



In Australia, **Equal Pay Day 2009** will take place on **1 September**. This date illustrates the number of extra days many women have to work after the end of the financial year to earn the same as men — because **women on average earn 17.2 percent less than men**.

Using average weekly ordinary time earnings...

Men	⊖	\$1262.90
Women	⊖	\$1046.00
Pay Gap	⊖	\$216.90

Women are two and half times more likely to live in poverty in their old age than men — by 2019, on average, women will have half the amount of superannuation that men have.²

for more information visit eowa.gov.au

1. ABS, Average Weekly Earnings (Cat No 6302.0), Full-time Adult Average Weekly Ordinary Time Earnings, February 2009 (as at 21 May 2009)
2. Queensland Government (2009), "Women and Superannuation", Focus on Women, Office for Women, Information Paper 3

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The pay gap is costly to women and their families, to business, and to the community

- If current earning patterns continue, the average 25 year old male would earn \$2.4 million over the next 40 years while the average 25 year old female would earn \$1.5 million.¹
- Fair and transparent pay systems increase workers morale, improve retention rates and help business avoid potentially costly legal proceedings.
- Women are two and half times more likely to live in poverty in their old age than men — by 2019, on average, women will have half the amount of superannuation that men have.²

for more information visit eowa.gov.au

1. AMP NATSEM (2009), "She works hard for the money", *Income and Wealth Report*, Issue 22, p. 34
2. Queensland Government (2009), "Women and Superannuation", *Focus on Women*, Office for Women, Information Paper 3

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