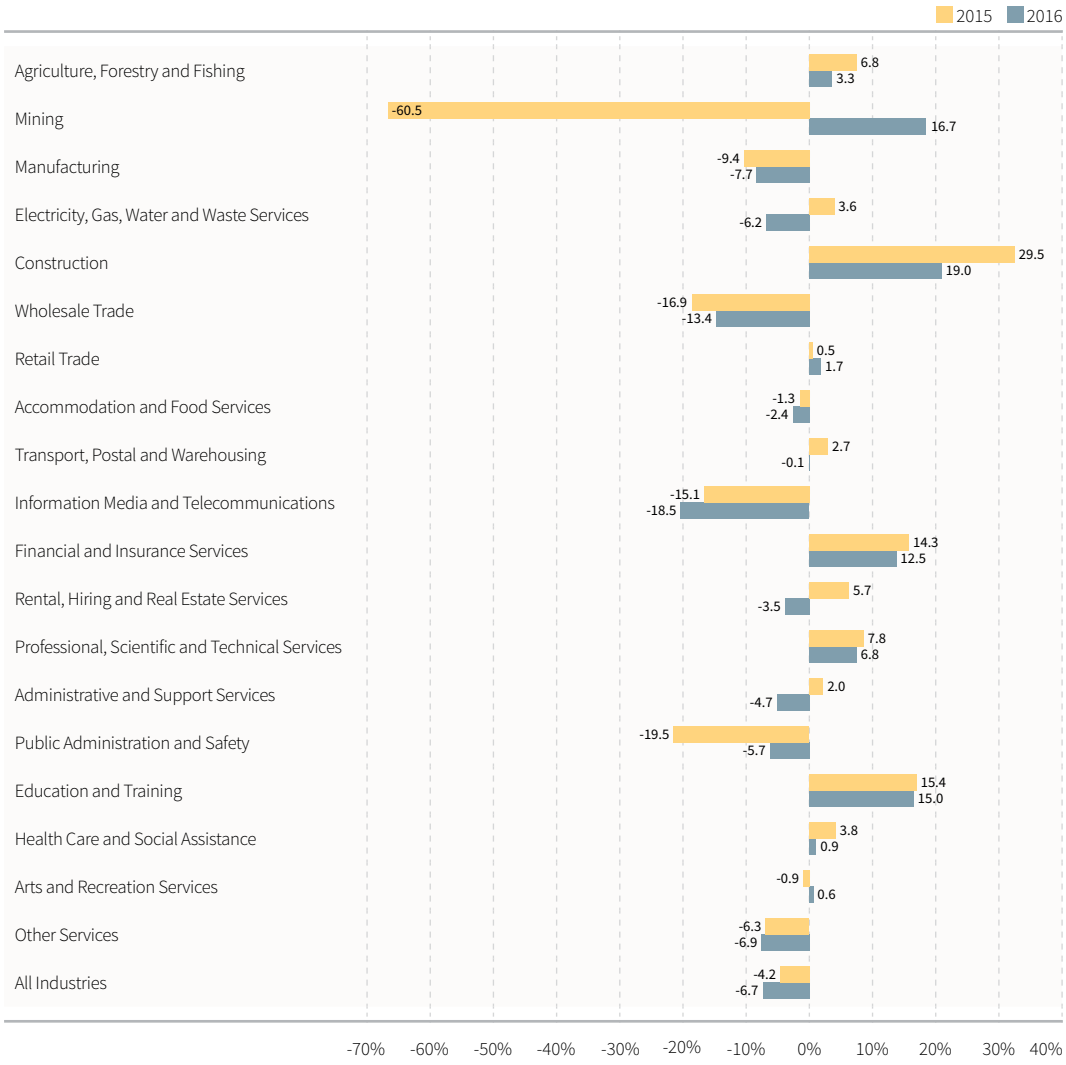
Industry	2014/15		2015/16		GPG		GPG rank**		Change
	Women	Men	Women	Men	2014/15	2015/16	2014/15	2015/16	
Construction	80,346 6	113,932 1	79,501 8	98,201 4	29.5%	19.0%	2	1	1
Information Media and Telecommunications	76,433 8	66,419 10	77,080 9	65,070 11	-15.1%	-18.5%	6	2	4
Mining	131,130 1	81,681 6	144,728 1	173,792 1	-60.5%	16.7%	1	3	-2
Education and Training	81,783 4	96,630 4	83,670 5	98,443 3	15.4%	15.0%	5	4	1
Wholesale Trade	63,768 11	54,536 14	67,229 11	59,281 14	-16.9%	-13.4%	4	5	-1
Financial and Insurance Services	80,734 5	94,204 5	85,314 4	97,461 5	14.3%	12.5%	7	6	1
Manufacturing	78,266 7	71,511 8	82,162 6	76,284 8	-9.4%	-7.7%	8	7	1
Other Services	61,342 13	57,687 13	66,644 12	62,328 13	-6.3%	-6.9%	11	8	3
Professional, Scientific and Technical Services	95,284 3	103,384 3	98,506 3	105,693 2	7.8%	6.8%	9	9	0
Electricity, Gas, Water and Waste Services	103,133 2	106,998 2	100,754 2	94,864 6	3.6%	-6.2%	14	10	4
Public Administration and Safety	59,597 14	49,853 17	57,680 15	54,573 15	-19.5%	-5.7%	3	11	-8
Administrative and Support Services	51,367 17	52,421 16	51,592 17	49,274 18	2.0%	-4.7%	16	12	4
Rental, Hiring and Real Estate Services	74,825 9	79,341 7	79,851 7	77,172 7	5.7%	-3.5%	12	13	-1
Agriculture, Forestry and Fishing	59,243 15	63,566 12	63,770 14	65,967 10	6.8%	3.3%	10	14	-4
Accommodation and Food Services	41,565 19	41,052 19	44,152 19	43,117 19	-1.3%	-2.4%	17	15	2
Retail Trade	47,821 18	48,056 18	50,925 18	51,816 17	0.5%	1.7%	19	16	3
Health Care and Social Assistance	62,799 12	65,252 11	64,440 13	65,036 12	3.8%	0.9%	13	17	-4
Arts and Recreation Services	54,743 16	54,262 15	52,823 16	53,132 16	-0.9%	0.6%	18	18	0
Transport, Postal and Warehousing	64,631 10	66,423 9	69,739 10	69,662 9	2.7%	-0.1%	15	19	-4
All Industries	63,386	60,837	65,430	61,338	-4.2%	-6.7%			

Note: **Rankings denote distance from parity (zero) in either direction, as determined by the absolute value of the gender pay gap in each period. Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

FIGURE 5

Part-time gender pay gap for total remuneration, 2015 and 2016



Note: Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

CASUAL WORKERS

WGEA defines a casual worker as an employee working on an irregular and unsystematic schedule, who has little or no expectation of the continuation of work or guaranteed income and who has the ability to accept and reject work as they see fit. This definition can be different to that used in other data collections. In the 2016 data collection, WGEA did not collect remuneration information about casual managers as they are typically a very small employee group.

The 2016 data collection also saw improvements in capturing casual employees, with labour hire firms now including temporary employees that were contracted out to other organisations. This change has seen the casual workforce captured in the WGEA reporting data increase considerably between the two periods, due to the differences in reporting, but also in part due to real increases in the casual workforce.

In contrast to full-time and part-time workers, casual workers are a relatively gender-balanced group, with females comprising around 56% of all casual workers. They are on average younger compared to the other two groups, with weaker labour histories and labour market attachment.

Casual Workers' Gender Pay Gaps

The average gender pay gap for casual employees is 8.6% (for base salary only), increasing slightly to 9.1% when total remuneration is factored in. This represents a slight decrease compared to 2015. In FTE dollar terms, the gap between casual male and female workers is around $5,200 at a base salary level and $6,100 at a total remuneration level.

Occupations

As is the case with part and full-time workers, a large degree of variation exists across occupation levels when examining the casual gender pay gap (Table 8). The gender pay gap for casual workers ranges from -3.7% (in favour of women) to 29.2 (in favour of men) when using base salary. It is in favour of men in 6 out of the 7 occupations considered.

Gender pay gaps in favour of women exist among casual Sales Workers. Currently at -3.7% (-3.4% for total pay), the gap has expanded slightly relative to 2015. The gender pay gap among other white collar occupations including Community and Personal Service Workers, and Clerical and Administrative Workers are relatively small. However, while the gender pay gap among casual workers remains hardly existent in the first group, the latter group has seen a widening in the gender pay gap between 2015 and 2016.

TABLE 8

Gender pay gap within occupation levels for casual workers, base and total, 2015 and 2016

Occupation Class	Base Salary		Total Salary		Base GPG		Total GPG	
	Women	Men	Women	Men	2015	2016	2015	2016
Professionals	$93,742	$112,989	$105,109	$124,303	18.8%	17.0%	17.6%	15.4%
Technicians and Trades Workers	$57,840	$81,691	$64,542	$92,900	23.3%	29.2%	24.9%	30.5%
Community and Personal Service Workers	$50,782	$50,961	$57,198	$57,106	0.8%	0.3%	0.1%	-0.2%
Clerical and Administrative Workers	$57,650	$58,830	$63,285	$64,437	0.5%	2.0%	-0.3%	1.8%
Sales Workers	$40,908	$39,431	$45,311	$43,834	-2.6%	-3.7%	-2.2%	-3.4%
Machinery Operators and Drivers	$55,985	$61,592	$62,438	$70,224	10.7%	9.1%	12.4%	11.1%
Labourers	$45,924	$52,649	$52,632	$61,508	12.9%	12.8%	15.6%	14.4%
All Occupation Classes	$55,044	$60,207	$61,514	$67,658	9.4%	8.6%	9.9%	9.1%

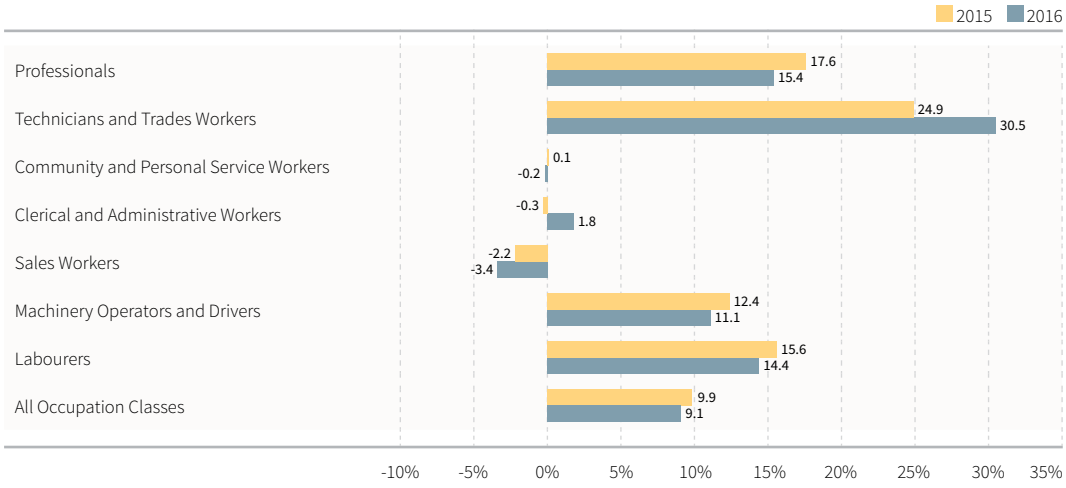
Note: 2015-16 WGEA Data collection did not collect remuneration information for casual managers. Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

The largest gender pay gap exists among Technicians and Trade Workers, with it increasing in favour of men over the last 12 months by over 5 percentage points (Figure 6). Occupational categories where the gender pay gap for casual workers has decreased between 2015 and 2016 include Labourers, Professionals and Machinery Operators and Drivers.

FIGURE 6

Casual gender pay gap among occupations – total remuneration, 2015 and 2016



Note: 2015-16 WGEA Data collection did not collect remuneration data for casual managers. Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

Industries

In 2016, the gender pay gap for casual workers favours men across most industries with the exception of the Accommodation and Food Services sector. The largest gender pay gap among casual workers is in the Construction industry, which has shifted from third to first place between 2015 and 2016 when measured on base salary level and remains in first place when comparing total remuneration (Table 9 and Table 10). Women working on a casual basis within the Construction sector can expect to earn on average $34,000 less than their male peers in terms of total remuneration.

In contrast, the gender pay gap has decreased considerably in some industries. One such example is Mining where the gender pay gap among casual workers has fallen from 27.3% to 18.3% (base salary) and 28.9% to 19.3% (total remuneration).

Women working in casual jobs earn on average 35% less than men in the Construction sector.

