



Equal pay day

65 extra days for women to earn the same as men

Australia's annual Equal Pay Day marks the additional days that, on average, women would be required to work to earn the same as men.

This year Australia's gender pay gap stands at 17.9 per cent making it 65 extra days for women to earn the same as men.

The gap reported by the ABS (Cat. no. 6302.0) is greater still for the Professional, Scientific and Technical Services industry where the gap sits at 24.4 per cent, marginally down on last year's figure of 25.3. For Professionals as an occupation, the gap stands at 23.6 per cent.

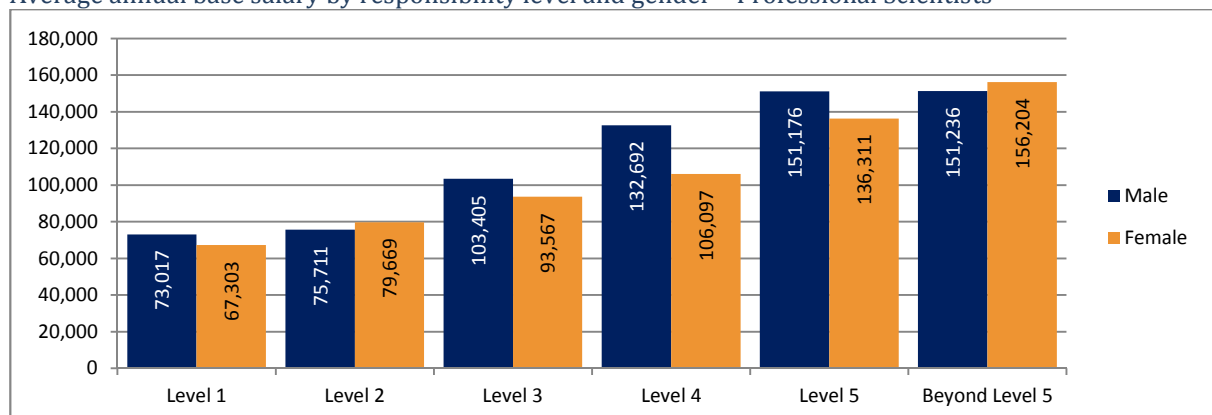
Pay equity was ranked second in importance only to flexible working arrangements/work and life balance in the recent Professionals Australia Women in STEM survey (report coming soon).

Professionals Australia CEO Chris Walton says the figures confirm differences in remuneration found in the Association's recent remuneration surveys in Science, Engineering and ICT.

Professional Scientists

"Our survey of Professional Scientists' salaries found a significant interaction between a professional scientist's gender and responsibility level for both base salary and total package. Males appeared to receive significantly higher remuneration packages during the middle stages of their career than their female counterparts. While the differences were not significant at Levels 1 or 2 or beyond Level 5, women appeared to be disadvantaged at Levels 3, 4 and 5.¹

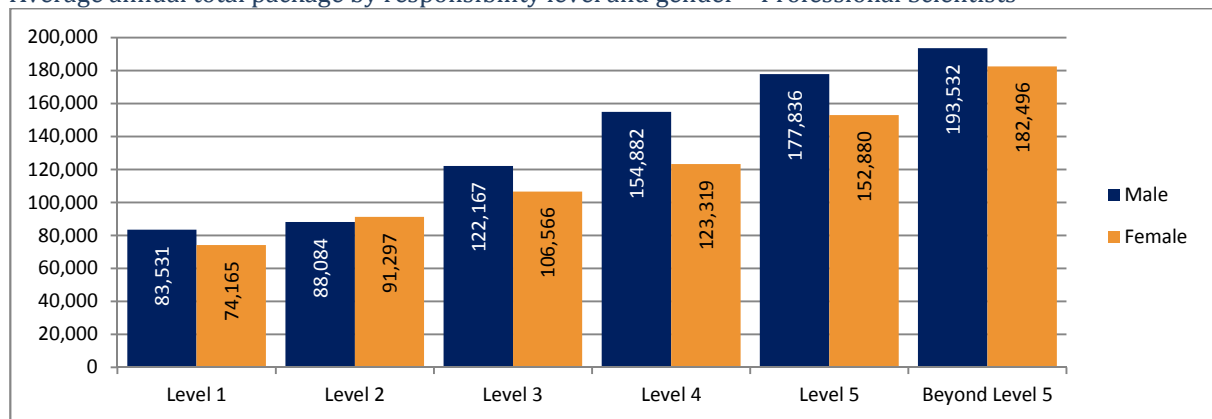
Average annual base salary by responsibility level and gender – Professional Scientists



