



Australian Government



Workplace
Gender Equality
Agency

Equal pay and the gender pay gap

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Workplace Gender
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Equal Pay Day - Friday 28 August 2020

The national Gender Pay Gap is 14%



2020 Theme: #KeepMindingTheGap

To get involved, go to:

www.wgea.gov.au/topics/the-gender-pay-gap/equal-pay-day-2020

Causes of the gender pay gap

(She's Price(d)less: The economics of the gender pay gap (2019))

Top 3 drivers of the gender pay gap :



Gender discrimination



Care, family and workforce participation



Occupational and industrial segregation



Key data trends (Architectural, Engineering and Technical Services Group)



Full-time gender pay gap

Architectural, Engineering and Technical Services (2018-19)

Architectural, Engineering
and Technical Services:
Total remuneration: 24.8%



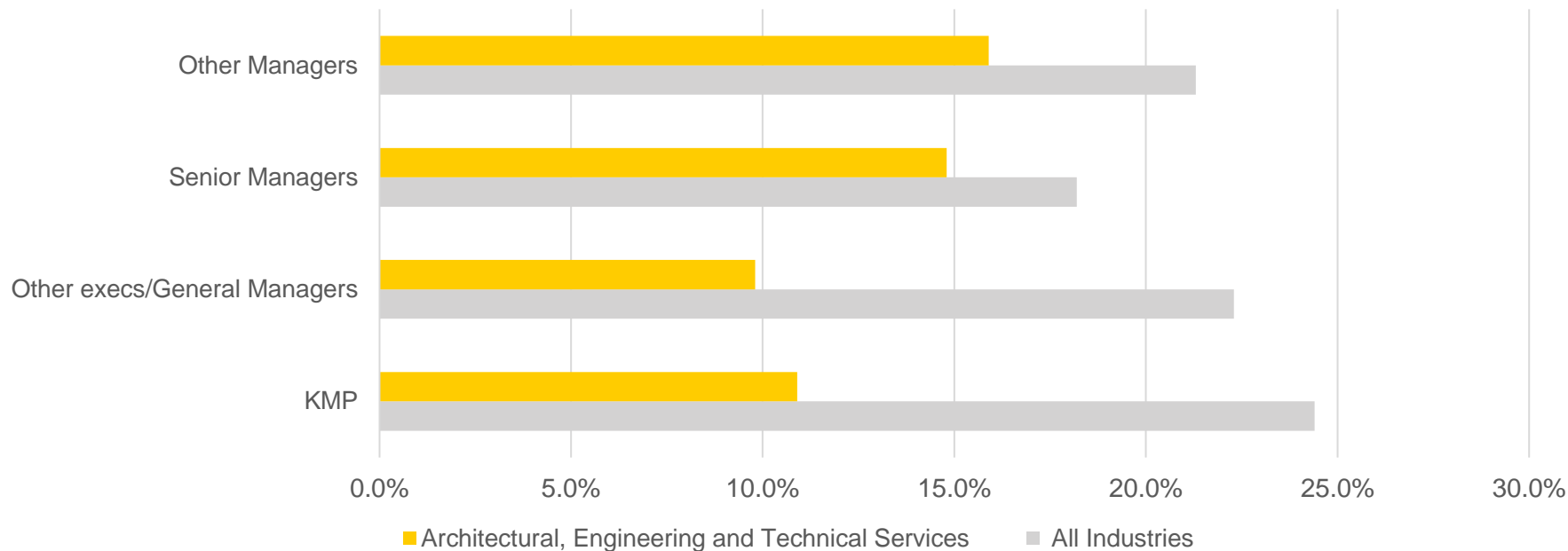
Architectural, Engineering
and Technical Services:
Base salary: 22.5%

