

The Gender Pay Gap: What it is, Why and How to Beat it

Rebecca Cassells

Bankwest Curtin Economics Centre

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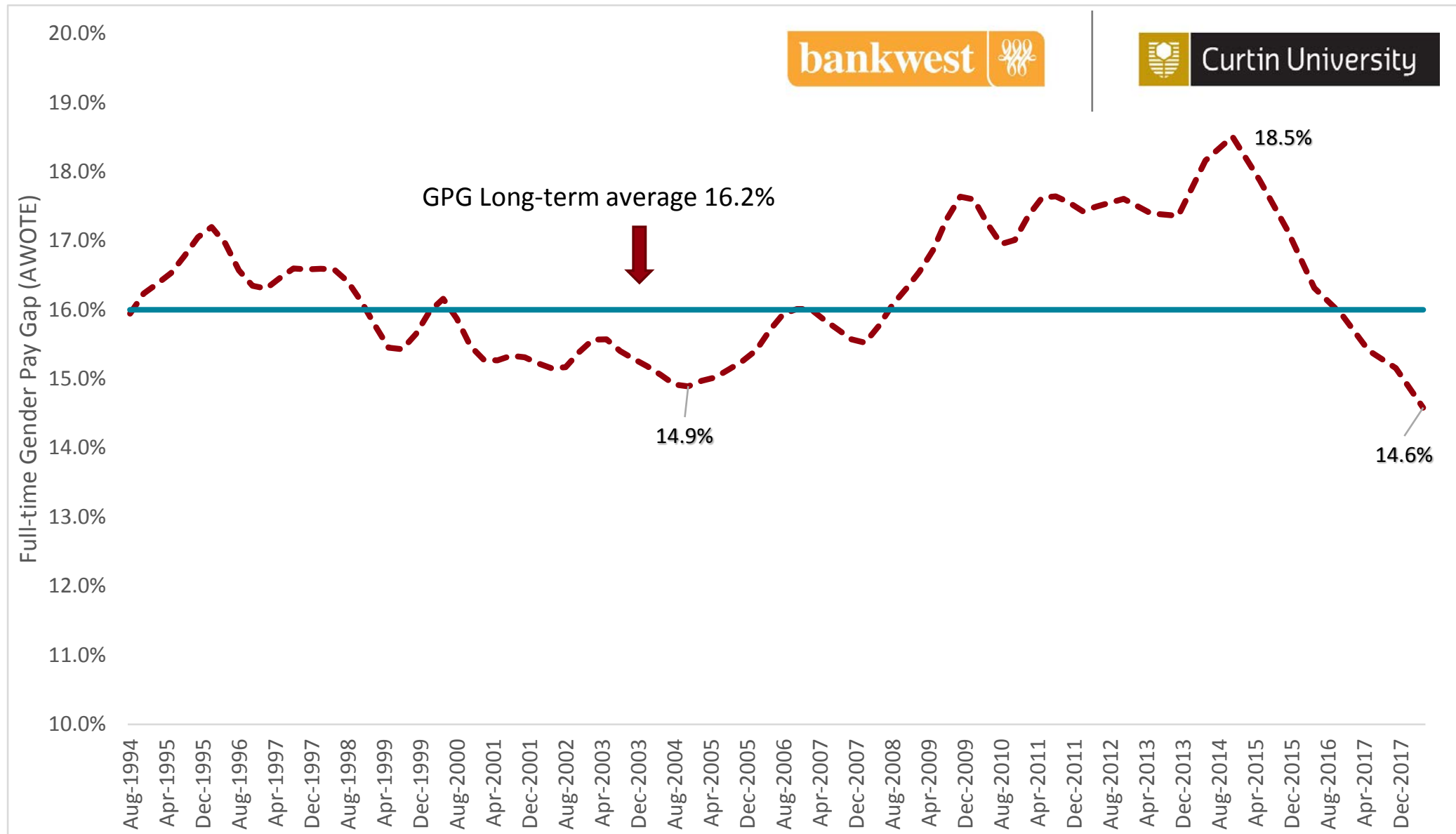


What is the Gender Pay Gap?

