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Australian attitudes to pay equity

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Australian Government

**Equal Opportunity for
Women in the Workplace Agency**



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Introduction

This report presents the results of a survey among Australians to determine their attitudes towards pay equity between men and women.

The survey was undertaken online and conducted between the 3rd and 6th of August, 2010.

The overall sample size was 1,502, segmented and weighted to be nationally representative of Australia's population by gender, age and residential location.

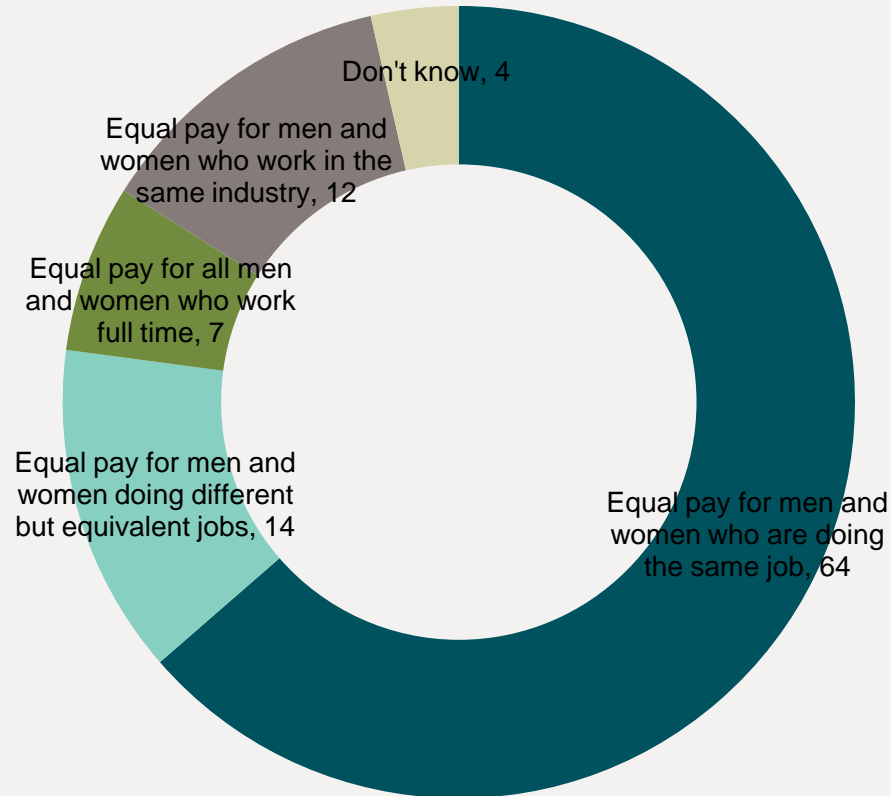
The accuracy of the results at an overall level (after weighting) is +/-2.5% at the 95% confidence interval. This means, for example, that if the survey returns a result of 50%, there is 95% probability that the actual result will be between 47.5% and 52.5%.

Note: All percentage figures in this report are rounded. Accordingly, totals may not add up to 100%.



