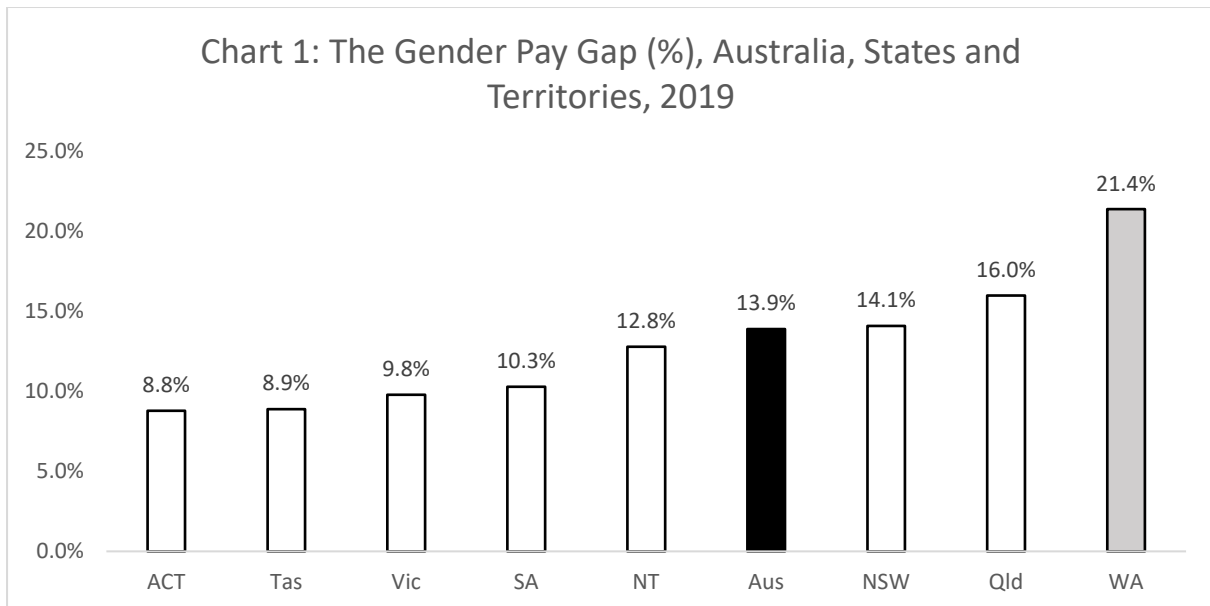


WA Gender Pay Gap Report 2020

In February 2020 the Australian Bureau of Statistics released survey data for November 2019 that provides the basis for analysis of the gender pay gap in Australia as well as at a state level including Western Australia¹. The gender pay gap compares the full-time ordinary earnings of men and women, expressed as a percentage (Chart 1).

