

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Supplementary Budget Estimates 2015 - 2016

**Agency - Workplace Gender Equality Agency**

**Department of Employment Question No. EMSQ15-000298**

**Senator Waters asked on 22 October 2015 on proof Hansard page 42**

#### **Question**

#### **WGEA - Pay gap**

Senator WATERS: We know that the pay gap is worse when there is that individual negotiation as opposed to, for example, an award rate in the public sector. Is there any evidence that that secrecy is worsening the problem?

Ms Beattie: I would have to take that on notice. I do not have any particular evidence to put to that.

#### **Answer**

Data from the Australian Bureau of Statistics (ABS) Average Weekly Earnings Survey shows a considerably lower gender pay gap in the public sector (12.2 per cent) than the private sector (21.3 per cent)<sup>1</sup>. As outlined in WGEA's Gender Pay Gap Statistics fact sheet ([www.wgea.gov.au/sites/default/files/Gender\\_Pay\\_Gap\\_Factsheet.pdf](http://www.wgea.gov.au/sites/default/files/Gender_Pay_Gap_Factsheet.pdf)), this could be due to a number of factors.

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<sup>1</sup> ABS (2015), *Average Weekly Earnings, May 2015*, cat. no. 6302.0, viewed 13 August 2015, <http://www.abs.gov.au/ausstats/abs@.nsf/mf/6302.0> Note: Data is based on Full-Time Adult Average Weekly Ordinary Time Earnings, and based on May as the reference period