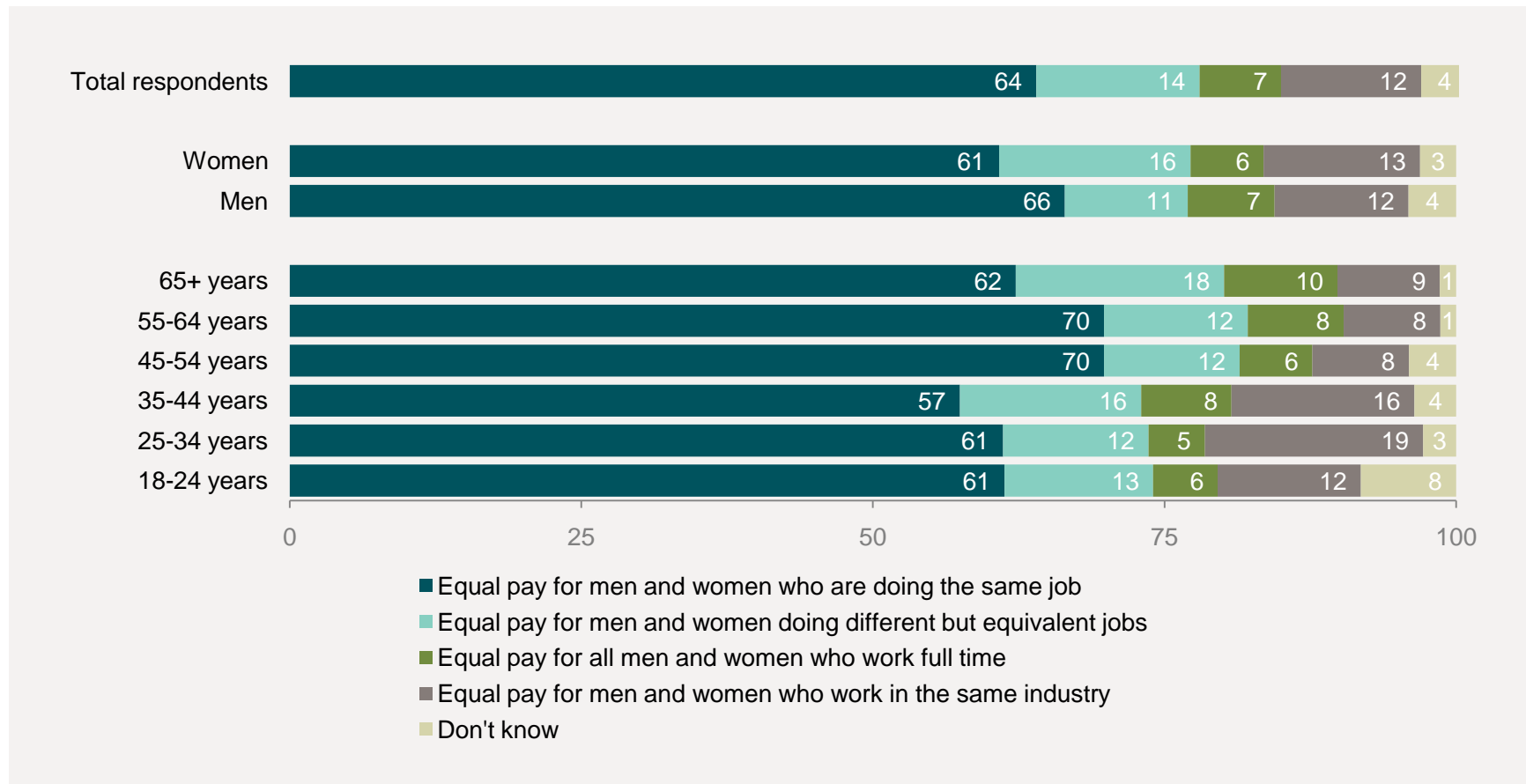
Results

Almost two thirds of Australians think that pay parity means equal pay for men and women doing the same job