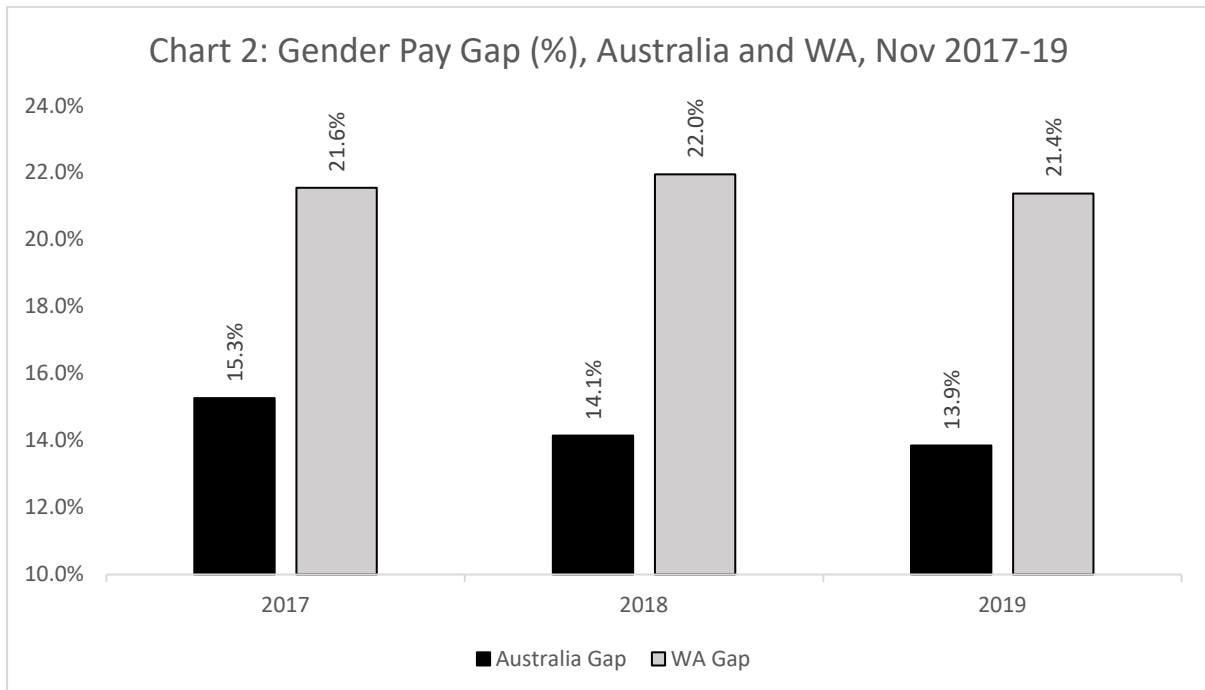


The gender pay gap in WA is the largest in Australia.

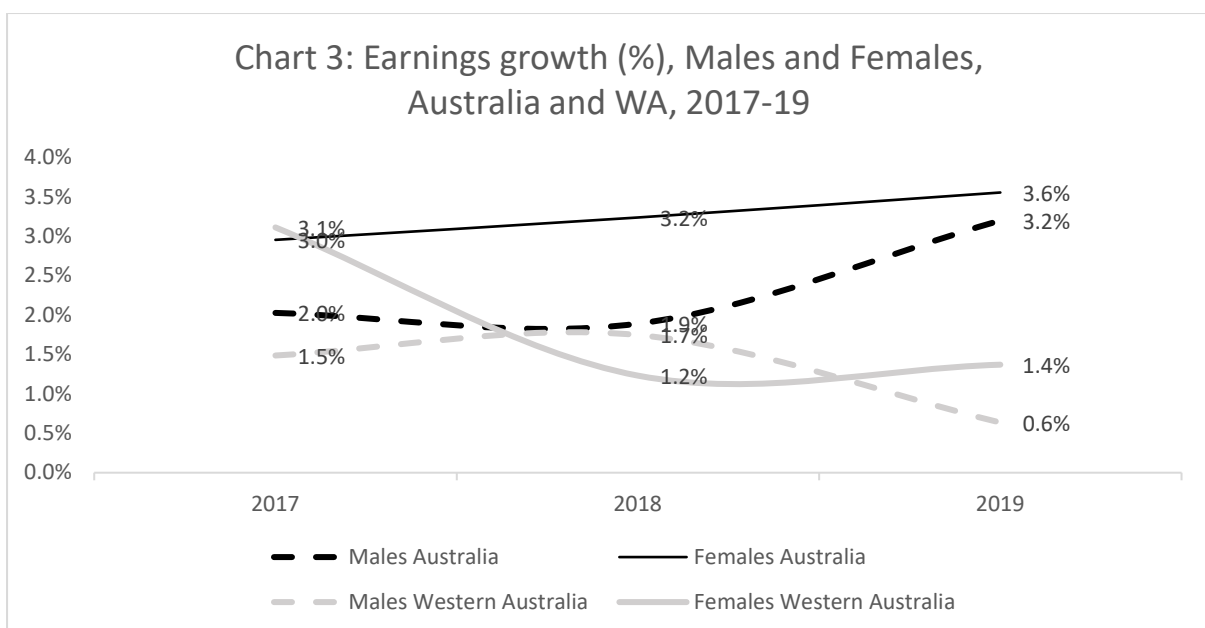
Comparing full time ordinary earnings, women in WA are paid \$412 per week less than men on average.

