



2nd July 2023

Closing the Gender Pay Gap – why it matters

BPW Australia (the Australian Federation of Business and Professional Women), founder of Equal Pay Day Alliance, has advocated for action on gender pay inequity for over 70 years. In 2023, BPW Australia is again joining the Workplace Gender Equality Agency (WGEA) call to take action to close the gender pay gap.

WGEA is an Australian Government statutory agency created by the Workplace Gender Equality Act 2012. The Agency is charged with promoting and improving gender equality in the Australian Workplaces. On 30 March 2023, Parliament passed the *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023*. The reforms aim to accelerate workplace gender equality in Australia.

In 2023, equal pay day is 25th August, marking 56 days additional days from the end of the previous financial year that women must work, on average, to earn the same amount as men earned that year. Progress in the past four years has been slow, with only a change from 59 days in 2019 to 56 days now.

“The Workplace Gender Equality Agency reporting provides overwhelming evidence that when employers analyse their data for pay gaps and take clear actions, their pay gap reduces,” Jacqueline Graham, President BPW Australia said.

International experience has also shown that publishing employer gender pay gaps can lead companies to prioritise gender equality and to a lowering of employer gender pay gaps. In the UK, research indicates it motivated some employers to narrow the wage gap between men and women. These reforms will encourage employers to deploy and drive workplace policies, practices and environments that support gender equality, creating meaningful shifts in Australian working life.

BPW Australia will be joining WGEA in the 56-day countdown to help continue and increase the momentum of change.

“Gender equality and gender diversity at work is not just nice to have. Gender equity is a basic human right, but its achievement also brings socio-economic benefits to everyone. By empowering women, the broader community thrives, increasing productivity and growth,” Jacqueline said.



WHAT'S MISSING MATTERS

And yet, on average, women are paid 13.3% less than men in Australia

The size of the gender pay gap means it will take an extra 56 days of work for women to earn the same average salary as men.

How many extra days do women need to work in your workplace before they reach Equal Pay Day?

"Australia's Gender Pay Gap reflects gender gaps across our society. Equal Pay Day is a marker pointing to where we need to improve, to fully harness the talent of every Australian. It is not simple to do – there is no one answer - but we can make change, if we act." Jacqueline said.

To find out more, go to <https://www.wgea.gov.au/>

About BPW Australia

BPW Australia is a community of women working to end gender inequity. Our members share an interest in the issues that affect working women in Australia and around the world today. BPW's membership includes employers and employees who work across many sectors including corporate, small business, professions, trades, non-profit and government. BPW Australia is affiliated to BPW International, which has consultative status with the United Nations Economic and Social Council (ECOSOC) and has expert and experienced representatives accredited to most United Nations agencies.

BPW Australia recommends actions in line with UN Global Compact Sustainable Development Goal 5: To Achieve Gender Equality and Empower all Women and Girls

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