- What is the gender pay gap
- What are the causes?
- What are the solutions?

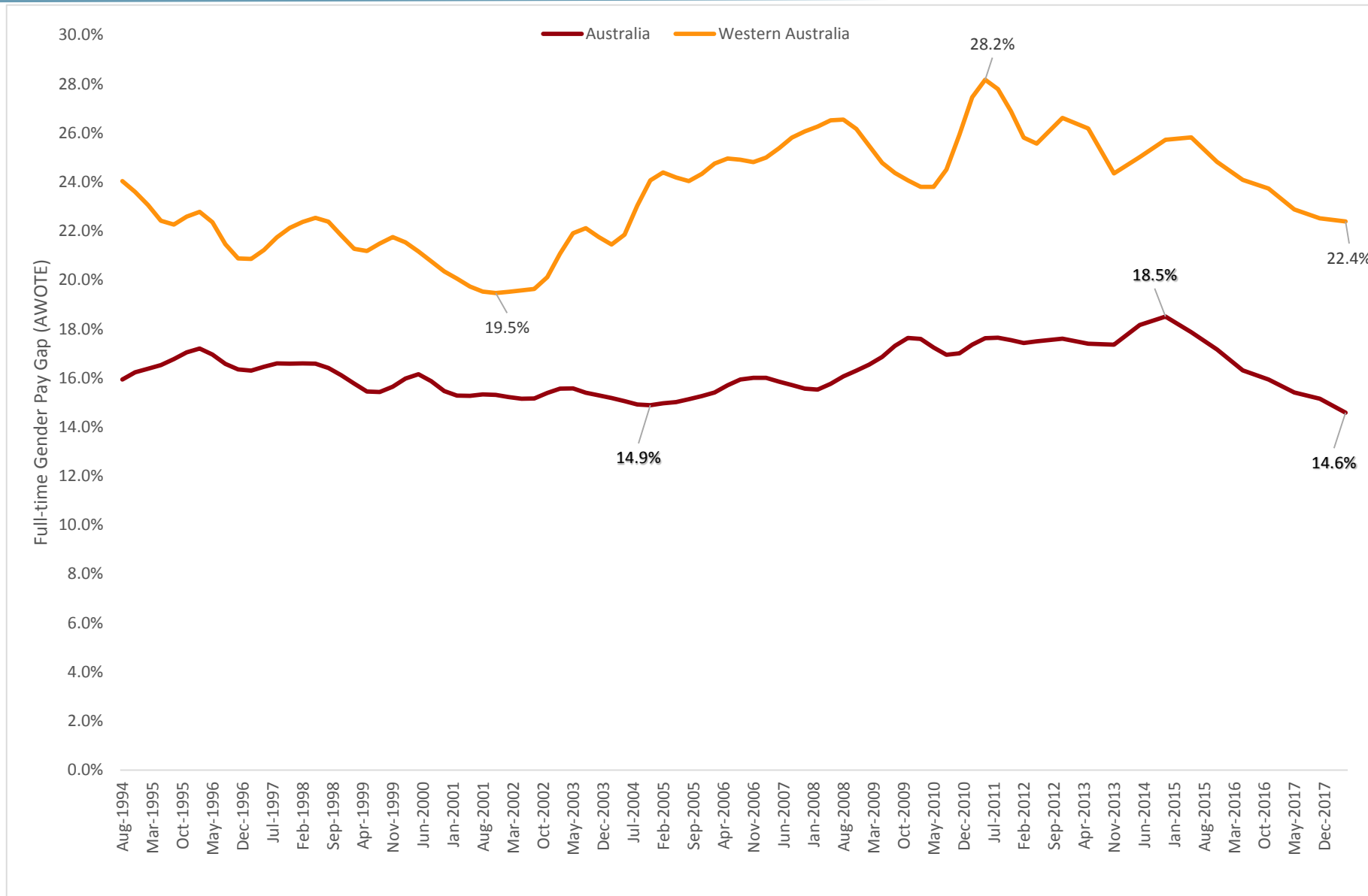
Australia.....