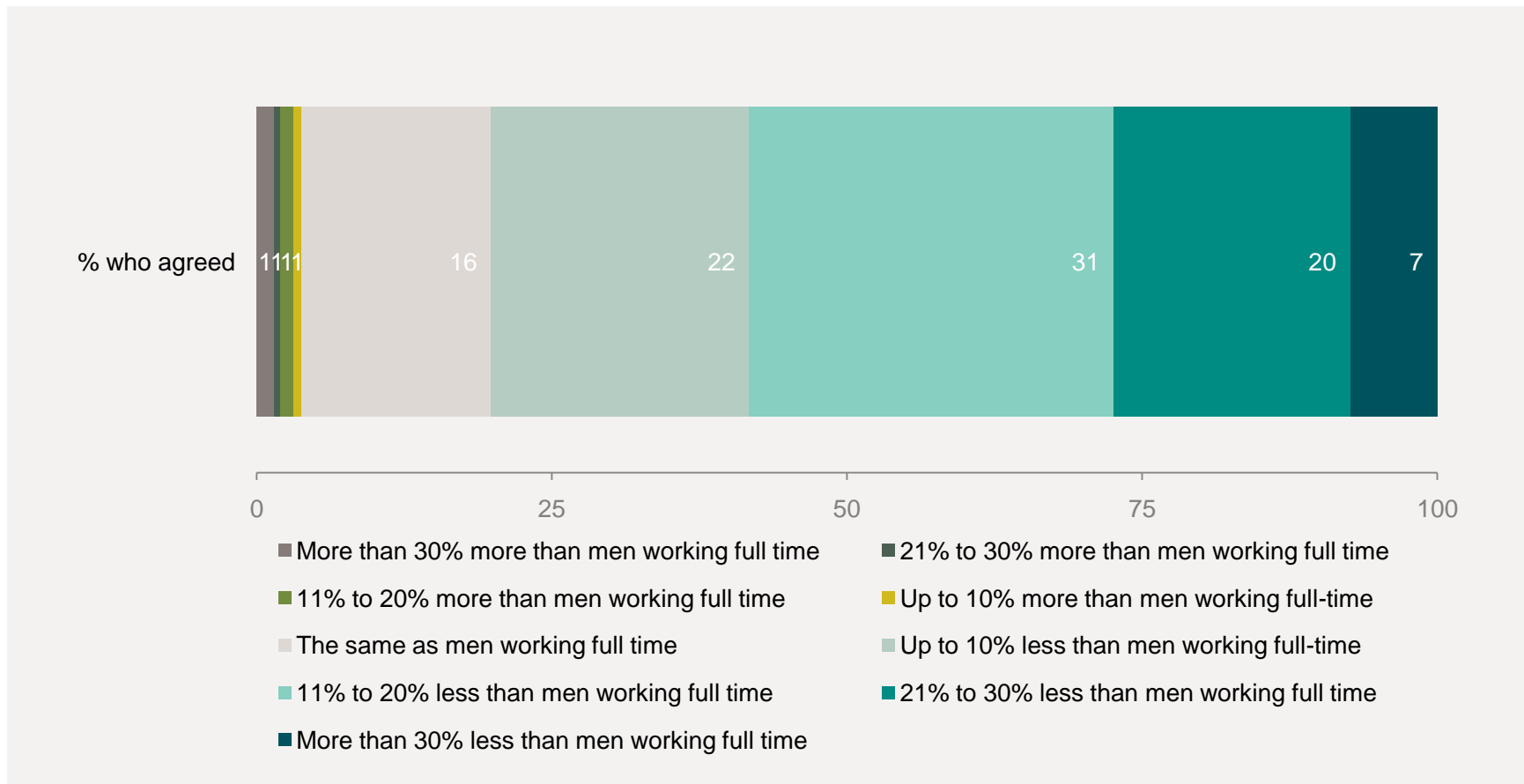
Most Australians think that pay equity means equal pay for men and women who are doing the same job – 64%. Smaller numbers of people think that pay equity means equal pay for men and women doing different but equivalent jobs (14%), equal pay for men and women working in the same industry (12%), and equal pay for men and women working full-time (7%).