TABLE 9

Casual workers' gender pay gap among industries – base salary, 2015 and 2016

Industry	2014/15		2015/16		GPG		GPG rank**		Change
	Women	Men	Women	Men	2015	2016	2015	2016	
Construction	54,811 6	75,296 4	56,736 6	86,716 3	27.2%	34.6%	3	1	2
Professional, Scientific and Technical Services	49,136 12	70,243 5	51,017 12	73,912 5	30.0%	31.0%	1	2	-1
Electricity, Gas, Water and Waste Services	62,895 3	80,259 3	57,385 4	75,689 4	21.6%	24.2%	5	3	2
Information Media and Telecommunications	51,719 8	66,204 7	53,577 10	66,650 7	21.9%	19.6%	4	4	0
Mining	71,940 2	98,888 1	75,050 2	91,862 1	27.3%	18.3%	2	5	-3
Transport, Postal and Warehousing	50,412 11	61,608 10	52,681 11	62,310 9	18.2%	15.5%	6	6	0
Other Services	48,954 13	53,374 11	54,479 8	61,765 10	8.3%	11.8%	10	7	3
Administrative and Support Services	57,207 4	68,396 6	60,946 3	68,494 6	16.4%	11.0%	8	8	0
Health Care and Social Assistance	56,241 5	62,246 8	57,223 5	62,832 8	9.6%	8.9%	9	9	0
Education and Training	81,179 1	88,202 2	83,950 1	90,538 2	8.0%	7.3%	11	10	1
Manufacturing	48,370 15	51,895 13	49,444 14	53,318 13	6.8%	7.3%	13	11	2
Financial and Insurance Services	51,651 9	62,000 9	54,308 9	57,563 11	16.7%	5.7%	7	12	-5
Wholesale Trade	44,537 16	47,511 15	46,744 16	49,208 16	6.3%	5.0%	14	13	1
Rental, Hiring and Real Estate Services	48,441 14	46,438 17	47,923 15	50,383 15	-4.3%	4.9%	15	14	1
Agriculture, Forestry and Fishing	43,286 17	46,502 16	44,704 17	46,198 17	6.9%	3.2%	12	15	-3
Public Administration and Safety	51,530 10	50,914 14	50,548 13	51,857 14	-1.2%	2.5%	17	16	1
Accommodation and Food Services	36,114 19	35,387 19	38,588 19	37,820 19	-2.1%	-2.0%	16	17	-1
Arts and Recreation Services	52,605 7	53,107 12	55,371 7	55,496 12	0.9%	0.2%	18	18	0
Retail Trade	38,361 18	38,538 18	42,363 18	42,397 18	0.5%	0.1%	19	19	0
All Industries	52,187	57,577	55,044	60,207	9.4%	8.6%			

Note: **Rankings denote distance from parity (zero) in either direction, as determined by the absolute value of the gender pay gap in each period. Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

TABLE 10

Casual workers' gender pay gap among industries – total remuneration, 2015 and 2016

Industry	2014/15		2015/16		GPG		GPG rank**		Change
	Women	Men	Women	Men	2015	2016	2015	2016	
Construction	61,142 6	90,844 4	63,790 6	98,012 4	32.7%	34.9%	1	1	0
Professional, Scientific and Technical Services	53,718 15	78,044 5	56,499 12	83,660 5	31.2%	32.5%	2	2	0
Electricity, Gas, Water and Waste Services	71,519 3	103,832 2	68,605 3	101,144 2	31.1%	32.2%	3	3	0
Information Media and Telecommunications	57,907 7	74,418 7	59,867 10	74,693 7	22.2%	19.8%	5	4	1
Mining	80,345 2	112,957 1	83,977 2	103,998 1	28.9%	19.3%	4	5	-1
Transport, Postal and Warehousing	57,362 9	71,256 9	59,406 11	71,616 9	19.5%	17.1%	6	6	0
Administrative and Support Services	63,692 5	77,431 6	67,682 4	77,892 6	17.7%	13.1%	7	7	0
Other Services	54,166 14	59,465 12	61,399 7	70,069 10	8.9%	12.4%	10	8	2
Manufacturing	54,620 13	59,613 11	55,177 14	60,905 12	8.4%	9.4%	11	9	2
Health Care and Social Assistance	65,688 4	73,038 8	66,783 5	73,036 8	10.1%	8.6%	9	10	-1
Education and Training	88,808 1	96,593 3	91,550 1	98,563 3	8.1%	7.1%	12	11	1
Wholesale Trade	49,448 16	53,577 15	52,002 17	55,497 15	7.7%	6.3%	13	12	1
Financial and Insurance Services	57,159 10	68,471 10	60,621 8	63,899 11	16.5%	5.1%	8	13	-5
Rental, Hiring and Real Estate Services	55,330 12	52,322 16	53,399 15	55,384 16	-5.7%	3.6%	15	14	1
Public Administration and Safety	56,723 11	55,873 14	55,574 13	57,045 14	-1.5%	2.6%	17	15	2
Agriculture, Forestry and Fishing	47,622 17	51,347 17	52,433 16	53,445 17	7.3%	1.9%	14	16	-2
Accommodation and Food Services	39,851 19	38,958 19	43,436 19	42,707 19	-2.3%	-1.7%	16	17	-1
Arts and Recreation Services	57,526 8	58,307 13	60,302 9	60,677 13	1.3%	0.6%	18	18	0
Retail Trade	43,253 18	43,778 18	46,820 18	47,066 18	1.2%	0.5%	19	19	0
All Industries	58,538	64,937	61,514	67,658	9.9%	9.1%			

Note: **Rankings denote distance from parity (zero) in either direction, as determined by the absolute value of the gender pay gap in each period. Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.

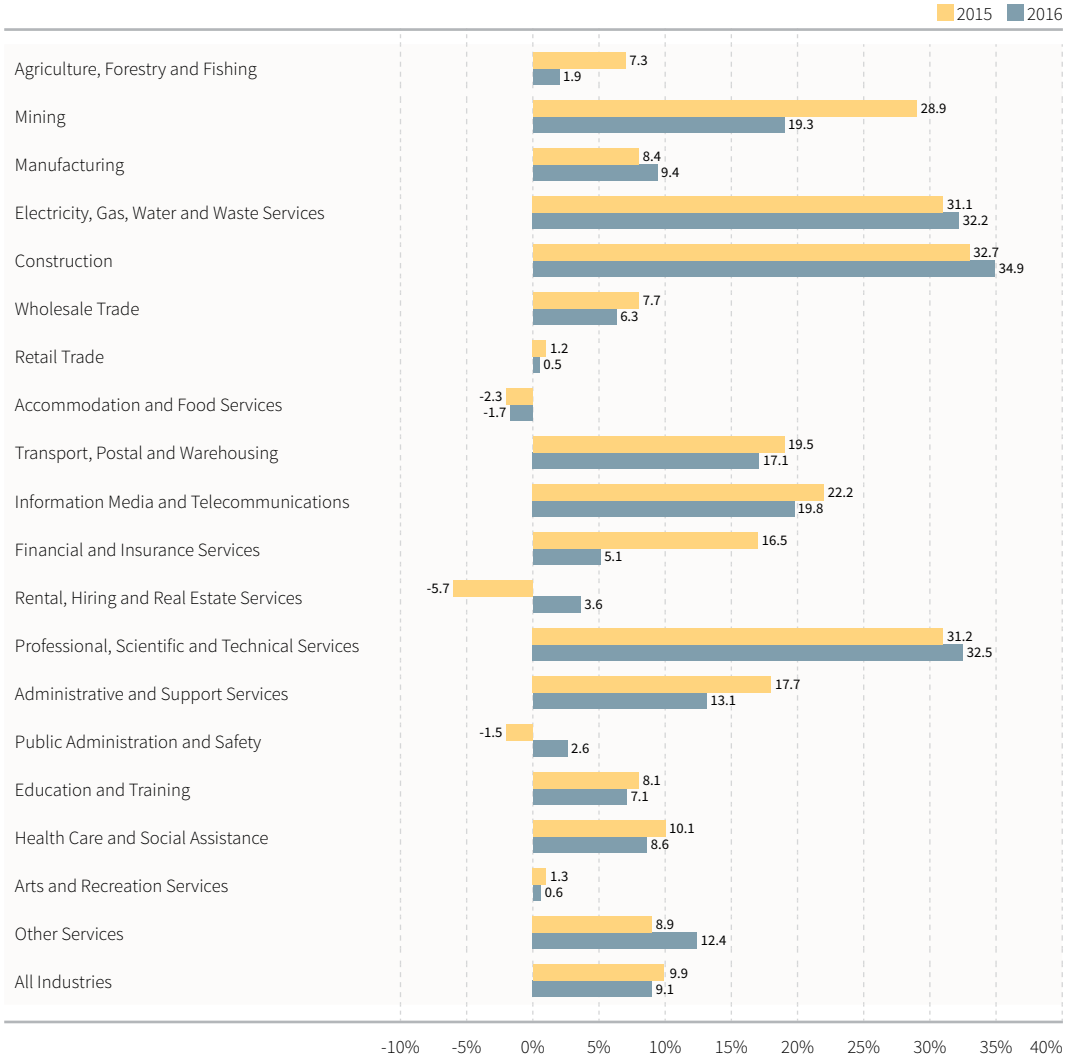
Source: WGEA Gender Equality data 2014-15 and 2015-16.

The gender pay gap for casual workers in the Finance and Insurance sector has decreased from 16.5% in 2015 to 5.1% in 2016.

The gender pay gap for casual workers has also significantly decreased in the Financial and Insurance Services sector, from 16.5% in 2015 to 5.1% in in 2016, based on total remuneration (Figure 7). This has seen the industry shift from seventh to twelfth place (base salary) and eighth to thirteenth place (total remuneration) in industry rankings. These movements are driven by a decrease in the average wages of men together with an increase in the average wages of women working on a casual basis in the sector. Tangible decreases in the gender pay gap are also seen among casual workers in Administrative and Support Services and Agriculture, Forestry and Fishing industries.

FIGURE 7

Casual gender pay gap among industries – total remuneration, 2015 and 2016



Note: Salaries are provided on a full-time equivalent (FTE) basis. See technical notes and glossary for further information.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

SPECIAL INVESTIGATIONS

GRADUATES

This special investigation provides new insights into gender pay gaps among graduates in Australia. For the purposes of this analysis, a graduate is defined by the WGEA as any person employed in a formal graduate program. It excludes anyone who has graduated from a tertiary institution but who is not part of a formal graduate program. This is a narrower definition than traditional notions of 'graduates' that refer to individuals who have recently graduated from higher education institutions.

Unlike other sections of the report which draw from firm level data, this investigation uses the WGEA's collection of individual level data of approximately 1.8 million employees, among whom 6,669 are classified as graduates. Of these, 3,582 (54%) are males while 3,087 (46%) are females. The individual level data allows a detailed investigation beyond averages into the distribution of graduate gender pay gaps across the salary distribution and industry categories. We are also able to uncover whether there is a link between graduate gender pay gaps and the share of females employees in the workplace.

The body of existing evidence on individuals who have recently graduated from Australian higher education institutions overwhelmingly confirm that a graduate gender pay gap exists in favour of males. Drawing from the 2013 Graduate Destination Survey, a recent study by Graduate Careers Australia (2014) on the starting salaries of recent Australian graduates shows that an average gender pay gap of 9.4% favouring males exists. Even after controlling for a range of drivers including personal, enrolment and occupation characteristics and field of education, there remains a graduate gender pay gap of 4.4% favouring males. Similarly, Li and Miller (2012) report a residual graduate gender pay gap of 5% after controlling for various socio-demographic factors.

For this special investigation, we present a series of estimates of gender pay gaps among graduate trainees using data from the 2016 WGEA data collection. To make the salary comparisons between male and female graduate trainees as authentic as possible, we restrict attention to full-time employees in professional occupations.

The median gender pay gap in terms of base salaries for graduate professional trainees in full-time employment is 2.9% in favour of men. When total remuneration is taken into account, the comparable median gender pay gap drops slightly to 2.1%, still in favour of male graduates. These rather small gender pay gaps are not surprising, since recent graduates are likely to have similar levels of human capital and work experience. In contrast, older populations will feature larger gender differences in human capital and work experience, with women being more likely to experience career breaks throughout the years of forming a family. However, the analysis below unfolds some substantial differences in graduate gender pay gaps across industry categories and salary distributions.

