



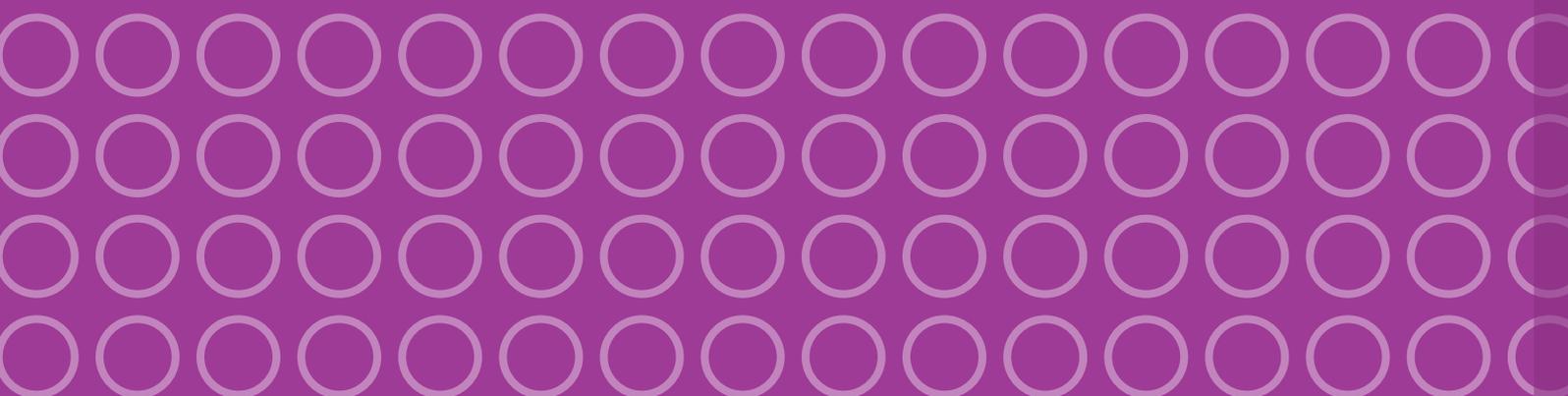
Government
of South Australia

A GENDER PAY GAP ANALYSIS

of the South Australian Public Sector

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Introduction

In March 2016 the South Australian Government committed to undertaking a gender pay gap analysis of the South Australian Public Sector. This is the first comprehensive attempt to quantify a gender pay gap for the South Australian Public Sector.

This commitment is an action under the *Investing in Women's Futures: South Australia's Women's Economic Empowerment Blueprint* and *Gender Equality in Leadership: A strategy for gender equality in leadership in the South Australian Public Sector*. Both strategies were launched in March 2016 in recognition of International Women's Day.

An analysis was undertaken to:

- Determine if there is a gap between the pay of men and women working in the public sector
- Highlight where there is a gap, what levels, roles or agencies the gap is more prevalent
- Develop a strategy and actions to address any gaps

The Gender Pay Gap Analysis is the first step in providing agencies the opportunity to develop comprehensive strategies to address the gender pay gap across Government.

What is the Gender Pay Gap?

"The gender pay gap measures the difference between women's and men's average weekly full-time equivalent earnings and is expressed as a percentage of men's earnings"¹

"The gender pay gap is influenced by a number of interrelated work, family and societal factors, including stereotypes about the work women and men 'should' do, and the way women and men 'should' engage in the workforce."²

The critical step in taking action to address and improve pay equity is to review the data and understand what is driving any gender pay gaps. A more detailed analysis of the agency data allows strategies and actions to be targeted to address the specific causes of the gap in each organisation.

¹ Workplace Gender Equality Agency, Gender Equity insights 2016 inside Australia's Gender Pay Gap, p8 https://www.wgea.gov.au/sites/default/files/BCEC_WGEA_Gender_Pay_Equity_Insights_2016_Report.pdf (reviewed 7/2/2017)

² Workplace Gender Equality Agency, Gender Pay Gap Statistics, p3 https://www.wgea.gov.au/sites/default/files/BCEC_WGEA_Gender_Pay_Equity_Insights_2016_Report.pdf (reviewed 7/2/2017)

Methodology

The Gender Pay Gap Analysis was undertaken by comparing base salary data of public sector employees held by the Commissioner for Public Sector Employment. Data for the last three years (at June 2014, 2015 and 2016) was reviewed to consider a historical perspective and eliminate irregularities in data for any single year.

In this Analysis:

- Salary measures are intended to capture an indication of responsibility levels across all employees and do not represent total earnings
- Salaries for part time employees are reported as the amounts employees would receive if they were full time
- Executive remuneration is calculated according to a Total Remuneration Package Value, which includes salary and non-monetary benefits
- The number of employees refers to headcount (not full time equivalent or 'FTE') unless otherwise stated
- Classifications have been divided into five pay ranges for consistent analysis
- Examination of occupations is based on the Australian and New Zealand Standard Classification of Occupations (ANZSCO) and Employee Types defined by the Commissioner for Public Sector Employment in the annual Workforce Information Report.

Key findings

The Analysis found that at June 2016 the gap between men and women's salaries across the South Australian Public Sector was \$13,473 per annum in favour of men (a gender pay gap of 15 per cent).

The gap in 2016 improved compared to previous years where a 17 per cent gap was observed at June 2015 and a 16 per cent gap at June 2014.

This is consistent with the national gender pay gap, which was measured as 16.2 per cent at June 2016 and has hovered between 15 and 18 per cent for the past two decades.