¹ Definitions for Professional Scientists, Professional Engineers and ICT Professionals are available at <http://www.professionalsaustralia.org.au/financial-edge/salary-survey-reports/>

(Unpublished data, 2015 Professional Scientists Remuneration Survey)

Average annual total package by responsibility level and gender – Professional Scientists

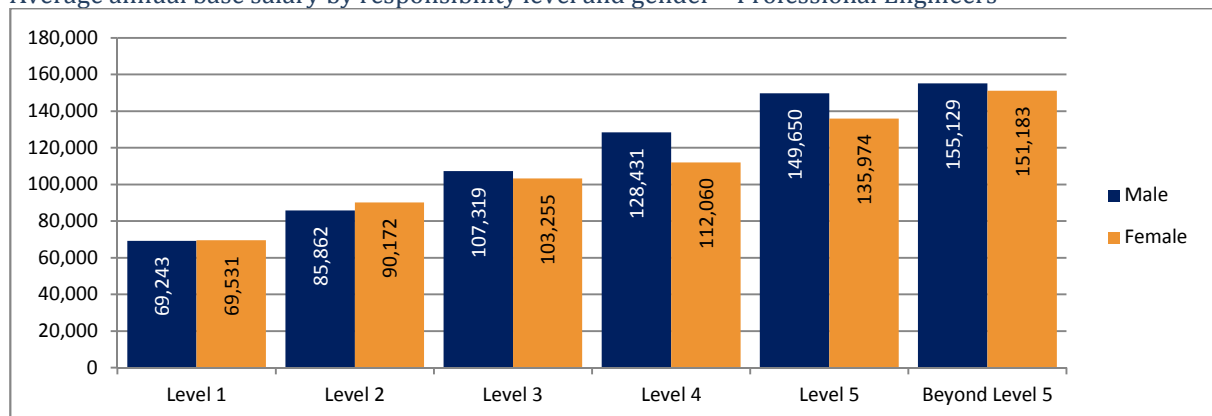


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Professional Engineers

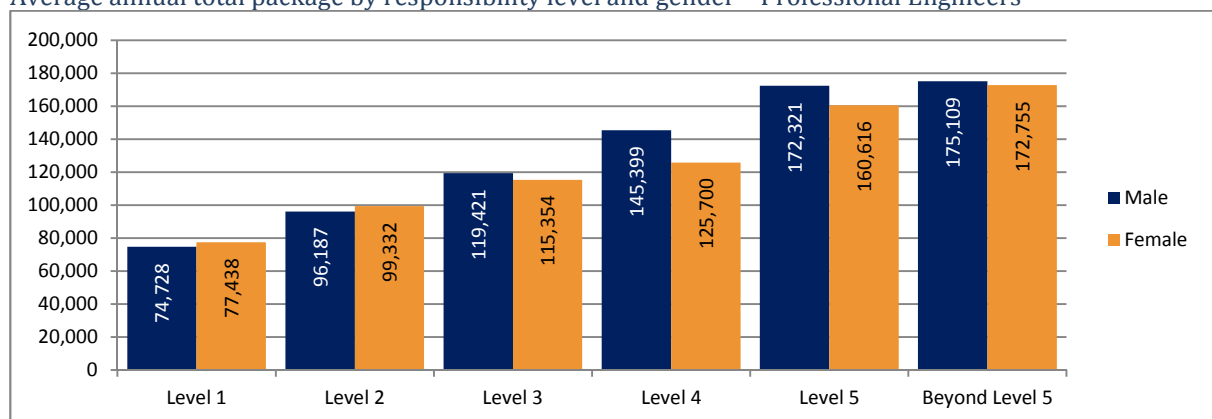
The average income for male respondents reported in the Professional Engineers Remuneration Survey was generally higher for males than for females for levels of responsibility beyond Levels 1 and 2 and at or below Level 5, a pattern similar to that found amongst science professionals.