¹ Australian Bureau of Statistics, 6302.0 - Average Weekly Earnings, Australia, Nov 2019
<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6302.0Nov%202019?OpenDocument>

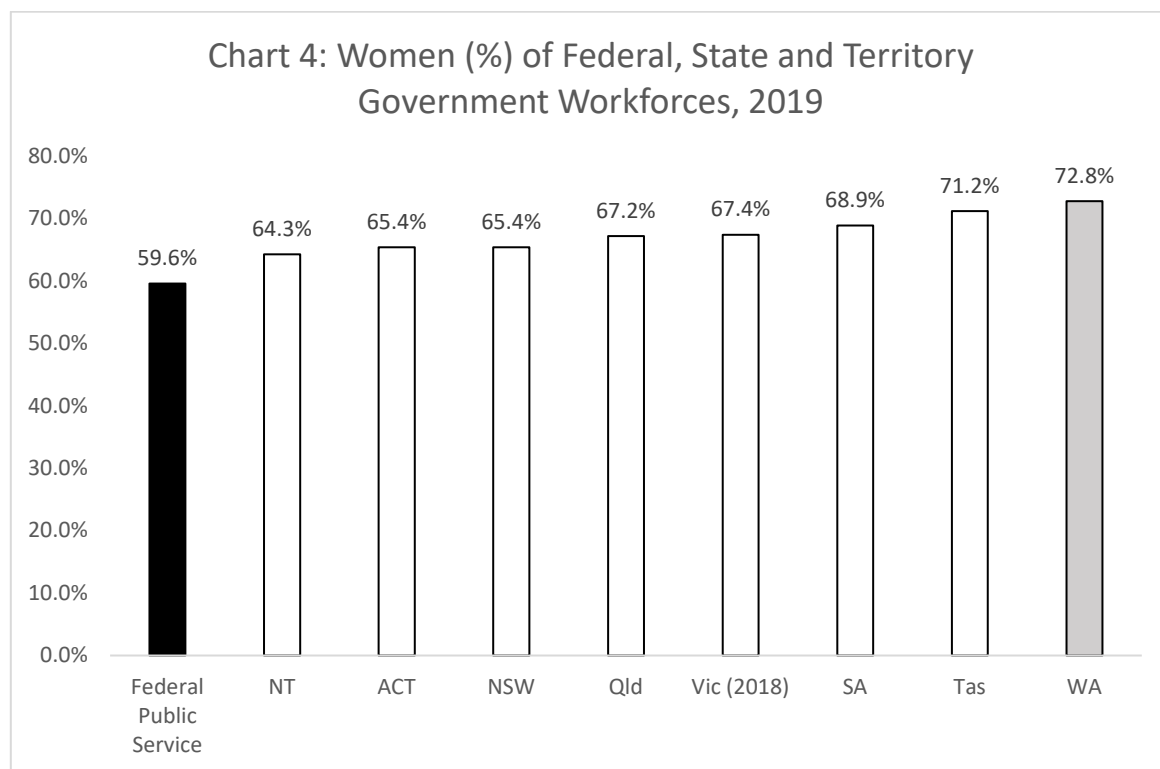
Over the past three years, the national gender pay gap has improved slightly each year: contracting from 15.3% in 2017 to 13.9% in 2019 while there has been no improvement in WA (Chart 2).



Both male and female earnings are growing far more strongly nationally than they are in WA (Chart 3).



Compared with the Federal Government and other State and Territory governments, the WA Government employs the highest percentage of women (Chart 4).



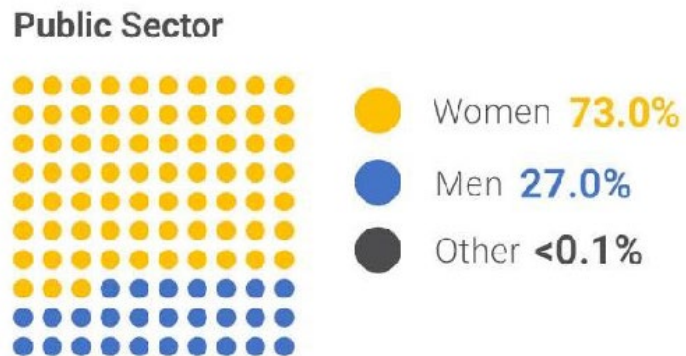
In WA, one in three women are employed in the public sector.

