Australian Government

Equal Opportunity for Women in the Workplace Agency

pay equity statistics

August 2008

earnings by sector

Average weekly earnings	*Full-time adult ordinary time earnings*			*Full-time adult total earnings*			*Total earnings*		
Industry	**Women**	**Men**	**Pay gap**	**Women**	**Men**	**Pay gap**	**Women**	**Men**	**Pay gap**
Mining	1515	1913	20.8	1524.7	1984.8	23.2	1392	1961.5	29.0
Manufacturing	961.1	1085.3	11.4	993.5	1193.4	16.8	826.6	1129.2	26.8
Electricity, Gas & Water Supply	1170.6	1378	15.1	1191.1	1530.2	22.2	1082	1487.6	27.2
Construction	930.8	1104.7	15.7	955.2	1210.5	21.1	704.3	1104.3	36.2
Wholesale Trade	964.2	1078	10.6	978.5	1130.0	13.4	800.7	1051.3	23.8
Retail Trade	801.9	914.7	12.3	821.5	953.7	13.9	443	662.9	33.2
Accommodation, Cafes & Restaurants	780.4	849.1	8.1	800.5	869.5	7.9	427	574.9	25.7
Transport & Storage	927.4	1130.1	17.9	963.4	1262.6	23.7	812.5	1131.3	28.2
Communication Services	1072.4	1242.8	13.7	1093.5	1303.7	16.1	851.7	1172.2	27.3
Finance & Insurance	1126.1	1662	32.2	1136.1	1670.3	32.0	950.6	1587.7	40.1
Property & Business Services	1020.8	1360.9	25.0	1029.5	1413.1	27.1	753	1203.4	37.4
Government Admin & Defence	1126.9	1227.6	8.2	1138	1266.5	10.1	951.3	1196.7	20.5
Education	1155.4	1293.4	10.7	1157.1	1299.3	10.9	847.5	1072.6	21.0
Health & Community Services	962.4	1397.2	31.1	989.8	1476.3	33.0	698.8	1170.3	40.3
Cultural & Recreational Services	981.5	1235.8	20.6	992.9	1263.5	21.4	539	849.6	36.6
Personal & Other Services	946.3	1146.3	17.4	963.1	1194.8	19.4	679.3	1002.6	32.2
Total	1006.6	1192	15.6	1023	1261	18.9	702.2	1071.2	34.4

Source: ABS Average Weekly Earnings Cat No. 6302.0, table 10 and timeseries data, May 2008.

For further information please contact: Amelia Polaschek (research officer) 02 9448 8542

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earnings by occupation and full time/ part time status

Mean weekly total earnings in main job	*Full-time employees*			*Part-time employees*			*All employees*		
Industry	**Women**	**Men**	**Pay gap**	**Women**	**Men**	**Pay gap**	**Women**	**Men**	**Pay gap**
Managers and administrators	1458	1589	**8.2**	778	954	**18.4**	1380	1567	**11.9**
Professionals	1128	1423	**20.7**	641	751	**14.6**	951	1353	**29.7**
Associate professionals	899	1195	**24.8**	501	488	**-2.7**	787	1142	**31.1**
Tradespersons and related workers	624	936	**33.3**	353	413	**14.5**	520	907	**42.7**
Advanced clerical and service workers	844	1079	**21.8**	460	470	**2.1**	680	975	**30.3**
Intermediate clerical, sales and service workers	742	959	**22.6**	361	352	**-2.6**	554	834	**33.6**
Intermediate production and transport workers	691	959	**27.9**	309	306	**-1.0**	512	866	**40.9**
Elementary clerical, sales and service workers	646	782	**17.4**	239	245	**2.4**	342	510	**32.9**
Labourers and related workers	628	811	**22.6**	269	247	**-8.9**	413	638	**35.3**
Total	**908**	**1122**	**19.1**	**392**	**376**	**-4.3**	**670**	**1011**	**33.7**

Source: ABS Employee Earnings, Benefits and Trade Union Membership, Australia, Cat. 6310.0, April 2007.