Graduate gender pay gaps by industry

A detailed examination of graduate gender pay gaps reveals some stark differences across industry categories when median pay figures are considered (see Table 11). The Electricity, Gas, Water and Waste Services industry displays the largest base salary graduate gender pay gap of 6%, followed by the Manufacturing industry at 5%, and the Mining and Financial and Insurance Services industries at 4%. When full remuneration is taken into account, the Health Care and Social Assistance, Transport, Postal and Warehousing and the Financial and Insurance Services industries display the largest graduate gender pay gaps, of 9%, 7% and 7% respectively. The total remuneration pay gap in the Finance and Insurance Services sector widens in

comparison to the base salary gap, with total remuneration for the typical (median) male graduate trainee being 13% higher than his base salary. This compares to 10% for the median female graduate trainee. This could indicate that male graduate trainees access additional pay options such as overtime, or bonus payments, to a greater extent than do women. At the other extreme, the median gender pay gap among graduate trainees in construction is some 4% in favour of women in terms of base salary, and 5% in favour of women when a total remuneration measure is used.

The Health Care and Social Assistance industry has the largest graduate trainee gender pay gap, of 9% in favour of men based on total remuneration figures.

TABLE 11

Median gender pay gaps for professional graduate trainees: by industry, 2016

Industry	Base Salary		Total Salary		No. employees		Ratio: Total to Base		Pay gap	
Graduate professionals, median pay	Women	Men	Women	Men	Women	Men	Women	Men	Base	Total
Accommodation and Food Services	(a)	(a)	(a)	(a)	1	2	(a)	(a)	(a)	(a)
Administrative and Support Services	(a)	(a)	(a)	(a)	3	1	(a)	(a)	(a)	(a)
Agriculture, Forestry and Fishing	(a)	(a)	(a)	(a)	3	7	(a)	(a)	(a)	(a)
Arts and Recreation Services	(a)	$59,361	(a)	$65,000	8	16	(a)	109%	(a)	(a)
Construction	$64,156	$61,644	$71,000	$67,500	60	217	111%	109%	-4.1%	-5.2%
Education and Training	$65,104	$65,399	$71,289	$71,612	95	52	110%	110%	0.5%	0.5%
Electricity, Gas, Water and Waste Services	$68,613	$73,195	$78,742	$81,328	17	37	115%	111%	6.3%	3.2%
Financial and Insurance Services	$59,361	$62,315	$65,001	$70,000	97	133	110%	112%	4.7%	7.1%
Health Care and Social Assistance	$58,000	$60,589	$64,973	$71,175	523	141	112%	117%	4.3%	8.7%
Information Media and Telecommunications	$55,000	$55,000	$60,704	$62,963	18	33	110%	114%	0.0%	3.6%
Manufacturing	$63,500	$66,941	$71,065	$75,333	147	308	112%	113%	5.1%	5.7%
Mining	$80,600	$83,600	$105,078	$104,086	340	604	130%	125%	3.6%	-1.0%
Other Services	(a)	(a)	(a)	(a)	11	5	(a)	(a)	(a)	(a)
Professional, Scientific and Technical	$59,361	$59,133	$65,700	$65,000	1,112	1,619	111%	110%	-0.4%	-1.1%
Public Administration and Safety	$58,098	$58,825	$64,197	$65,000	17	44	110%	110%	1.2%	1.2%
Rental, Hiring and Real Estate Services	$63,471	$63,927	$70,850	$70,500	36	46	112%	110%	0.7%	-0.5%
Retail Trade	(a)	(a)	(a)	(a)	3	3	(a)	(a)	(a)	(a)
Transport, Postal and Warehousing	$63,348	$66,510	$70,000	$75,000	29	52	111%	113%	4.8%	6.7%
Wholesale Trade	$55,000	$55,079	$63,510	$64,279	31	52	115%	117%	0.1%	1.2%
Total	$61,187	$63,000	$68,500	$70,005	2,551	3,372	112%	111%	2.9%	2.1%

Notes: Median base salaries and total remuneration are presented for full-time graduate trainees in professional occupations. Values will be different to previous analysis due to slightly different selections and counting rules.

Source: WGEA Gender Equality data 2015-16.

Among the top 25% of salary earners, the graduate gender pay gap is largest in the Wholesale Trade industry, followed by the Electricity, Gas, Water and Waste Services industry.

Some surprising patterns in graduate trainee pay gaps are revealed when we look more deeply into the WGEA data collection. Specifically, we restrict attention to gender pay gaps between male and female graduate trainees in the top quarter of their respective salary distributions. As shown in Table 12, the Wholesale Trade industry has a significantly higher graduate gender pay gap than all other industries, at 18% when the total salary measure is used. The industry displaying the second largest gender pay gaps among these top salary earners is the Electricity, Gas, Water and Waste Services industry at 11%. The graduate gender pay gap among top salary earners in the Financial and Insurance Services industry is comparatively smaller at 7%. The Information Media and Telecommunications industry sits at the other extreme with a negative graduate gender pay gap favouring women among the top 25% of earners.

TABLE 12

Gender pay gaps among the top 25% highest paid professional graduate trainees: by industry, 2016

Industry	Base Salary		Total Salary		No. employees		Ratio: Total to Base		Pay gap	
Graduate professionals, top 25% of earners	Women	Men	Women	Men	Women	Men	Women	Men	Base	Total
Accommodation and Food Services	(a)	(a)	(a)	(a)	1	2	(a)	(a)	(a)	(a)
Administrative and Support Services	(a)	(a)	(a)	(a)	3	1	(a)	(a)	(a)	(a)
Agriculture, Forestry and Fishing	(a)	(a)	(a)	(a)	3	7	(a)	(a)	(a)	(a)
Arts and Recreation Services	(a)	$65,868	(a)	$72,125	8	16	(a)	109%	(a)	(a)
Construction	$66,301	$66,750	$73,389	$75,006	60	217	111%	112%	0.7%	2.2%
Education and Training	$67,768	$69,615	$74,881	$76,228	95	52	110%	109%	2.7%	1.8%
Electricity, Gas, Water and Waste Services	$73,195	$79,510	$81,328	$91,227	17	37	111%	115%	7.9%	10.9%
Financial and Insurance Services	$64,292	$68,493	$73,979	$79,232	97	133	115%	116%	6.1%	6.6%
Health Care and Social Assistance	$61,179	$66,264	$71,625	$76,140	523	141	117%	115%	7.7%	5.9%
Information Media and Telecommunications	$60,000	$56,925	$70,000	$67,296	18	33	117%	118%	-5.4%	-4.0%
Manufacturing	$71,663	$74,530	$80,981	$90,325	147	308	113%	121%	3.8%	10.3%
Mining	$88,586	$94,002	$118,822	$120,251	340	604	134%	128%	5.8%	1.2%
Other Services	(a)	(a)	(a)	(a)	11	5	(a)	(a)	(a)	(a)
Professional, Scientific and Technical	$65,000	$64,840	$72,000	$72,000	1,112	1,619	111%	111%	-0.2%	0.0%
Public Administration and Safety	$65,160	$65,839	$72,000	$72,750	17	44	110%	110%	1.0%	1.0%
Rental, Hiring and Real Estate Services	$64,840	$65,753	$72,650	$72,000	36	46	112%	110%	1.4%	-0.9%
Retail Trade	(a)	(a)	(a)	(a)	3	3	(a)	(a)	(a)	(a)
Transport, Postal and Warehousing	$68,369	$67,873	$75,695	$80,547	29	52	111%	119%	-0.7%	6.0%
Wholesale Trade	$58,000	$68,739	$64,279	$78,700	31	52	111%	114%	15.6%	18.3%
Total	$69,769	$74,401	$77,700	$85,000	2,551	3,372	111%	114%	6.2%	8.6%

Note: Base salaries and total remuneration results are presented for full-time graduate trainees in professional occupations.

Source: WGEA Gender Equality data 2015-16.

Table 13 provides us with some further insights into the different levels of pay received by female and male graduate trainees, and in particular, shows how the gender pay gap for graduate trainees progressively widens at higher levels of pay.

For women in graduate trainee positions, we find that the lowest-paid 10% received no more than $49,585 in base pay. For male graduate trainees, the lowest-paid 10% took home a base salary of no more than $50,228. This converts to a small pay gap of 1.3% in favour of men when focussing on the bottom of the salary distribution.

The median base salary for a female graduate trainee is $61,187, while for their male graduate trainee counterpart, the typical (median) base salary is $63,000 – a difference of nearly $2,000, equating to a median gender pay gap of 2.9%.

But the gap widens surprisingly when one compares the top echelons of female and male salary earners. The highest-paid 10% of women in graduate trainee positions received at least $80,922 in base salary, whereas the highest-paid 10% of male graduate trainees took home at least $87,694 – this converts to a pay gap of some 7.7%.

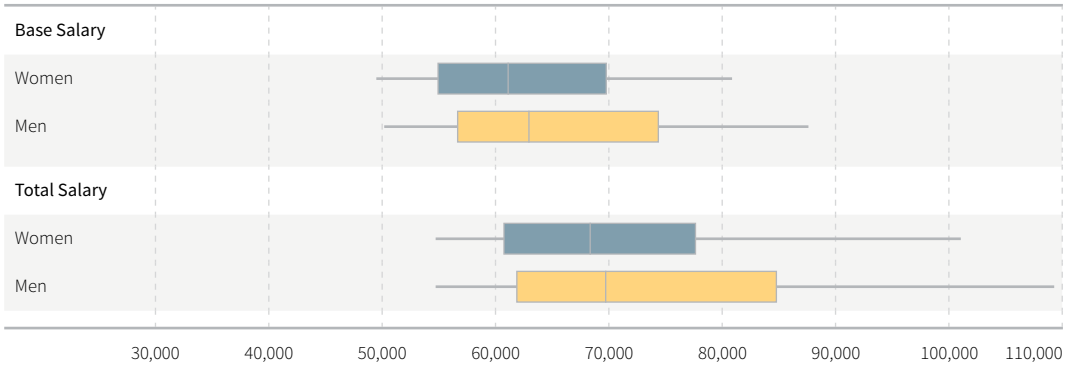
A similar pattern emerges when looking at the graduate gender pay gap in total remuneration, with the gap growing from 0.3% among the lowest-paid 10% of male and female earners to 8.6% for the top quarter of male and female earners, or to 7.7% for the top 10% of salary earners.

The gender pay gap for graduate trainees progressively widens at higher levels of pay, from less than 1.3% in base salary for those in the lowest 10th of earners to over 7.7% among the highest 10 per cent of earners.

TABLE 13

Graduate trainee gender pay gaps: by salary quantiles, 2016

	Lower		Typical	Higher	
Percentiles	10th	25th	50th	75th	90th
Base salaries					
Male	50,228	56,621	63,000	74,401	87,694
Female	49,585	55,000	61,187	69,769	80,922
Gap (%)	1.3%	2.9%	2.9%	6.2%	7.7%
Total remuneration					
Male	55,000	62,142	70,005	85,000	109,500
Female	54,818	60,807	68,500	77,700	101,097
Gap (%)	0.3%	2.1%	2.1%	8.6%	7.7%



Notes: Boxplots indicate the lower quartile, median and upper quartile base salaries and total remuneration for female graduate trainees (in blue) and male graduate trainees (in yellow). See Glossary for further information.

Source: WGEA Gender Equality data 2015-16.

Figure 8 shows the extent to which female graduates are over-represented or under-represented within

Female graduates are over-represented in salary bands below $60,000 but under-represented in salary bands in excess of $80,000.

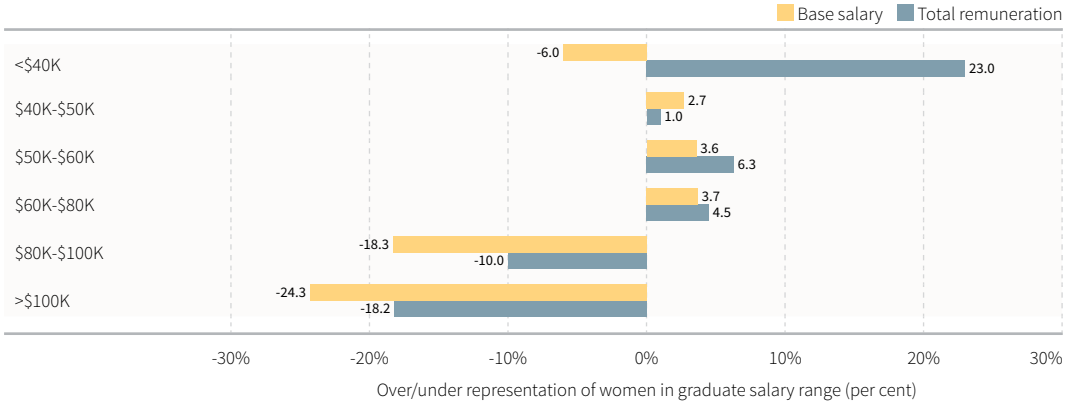
different salary bands relative to their overall workforce share. Around 46% of graduate trainees are women, and 54% are men. If women and men were remunerated equally, one would expect these same proportions to occur for different salary ranges. However, an investigation into the share of female graduates in different salary bands reveals a distinct over-representation of female employees in lower salary bands. This is particularly the case for those receiving total remuneration of less than $40,000, with women being over-represented by around 23% in this group.

