**Monday, 4 September, 2017**

**SA public sector gender pay gap analysis released on Equal Pay Day**

Analysis of the gender pay gap in the South Australian public sector shows that while it is declining, it remains above the State average.

The new data is being released to coincide with today’s which is ran by the Commonwealth’s Workplace Gender Equality Agency’s (WGEA) Equal Pay Day.

National figures, also released today, show South Australia leading the nation with a 9.8 per cent overall gender pay gap, below the national average of 15.3 per cent.

However, as 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.This is down from 17 per cent in June of the previous year.

Status of Women Minister Zoe Bettison says this is the first time this sort of detailed analysis has been done in South Australia with Western Australia the only other jurisdiction to have also undertaken the work.

Ms Bettison said the analysis is the first step toward providing State Government agencies the opportunity to develop comprehensive strategies to address the gap.

The information was compiled by comparing base salary data of public sector employees held by the Commissioner for Public Sector Employment.

The Analysis found:

* The difference in average salary for men and women is heavily influenced by compositional and occupational factors.
* 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.

Ms Bettison said the gender pay gap will continue to be monitored through the Office for the Public Sector’s annual collection of workforce information.

**Background**

The analysis is an action under the *Investing Women’s Futures: South Australia’s Women’s Economic Empowerment Blueprint*.

It is also an integral part of the Office for the Public Sector’s *Gender Equality in Leadership: A strategy for gender equality in leadership in the South Australian Public Sector*, which supports the South Australian Strategic Plan Target 52.

The 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.

The WGEA’s Equal Pay Day marks the additional time from the end of the previous financial year that women must work to earn the same as men.

**Quotes attributable to the Minister for the Status of Women Zoe Bettison**

This is the first time the State Government has undertaken this sort of analysis and it is fitting to release it on Equal Pay Day.

Recognising the public sector’s gender pay gap is the first step toward addressing it and I am pleased this informative work has been done because we can’t change what we don’t know.

This is an important day for our leaders to reflect on the pay gap and how we can all work to address and narrow the gap.

This body of work is a key part of the Gender Equality in Leadership Strategy which commits the State Government to building a modern, diverse public sector where women and men are equally represented and valued.

I’m really pleased to see our overall pay gap decreasing and that we are tracking in the right direction.

We will continue to work closely with the Office for the Public Sector and the Commissioner for Public Sector Employment, Erma Ranieri, to support the agencies to activate strategies to help narrow the gap.