Gender Pay Gap 1994-2018, Full-time, ordinary time workers (AWOTE)



Western Australia.....

Gender Pay Gap 1994-2018, Full-time, ordinary time workers (AWOTE)



Why does it exist? And what can we do about it?

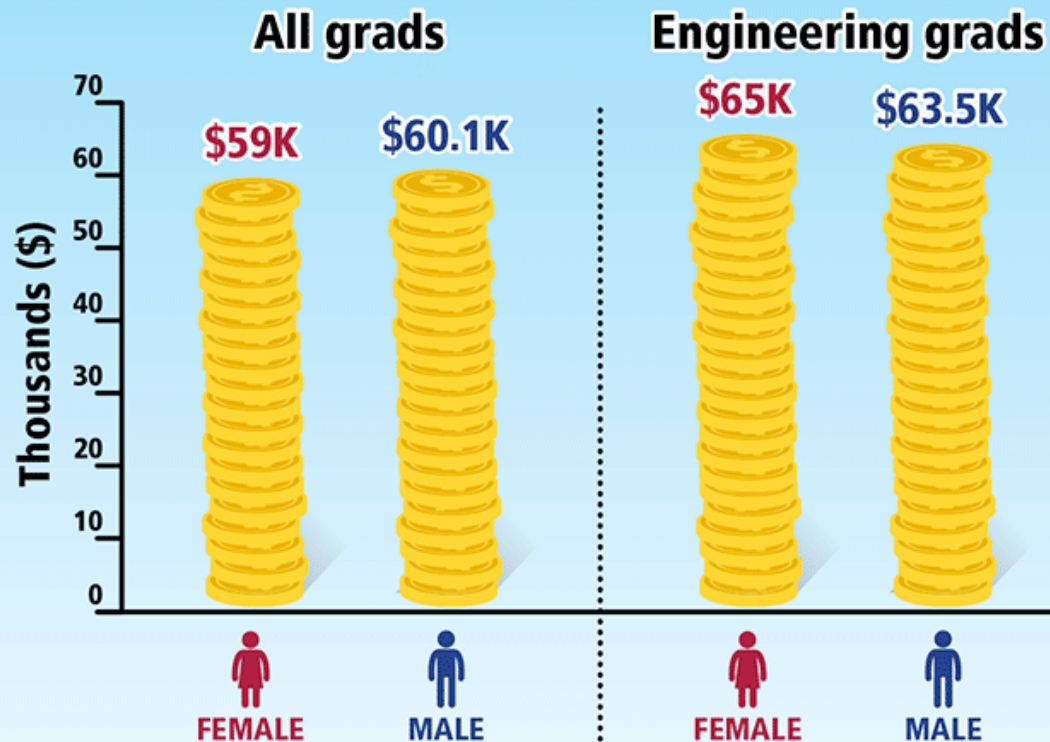
Three Key Points:

1. The gender pay gap can and should be measured a number of ways.
2. The solution - or solutions will depend on the drivers, and will vary depending on which pay gap we are examining.
3. We are all agents and we are all a part of the solution.

