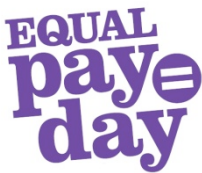


WOMEN STILL IN THE RED WITH GENDER PAY GAP



Equal Pay Day falls on Saturday 4 September 2010. This day illustrates the 66 extra days women have to work after the end of the financial year to earn the same as men, because Australian women, on average, still earn 18% less than men (based on ABS, May 2010). Equal Pay Day is 3 days further into the year than last year so the gender pay gap is getting worse!

"Equal pay" addresses situations in which men and women do the same work, and now must receive the same pay. In Australia this principle was legally established in 1969.

"Pay equity" is equal pay for work of equal or comparable value, and is less well understood. Pay equity also assesses disparity in conditions based on the undervaluation of, or discriminatory practices within, female employment.

Pay equity requires employers to pay female jobs at least the same as male jobs if they are of comparable value. In reassessing the value placed on jobs stereotyped toward a particular gender, a fairer assessment of value is based on the levels of skill, effort, responsibility and working conditions involved in doing the work.

Here are the facts:

- Australian women will have to work an extra 66 days than men to earn the same amount.
- Women working full-time, year-round in Australia are paid only about 82 cents for every dollar earned by men.
- The 18% gender pay gap is a national average that opens up to over 29.3% in some industry sectors.
- The 2009 pay gap of 17% was estimated to cost the Australian economy \$93 billion. That cost just got higher.
- Lower wages mean less lifetime earnings for women giving them a lifetime of fewer choices.
- Some women in CEO and finance positions earn less than half of their male equivalents.
- The pay gap is higher in the private sector (21.7%) than in the public sector (12.1%).
- The average superannuation payout to a woman is projected to be \$150,000, that's half of the average payout to a man in 2010-11.
- Pay inequity reveals systemic discrimination and continued under-valuation of women's work.
- Equal pay for women raises family income which means more money to spend on food, housing and child care.
- Single mothers and working families lose thousands of dollars annually to the wage gap.
- A NATSEM report (March 2010) shows that simply being a woman accounts for 60% of the difference between men's and women's earnings.
- If things don't change, the average Australian woman will earn almost \$1 million less over her lifetime than the average Australian man

For more information go to www.equalpayday.com.au

To find out why this is an issue for teachers, go to www.aeufederal.org.au/Women/CampPE.html

Help raise awareness of the gender pay gap by doing one or more of the following:

- \$ Wear red and decorate your staff room in red on Friday 3 September
- \$ Hold an 'unhappy hour' after work on Friday 3 September
- \$ Have an Equal Pay Day breakfast, morning tea or afternoon tea at work
- \$ Organise a brunch with colleagues and/or friends on Saturday 4 September
- \$ Hold a Pay Equity Quiz (using the links on this page for information) and give out red-themed prizes
- \$ Distribute these facts to all your colleagues, friends and family

For a range of resources go to the Equal Pay Day webpage:

www.eowa.gov.au/Pay_Equity/Equal_Pay_Day.asp