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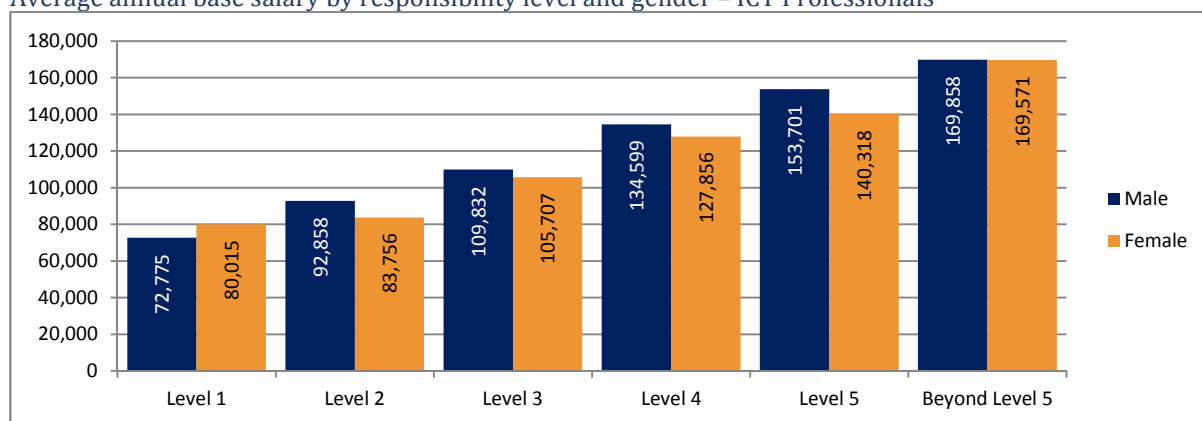


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ICT Professionals

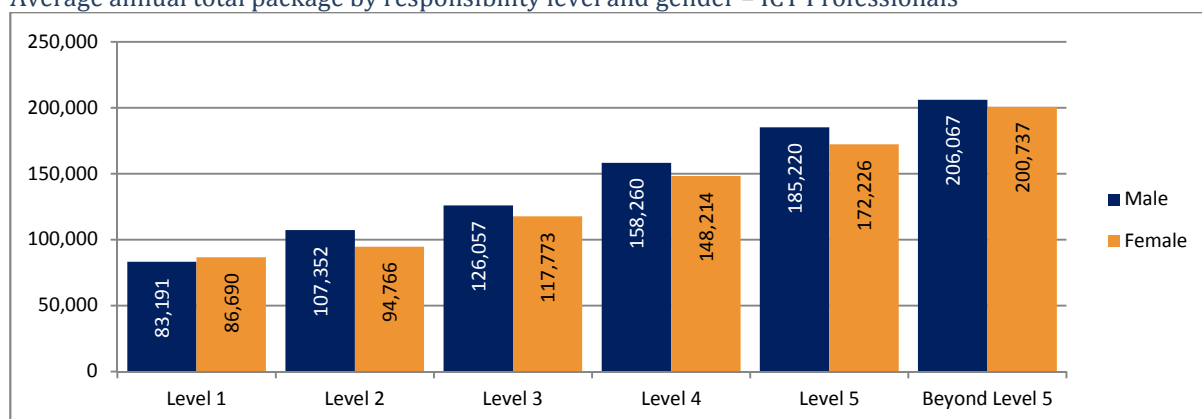
The average income for male respondents reported in the Professionals Australia/Australian Computer Society ICT Professionals Remuneration Survey was generally higher than for females for levels of responsibility beyond Level 1 and at or below Level 5, a pattern similar to that found amongst both science and engineering professionals.