People aged 45-64 years were more likely to think that pay equity means equal pay for men and women doing the same job



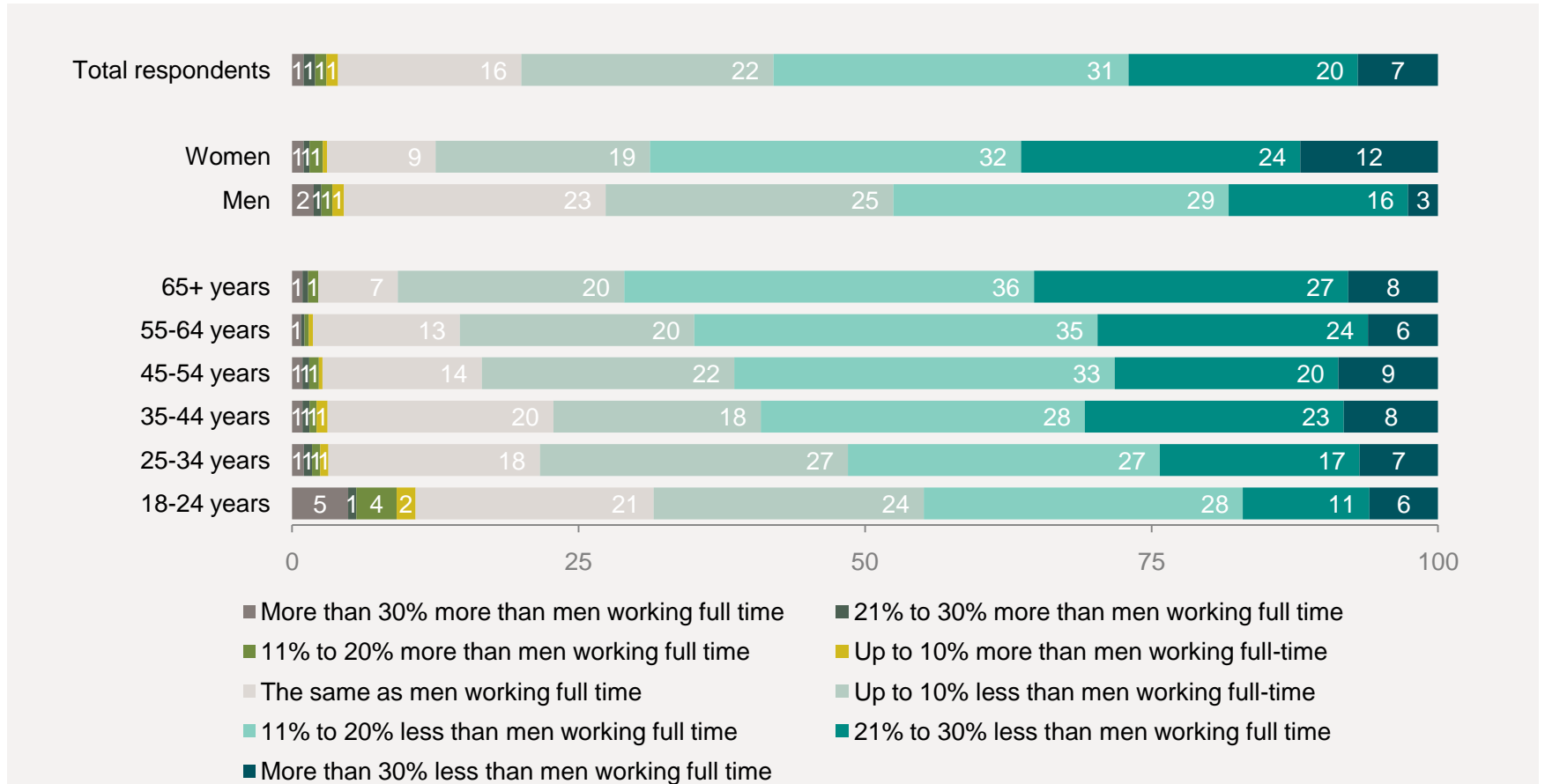
Across the different demographic groups, most agree that pay equity means equal pay for men and women doing the same job.