There are 628,000 women employed in WA of which 189,000 work in the public sector. Of those workers, 55% work in the WA state public sector, the remainder in local or federal government employment.²

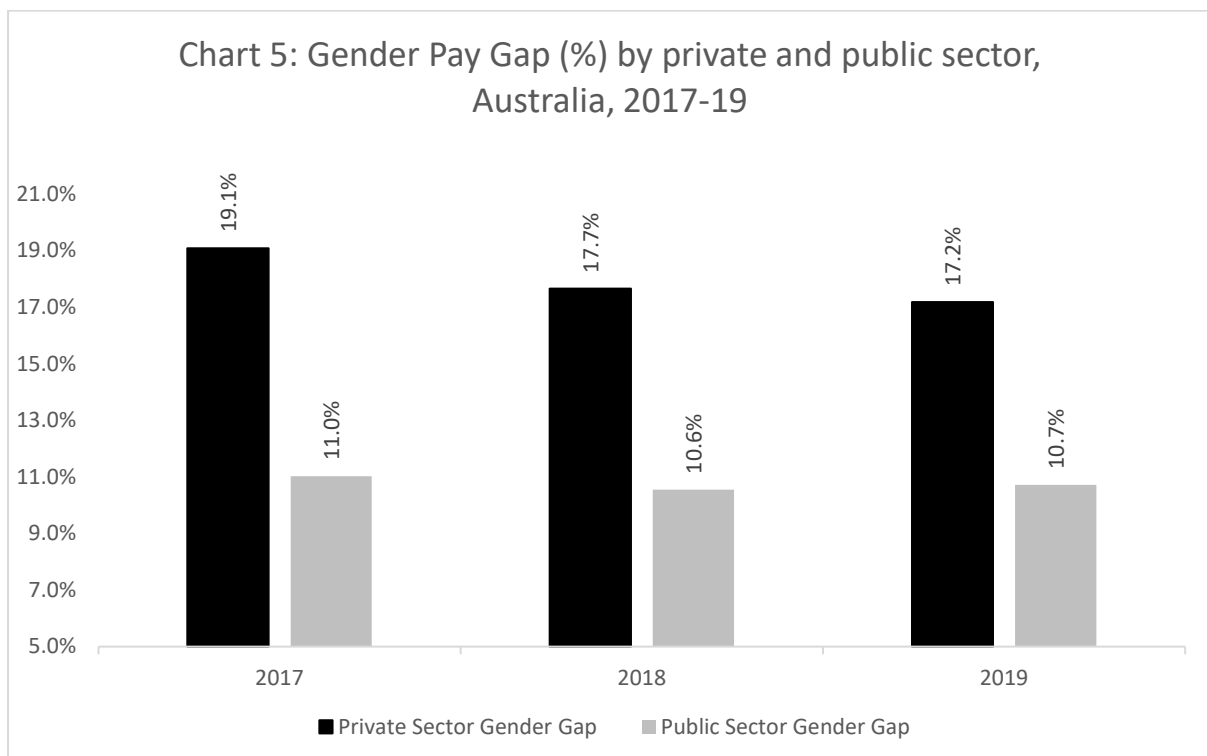
² ABS, 6202.0 - Labour Force, Australia, Jan 2020
<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0Jan%202020?OpenDocument>; ABS, 6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, Nov 2019
<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6291.0.55.003Nov%202019?OpenDocument>

Three of every four WA Government employees are women.

