

Submission Number: 58.1

Date Received: 24/10/08

HoR Inquiry

Pay equity and issues associated with women's labour force participation

What data is available on the gender wage gap and on pay differences between departments within the APS?

There are three regular APS surveys:

APS Remuneration Survey conducted annually for DEEWR by Mercer Consulting.

The Mercer survey provides an overview of SES and Non SES remuneration trends across the APS, State agencies and the wider market. The survey does not produce any gender specific data.

The Commonwealth Remuneration Guide conducted annually by HBA consulting.

HBA's Remuneration Guide provides information on salary rates delivered through certified and collective agreements across Commonwealth agencies. The survey does not produce any gender specific data.

State of the Service reports produced by the APSC.

Data is available by gender but the survey is attitudinal and does not cover remuneration.

In addition, we are aware of a paper by the Community and Public Sector Union, based on its own data, entitled "Far from Equal" which was released in August 2008.

http://www.cpsu.org.au/multiversions/8549/FileName/CPSU_Report_APS_Wages.pdf

The report is based on an analysis of pay rates contained in current Certified Agreements of APS agencies. The point in time analysis is from 30 June 2008.

The report found significant variations between the highest and the lowest paying agency at each APS Grade.

The report also found that "small agencies with a high proportion of female employees are more likely to be at the bottom of the pay pile".

Information provided by DEEWR
October 2008