On the other hand, the share of female graduates dips substantially when salaries exceed $80,000. Within the $80,000 to $100,000 salary band, female graduates are under-represented by 18.3%. Among graduate employees earning in excess of $100,000, females are under-represented by 24.3% and 18.2% when using base and total remuneration measures respectively.

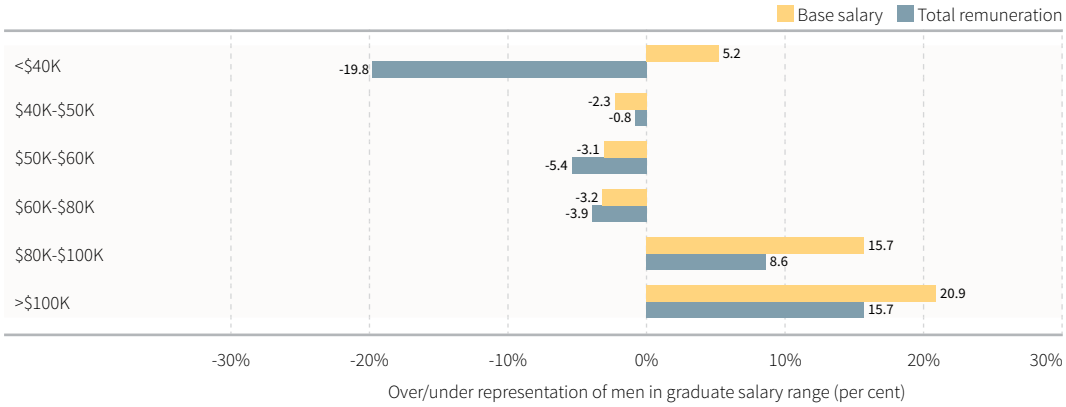
FIGURE 8

Over/under-representation of professional graduate trainees in different salary ranges: by gender, 2016

(a) over/under-representation of women



(b) over/under-representation of men



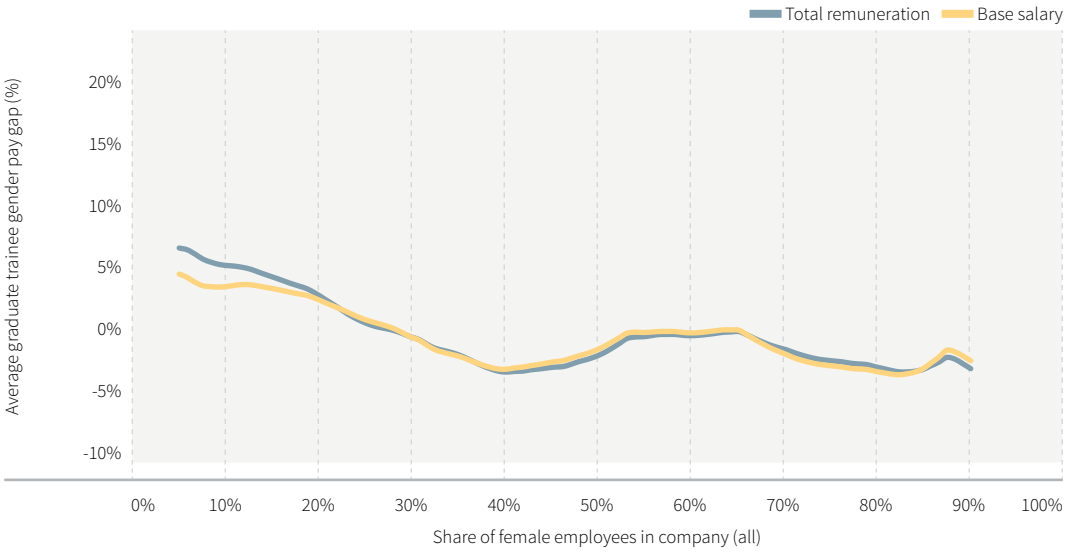
Source: WGEA Gender Equality data 2015-16.

Figure 9 shows some fascinating relationships between the graduate trainee gender pay gap and the share of female employees in the company's workforce. As the share of women increases within an organisation from zero to 30%, the graduate gender pay gap narrows for both base and total pay, from over 5% to zero. Hence, the results suggest that in organisations where women make up the minority of the workforce, the graduate gender pay gap tends to favour male graduates though this gap diminishes as the percentage of women increases. On the other hand, in organisations where women make up more than 70% of the workforce, the graduate gender pay gap tends to favour females slightly.

As the share of women within an organisation increases from zero to 30%, the graduate gender pay gap narrows from over 5% to zero.

FIGURE 9

Gender segregation and the graduate gender pay gap, all employees, 2016



Source: WGEA Gender Equality data 2015-16.

WORKFORCE SEGREGATION

The Australian labour market is highly segregated – both in terms of how women and men participate (full-time or part-time) and the occupations, organisations and industries that women and men work in.

Women dominate part-time work at a ratio of 3 to 1, and they are much more likely to be employed in Administrative and Community Personal Service occupations; and dominate industries such as Health Care and Social Assistance and Education and Training. Men on the other hand are more likely to be employed on a full-time basis, dominating managerial roles, as technician and trades workers, labourers and machinery operators and drivers. They outnumber women in Construction and Mining at a ratio of around 5 to 1 in each sector. They are also more likely to be employed in the Manufacturing and Transport, Postal and Warehousing sectors.

The role that gender segregation within the Australia workforce plays in contributing to the gender pay gap is not always straight forward – women moving into traditionally male-dominated jobs and industries and vice versa may not be the only lever that needs to be pulled to eliminate the gender pay gap entirely.

Women's work has historically been undervalued. According to Christine Lagarde, Managing Director of the International Monetary Fund, if a woman is doing it or saying it – it is just not as important. This is seen today through obvious indiscretions such as the absence of unpaid work in national accounting frameworks. There are comprehensive studies that look at how jobs become devalued once women start to dominate previously male-dominated fields (Levanon et al. 2009).

In this section we look at the association between the gender pay gap and the level of gender segregation across Australian companies. This is firstly assessed at the company-wide level, then among the managerial and non-managerial workforce within each company.

Gender Segregation – Australian Companies

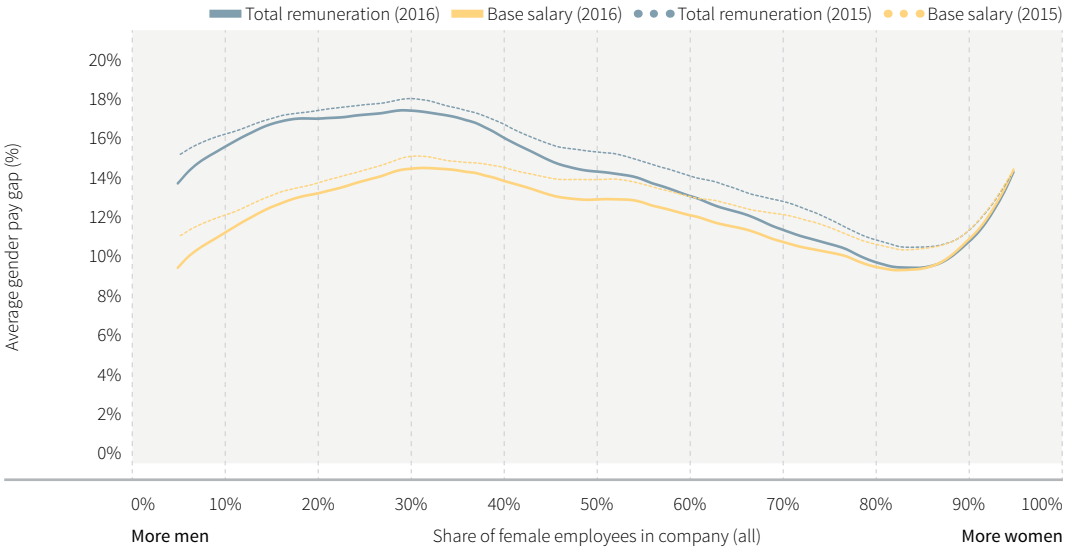
When examining the relationship between the overall share of female employees within an organisation and the organisation-wide gender pay gap, an s-shaped pattern appears. As the share of women increases within an organisation from zero to 30%, so too does the gender pay gap for both base and total pay, reaching around 10% and 15% respectively (Figure 10). The gender pay gap then falls and base and total remuneration gaps converge as the share of women increases, reaching a low of around 10% for organisations that have around 80% women.

The pay gap then increases steeply as the share of women increases beyond 85%, with very little difference between the base and total remuneration gender pay gaps.

These patterns remain consistent between 2015 and 2016, with the 2016 pay gaps tracking slightly lower than 2015 levels.

FIGURE 10

Gender segregation and the gender pay gap, all employees, 2015 and 2016



Source: WGEA Gender Equality data 2014-15 and 2015-16.

Companies are classified into three categories[1] "male-dominated", "female-dominated" or "mixed", and compared based upon the degree of workforce segregation, average salaries of men and women and the gender pay gap.

Overall, female-dominated organisations continue to have lower average wages for both women and men when compared with male-dominated organisations (Table 14). These organisations primarily exist in the Health Care and Social Assistance, Education and Training, and Arts and Recreation sectors.

1 See technical notes for details.

TABLE 14

Gender segregation and the gender pay gap, 2015 and 2016

Gender Dominance	Average Base Salary		Average Total Remuneration		Base GPG		Total GPG	
	Women	Men	Women	Men	2015	2016	2015	2016
	$	$	$	$	%	%	%	%
Full-time								
Female-dominated	70,731	84,546	80,744	97,837	17.5%	16.3%	18.9%	17.5%
Male-dominated	78,596	92,935	95,237	119,705	16.4%	15.4%	21.0%	20.4%
Mixed	74,969	88,019	88,909	107,558	16.6%	14.8%	19.5%	17.3%
All	75,276	91,472	89,226	116,009	19.0%	17.7%	23.9%	23.1%
Part-time								
Female-dominated	54,965	56,577	63,412	65,499	4.4%	2.8%	4.9%	3.2%
Male-dominated	69,252	57,530	81,846	68,569	-12.9%	-20.4%	-14.8%	-19.4%
Mixed	53,029	47,311	62,481	55,986	-13.3%	-12.1%	-12.7%	-11.6%
All	56,154	52,098	65,430	61,338	-4.4%	-7.8%	-4.2%	-6.7%
Casual								
Female-dominated	53,779	57,541	60,306	64,009	5.5%	6.5%	5.1%	5.8%
Male-dominated	53,706	67,126	60,077	76,549	21.6%	20.0%	23.6%	21.5%
Mixed	58,658	59,228	65,012	66,701	3.4%	1.0%	3.2%	2.5%
All	55,044	60,207	61,514	67,658	9.4%	8.6%	9.9%	9.1%

Source: WGEA Gender Equality data 2014-15 and 2015-16.

Male-dominated organisations on the other hand are more likely to be almost entirely within the Mining, Construction and Manufacturing sectors, Transport, Postal and Warehousing and Wholesale Trade. Within these organisations, wages are generally the highest on average – for both men and women. These organisations tend to have greater exposure to economic down and upturns but also command higher average wages.

Turning to the gender pay gap, female-dominated organisations record the highest full-time gender pay gap when looking at the base salary alone in 2016 (16.3%). However, when taking into account additional pay beyond the base salary the highest gender pay gap is seen within male-dominated organisations at 20.4%. This equates to an annual salary difference of almost $25,000 each year.

Additional remuneration beyond the base salary plays a lesser role within female-dominated industries, with the gender pay gap based on total salaries increasing only slightly when comparing total and base salaries.

For part-time workers, the gender pay gap is very much in favour of women working within male-dominated and mixed organisations. Women working part-time within male-dominated organisations can expect to earn around 20% more than male part-time employees. Similar patterns appear for part-time workers within mixed organisations, with women working part-time earning on average 12% more than men.

Between 2015 and 2016 the gender pay gap among part-time workers in male-dominated organisations has increased in favour of women by 7.5 percentage points (base salary) and 4.6 percentage points (total remuneration). This is mostly driven by strong growth in wages for female part-time workers within male-dominated industries and stagnant growth for male part-time workers within these same organisations.

