

## Premier Jay Weatherill

## Minister Zoe Bettison

Minister for the Status of Women

Tuesday, 8 March 2016

### Audit to identify gender pay gap

A gender pay gap audit will be undertaken to identify where pay gaps exist within State Government departments and in what levels, roles or agencies the gap is more prevalent.

Analysis of the data will inform the development of a strategy to address any gender pay gaps within the public service.

The audit is among a number of initiatives contained in the State Government's new blueprint for women's economic empowerment, *Investing in Women's Futures*, released today by Premier Jay Weatherill and Status of Women Minister Zoe Bettison.

The release of the blueprint coincides with International Women's Day.

"When women and men don't have equal access to resources, or equal opportunities to take part in decision-making, there are direct economic and social costs for us all," Mr Weatherill said.

"These costs are largely felt by women, but also have consequences for children, communities and the economy. One of the costs of lack of financial security is the unacceptably high rate of violence against women."

As well as the gender pay gap audit, other initiatives within the *Investing in Women's Futures* blueprint include:

- A strengthening of legislation to ensure public servants on paid parental leave receive superannuation contributions.
- A job-swap network and "shadowing" program where women in the public sector can work within another government agency to gain skills and experience, particularly in non-traditional areas such as IT and other STEM fields.
- Financial literacy information sessions to be provided at the Women's Information Service.

The *Investing in Women's Futures* blueprint was called for as part of the South Australia's women's policy *Achieving Women's Equality*, released last year.

Status of Women Minister Zoe Bettison said the blueprint was just the start of the State Government's plans to address women's economic empowerment.

"We intend to expand this blueprint across areas including flexible work arrangements, reducing the gender pay gap and reducing violence against women," Ms Bettison.

"South Australia has a strong tradition of leadership in gender equality; however there is still a long way to go.

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“We will use this blueprint to look at everything we can do across government to support its aim of economic empowerment for women.”

This year’s International Women’s Day has the theme *Planet 50-50 by 2030: Step It Up for Gender Equality*.