Australians overwhelmingly believe that women working full-time earn less than men working full-time



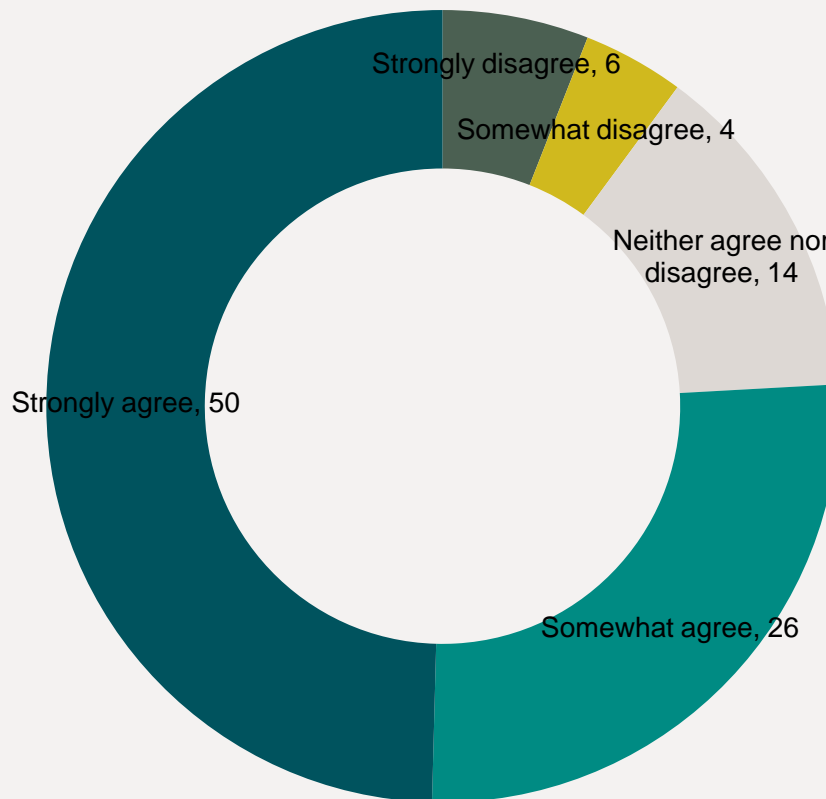
Four in five Australians (80%) believe that the average weekly earnings of women working full-time is less than what men working full-time are earning. Whilst most believe women are earning less, there is no real consensus on how much less women are earning, although respondents were more likely to say that women earn 11%-20% less than men (31%).