Among casual employees, the gender pay gap remains in favour of men across all organisations regardless of gender dominance. The pay gap is more pronounced within male-dominated organisations – with casual female workers earning 21.5% less than males when taking into account total pay.

The gender pay gap has narrowed slightly over time for casual workers in male-dominated and mixed organisations, but increased slightly among casual workers in female-dominated organisations.

Managers and Non-Managers

Non-managers

The non-managerial workforce is by far the largest group within the Australian labour market and makes up 90% of the 4 million employees captured in the WGEA reporting data.

Non-managers are also a more heterogeneous group of workers, ranging from labouring jobs such as brick layers to jobs that require five or more years at university such as medical doctors and lawyers.

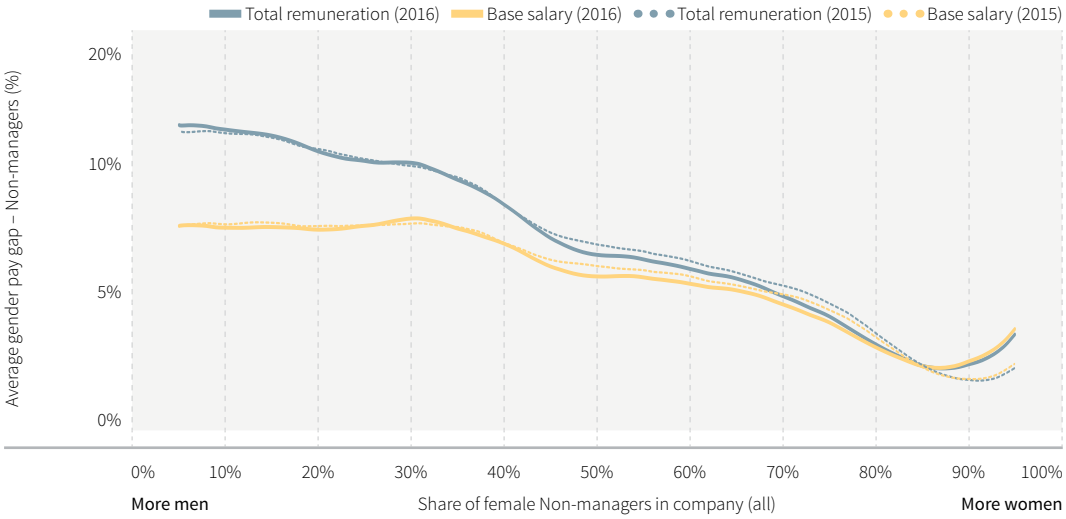
The association between the non-managerial gender pay gap and the share of the non-managerial female workforce within an organisation is shown in Figure 11. The gender pay gap is higher and the difference between base and total widens when there are more men than women in a company.

As the share of women in non-managerial roles increases, the pay gap decreases. Base and total pay gaps converge, dropping to below 5% where the non-managerial workforce is predominantly women. The pay gap then begins to rise again beyond this point, and base and total remuneration diverge.

For the non-managerial workforce, the gender pay gap is higher and the difference between base and total widens when there are more men than women in a company.

FIGURE 11

Gender segregation and the Non-managerial gender pay gap, base and total 2015 and 2016



Source: WGEA Gender Equality data 2014-15 and 2015-16

Using the three classifications of gender dominance, the gender pay gap among the non-managerial workforce is shown as broken down by employment status in Figure 12. These patterns follow overall workforce patterns due to the sheer size of the non-managerial workforce.

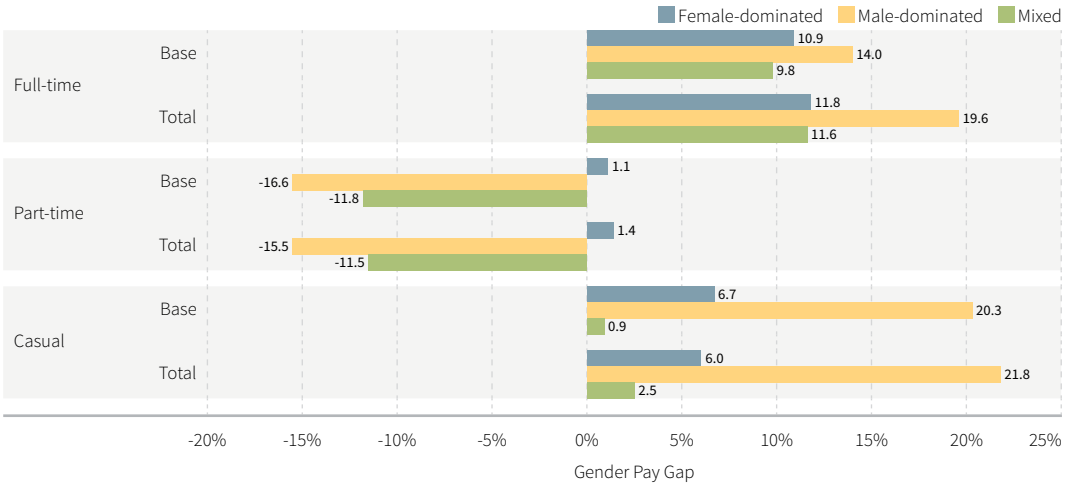
Women working full-time in a male-dominated company will earn on average 20% less each year than men working full-time – a difference of around $20,000.

The gender pay gap in favour of men is the highest among male-dominated organisations for full-time and casual employees in non-managerial roles. Women working full-time in a male-dominated company will earn on average 20% less each year than men working full-time – a difference of around $20,000.

However, for part-time workers the gender pay gap is in favour of women and more so among male-dominated companies. Women in non-managerial positions working part-time within these companies will earn around 16% more each year than their male colleagues in part-time work – an average annual difference of $10,000.

FIGURE 12

Non-managerial gender pay gap by gender dominance and employment status



Note: Non-managers comprise occupations listed from Labourers to Professionals. See Glossary and Technical Notes for further information.

Source: WGEA Gender Equality data 2015-16.

Managers

The managerial workforce is one of the most problematic when it comes to gender pay gaps. Men are more likely to be represented in the 'C-Suite' and other management positions than women at a ratio of 1.8 to 1.

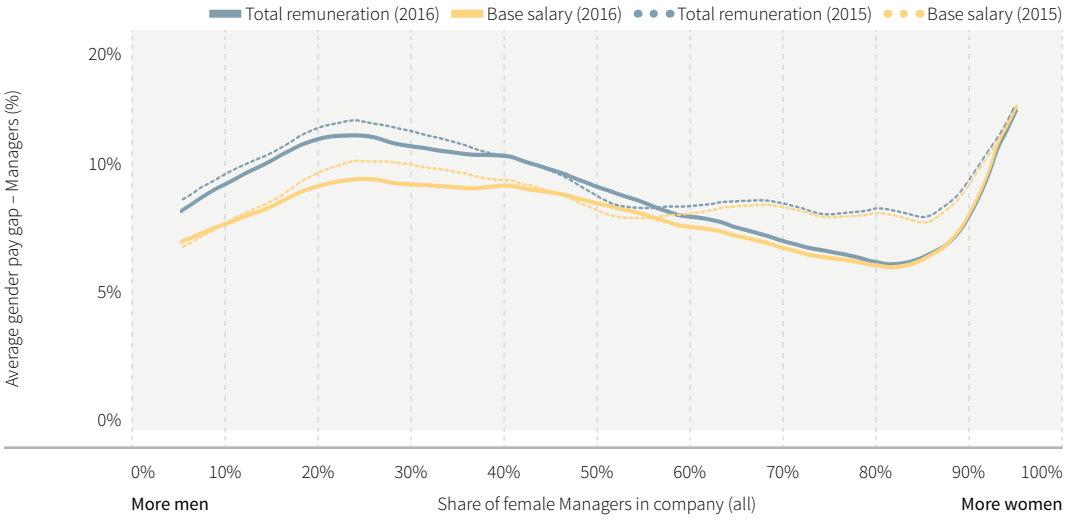
The overall association between the managerial gender pay gap and the proportion of managers within an organisation is shown in Figure 13. As the proportion of female managers increases within a firm, so does the gender pay gap, reaching around 15% when assessing total remuneration. The pay gap then gradually decreases with the additional presence of female managers and hits a low point in 2016 of around 8%.

Between 2015 and 2016 the managerial gender pay gap has fallen within organisations where females represent 60% to 80% of the managerial workforce. However, once the management environment becomes heavily dominated by women – beyond 80%, the gender pay gap rises sharply.

Once the management environment becomes heavily dominated by women – beyond 80%, the gender pay gap rises sharply.

FIGURE 13

Gender segregation and the Managerial gender pay gap, base and total 2015 and 2016



Note: Managers comprise of all occupations from Other Manager to Key Management Personnel. Non-managers comprise occupations listed from Labourers to Professionals. See Glossary and Technical Notes for further information.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

TABLE 15

Gender segregation and the gender pay gap among managers, 2016

Gender Dominance	Average Base Salary		Average Total Remuneration		Gender Pay Gap	
	Women	Men	Women	Men	Base	Total
	$	$	$	$	%	%
Full-time						
Female-dominated	90,463	115,792	103,930	135,483	21.9%	23.3%
Male-dominated	135,609	156,841	171,603	205,901	13.5%	16.7%
Mixed	111,899	131,650	135,574	166,045	15.0%	18.4%
All	112,350	146,725	136,596	189,301	23.4%	27.8%
Part-time						
Female-dominated	89,374	134,237	102,925	157,659	33.4%	34.7%
Male-dominated	142,958	172,719	175,126	219,984	17.2%	20.4%
Mixed	129,349	157,874	152,602	192,190	18.1%	20.6%
All	116,825	155,340	138,893	190,494	24.8%	27.1%

Note: Managers comprise of all occupations from Other Manager to Key Management Personnel. See Glossary and Technical Notes for further information.

Source: WGEA Gender Equality data 2014-15 and 2015-16.

Breaking gender dominance into three categories, the gender pay gap remains wide and in favour of male managers regardless of employment status, or managerial gender dominance within organisations (Figure 15).

Male managers consistently received greater amounts of pay on average, with the gap the widest among female-dominated organisations. Full-time female managers earn 23% less than their male counterparts and part-time managers 35% less on average in female-dominated organisations.

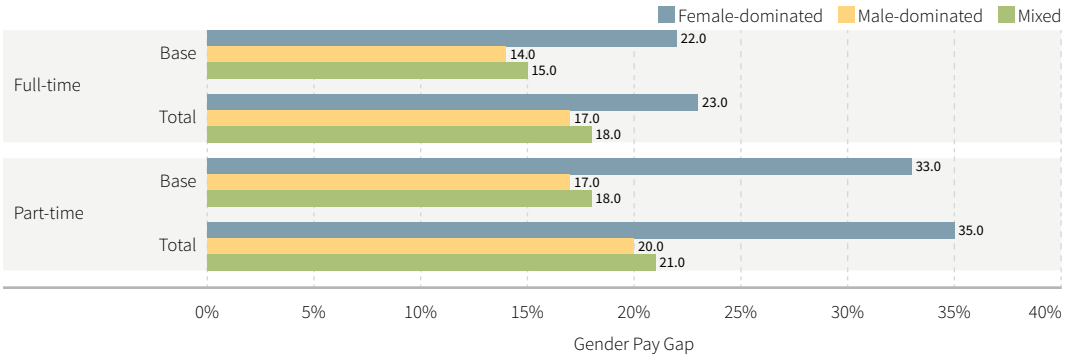
Male managers working part-time in female-dominated organisations will earn around $55,000 a year more in total (measured on a FTE basis) than female part-time managers (Table 15). Conversely, female managers working in male-dominated industries are more likely to earn wages closer to their male colleagues, whether working full or part-time.

Male managers working part-time in female-dominated organisations can expect to earn 1.5 times their female peers.

The managerial gender pay gap is the biggest within female-dominated companies, where women working full-time earn 23% less than their male counterparts.

FIGURE 14

Managerial gender pay gap by gender dominance and employment status



Note: Managers comprise of all occupations from Other Manager to Key Management Personnel. See Glossary and Technical Notes for further information.

Source: WGEA Gender Equality data 2015-16.

WOMEN IN LEADERSHIP

The first BCEC|WGEA Gender Equity Insights report looked at the extent of women's representation on company Boards in Australia, and found strong evidence of a significant imbalance in the proportion of women appointed to serve on Boards. Only 6.3% of companies were found to have more female than male Board members, with 37% of organisations in total having no female Board representation. The report further established a credible link between female board representation and improved gender pay equity.

Along with governing bodies, and shifting culture and attitudes towards gender diversity, the drive towards gender equity in pay and progression and the implementation of specific gender equity policies, is driven principally by companies' key management personnel (KMP) and executive leadership.