Average annual base salary by responsibility level and gender – ICT Professionals



(Unpublished data, 2015 Professionals Australia/ACS ICT Remuneration Survey)

Average annual total package by responsibility level and gender – ICT Professionals



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The under-representation of women in management and leadership roles also remains a critical issue for professionals. The ABS recently found that 82.7 per cent of CEOs of non-public sector organisations are male, and the latest Workplace Gender Equality Agency figures show that the gender pay gap exists at every level of management across the Agency’s reporting population of over 11,000 employers.

“Addressing these issues is not only a matter of justice and equity,” Mr. Walton said, “but of economic imperative in terms of labour market supply and improving the nation’s bottom line. Boosting the labour force and widening the talent pool from which professional engineers and scientists are drawn is critical to improving the quality, diversity and output of STEM research and our STEM workforce, and in turn ensuring engineering, science, technology and research and development (R&D) remain central to the nation’s innovation and productivity improvement strategy.”

“Put simply, there is no point in education providers, industry and employers working together to advance a national STEM in school education strategy that encourages girls to take STEM-relevant subjects in their senior years of secondary schooling, making efforts to reduce the attrition rate of women in STEM subjects at university level and improve STEM graduate employability - only to have those same graduates leave the workforce in the short term due to a failure to address basic workforce issues including gender differentials in remuneration.”

“We simply must include diversity strategies in our workforce analysis and planning, and see it as the central issue it is to maximising our scientific and technical capability and innovation and productivity potential. Gender equality must be at the centre of the economic reform for Government and policy-makers.”