All Industries:
Total remuneration: 20.8%

All Industries
Base salary: 15.5%

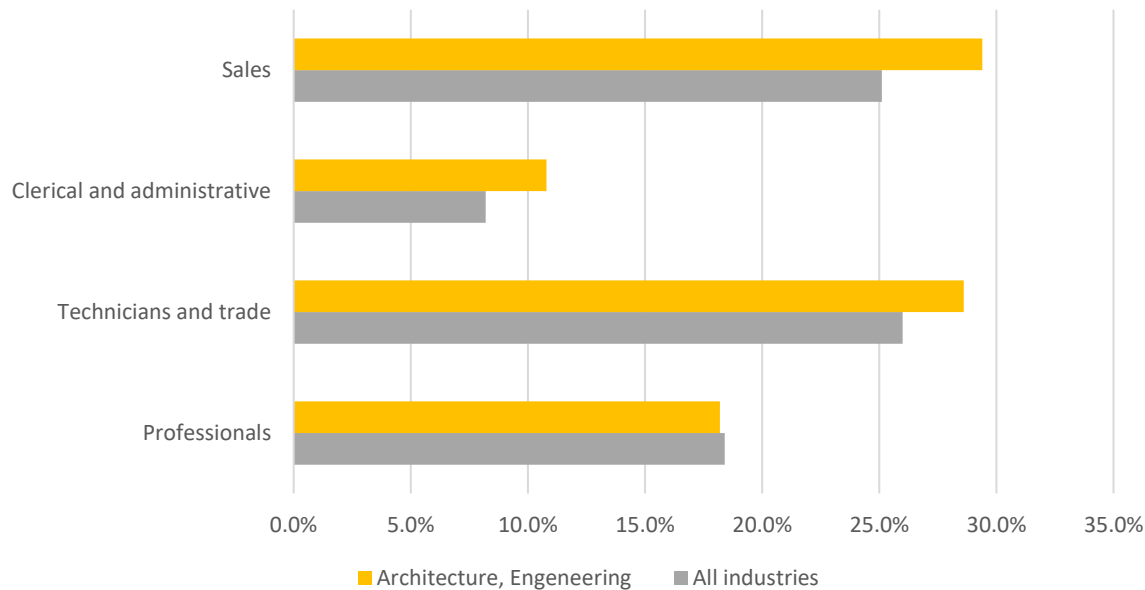
Gender pay gap at management levels:

Architectural, Engineering and Technical Services (full-time, total remuneration - 2018-19)



