

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION
LEGISLATION COMMITTEE**

**2006-2007 ADDITIONAL SENATE ESTIMATES HEARING
15 FEBRUARY 2007
EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

QUESTIONS ON NOTICE

Outcome 2: Higher productivity, higher pay workplace

Output Group 2.1: Workplace relations policy and analysis

Output 2.1.1: Workplace relations policy advice

Question Number: W1227-07

Question:

Senator Wong asked in writing:

Real wages and gender pay gap With regards to W792-07 on gender pay inequality, please provide the calculations/equations used to arrive at these statistics.

Answer:

Refer to the letters accompanying the table over the page.

Step 1: Calculate male average hourly earnings (C) with the following equation:

$$C = A / B$$

Step 2: Calculate female average hourly earnings (F) with the following equation:

$$F = D / E$$

Step 3: Calculate the gender earnings ratio for adult full-time hourly earnings (G) with the following equation:

$$G = (F / C) * 100$$

Estimated cost: Based on the FOI calculator it has taken approximately 2 hours and 35 minutes at an estimated cost of \$49 to prepare this answer.

	MALE			FEMALE			
	Full-time Adult Average Weekly Earnings (original) (\$)	Average weekly hours worked by full-time employees in non-agricultural industries aged 20 years and over (original) (hours)	Average hourly earnings (\$/hour)	Full-time Adult Average Weekly Earnings (original) (\$)	Average weekly hours worked by full-time employees in non-agricultural industries aged 20 years and over (original) (hours)	Average hourly earnings (\$/hour)	Gender earnings ratio for adult full-time hourly earnings (%)
	(A)	(B)	(C)	(D)	(E)	(F)	(G)
May-96	\$774.20	42.7	\$18.13	\$607.90	38.9	\$15.64	86.2%
May-97	\$795.80	42.7	\$18.64	\$634.80	38.6	\$16.46	88.3%
May-98	\$829.90	42.6	\$19.49	\$660.60	38.6	\$17.10	87.7%
May-99	\$853.40	43.1	\$19.82	\$683.50	38.9	\$17.58	88.7%
May-00	\$884.90	43.1	\$20.53	\$714.50	39.0	\$18.32	89.2%
May-01	\$923.40	43.0	\$21.49	\$750.60	39.0	\$19.26	89.6%
May-02	\$972.10	42.7	\$22.76	\$787.80	38.7	\$20.35	89.4%
May-03	\$1,033.80	42.6	\$24.29	\$834.00	38.7	\$21.54	88.6%
May-04	\$1,065.30	42.5	\$25.05	\$866.30	38.4	\$22.53	89.9%
May-05	\$1,136.90	42.8	\$26.56	\$917.50	38.7	\$23.71	89.3%
May-06	\$1,165.20	42.8	\$27.22	\$948.10	38.8	\$24.44	89.8%

Sources:

(a) ABS *Average Weekly Earnings* (Cat. No. 6302.0), November 2006, original data.

(b) ABS *Labour Force, Australia – Detailed Electronic Release* (Cat. No. 6291.0.55.001), original data.

Note: Columns (C), (F) and (G) are calculations made by the Department. These calculations are subject to rounding.