

## Prospects for Pay Equity

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### Gender Pay Gap (%) November 2008

	Australia	South Australia	Western Australia
Full time ordinary earnings	17.0	15.0	27.4
Total earnings	34.6	32.3	46.8

Source: ABS 6302.0

### Explanators for the Gender Pay Gap

- human capital theory
- sex-segregated labour market
- undervaluation of women's work
- wage determination system
- inadequate support to enable employees to combine work and family responsibilities.

### Prospects?

- Lack of awareness and understanding
- Business case not convincing
- Unions as vehicles for change?
- Social attitudes to work and family roles?

So who are the winners and losers from the GPG?