This special investigation turns to the issue of gender balance in senior leadership positions. What is the overall gender balance of KMP and executives? How does the share of women in leadership positions vary by industry, and between companies in each industry sector? And is there any evidence that greater gender equity in top-tier management drives improved gender pay outcomes?

Gender distribution of KMP and executives

The WGEA Gender Equality dataset provides a unique source of information through which to capture the gender distribution of KMP and senior executives across more than 12,000 reporting organisations. Starting with some definitions, the WGEA data differentiate these two executive management categories broadly according to the following responsibilities:

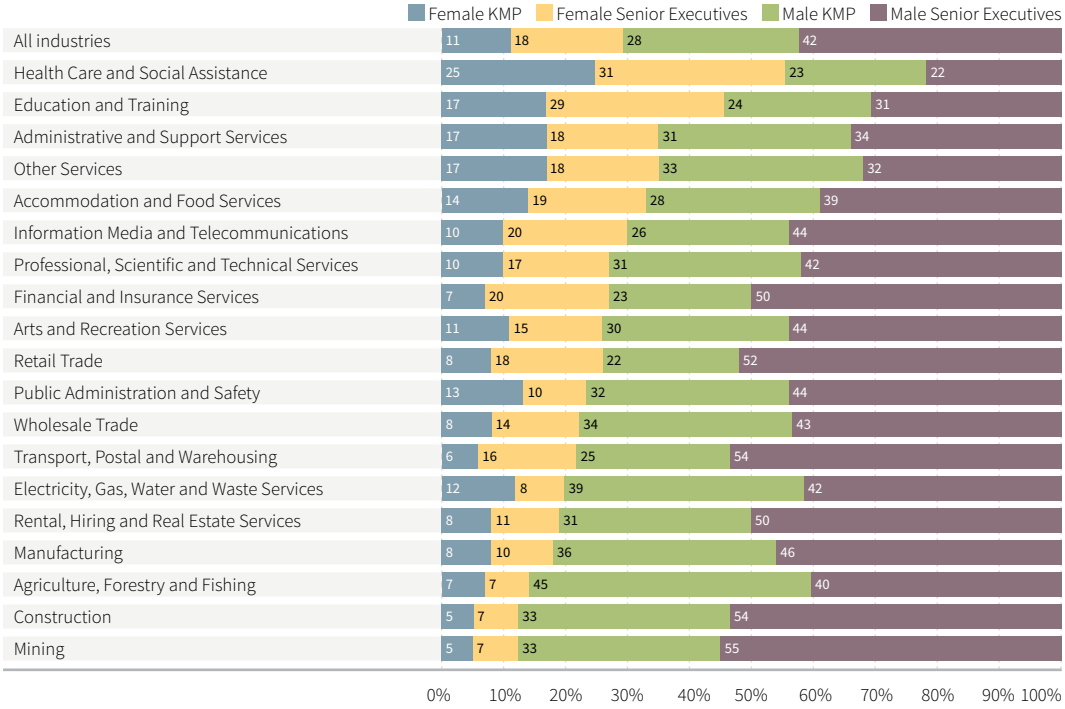
- The key management personnel (KMP) of an organisation have authority and responsibility for planning, directing and controlling the activities of the entity, and participate in organisation-wide decisions alongside the CEO or Managing Director.

- Other senior executives are deemed to hold primary responsibility for a department or business unit. Senior executives may participate in organisation-wide decisions, depending on the size and organisational structure of the entity.

Figure 15 reports on the gender distribution of KMP and senior executives in Australia, both overall and broken down separately for companies within each of the principal industry sectors. The first clear feature of the data is the significant overall gender imbalance in senior leadership positions: men account for 70% of around 55,300 senior leaders across all industries in Australia, and women approximately 30%. Male KMP make up 28% of all senior leadership positions compared to 11% of female KMP, while male senior executives account for a further 42%, and female senior executives 18%.

FIGURE 15

Gender distribution of KMP and executives in companies: 2016, by industry



Notes: Key Management Personnel (KMP) and Executives are defined according to the definitions in the report text. See Glossary and Technical Notes for further information. Individual breakdowns are subject to rounding.

Source: Authors' calculations from WGEA Gender Equality data 2015-16.

As is so often the case, the all-industry averages conceal some significant variations between sectors. The industry breakdowns in Figure 15 have been arranged in order of the average shares of female senior executives among companies in each sector, from highest to the lowest. Around 55% of executive leadership positions in the Health Care and Social Assistance sector are filled by women. Women KMP represent a quarter of all executive leaders in Health Care and Social Assistance, with female senior executives accounting for a further third (31%). In the Education and Training sector, some 46% of senior leaders are female – 17% of the total are key management personnel, and 29% in other executive leadership positions.

At the other end of the spectrum, only 12% of executive leaders in Mining and Construction are women, whether KMP (5%) or senior executives (7%). The proportion of women in executive leadership roles are also low in Agriculture, Forestry and Fishing (14%) and Manufacturing (18%).

While the distribution of executive leadership positions show a high degree of variation across industry sectors, there is often a much greater variation in the shares of women leaders between organisations within each industry. Table 16 shows not just the average shares of women KMP and senior executives in each industry sector, but the share for the 'typical' (or median) company, and the 'spread' of shares among the

middle half (50%) of organisations in each sector. The latter is visualised by a series of 'boxplots' in which the widths of the box represent the spread of shares of women KMP and senior executives.

TABLE 16

The share of women in leadership: average, median and spread by industry, 2015 and 2016

	Share of KMP/Executive women		Distribution
	Average	Median	
Industry			0 0.2 0.4 0.6 0.8 1.0
Health Care and Social Assistance	55%	60%	
Education and Training	45%	45%	
Administrative and Support Services	35%	37%	
Accommodation and Food Services	33%	33%	
Other Services	35%	33%	
Financial and Insurance Services	26%	25%	
Information Media and Telecommunications	26%	25%	
Arts and Recreation Services	27%	24%	
Professional, Scientific and Technical S	27%	23%	
Public Administration and Safety	23%	22%	
Retail Trade	30%	22%	
Transport, Postal and Warehousing	19%	20%	
Wholesale Trade	20%	19%	
Rental, Hiring and Real Estate Services	22%	19%	
Electricity, Gas, Water and Waste Servic	21%	16%	
Manufacturing	18%	14%	
Agriculture, Forestry and Fishing	14%	10%	
Construction	12%	9%	
Mining	13%	9%	
Total	30%	25%	

Notes: Key Management Personnel (KMP) and Executives are defined according to the definitions in the report text. Boxplots in graphic indicate the lower quartile, median and upper quartile of female KMP/executive shares across companies in each industry sector. See Glossary and Technical Notes for further information.

Source: Authors' calculations from WGEA Gender Equality data 2015-16.

The key story to emerge from Table 16 is just how the representation of women in executive leadership positions varies across industry sector. Many organisations in the health care and social assistance sector have a relatively high share of female KMP and executives – between 42% and 76% of executive leaders are women. For three quarters of companies in the mining and construction sectors, fewer than one in five KMP/executive leaders are women. Among Retail Trade companies, the spread is far more pronounced – women make up to 45% of KMP and executives for three quarters of retail organisations.

Gender pay gaps and the share of women in executive leadership positions

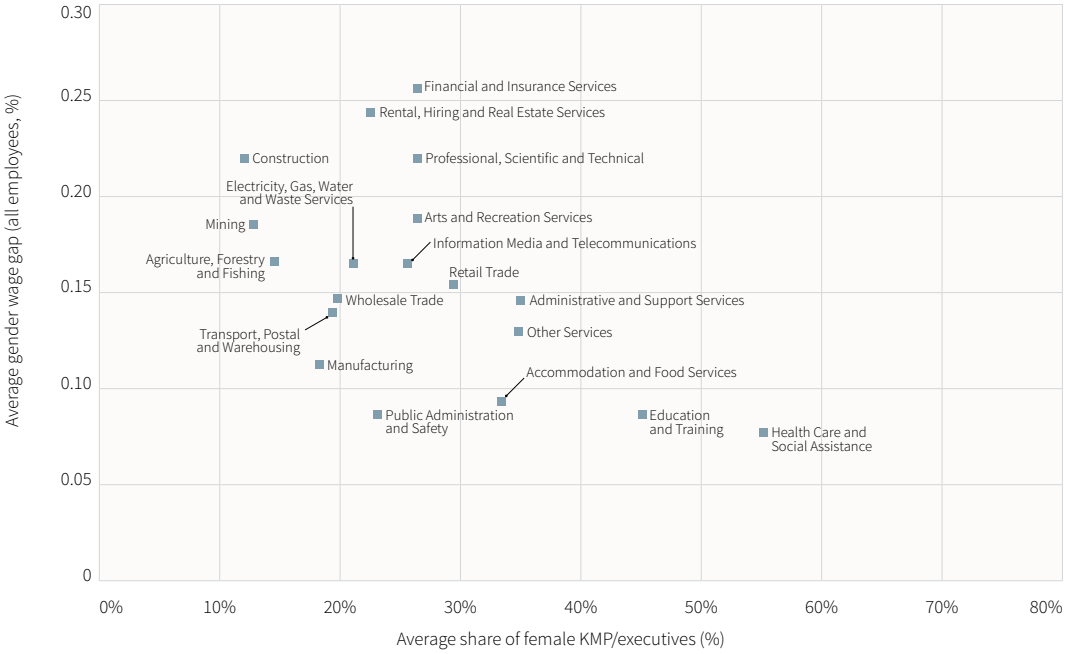
Is there a relationship between the share of women in leadership positions, and equity outcomes such as gender pay gaps across different occupation classes? For some initial evidence, Figure 16 charts the overall average gender pay gap for each of the major industry classifications against the average share of women in key management or executive positions.

The Health Care and Social Assistance sector has both the lowest gender pay gap, at around 7.7%, and the highest share of women in senior leadership positions – around 55% on average. The Education and Training sector shows a similar pattern, combining an average gender pay gap of 8.6% with women occupying around 45% of KMP or senior executive positions.

At the other end of the spectrum, some industry sectors combine high gender pay gaps with low shares of women in leadership positions: these include Finance and Insurance services (with an average gender pay gap of 25.7% and with women making up only 26% of KMP or senior executives), Rental Hiring and Real Estate (with a gender pay gap of 24.4% and 22% of female leaders) and Construction (at 22.1% gender pay gap, and only 12% of women in leadership roles).

FIGURE 16

Average gender pay gap by shares of women in leadership: 2016, by industry



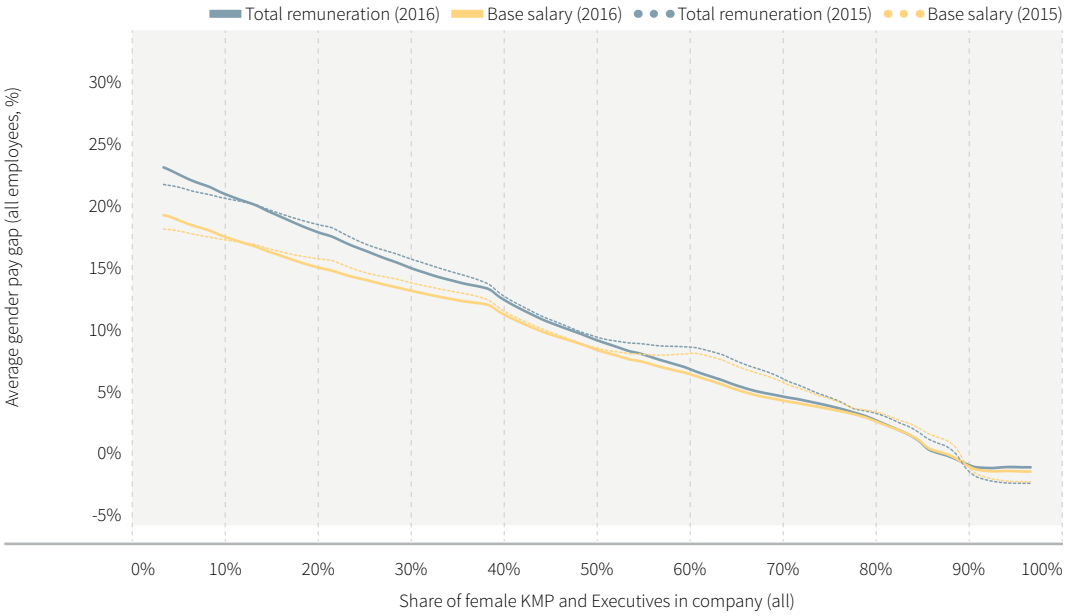
Notes: Key Management Personnel (KMP) and Executives are defined according to the definitions in the report text. See Glossary and Technical Notes for further information.

