

**EQUAL PAY DAY**

*Statement by Member for Fremantle*

**MS S.F. MCGURK (Fremantle)** [12.55 pm]: Today is Equal Pay Day and I want to take the opportunity to remind the Parliament that, notwithstanding the persistent nature of the gender pay gap in this country, our response should not be to give up and put this issue in the too-hard and impossible-to-resolve basket, but to redouble our efforts until real change is achieved. The national gender pay gap is currently 18 per cent, a figure that has not changed markedly over the last two decades. Shamefully, the gender pay gap in Western Australia has consistently been markedly higher than that—currently 24 per cent—and has not improved significantly over the last twenty years.

One of the legacies of the federal Gillard Labor government was the passing of legislation requiring reporting by employers on a number of very specific measures in relation to women's employment, because what matters is measured. The resulting data, collected by the federal Workplace Gender Equality Agency, was released earlier this year in cooperation with the Bankwest Curtin Economics Centre. It is very instructive and worth taking note of. It includes the beginning of a close analysis of rich source data, which looked at 12 000 employers and four million employees. The analysis has, for example, brought to light that at a key management personnel level, women can expect to earn \$100 000 per year less than men, and even less again when bonuses are taken into account. These figures are alarming, but there are some helpful trends that can help us close this shameful gap. More women on governing boards, for instance, can have a positive impact on narrowing the gender pay gap, so this practical measure should be implemented as a matter of priority.