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earnings by sector over time

Full-time adult ordinary time earnings	November 1984			November 1994			November 2004		
Industry	**Women**	**Men**	**Pay gap**	**Women**	**Men**	**Pay gap**	**Women**	**Men**	**Pay gap**
Mining	359.00	533.10	**32.7%**	682.90	959.30	**28.8%**	1141.40	1542.40	**26.0%**
Manufacturing	276.20	362.90	**23.9%**	512.90	613.50	**16.4%**	796.70	947.60	**15.9%**
Electricity, Gas & Water Supply	340.40	422.50	**19.4%**	596.00	695.70	**14.3%**	1027.70	1269.90	**19.1%**
Construction	288.60	394.80	**26.9%**	500.70	619.70	**19.2%**	821.30	951.00	**13.6%**
Wholesale Trade	302.80	388.00	**22.0%**	532.90	641.70	**17.0%**	812.50	965.10	**15.8%**
Retail Trade	269.20	320.60	**16.0%**	435.60	516.40	**15.6%**	669.50	757.70	**11.6%**
Accommodation, Cafes & Restaurants	274.10	315.80	**13.2%**	456.10	543.70	**16.1%**	676.50	720.00	**6.0%**
Transport & Storage	326.00	396.90	**17.9%**	582.00	679.10	**14.3%**	848.60	1080.80	**21.5%**
Communication Services	354.80	381.50	**7.0%**	620.60	693.50	**10.5%**	948.60	1097.10	**13.5%**
Finance & Insurance	316.60	446.40	**29.1%**	547.90	801.00	**31.6%**	939.70	1485.70	**36.8%**
Property & Business Services	306.30	405.40	**24.4%**	547.50	764.90	**28.4%**	866.30	1087.40	**20.3%**
Government Admin & Defence	344.90	413.80	**16.7%**	601.40	666.20	**9.7%**	984.00	1112.20	**11.5%**
Education	417.00	498.00	**16.3%**	667.10	775.20	**13.9%**	1040.80	1186.50	**12.3%**
Health & Community Services	344.20	437.20	**21.3%**	598.40	746.60	**19.8%**	875.00	1196.90	**26.9%**
Cultural & Recreational Services	343.70	419.50	**18.1%**	565.90	653.60	**13.4%**	930.30	1101.50	**15.5%**
Personal & Other Services	296.30	437.40	**32.3%**	520.70	683.60	**23.8%**	821.40	1007.30	**18.5%**
Total	**325.50**	**397.80**	**18.2%**	**560.60**	**667.80**	**16.1%**	**875.00**	**1032.20**	**15.2%**

Source: ABS Average Weekly Earnings Cat No. 6302.0, timeseries data, November 2004.

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earnings by age and full time/part time status

Mean weekly earnings in main job	*Full-time employees*			*Part-time employees*			*All employees*		
Age	**Women**	**Men**	**Pay gap**	**Women**	**Men**	**Pay gap**	**Women**	**Men**	**Pay gap**
15-19	445	483	**7.9**	142	147	**3.4**	212	292	**27.4**
20-24	703	762	**7.7**	291	281	**-3.6**	545	636	**14.3**
25-29	871	982	**11.3**	378	490	**22.9**	737	928	**20.6**
30-34	1001	1154	**13.3**	454	470	**3.4**	779	1115	**30.1**
35-39	1034	1256	**17.7**	478	519	**7.9**	754	1210	**37.7**
40-44	1005	1255	**19.9**	462	598	**22.7**	728	1210	**39.8**
45-49	978	1269	**22.9**	477	584	**18.3**	757	1218	**37.8**
50-54	967	1257	**23.1**	468	567	**17.5**	746	1200	**37.8**
55-59	929	1223	**24.0**	450	602	**25.2**	713	1144	**37.7**
60-64	925	1159	**20.2**	389	541	**28.1**	623	1029	**39.5**
65 and over	845	1022	**17.3**	374	462	**19.0**	476	795	**40.1**
Total	908	1122	19.1	392	376	-4.3	670	1011	33.7

Source: ABS Employee Earnings, Benefits and Trade Union Membership, Australia, Cat. 6310.0, April 2007.

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