Women are more likely to believe that they earn less than men



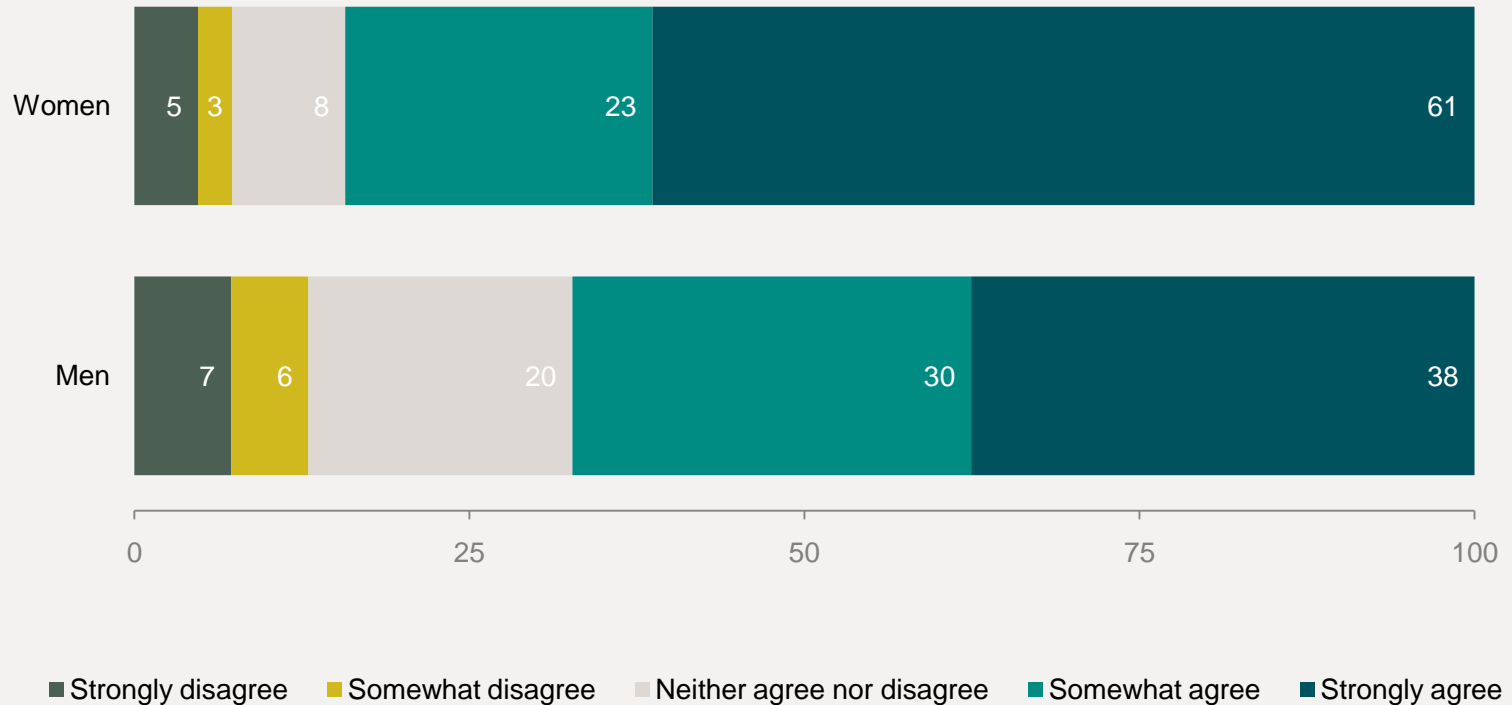
Most men believe that women are earning less, but they are also more likely to say that women earn the same as men (23% compared with 9% of women). People aged 18-24 years were more likely to say that they think women either earn the same as men, or earn more than men (33% compared with 24% or fewer from people aged over 25), although the sample for this age group is quite small.

Most Australians think that steps should be taken to close the gap between men and women's earnings



Just over three quarters (76%) of Australians agree (either somewhat agree or strongly agree) that steps should be taken to close the pay gap between men and women. One in ten (10%) disagree.

Women are more likely to agree that steps should be taken to close the pay gap



Whilst women were more likely to agree that steps should be taken to close the gap between men and women's earnings (with 84% either agreeing or strongly agreeing), most men also felt that something should be done (68% either agree or strongly agree).

Appendix

Sample Characteristics



Sample sub-segment	% of sample	# in sample
Male	47	713
Female	53	789
18-24 years	9	128
25-34 years	18	264
35-44 years	21	310
45-54 years	21	316
55-64 years	19	290
65+ years	13	194

Total sample = 1502. Please note that percentages have been rounded, and may not equal 100%.

Location

Sample sub-segment	% of sample	# in sample
NSW	32	477
VIC	27	403
QLD	18	270
SA	8	122
WA	10	157
Other	5	73
Metro	69	1036
Rural	31	466

Total sample = 1502. Please note that percentages have been rounded, and may not equal 100%.

Household annual income

Sample sub-segment	% of sample	# in sample
Less than \$20,000	8	116
\$20,000 - \$39,999	17	261
\$40,000 - \$59,999	17	253
\$60,000 - \$79,999	13	199
\$80,000 - \$99,999	12	186
\$100,000 - \$149,999	14	207
\$150,000 - \$249,999	4	58
\$250,000 or more	1	19
Prefer not to say	14	203

Total sample = 1502. Please note that percentages have been rounded, and may not equal 100%.

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