

The quicksand effect: women struggling to keep pace on pay

Education:

- Primary school – women are 83.12% of teachers, but only 51.03% of principals (under-promoted by 32.09%)
- Secondary school – women are 60.78% of teachers, but only 36.56% of principals (under-promoted by 24.43%).

Median earnings male vs female by occupation

- For all full-time employees male median weekly earnings was \$1200 and female was \$1035, this is a male wage premium of 15.9% or saying men earn 115.9% of the female median weekly income.
- For all major occupation groups male median weekly earnings are higher than female median weekly earnings.
- The occupations where the gap between male and female earnings are the largest are:
 - o Machinery operators and drivers where men earn 133.3% of the female weekly median income (or \$283 a week more).
 - o Community and personal service workers where men earn 133.3% of the female weekly median income (or \$275 a week more):
 - o Technicians and trades workers where men earn 129.4% of the female weekly income (or \$250 a week more).
- The most male dominated occupation is Machinery operators and drivers at 93.5%, the most female dominated occupation is clerical and administrative workers at 69.1% (it is also the industry with the 2nd smallest gap between male and female median weekly earnings, but men still earn more).
 - o Comparing these two occupations, both of which have similar skill levels according to the ABS with most jobs required a certificate level qualification either II, II and IV – though there are more highly skilled roles in the clerical and administration occupation.
 - o Even in the most female dominated occupation women have a lower median income at \$999 compared to \$1150 for men a male premium of 15.1%.

- However women fare worse in a male dominated occupation that requires a similar skill level earning \$850 compared to \$1133 for men a male wage premium of 33.3%.

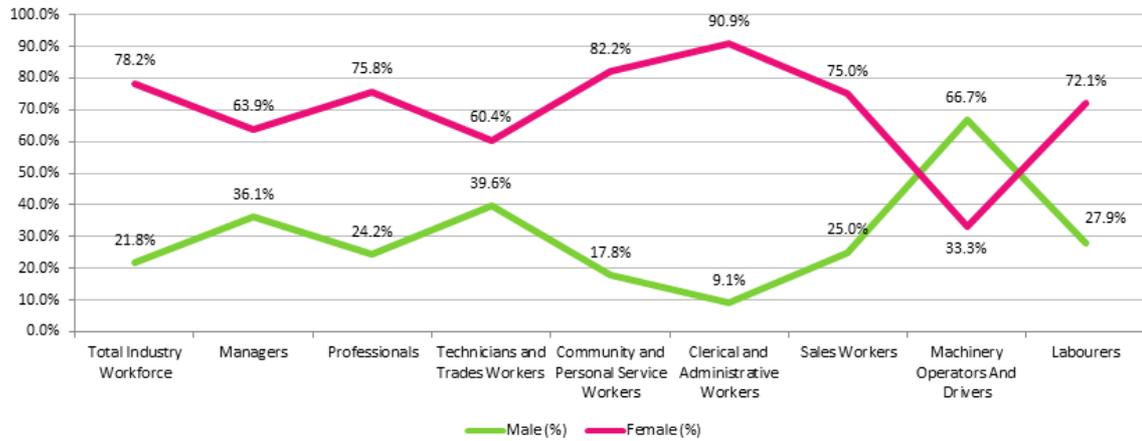
Median Weekly Income (Full-time employees) by Gender and Occupation:



Healthcare occupation breakdown (Labour Force Detailed)

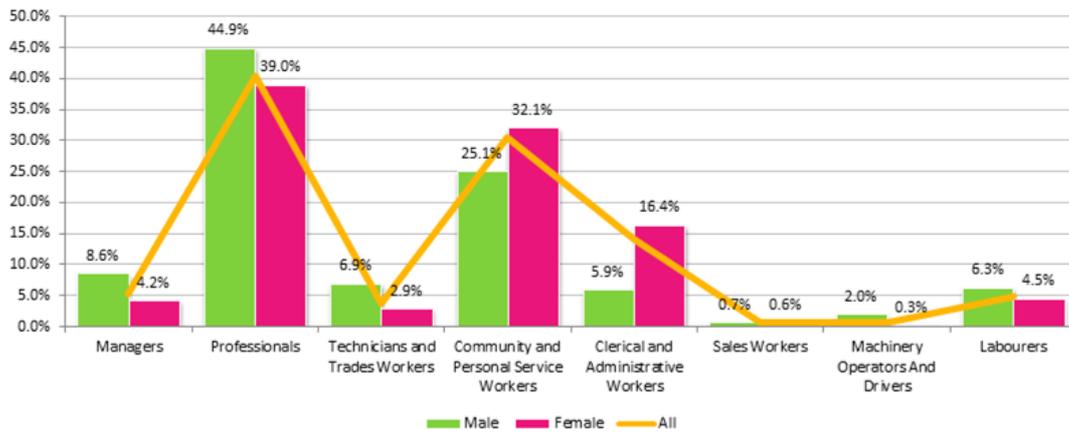
- In May Quarter 2013 Healthcare and Social Assistance was the most female dominated industry at 78.2% female. Despite this the median weekly earnings for women was \$800 compared to \$1050 for men in this industry (this includes all workers – no full time vs part time breakdown was available from EEBTUM).
- Men were more likely to be managers compared to their overall proportion of the healthcare workforce 36.1% managers compared to 21.8% of workforce. They were also more likely to be technicians and trade workers.

Health Care and Social Assistance Employees by Occupation and Gender



The below graph is the distribution of employees by gender. It shows that of all the men in the industry 8.6% are managers and 44.9% are professionals (the the two most highly skilled occupations) compared to 4.2% and 39.0% for women.

Distribution of Health Care Employees across Occupations by Gender



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