Graduate gender pay gap

Women engineering grads now earn more than men

Graduate median starting salaries

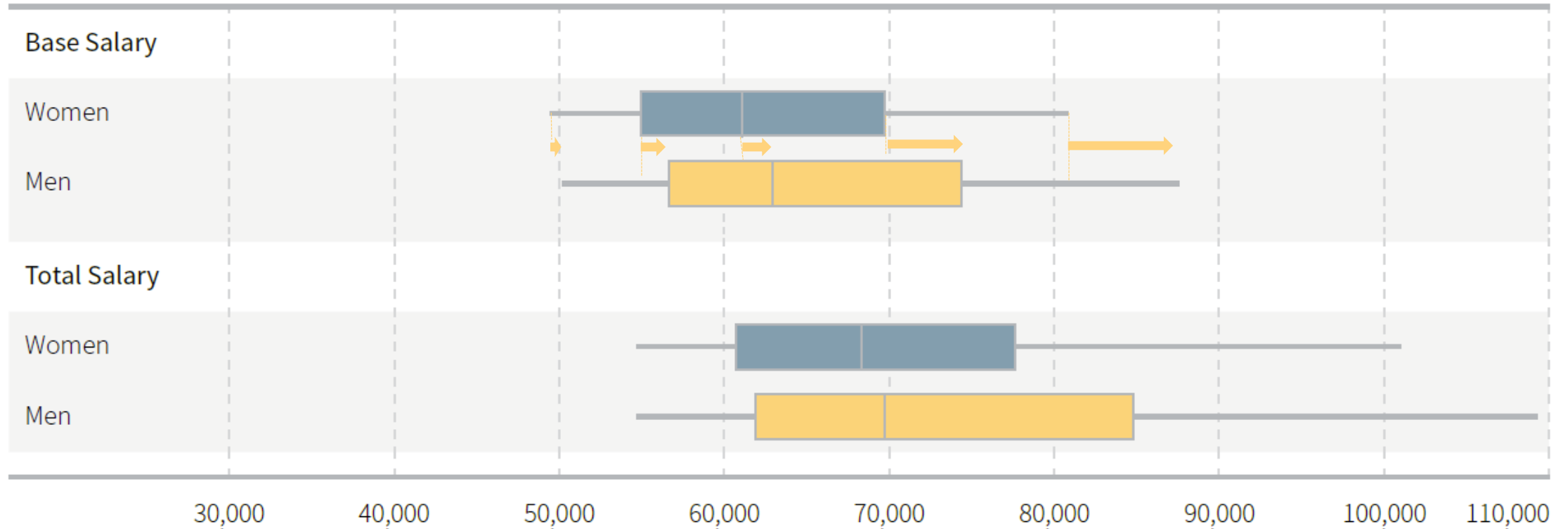


Note: Median starting salary, undergraduates in their first full-time employment
Source: ABS, Gender Indicators, September 2018 (cat. no. 4125.0)

- Female graduates earn less than male graduates overall
- Median starting salaries \$59k - women men - \$60.1k
- **Earn less in 15 out of 19 key industries.**
- Female engineering and related technologies graduates have a higher starting salary than their male counterparts for the first time in 2017: \$65k compared with \$63.5k.

