



Employers unaware of gender pay gap

“The majority of employers and even of employer representatives were unaware that Western Australian women were still paid a great deal less (25% less) than Western Australian men” is one of the key points made by Dr Christine Short in her submission to the House of Representatives Employment and Workplace Relations Committee’s inquiry into pay equity and associated issues related to increasing female participation in the workforce.

Dr Short, who wrote her thesis *Why and How Does Gender Wage Inequality Persist (2007)* also recommends in her submission that large companies should be “...required by legislation to conduct pay equity audits – not just of wages but also promotional opportunities, training provided and recruitment results”.

Committee Chair, Ms Sharryn Jackson said, “Evidence provided to the Committee from a number of witnesses has highlighted the benefits of pay equity audits in not only addressing pay inequity, but can also provide an employer with valuable information about their organisation”.

Dr Short will provide evidence via teleconference before the House Employment and Workplace Relations Committee in Committee Room 1R3 Parliament House Canberra on Thursday 19 March from 11.15 am to discuss this and other issues relevant to pay equity and women’s participation in the workforce.

Discussions should also cover other factors that may impact disproportionately on women’s employment options and conditions and the need for further legislative reform to address pay equity in Australia.

The Committee will continue to welcome submissions to the inquiry.

Further details on the inquiry, including the terms of reference, background documents, membership of the Committee and advice on making submissions can be obtained on the Committee’s website at <http://www.aph.gov.au/ewr>, by contacting the committee secretariat on (02) 6277 4162 or emailing ewr.reps@aph.gov.au. This hearing will be webcast live (audio only) on: <http://webcast.aph.gov.au/livebroadcasting/>

For media comment, please contact the Committee Chair, Sharryn Jackson, on (02) 6277 4044
For background information, contact the Committee Secretary, on (02) 6277 4162