Source: Authors' calculations from WGEA Gender Equality data 2015-16.

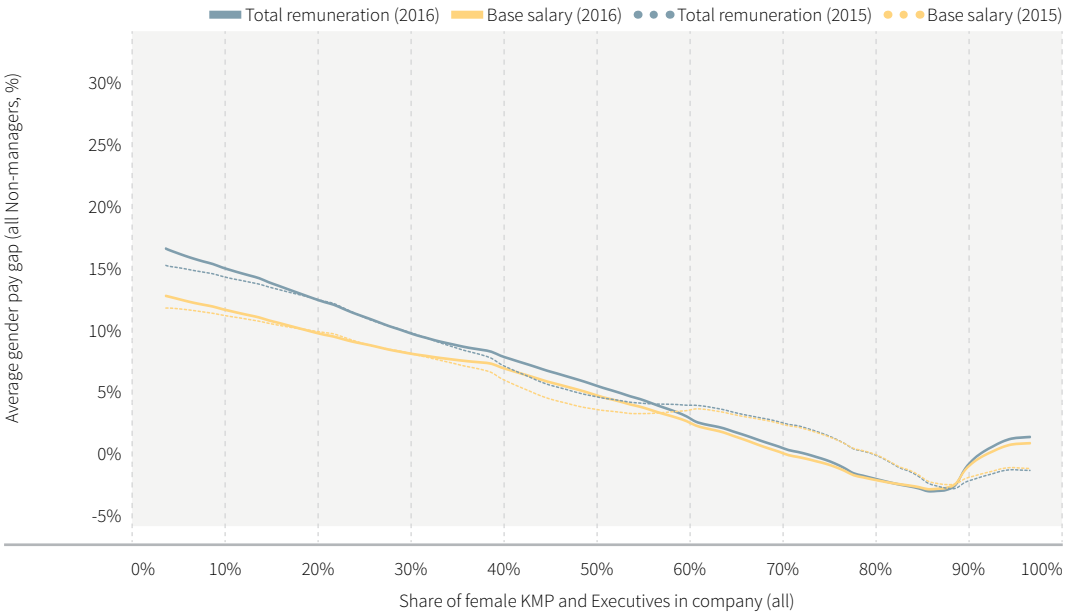
Figure 17 charts the relationship between the gender pay gap and the share of female KMP and executives across individual companies in Australia. Separate schedules are shown for base salaries (in red) and total remuneration (in blue), and for each, the 2015-16 relationship (shown as a solid line) is presented against the 2013-14 (dashed) schedule for comparison.

FIGURE 17
Company gender pay gaps by share of female KMP/Executives: 2015 and 2016

(a) Gender pay gap: all employees



(b) Gender pay gaps: non-managerial employees



Notes: Key Management Personnel (KMP) and Executives are defined according to the definitions in the report text. See Glossary and Technical Notes for further information.

Source: Authors' calculations from WGEA Gender Equality data 2015-16.

The gender pay gap among companies with an equal (50%) share of women in executive leadership positions, at less than 10%, is only half as wide as the 20% pay gap among companies with few female executive leaders.

Panel (a) of Figure 17 concentrates on the gender pay gap across all levels of seniority and employment status, and shows a strong and systematic association between the share of women in leadership positions (on the horizontal axis) and the overall gender pay gap (on the vertical axis).

Companies with a very low share of female KMP and executives (5% or less) have a gender pay gap of some 20%. In comparison, the average gender pay gap is only half as wide, at less than 10%, among companies with an equal (50%) share of women in executive leadership positions. The drop is even more pronounced when one looks at total remuneration, with the gender pay gap falling from 25% to 10% (a drop of fully 15 percentage points) between those companies with few female executive leaders and those with an equal share.

To assess the extent to which these pay equity outcomes diffuse throughout the organisation, Panel (b) of Figure 17 shows the relationship between the non-managerial gender pay gap and the shares of female KMP and executives. A similar pattern of association is evident, with the gender pay gap in base salaries falling by 8 percentage points from 14% to around 6%, between companies with few female executive leaders and those with an equal share.

This strongly counters any notion that the increased gender pay equity among firms with a higher share of female KMP and executives is caused by the higher relative salaries of the female executives themselves.

Within-company changes in gender pay equity

But to what extent is the association likely to be causal? The strength of association between pay equity and women in leadership could reflect more the cultures and attitudes towards gender diversity embedded within companies – these cultures and attitudes vary according to their industry sector, scale and organisational setting. Companies with a positive attitude to gender diversity are likely to drive equity both in pay and in the progression of women into leadership positions, leading to a strong correlation between the two indicators.

We are able to further strengthen the evidence on this important finding by applying a rigorous test that takes advantage of the longitudinal features of the WGEA Gender Equality data. Specifically, we categorise each company according to the change in the shares of women in KMP or senior executive positions between 2015 and 2016. We also compare the average change in gender pay gaps for companies in each category over the same interval.

Around 58% of companies saw little or no change in the share of women in leadership between 2015 and 2016 (Table 17) while 11% of companies increased the share of female KMP and executives by between 5 and 10 percentage points, and 12% of companies by more than 10 percentage points.

TABLE 17

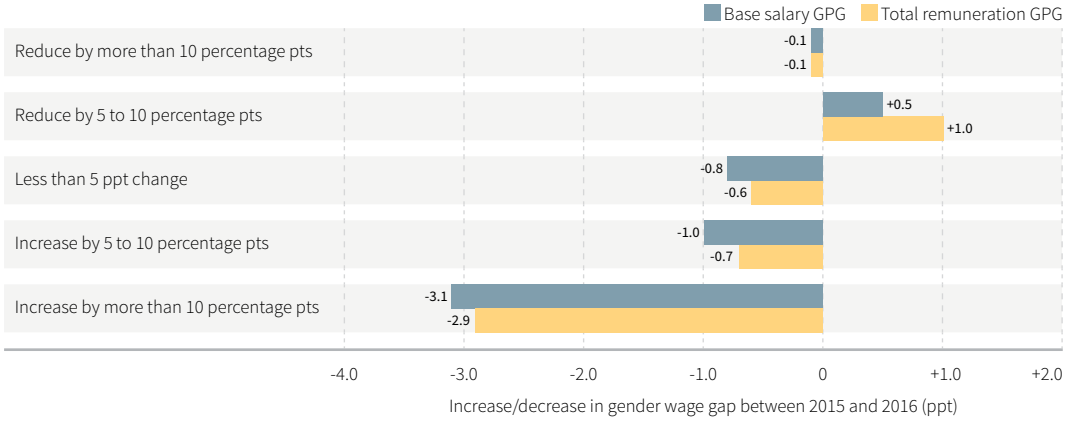
Gender pay gaps and change in share of women in leadership: 2015 and 2016

Change in the share of women in leadership: between 2015 and 2016	Share of companies	Base salary GPG			Total remuneration GPG		
		2015	2016	ppt change	2015	2016	ppt change
Reduce by more than 10 percentage pts	9%	14.0	13.9	-0.1	16.2	16.1	-0.1
Reduce by 5 to 10 percentage pts	9%	14.7	15.2	+0.5	16.6	17.7	+1.0
Less than 5 ppt change	58%	16.7	16.0	-0.8	19.3	18.7	-0.6
Increase by 5 to 10 percentage pts	11%	18.3	17.4	-1.0	19.5	18.8	-0.7
Increase by more than 10 percentage pts	12%	14.9	11.8	-3.1	16.3	13.4	-2.9
Total		16.3	15.4	-0.9	18.5	17.8	-0.7

Source: Authors' calculations from WGEA Gender Equality data 2015-16.

FIGURE 18

Gender pay gaps and change in share of women in leadership: 2015 and 2016



Source: Authors' calculations from WGEA Gender Equality data 2015-16.

Companies that experienced a fall in the share of women leaders over the period saw either no change, or a small increase, in the overall gender pay gap. This was true whether the pay gap related to base salary or to total remuneration.

Gender pay gaps fell by up to 3 percentage points between 2015 and 2016 for companies that increased the share of women in leadership positions.

In contrast, gender pay gaps fell by up to 3 percentage points between 2015 and 2016 for companies that increased the share of women in leadership positions. For companies that increased the share of female KMP and executives by more than 10 percentage points, gender pay gaps fell by 3.1 percentage points in relation to base salaries, and 2.9 percentage points for total remuneration.

For companies whose shares of women leaders increased by between 5 and 10 percentage points, the gender pay gaps in base salary and total remuneration fell by 1.0 and 0.7 percentage points respectively.

Taken together, these findings present some of the strongest empirical evidence to date that improved gender pay outcomes are driven by companies promoting greater gender equity in KMP and executive leadership.

DISCUSSION AND SUMMARY

DISCUSSION AND SUMMARY

The gender pay gaps remain a permanent feature of the Australian labour market, having barely shifted in the last twenty years despite the advances women have made in both educational attainment, workforce participation and legislation prohibiting discriminatory behaviours.

Gender pay gaps can be a sign of both conscious and unconscious biases, both of which are problematic. They result in poorer outcomes for women in terms of economic and personal freedoms, impair economic growth and represent a lost opportunity in human capital investment and potential.

The WGEA reporting data creates a unique opportunity to provide valuable insights into gender pay gaps across Australian companies and to assess how these have changed over time. This report looks in detail at how gender pay inequalities differ across industry sectors, occupational seniority and among young people participating in graduate programs. It also examines the link between gender segregation within organisations and the gender pay gap and uses the WGEA data longitudinally for the first time, assessing how changes within an organisation's leadership structure can influence organisation-wide gender pay gaps.

The report highlights the greater remuneration men still receive compared to women, especially among full-time workers and in more senior occupation levels, where pay setting is more discretionary in nature. While the pay gap for full-time workers decreased moderately between 2015 and 2016, the gap remains wide and increases with the level of seniority. For top-tier managers, women receive on average $93,000 less each year in total remuneration – a difference of 26.5%. Pay gaps among managers are exacerbated by the greater share of discretionary pay awarded to men compared with women. These patterns also persist among part-time workers, with women working part-time in management positions earning 27.6% less than men working in part-time management roles.

Large and persistent gender pay gaps that increase with the level of seniority suggest biased behaviour within organisations, where men are given preferential recruitment and wage treatment over women.

At the other end of the occupation continuum, the protection that collective workplace agreements afford lower paid workers is apparent. Gender pay gaps among sales, service and clerical workers are very low or non-existent, with some marginally in favour of women. For part-time workers, the gender pay gap has remained in favour of women and has expanded over time from -4.2% to -6.7% when using total remuneration.

It is largely expected that the gender pay gap will be minimal or non-existent among graduates participating in a formal training program. While this is the case on average, our findings show that male graduates are more likely to receive top graduate salaries, with the gender pay gap progressively widening among higher levels of pay. The highest-paid 10% of women in graduate trainee positions received at least $80,922 in base salary, whereas the highest-paid 10% of male graduate trainees took home $87,694 – this equates to a pay gap of 7.7%. The report also shows that women are consistently under-represented in the highest graduate salary bands, with some 18% fewer women paid over $80,000 compared to their share of the graduate workforce.