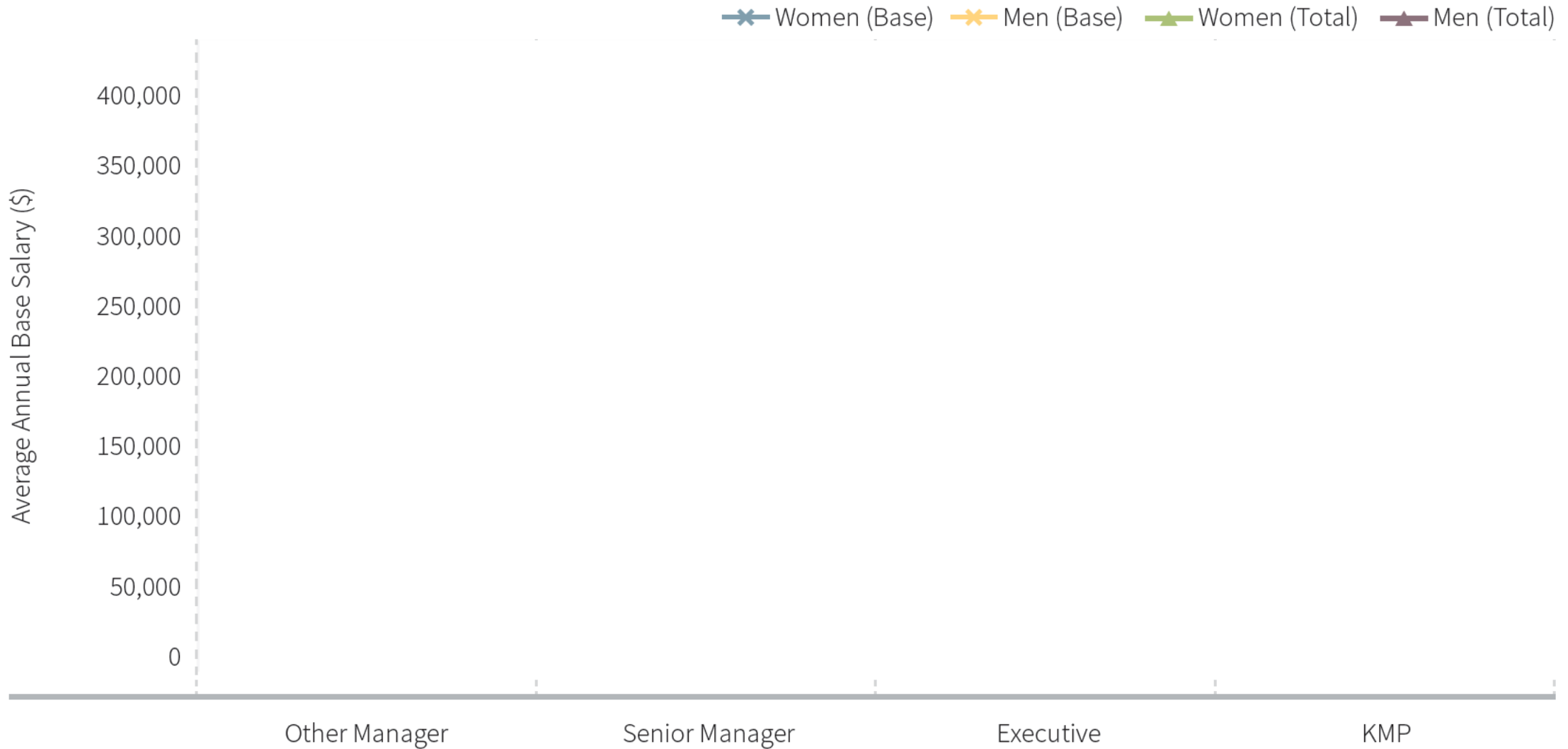
Graduate trainees:

