



# The gender pay gap in STEM

The gender pay gap in the STEM workforce arises from vertical and horizontal gender segregation. Occupational or vertical gender segregation can be defined as segregation arising where opportunities for career advancement for a particular gender within an organisation are limited. This kind of segregation occurs where women are under-represented at senior, management and leadership levels, and/or over-represented in less senior, less secure and lower paid roles. Vertical segregation contributes to disadvantage for women including the gender pay gap and reduced retirement earnings.

Industry or horizontal gender segregation is defined as the concentration of men and women in different kinds of industries, sectors, fields/disciplines and/or specialisations or the uneven representation of women in the different areas of education and the workforce. Horizontal segregation occurs where women are over-represented in less secure and lower paying industries, sectors, fields/disciplines and/or specialisations or conversely under-represented in industries, sectors, fields/disciplines or specialisations characterised by higher rates of pay and employment security.



## Engineering gender pay gap

Pay gap -12%



Only 12% of the Engineering workforce is female.



Only 15% of those enrolled in Engineering courses at university are female.



Only 1 in 10 Engineering graduates are female.

There is variation by discipline:

**24%**  
FEMALE  
Chemical engineering

**40%**  
FEMALE  
Environmental engineering

**50%**  
FEMALE  
Biomedical engineering

**29%**  
FEMALE  
Process and resources engineering

**14%**  
FEMALE  
Civil engineering

**14%**  
FEMALE  
Software engineering

**2%**  
FEMALE  
Automotive engineering



## Pharmacy gender pay gap

Pay gap -14%

**62.5%**  
of Registered Pharmacists are female.

Pharmacists are among the lowest paid health professionals in Australia despite the fact that they are required to complete a minimum 5 years of university education.

Females are more likely to be employed at lower classifications. Only 45% of females are employed at the Pharmacist-in-Charge or Pharmacist Manager levels compared with 64% of males.



## IT gender pay gap

Pay gap -19%



Females comprise only 28% of the IT workforce.



Only 16% of IT course enrolments are female.



Females account for only 25% of those with post-secondary qualifications in Australia – only 1 in 4 IT graduates are female.



Female participation is under 10% for most specialised IT occupations.



Female ICT graduates in full-time roles at both the Bachelor and Doctorate levels are less likely than males to earn an income in the highest wage bracket (\$104,000 or over).



## Science gender pay gap

Pay gap

Overall -14%

Life sciences -9%  
enabling sciences -13%

Females remain seriously under-represented in some specific disciplines of science and are not well-represented at the most senior levels in all disciplines.

While females comprise 52% of enrolments in the Natural and physical sciences and 52% of bachelor degree enrolments in Agriculture and environmental science, women are underrepresented in the fields of astronomy, physics and geology.



## STEM gender pay gap

Pay gap -22.6%



Females comprise only 16% of the qualified STEM workforce.



Only 12% of women in STEM fall into the top pay bracket (above \$104,000) compared to 32% of males.



An increase in 4% in the participation rate of women over the next decade would add \$25 billion to the Australian economy.



Female participation is under 10% for most specialised IT occupations.

By industry, STEM females account for:

**12%** Construction

**17%** Mining

**19%** Utilities