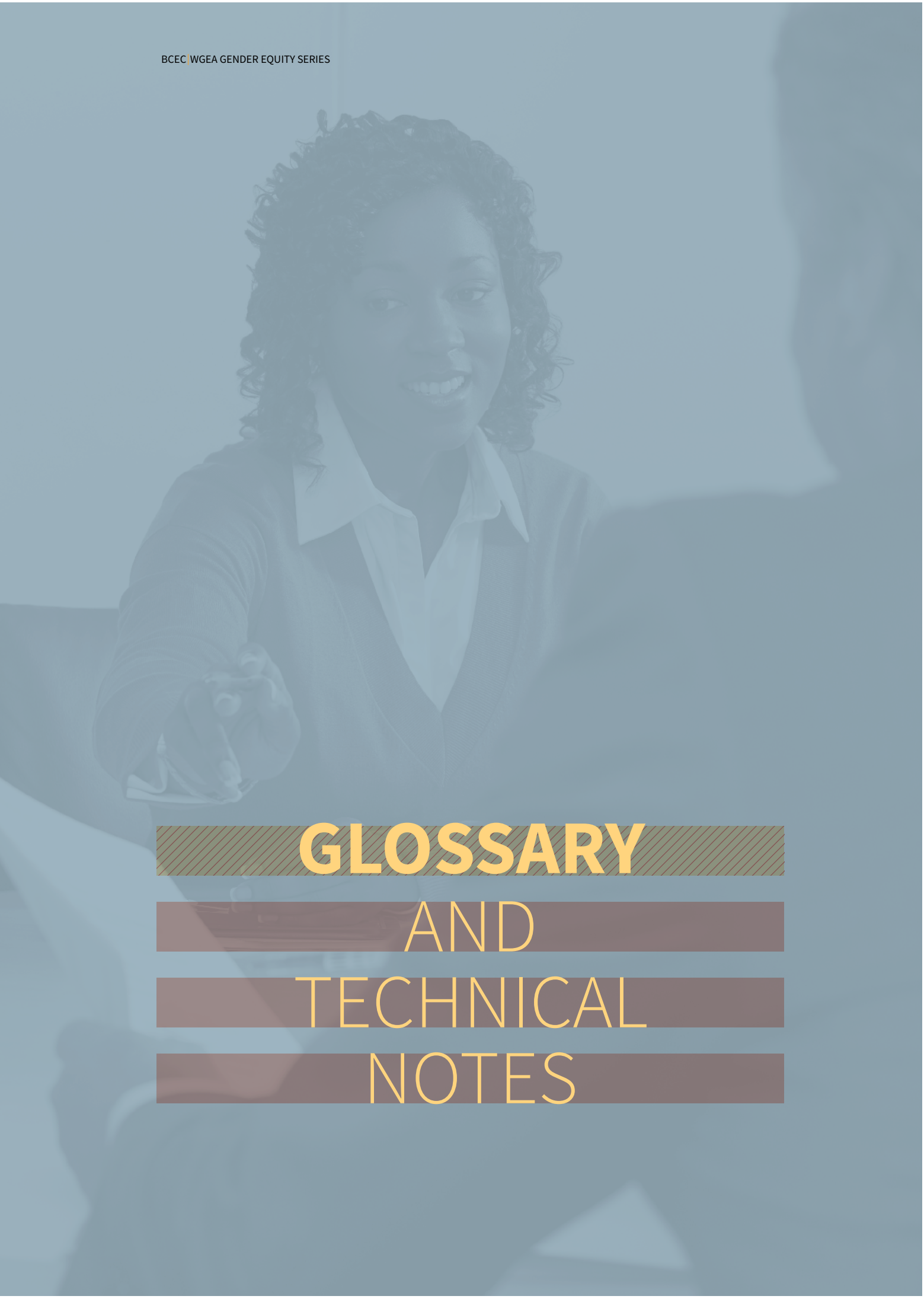
Further, the results suggest that in organisations where women make up the minority of the workforce, the graduate gender pay gap tends to favour male graduates though this gap diminishes as the percentage of women increases. On the other hand, in organisations where women make up more than 70% of the workforce, the graduate gender pay gap tends to favour females slightly.

The report's findings draw attention to the complexities of workforce segregation and its relationship with the gender pay gap. Historically, women's work has been undervalued and once women begin to dominate certain fields and occupations it is often accompanied by a devaluation of these roles. This is borne out through both the level of prestige or difficulty the role is perceived to have and consequently the level of pay.

At one end of the spectrum, a greater presence of women in non-managerial positions has a positive association with a lower gender pay gap among WGEA reporting organisations. On the other hand, when the management environment becomes heavily dominated by women, the managerial gender pay gap widens. Companies classified as female-dominated record the highest gender pay gap among full-time managers – at 23% and for part-time managers, this extends out to 35%. This suggests that men working in management roles in heavily female-dominated organisations are more highly valued and more likely to be fast tracked to senior positions and receive greater pay.

Taking advantage of the longitudinal WGEA data, the report presents some of the strongest empirical evidence to date that improved gender pay outcomes are driven by companies that promote greater gender equity at the top. For companies that increased the share of female KMP and executives by more than 10 percentage points in the last year, organisation-wide gender pay gaps fell by 3.1 percentage points in relation to base salaries, and 2.9 percentage points for total remuneration.

This powerful evidence base highlights an important opportunity to target and reduce gender pay gaps across Australian organisations through ensuring that diversity exists in key management roles that are responsible for decision-making and driving change.



GLOSSARY AND TECHNICAL NOTES

GLOSSARY AND TECHNICAL NOTES

About the WGEA Gender Equality Data Collection

This report uses the 2014-15 and 2015-16 WGEA Gender Equality dataset, which is a unique data collection within Australia. The dataset came to existence through the introduction of the Workplace *Gender Equality Act 2012*, which was legislated to promote and improve gender equality in remuneration and employment within Australian workplaces. The Act requires relevant[2] employers to report annually against a number of Gender Equality indicators. The dataset is effectively a Census of all private businesses that have 100 or more employees and can be considered population level data. The first reporting year of the WGEA data was 2013-14.

The 2015-16 WGEA Gender Equality dataset is based on 4,697 reports submitted on behalf of 12,433 employers in accordance with the Act for reporting period 1 April 2015 to 31 March 2016. The dataset captures more than 4 million employees – which equates to approximately 40% of all employees in Australia.

The WGEA Gender Equality data collection does not cover public sector organisations, and is therefore likely to demonstrate different patterns because of this, particularly when assessing the characteristics of these organisations within industry groupings that have a large public sector presence. It also does not cover small businesses and a significant proportion of medium sized businesses that have less than 100 employees.

Measurement of Pay

Two principal measurements of remuneration are captured within the WGEA data, with organisations reporting both the average 'base' salary and 'total' remuneration each employee receives.

Base salary is considered to be the annual salary, including salary sacrificed items, but excluding allowances, superannuation and any other additional payments. Total remuneration includes base salary plus any additional benefits whether payable directly or indirectly, whether in cash or in a form other than cash. Includes among other things, bonus payments (including performance pay), superannuation, discretionary pay, other allowances, and other (for example share allocations). Overtime is included as the actual overtime amount paid.

Part-time and casual remuneration data collected within the WGEA Workplace profile dataset is based upon a full-time equivalent (FTE) annualised value that is estimated by each reporting organisation. A calculator is provided to organisations as a support tool to convert part-time wages and salaries to annual FTE values.

Measurement of the Gender pay gap

The gender pay gap measures the amount by which women's salaries fall below or exceed men's salaries in percentage terms. Specifically, it is measured as:

$$\text{Gender pay gap} = \left[1 - \frac{\text{Female salary}}{\text{Male salary}}\right] \times 100$$

If the average gender pay gap in a particular sector is positive, it indicates that women's salaries are on average lower than men's in the sector. On the other hand, if the average gender pay gap is negative, it indicates that women's salaries exceed mens' on average.

2 See Definitions for further information.

Definitions

Gender Dominance
Male-dominated organisations are classified as those where 60% or more of the workforce are men, female-dominated organisations are those were 60% or more of employees are women and mixed organisations otherwise.

Relevant Employer
A relevant employer is a non-public sector employer with 100 or more employees in Australia.

Base Salary
The annual salary, including salary sacrificed items, but excluding allowances, superannuation and any other additional payments.

Total Remuneration
Includes base salary plus any additional benefits whether payable directly or indirectly, whether in cash or in a form other than cash. Includes among other things, bonus payments (including performance pay), superannuation, discretionary pay, other allowances, and other (for example share allocations). Overtime is included as actual overtime amount paid.

Part-time Employees
Employees who are engaged to work a minimum number of hours per week, that is, less than what constitutes full-time hours in a specific reporting organisation. These are reasonably predictable hours with a guaranteed number of hours of work.

Full-time Employees
Employees who are engaged to work a minimum number of hours per week defined as full-time by a specific reporting organisation. Hours are reasonably predictable with a guaranteed number of hours of work per week. Please refer to what constitutes full-time hours in your specific organisation, for example 37.5, 38 or 40 hours per week.

Casual Employees
An employee working on an irregular and unsystematic schedule, who has little or no expectation of the continuation of work or guaranteed income, and who has the ability to accept and reject work as they see fit.

Occupations

Within the WGEA Gender Equality data collection, information about both managerial and non-managerial occupations is collected and allows for comparisons of the representation of men and women among different occupation levels and the remuneration of each within these levels.

Among the managerial occupations, five hierarchical sub-categories exist. These categories range from CEO (highest) to other managers (lowest), with progression to CEO denoting a higher level of responsibility and expected remuneration.

The non-managerial classifications primarily consist of the Australian and New Zealand Standard Classification of Occupations (ANZSCO), which is also a skill-based classification, used to classify all occupations and jobs in the Australian and New Zealand labour markets. The non-managerial occupation scale is also hierarchical, ranging from professionals to labourers and general reflects a greater level of skill and training the higher the occupation level.

Managers

Managers comprise of all occupations from Other Manager to key management personnel.

Non-managers

Non-managers comprise occupations listed from labourers to professionals.

CEO (or equivalent)

The Chief Executive Officer (CEO) (or equivalent, however named) is the highest ranking corporate officer (executive) or an administrator in charge of management of an organisation. The CEO (or equivalent) is reported on separately to other key management personnel. Examples of the CEO could (depending upon the nature of the organisation) also be the managing director, general manager, managing partner, principal or vice chancellor.

Key management personnel (KMP)

Have authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity, in accordance with Australian Accounting Standards Board AASB124.

The KMP is a manager who represents at least one of the major functions of the organisation and participates in organisation-wide decisions with the CEO.

Other executives/general managers

An 'other executive/general manager' holds primary responsibility for the equivalent of a department or a business unit. In a large organisation, this manager might not participate in organisation-wide decisions with the CEO.

Senior managers

'Senior managers' are charged with one or more defined functions, departments or outcomes. They are more likely to be involved in a balance of strategic and operational aspects of management. Some decision making at this level would require approval from either of the two management levels above it. 'Senior managers' are responsible for resourcing, a budget and assets (capital expenditure).

Other managers
'Other managers' plan, organise, direct, control and coordinate an operational function. They usually oversee day to day operations, working within and enforcing defined company parameters.

An 'other manager' is accountable for a defined business outcome which usually involves the management of resources that also includes time management, coordination of different functions or people, financial resources, and other assets (for example facilities or IT infrastructure). Line managers would be included in this category.

Professionals
Perform analytical, conceptual and creative tasks through the application of theoretical knowledge and experience in the fields of the arts, media, business, design, engineering, the physical and life sciences, transport, education, health, information and communication technology, the law, social sciences and social welfare.

Technicians and trades employees
Perform a variety of skilled tasks, applying broad or in-depth technical, trade or industry specific knowledge, often in support of scientific, engineering, building and manufacturing activities.

Community and personal service employees
Assist health professionals in the provision of patient care, provide information and support on a range of social welfare matters, and provide other services in the areas of aged care and childcare, education support, hospitality, defence, policing and emergency services, security, travel and tourism, fitness, sports and personal services.

Clerical and administrative employees
Provide support to managers, professionals and organisations by organising, storing, manipulating and retrieving information.

Sales employees
Sell goods, services and property, and provide sales support in areas such as operating cash registers and displaying and demonstrating goods.

Machinery operators and drivers
Operate machines, plant, vehicles and other equipment to perform a range of agricultural, manufacturing and construction functions, and move materials.

Labourers
Perform a variety of routine and repetitive physical tasks using hand and power tools, and machines either as an individual or as part of a team assisting more skilled workers such as Trades Workers, and Machinery Operators and Drivers.

Other
Employees whose work is not defined by the above categories.

Graduate
Any person employed in a formal graduate program. Someone who has graduated from a tertiary institution but is NOT part of a formal graduate program, is not to be included in this category.

Apprentice
Any person employed by an employer as an apprentice. A trainee is not considered an apprentice so should not be included in this category.

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Further Reading and Resources

A number of pay equity resources and publications are available on the WGEA website: **www.wgea.gov.au**

- WGEA Data Explorer
  The WGEA Data Explorer is a comprehensive tool that allows users to explore the Agency's dataset.

- Australia's gender equality scorecard
  This report showcases the key results from the Workplace Gender Equality Agency's 2015-16 dataset.

- The business case for gender equality
  This research paper sets out the studies and findings which establish the business case for gender equality in the workplace.

- Women's work I men's work
  This set of posters and factsheets profiles the careers of six men and women working in sectors not traditionally dominated by their gender.

- She's Price(d)less: The economics of the gender pay gap
  This report analyses and establishes the different factors underpinning the national pay gap.

- Unpaid care work and the labour market
  This paper explores the effects of the unequal distribution of caring work between women and men.

- Developing a pay equity strategy
  This resource provides practical steps to improving pay equity between women and men in organisations.

- Flexibility Business Case
  This toolkit helps organisations to build their business case for flexible work using workforce metrics.
  A companion guide to developing a workplace flexibility strategy is also available.

The WGEA also hosts case studies and gender equity webinars on Youtube.

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