Diagram 1: WA Public sector, women and men employed (%)³

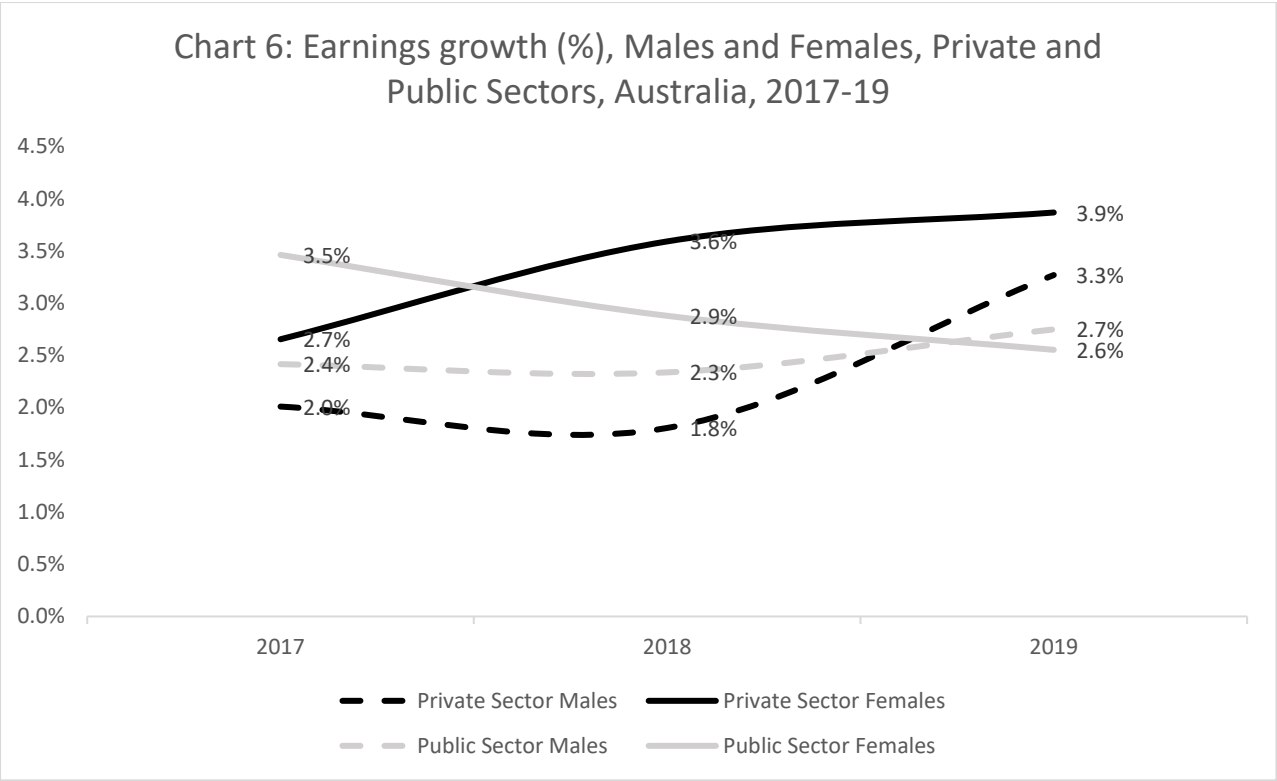


The pay gap in the private sector is far worse than in the public sector, however, only the private sector has been showing improvements over recent years (Chart 5).



³ State of the Western Australian Government Sector Workforce 2018/19: *Annual report*
<https://www.wa.gov.au/government/publications/state-of-the-western-australian-government-sector-workforce-201819>

Over the past three years, among men and women employed in the private and public sectors, women in the public sector have gone from the highest to the lowest earnings growth.



Data Tables

	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Australia	Earnings; Females; Full Time; Adult; Ordinary time earnings ; Australia	Aus Gender Gap %	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Western Australia	Earnings; Females; Full Time; Adult; Total earnings ; Western Australia	WA Gender Gap %
Nov-2011	1420.20	1174.10	17.3%	1666.40	1252.30	24.8%
Nov-2012	1491.80	1230.10	17.5%	1746.70	1298.90	25.6%
Nov-2013	1532.10	1270.50	17.1%	1754.10	1363.00	22.3%
Nov-2014	1587.50	1292.70	18.6%	1826.40	1389.90	23.9%
Nov-2015	1603.60	1327.60	17.2%	1861.90	1429.40	23.2%
Nov-2016	1631.90	1370.30	16.0%	1855.40	1432.50	22.8%
Nov-2017	1665.00	1410.80	15.3%	1883.00	1477.10	21.6%
Nov-2018	1696.50	1456.50	14.1%	1915.90	1495.30	22.0%
Nov-2019	1750.80	1508.30	13.9%	1928.10	1515.80	21.4%

	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Australia	% Change Males Australia	Earnings; Females; Full Time; Adult; Ordinary time earnings ; Australia	% Change Females Australia	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Western Australia	% Change Males Western Australia	Earnings; Females; Full Time; Adult; Total earnings ; Western Australia	% Change Females Western Australia
Nov-2011	1420.20		1174.10		1666.40		1252.30	
Nov-2012	1491.80	5.0%	1230.10	4.8%	1746.70	4.8%	1298.90	3.7%
Nov-2013	1532.10	2.7%	1270.50	3.3%	1754.10	0.4%	1363.00	4.9%
Nov-2014	1587.50	3.6%	1292.70	1.7%	1826.40	4.1%	1389.90	2.0%
Nov-2015	1603.60	1.0%	1327.60	2.7%	1861.90	1.9%	1429.40	2.8%
Nov-2016	1631.90	1.8%	1370.30	3.2%	1855.40	-0.3%	1432.50	0.2%
Nov-2017	1665.00	2.0%	1410.80	3.0%	1883.00	1.5%	1477.10	3.1%
Nov-2018	1696.50	1.9%	1456.50	3.2%	1915.90	1.7%	1495.30	1.2%
Nov-2019	1750.80	3.2%	1508.30	3.6%	1928.10	0.6%	1515.80	1.4%