Widening gap at higher levels of remuneration



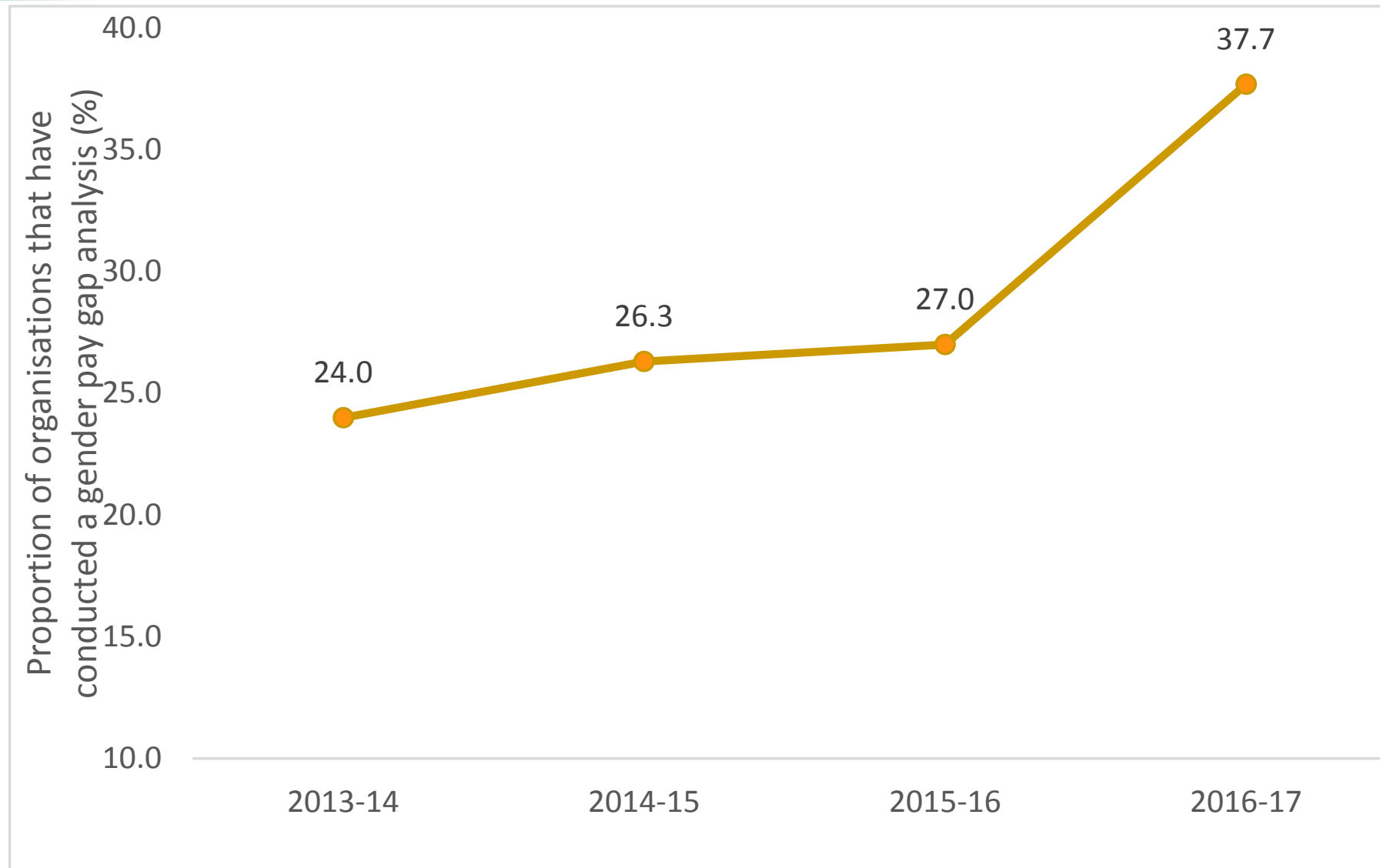
Managers

Average annual salary by management level: **base salary** and **total remuneration**



Organisation-wide.....

Gender Pay Gap 1994-2018, Full-time, ordinary time workers (AWOTE)



Actions and Outcomes

Organisations that completed a pay gap audit and acted on the results saw pay gaps for top tier managers decline by 5pp.

Data source: 2018 BCEC | WGEA Gender Equity Insights.

Audit	Action	Pay gap
✗	✗	↓ 0.22pp
✓	✗	↓ 2.7pp
✓	✓	↓ 5pp

Reporting to senior leaders pays off

Actions to correct gender pay gaps are three times more effective when pay audit results are reported to the Executive or Board.

Data source: 2018 BCEC | WGEA Gender Equity Insights.

▼ **3.3pp decrease**
in organisation-wide
gender pay gaps in
one year



What else can we do?

- Pay Transparency - Accelerate Accountability, Increase Transparency
- Iceland – Certification system that assesses the worth of different jobs, classifies and ranks roles, analyses salary structures within firms.



Charting a course to closing the pay gap:

- **Monitoring and Evaluation:** Pay equity audits, specific actions and accountability are integral.
- Female Leadership: Greater representation of women in senior leadership and on company Boards.
- Biases: Attending to Unconscious and Conscious bias
- **Valuing** the roles of women and men – in society more broadly and in the workplace

Charting a course to closing the pay gap:

- Increase support to combine work and family – for women and men.
- Remove disincentives from tax system.
- Address gender segregation in occupations and industries.