

THE GENDER WAGE GAP IN AUSTRALIA

WHAT IS THE GENDER GAP?

The gender pay gap is an internationally recognised indicator of women's economic standing relative to men. It measures the difference between the average earnings of women and men in the labour market. The gender pay gap refers to disparities in annual mean or median earnings, weekly earnings, or hourly wage. It is a significant indicator of the relative position of women in the economy.

WHY AUSTRALIA?

Despite being one of the first countries to require gender equality reporting, allow women to vote, work and a pioneer in equal pay for equal work, Australia is losing progress on gender wage equality starting from early 1900s. In May 2022, the gender pay gap for full-time workers in Australia is 14.2%, the Australian Bureau of Statistics (ABS) reports that men earn an average of \$263.90 more each week than women. To receive the same annual pay as males, women must labour an additional 60 days.

THE HISTORY OF GENDER PAY GAP IN AUSTRALIA



WHY THIS HAPPEN?

- Conscious and unconscious discrimination, societal norms and bias in hiring and pay decisions.
- Occupational and industrial segregation. Women are over-represented in lower paid roles and under-represented in higher paid, senior and leadership roles.
- High rates of part-time work for women
- The majority of caregiving responsibilities fall on women and mothers, they will spend more time out of the workforce and perform more unpaid domestic work, which hinders their career opportunities.
- Undervaluation of women's skills.

LOW PURCHASING POWER



AFFECTS THE FINANCIAL INDEPENDENCE

POVERTY



DISPARITIES IN RETIREMENT SAVINGS, WOMEN MAY RETIRE WITH NO SUPERANNUATION

MENTAL HEALTH -STRESS



SIGNIFICANTLY IMPACTS AUSTRALIA'S ECONOMIC PERFORMANCE AND PER CAPITA GDP.

WHAT ARE THE IMPACT?

HOW TO SOLVE GENDER PAY GAP? X

- PUBLISH GENDER PAY GAPS OF INDIVIDUAL ORGANISATIONS OR SUPPORT PAY TRANSPARENCY**
To enable external stakeholders to hold employers accountable for gender equality performance and make it more difficult for companies to pay male workers more than female workers
- INVEST IN AFFORDABLE, HIGH-QUALITY CHILD CARE AND EARLY CHILDHOOD EDUCATION**
To creates long-lasting structures that support both working parents and children, increasing women's ability to keep a job, excel in the workforce, and lower the gender wage gap.
- INCREASE THE SEVERITY OF NONCOMPLIANCE PENALTIES FOR COMPANIES WHO ALLOW WAGE DISCREPANCIES**
Exclude non-compliant firms from government procurement, contracts, and financial aid to reinforce the federal government's commitment to gender equality and to prevent further compliance rate decreases.
- PROVIDE WOMEN WITH PAID FAMILY LEAVE, MATERNITY LEAVE, AND AN INSURANCE SCHEME**
Since women primarily provide family care, they are more likely to quit their occupations. Paid leave or insurance can shorten time away from work, facilitate re-entry into the workforce, and strengthen the economic stability of families, hence reducing the wage gap.

CONCLUSION

DESPITE AUSTRALIA'S EFFORTS, CLOSING THE GENDER PAY GAP INVOLVES MORE THAN ENSURING EQUAL PAY. TO REMOVE THE BARRIERS TO WOMEN'S FULL AND EQUAL PARTICIPATION IN THE WORKFORCE, A SHIFT IN CULTURE IS REQUIRED TO PROMOTE NATIONAL ECONOMIC PROSPERITY