	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Private sector	Earnings; Females; Full Time; Adult; Ordinary time earnings ; Private sector	Private Sector Gender Gap	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Public sector	Earnings; Females; Full Time; Adult; Ordinary time earnings ; Public sector	Public Sector Gender Gap
Nov-2011	1398.70	1108.60	20.7%	1525.80	1329.20	12.9%
Nov-2012	1471.00	1163.40	20.9%	1595.20	1389.80	12.9%
Nov-2013	1510.00	1205.20	20.2%	1646.90	1432.30	13.0%
Nov-2014	1570.20	1223.30	22.1%	1674.90	1469.00	12.3%
Nov-2015	1579.40	1249.50	20.9%	1725.40	1518.30	12.0%
Nov-2016	1602.10	1288.30	19.6%	1783.80	1571.10	11.9%
Nov-2017	1634.30	1322.50	19.1%	1826.90	1625.50	11.0%
Nov-2018	1663.80	1370.00	17.7%	1869.60	1672.30	10.6%

	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Private sector	Earnings; Females; Full Time; Adult; Ordinary time earnings ; Private sector	Private Sector Gender Gap	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Public sector	Earnings; Females; Full Time; Adult; Ordinary time earnings ; Public sector	Public Sector Gender Gap
Nov-2019	1718.20	1423.00	17.2%	1921.00	1715.00	10.7%

	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Private sector	% Change Males Private Sector	Earnings; Females; Full Time; Adult; Ordinary time earnings ; Private sector	% Change Females Private Sector	Earnings; Males; Full Time; Adult; Ordinary time earnings ; Public sector	% Change Males Public Sector	Earnings; Females; Full Time; Adult; Ordinary time earnings ; Public sector	% Change Females Public Sector
Nov-2011	1398.70		1108.60		1525.80		1329.20	
Nov-2012	1471.00	5.2%	1163.40	4.9%	1595.20	4.5%	1389.80	4.6%
Nov-2013	1510.00	2.7%	1205.20	3.6%	1646.90	3.2%	1432.30	3.1%
Nov-2014	1570.20	4.0%	1223.30	1.5%	1674.90	1.7%	1469.00	2.6%
Nov-2015	1579.40	0.6%	1249.50	2.1%	1725.40	3.0%	1518.30	3.4%
Nov-2016	1602.10	1.4%	1288.30	3.1%	1783.80	3.4%	1571.10	3.5%
Nov-2017	1634.30	2.0%	1322.50	2.7%	1826.90	2.4%	1625.50	3.5%
Nov-2018	1663.80	1.8%	1370.00	3.6%	1869.60	2.3%	1672.30	2.9%
Nov-2019	1718.20	3.3%	1423.00	3.9%	1921.00	2.7%	1715.00	2.6%

Sources

Australian Bureau of Statistics, *6302.0 - Average Weekly Earnings, Australia, Nov 2019*

- TABLE 3. Average Weekly Earnings, Australia (Dollars) – Original
- TABLE 6. Average Weekly Earnings, Private Sector - Australia (Dollars) – Original
- TABLE 9. Average Weekly Earnings, Public Sector - Australia (Dollars) – Original
- TABLE 13E. Average Weekly Earnings, Western Australia (Dollars) – Original

<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6302.0Nov%202019?OpenDocument>

ABS, *6202.0 - Labour Force, Australia, Jan 2020*

- Table 8. Labour force status by Sex, Western Australia - Trend, Seasonally adjusted and Original

<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6202.0Jan%202020?OpenDocument>

ABS, *6291.0.55.003 - Labour Force, Australia, Detailed, Quarterly, Nov 2019*

- Table 26a. Employed persons by State, Territory and Sector (public/private) of main job

<https://www.abs.gov.au/AUSSTATS/abs@.nsf/DetailsPage/6291.0.55.003Nov%202019?OpenDocument>

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State of the Western Australian Government Sector Workforce 2018/19

<https://www.wa.gov.au/government/publications/state-of-the-western-australian-government-sector-workforce-201819>