



Pay equity in the WA construction industry

Pay equity industry information sheet

This fact sheet provides key statistics on the gender pay gap and employment in the construction industry in Western Australia.

The gender pay gap refers to the difference in average hourly earnings of men and women. Pay equity is the process of narrowing the gap in remuneration between the females and males. The gender pay gap across Western Australia is 25 percent.

The construction industry in Western Australia has a gender pay gap of 22 percent. This means that for every \$1 earned by male employees in this industry, women earn 78 cents.

In the Western Australian construction industry in 2006:

- there were 12,200 women and 91,100 men employed;
- the industry employed 3% percent of all working Western Australian women, and 16% percent of working men;
- male full time ordinary time earnings averaged \$1,281.70 per week;
- female full time ordinary time earnings averaged \$995.10 per week, and
- the gender pay gap was **22 percent** or **\$286.60 per week**.

The gender pay gap can have a significant negative impact on individuals and families and on the Western Australian economy. For women, the gender pay gap can cause lower income in the short term, as well as lower lifetime earnings and retirement savings. This impacts on the level of income available to families and may mean that both women and men work longer hours and have reduced work life balance.

This fact sheet is part of a range of industry information sheets produced by the Pay Equity Unit at the Department of Consumer and Employment Protection. The industry information sheets and a range of other pay equity information and resources are available at www.payequity.wa.gov.au