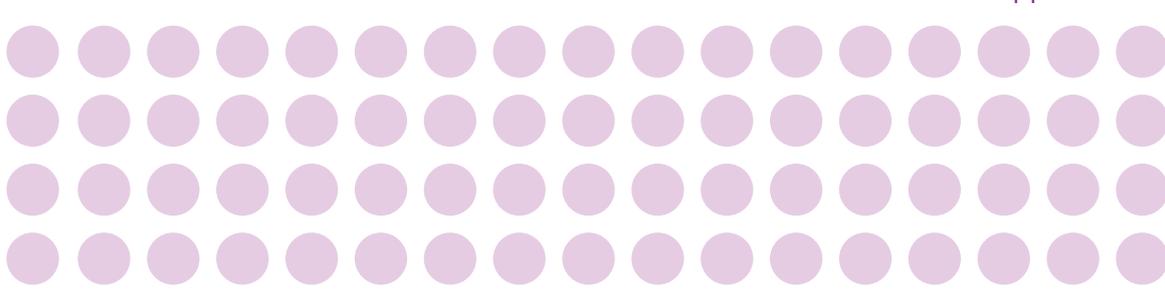
Analysis shows that the difference in average salary for men and women is heavily influenced by compositional and occupational factors.

At June 2016, the overall gender composition of the South Australian Public Sector was 68 per cent women and 32 per cent men. However, there is a higher number and proportion of women in low to middle income brackets and a higher number and proportion of men in higher income brackets, which drives the overall difference in average salary. This is consistent across agencies.

At June 2016:

- 81 per cent of women (57,907 employees) had a base salary up to \$93,800 compared to 71 per cent of men (23,318 employees)
- 19 per cent of women (13,409 employees) had a base salary over \$93,800 compared to 29 per cent of men (9,683 employees)

The gender pay gap by employee type is outlined in Appendix 1.



What has caused the gap?

Pay equity is not simply an issue of identical pay for identical work. It exists within a greater context of disadvantage for women that includes direct and indirect discrimination, the undervaluing of skills in employment areas traditionally occupied by women, and continuing disproportionate division of unpaid labour.

As noted earlier, the difference in average salary for men and women is heavily influenced by compositional and occupational factors. The higher number and proportion of women in low to middle income brackets as well as the higher number and proportion of men in higher income brackets, drives the overall difference in average salary.

Having a gender pay gap does not necessarily mean that an organisation is being discriminatory. However, an analysis of gaps must be undertaken along with investigating the reasons for them to determine whether they are explainable and if so, justifiable. The critical step in taking action to address and improve pay equity is to review the data and understand what is driving any gender pay gaps.

Next steps

Further analysis of the causation factors in each agency is required so that targeted actions to address the gender pay gap can be developed.

The Australian Government Workplace Gender Equality Agency (WGEA) provides a range of resources to assist organisations conduct a gender pay gap analysis via its website. <https://www.wgea.gov.au/>

The Office for the Public Sector will continue to lead the implementation of the Gender Equality in Leadership Strategy. More information about the programs and initiatives aligned to this strategy can be found on the Office for the Public Sector website.

<https://publicsector.sa.gov.au/people/diversity/women-in-leadership/>

The gender pay gap will continue to be monitored through the Office for the Public Sector's annual collection of workforce information, with agency level data to be provided to the Gender Equality in Leadership Steering Committee for consideration.

Employee Type	Female Headcount	Female Headcount	Male Headcount	Male Headcount	Total	Average Salary Female	Average Salary Male	Average Difference	Difference as a % of average male salary
	<\$93,800	>\$93,800	<\$93,800	>\$93,800					
PS Act	11,409	1,881	6,953	1,837	22,080	\$ 73,065	\$ 77,788	\$ 4,722	6%
Nurses	13,636	1,423	1,646	286	16,991	\$ 76,470	\$ 79,079	\$ 2,610	3%
Education Act	6,701	5,628	2,303	2,212	16,844	\$ 78,887	\$ 79,619	\$ 732	1%
Public Sector Salaried	9,768	1,107	2,051	518	13,444	\$ 67,673	\$ 75,426	\$ 7,753	10%
School Services Officers	5,936	27	872	4	6,839	\$ 54,476	\$ 56,776	\$ 2,300	4%
Weekly Paid	3,567	1	2,555	5	6,128	\$ 48,475	\$ 53,107	\$ 4,632	9%
Police Act	1,113	199	2,585	836	4,733	\$ 83,358	\$ 87,385	\$ 4,027	5%
Other	1,807	461	1,691	726	4,685	\$ 76,895	\$ 82,090	\$ 5,195	6%
Medical Officers	366	1,364	279	1,940	3,949	\$ 161,891	\$ 205,063	\$ 43,172	21%
Emergency Services	466	30	1,289	422	2,207	\$ 68,841	\$ 77,089	\$ 8,248	11%
Children's Services Act	1,570	430	24	12	2,036	\$ 62,867	\$ 68,331	\$ 5,464	8%
TAFE Act	778	264	509	217	1,768	\$ 86,276	\$ 90,092	\$ 3,817	4%
Disability Services Officers	790		560		1,350	\$ 49,798	\$ 49,876	\$ 78	0%
Executive		594	1	668	1,263	\$ 174,319	\$ 201,579	\$ 27,260	14%
Total	57,907	13,409	23,318	9,683	104,317	\$ 74,113	\$ 87,586	\$ 13,473	15%