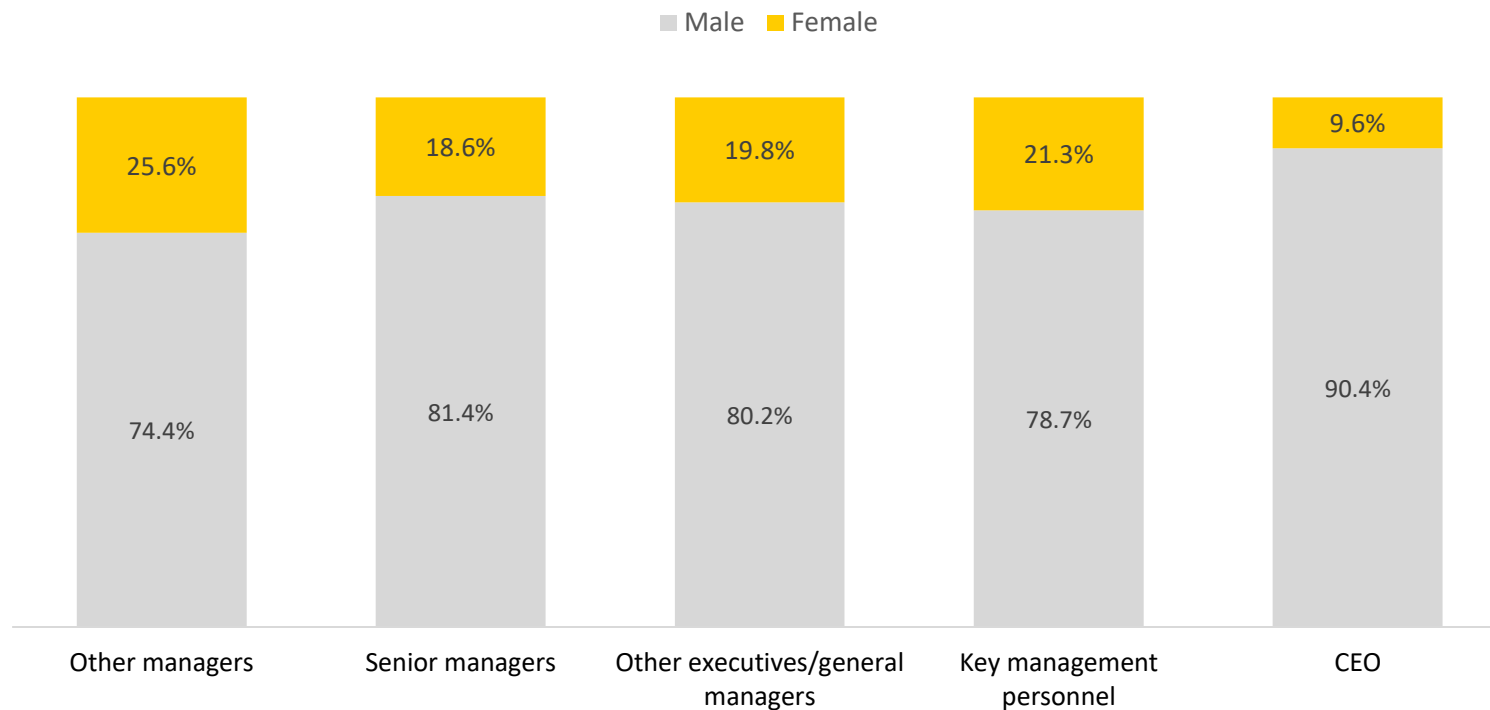
Gender pay gap non-managers:

Architectural, Engineering and Technical Services (full-time, total remuneration - 2018-19)



Gender composition in management:

Architecture, Engineering and Technical Services (2018-19)



What can be done?

Employees

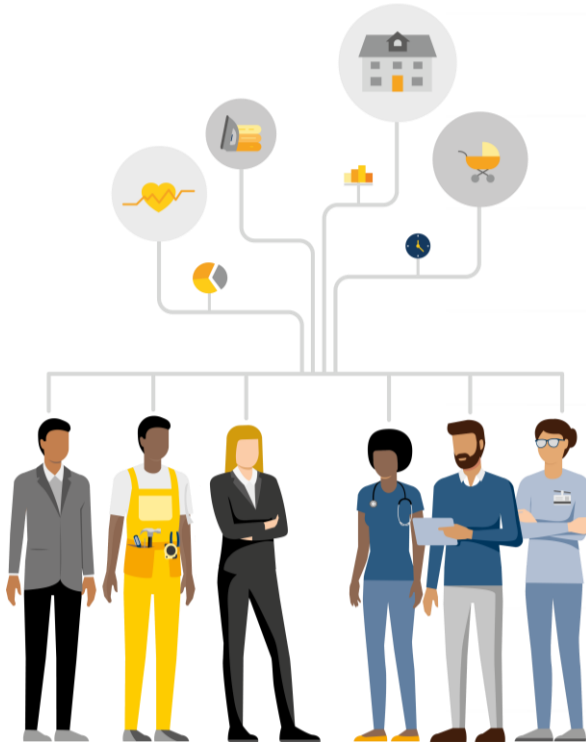
- Check your future employer using WGEA data explorer
- Know the gender pay gap for your industry and role

Employers

- Conduct a pay gap analysis
- Gender equitable recruitment and promotion
- Develop targets, policies and strategies for different GE indicators
- Provide sponsorship opportunities
- Provide flexible work and paid parental leave

Other

- Put gender on the tender



Thank you

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