



Women in the Western Australian workforce

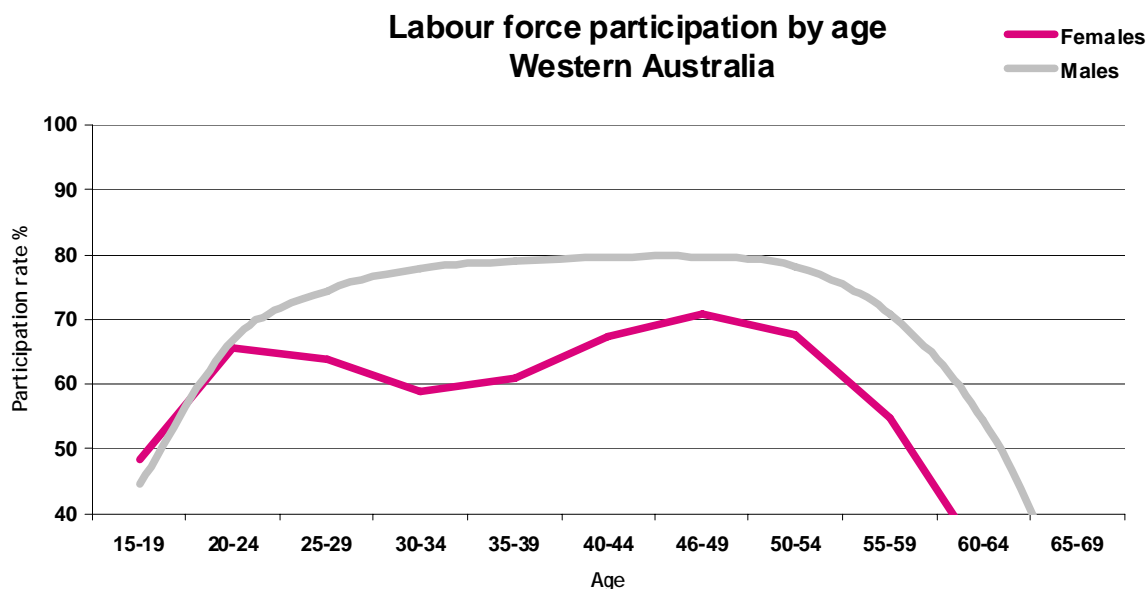
This fact sheet provides key statistics on female employment in Western Australia, including information on the gender pay gap in each major industry.

Employment statistics

In May 2009 **462 000** Western Australian women were in the workforce, comprising 45.1 per cent of the total workforce. Of these women 206 700, or 44.7 per cent, worked part time hours. Of the **561 500** male employees in the Western Australian workforce, 13.3 per cent worked part time hours¹.

Participation rate

The participation rate reflects the percentage of the total adult population who are in the labour force, either working or looking for work. For Western Australian women, the participation rate in May 2009 was 61.5 per cent. For men, this participation rate was 76.9 per cent². As shown by the graph below³, the participation rate for women experiences a sharp dip between ages 20 and 40 when many women leave the workforce due to family commitments.



Employment by industry

The Western Australian workforce is highly segmented which means that women and men tend to work in different industries. In 2009 nearly half of all employed women work in either health, retail trade or in education, which are female dominated industries

Proportion of WA women working in particular industry⁴:

- Health Care and Social Assistance: 18.3%
- Retail Trade: 18.0 %
- Education and Training: 11.3%

Gender pay gaps by industry

The gender pay gap refers to the difference in average earnings of men and women. The gender pay gap in Western Australia is 26 per cent⁵. The gender pay gap is based on full time adult ordinary time earnings figures compiled by the ABS. Part time and casual employees are not included, nor are overtime payments.

Gender Pay Gap by industry⁶

Industry	Gender pay gap
Health and Community Services	41.0 %
Property and Business Services	32.1 %
Finance and Insurance	29.5 %
Personal and Other Services	28.6 %
Mining	28.4 %
Construction	25.1 %
Retail Trade	24.4 %
Transport and Storage	24.2 %
Wholesale Trade	22.7 %
Electricity, Gas and Water Supply	19.5 %
Manufacturing	17.7 %
Cultural and Recreational Services	16.7 %
Education	15.4 %
Communication Services	14.1 %
Accommodation, Cafes and Restaurants	13.0 %
Government Administration and Defence	9.3 %

¹ ABS Labour Force Australia 6291.0.55.003 (data cube) May 2009 (trend data)

² ABS Labour Force Australia 6202.0 (Table 8) May 2009 (Trend Data)

³ ABS Census 2006

⁴ ABS Labour Force Australia 6291.0.55.003 (data cube) May 2009 (trend data) (full and part time workers)

⁵ ABS 6302 Average Weekly Ordinary Time Earnings (AWOTE) May 2009 (quarterly trend data).
Calculated as female AWOTE/ male AWOTE x 100%. NB: Based on full time adult employees.

⁶ Unpublished ABS data, AWE, Full time adult ordinary time earnings by Sex, All Sectors, WA and Australia, for February 2009