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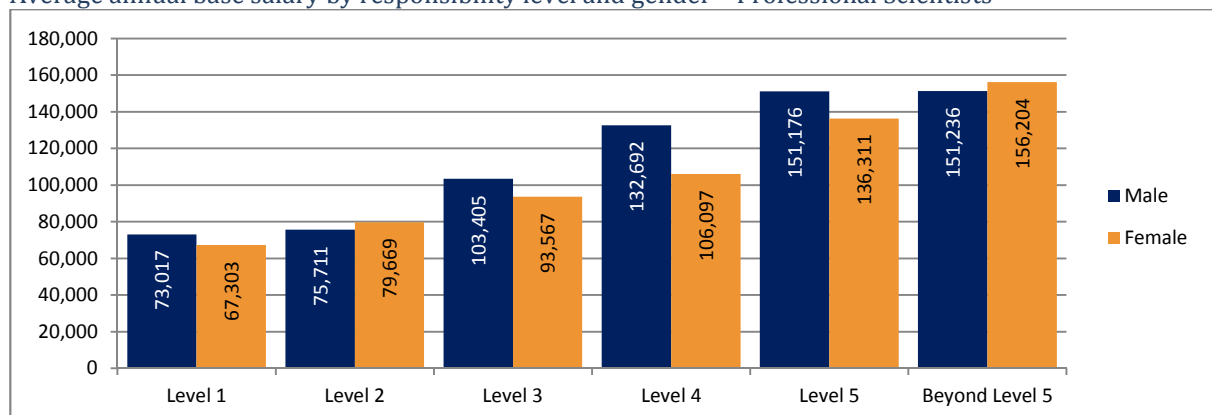
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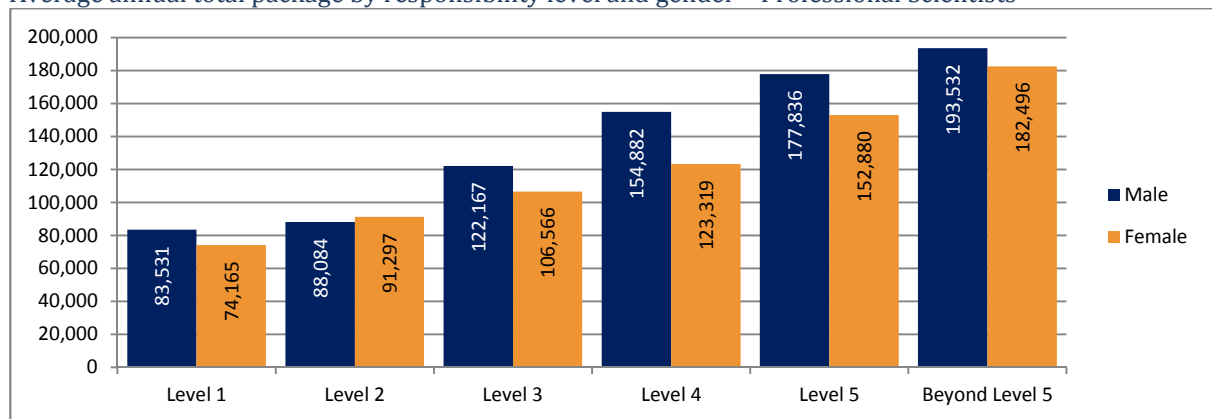
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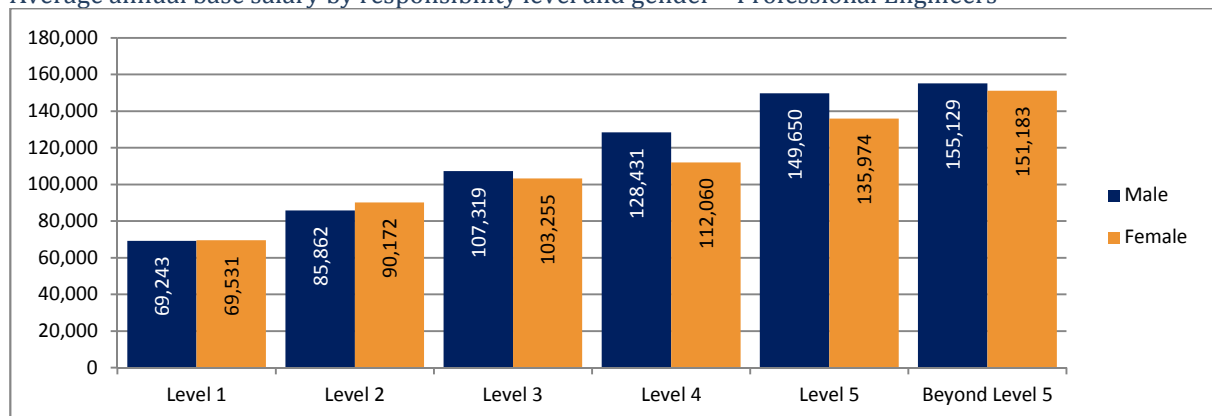


