



Equal Pay Day September Digest For BPW South Australian Members

Gillian

BPW Adelaide and BPW Adelaide Hills advocate for women and develop leadership through building women's competence, capacity and confidence in their personal and professional arenas.

BPW International works for global gender equality in power and decision-making through our advocacy and UN participation. BPW develops the business, professional and leadership potential of women through its advocacy, mentoring, networking, skill building and economic empowerment programs and projects around the world.

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"Twenty years ago, the Beijing World Conference on Women gave us a roadmap to achieving an equal world where women participated as equals in their family, workplaces and communities. Two decades later, inequality persists and 'choice' is used as our excuse for inaction."

Julie McKay, Executive Director, Australian National Committee for UN Women

### Features

#### **National gender pay gap rises to 18.2%**

The average weekly ordinary time earnings of women working full-time were \$1,275.90 per week, compared to men who earned an average weekly wage of \$1,559.10 per week.

<https://www.wgea.gov.au/news-and-media/national-gender-pay-gap-rises-182>

#### **Equity a distant prospect for women in CSIRO**

The July 2014 organisational chart on the CSIRO website reveals that only one of the five executive directors, and one of the 13 director positions were given to women. Several talented and impressive women who formerly occupied equivalent leadership roles such as chiefs and flagship directors were "overlooked".

<http://www.canberratimes.com.au/comment/equity-a-distant-prospect-for-women-in-csiro-20140823-1073da.html#ixzz3CsoavobF>

#### **Business should not blame women's choices for pay gap**

To address the residual pay gap, we need to go back to basics and teach that there is no such thing as 'jobs for men' and 'jobs for women'. We need to shine a national spotlight on the women who have broken through into the male dominated sectors and share their stories, celebrate their success. We need to hold employers accountable for doing annual reviews of pay equity, reporting the results to shareholders and tie leadership team performance to ensuring that the pay gap is addressed. We need to stop dismissing the gender pay gap as a result of women's choices.

<http://www.womensagenda.com.au/talking-about/opinions/business-should-not-blame-womens-choices-for-pay-gap/201409054572#.VAkvcv0iOmU>

#### **Explaining the gender pay gap**

Excellent wgea explanatory youtube - **Worth watching!**

<https://m.youtube.com/watch?v=G7FiVslDWKY&feature=youtu.be>

#### **Gender pay gap widens**

CommSec economist Savanth Sebastian says the pay gap is linked to large salaries paid in the mining and construction industries, which are traditionally dominated by men.

He said although pay rises in the mining sector have been slowing in the past year, it is still the best-paid industry.

"Now that the mining sector seems to be coming off it's more of a combination of mining and construction that are the best paid, the more male-dominated industries," he said.

"To some degree banking and finance as well – professional services."

<http://indaily.com.au/business/2014/08/15/gender-pay-gap-widens/>

## **Economist Claudia Goldin on fixing gender pay gap** (including an older youtube interview with Elizabeth Broderick)

WOMEN lack ambition. Women don't like to compete. Women don't ask for payrises. Women innately prefer low-paid, caring jobs.

We've heard it all. Such attempts to explain away the gender pay gap — now at its widest in two decades — smack of blaming the victim. A strange inversion of the "she asked for it" argument; only, she didn't ask, so she didn't get.

It has fallen out of fashion to discuss the gap between men and women's paypackets. But that does not mean the problem has gone away. In fact, it's getting worse.

<http://www.news.com.au/finance/work/economist-claudia-goldin-on-fixing-gender-pay-gap/story-e6frfm9r-1227037797029>

## **Happy Equal Pay Day! Why we won't be celebrating (and can't afford to anyway)**

The gender pay gap is everywhere. It's in childcare centres, on public transport, in cafes, on the street and within your own office. It's a badge each and every one of us wears in different ways. It hurts some more than others, but nonetheless reflects systemic inequality that's so well engrained, so much a part of our system, and so much a part of being a 'woman' or a 'man' that we can throw out simple excuses and explanations for why it exists.

[http://www.womensagenda.com.au/talking-about/editor-s-agenda/happy-equal-pay-day-why-we-won-t-be-celebrating-and-can-t-afford-to-anyway/201409044569#.VAkwS\\_0iOmU](http://www.womensagenda.com.au/talking-about/editor-s-agenda/happy-equal-pay-day-why-we-won-t-be-celebrating-and-can-t-afford-to-anyway/201409044569#.VAkwS_0iOmU)

## **What you could buy with the gender pay gap**

A return flight from Sydney to Bali or the combined loss of the pay gap over a 40 year career comes to \$600,000! **Check this one out!**

<http://www.womensagenda.com.au/talking-about/top-stories/what-you-could-buy-with-the-gender-pay-gap/201409034557>

## **SA Chiefs for Gender Equity mark Equal Pay Day with important document signing** **Media release**

Friday, September 5 is Equal Pay Day and to mark the date, BankSA is hosting an event with the Equal Opportunity Commission and South Australian Chiefs for Gender Equity, where **South Australian CEOs will sign a statement of support for the UN Women's Empowerment Principles (WEPs).**

[www.eoc.sa.gov.au/eo-resources/what-commissioner-says/media-release-equal-pay-day-2014](http://www.eoc.sa.gov.au/eo-resources/what-commissioner-says/media-release-equal-pay-day-2014).

## **Equal Pay Day**

### **Does it matter?**

The Australia Institute's report *What's choice got to do with it!* shows that a woman working full-time in commerce, with no children and limited caring responsibilities, still ends up with around 9% less superannuation than the average male at retirement. A woman working in retail with two children and an elderly parent to care for will retire with less than half of the retirement savings of the average male of the same age.

### **Yes, it matters!**

Some employers are trying to make changes because they want to recruit the best women and men and they want to keep them; some employees are trying to make changes because they think it is plain unfair that women and men don't have equal opportunity at work. Take a stand this equal pay day - join the equal pay alliance to help make sure that women are no longer short changed.

[www.equalpayday.com.au/](http://www.equalpayday.com.au/)

Collated and circulated by

Gillian Lewis, VP Communications & Past President, BPW South Australia

Gillian 0408 840 998

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To unsubscribe please notify Gillian @ - [gilli@adam.com.au](mailto:gilli@adam.com.au)

**BPW: CELEBRATING OVER 60 YEARS OF  
ACHIEVEMENT FOR SOUTH AUSTRALIAN WOMEN**