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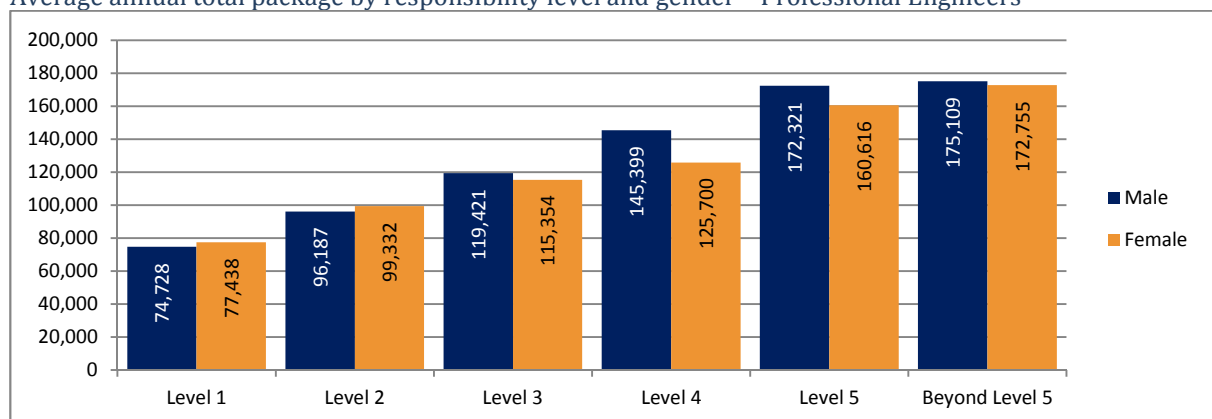
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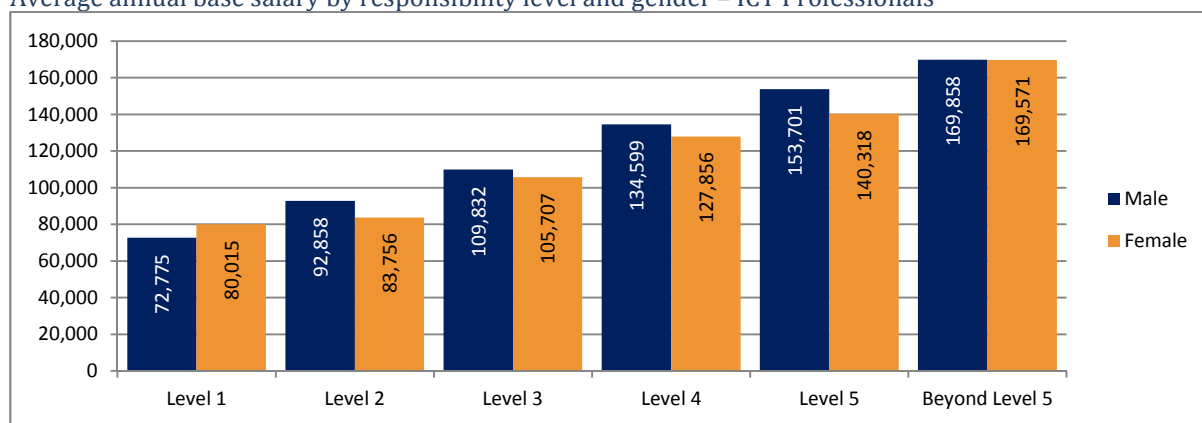


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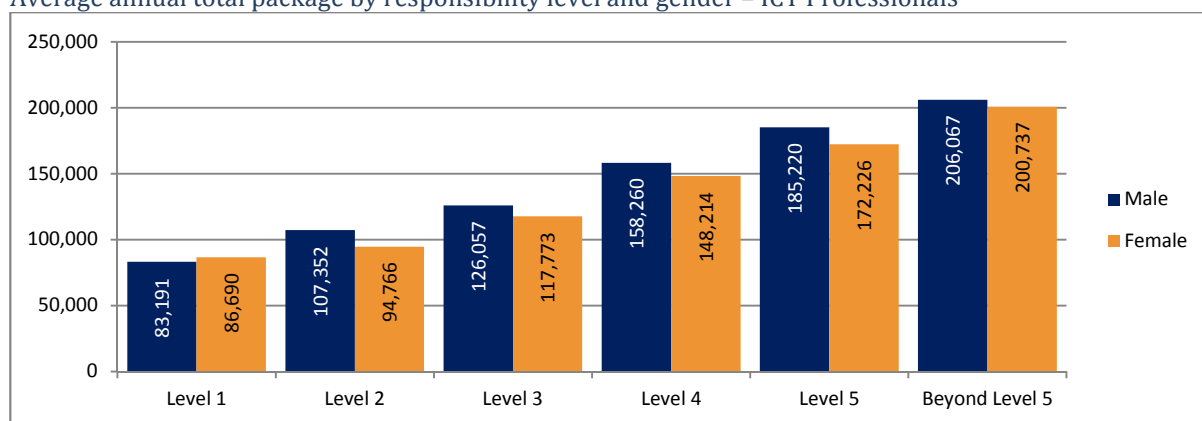
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4 September, 2015