

# Why we need to be AWE-some

An exploration of the gender pay gap in Emergency Medicine

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*Women's Breakfast*

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*Emergency Medicine Specialist* – Income 2015/16 (AUD)<sub>(1)</sub>



♂ \$232 595



♀ \$165 786




*It's because  
women work  
fewer hours  
than men...*

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*‘Controlling for hours worked, the annual gross personal earnings of female specialists were, on average, 16.6% less than their male counterparts’<sup>(2)</sup>*



*We've got the award  
- pay and conditions  
are the same for  
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*‘International analysis demonstrates that within specialty discrimination exists even when controlled for other observable characteristics.’* <sup>(2)</sup>



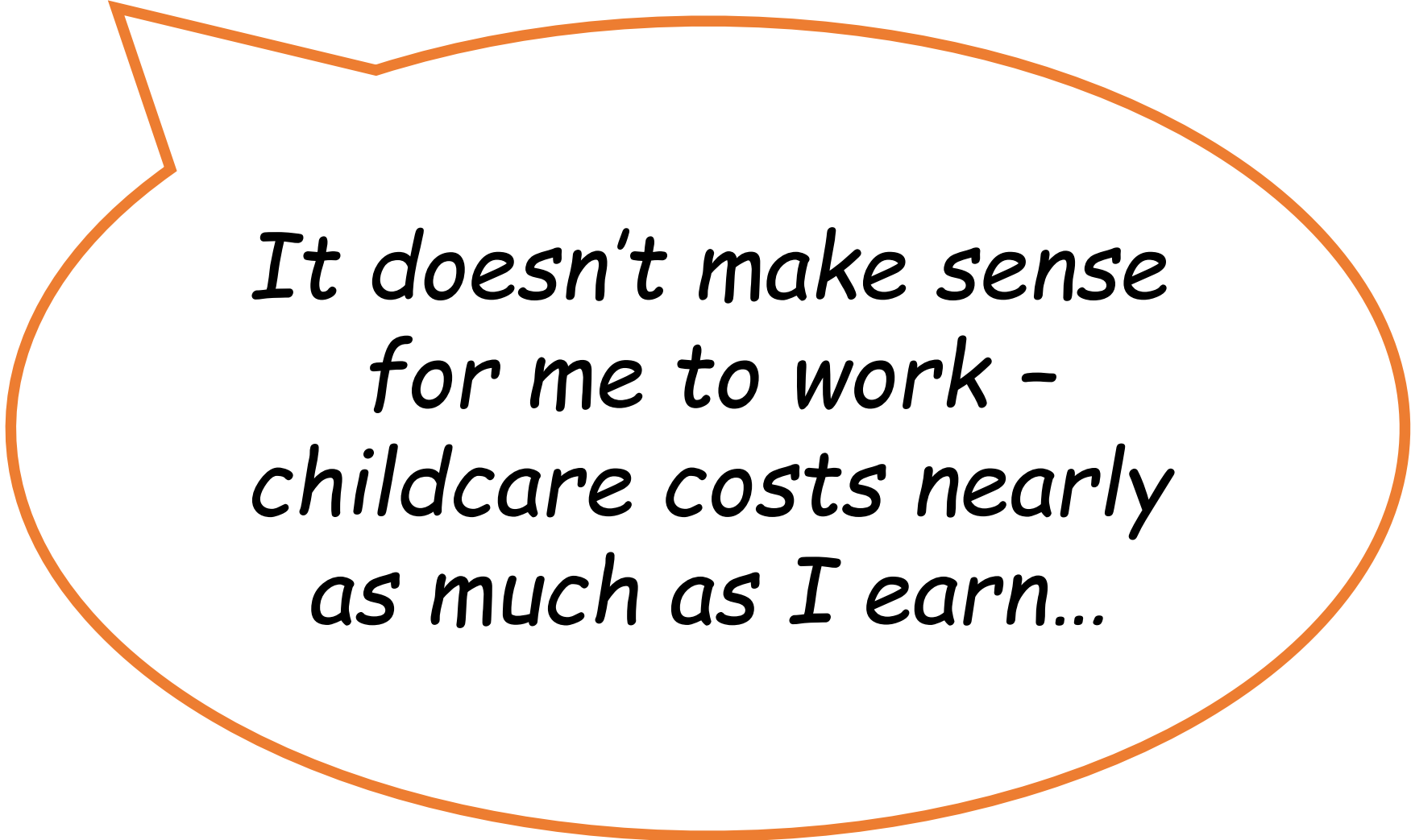
## Variation is due to:

Seniority of roles

*'Females are under-represented at senior levels'* <sup>(2)</sup>

Access to discretionary pay

*'Female doctors tend to undervalue their work and to be less demanding in their negotiations for remuneration.'* <sup>(2)</sup>



*It doesn't make sense  
for me to work -  
childcare costs nearly  
as much as I earn...*



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*'Females and males differ with regards to the frequency of career interruptions in order to care for families or take other caring roles.'* <sup>(2)</sup>

# Female doctors are disadvantaged by being mothers:

*'Females with dependent children earn less than females without dependent children.'*<sup>(2)</sup>

*'Males with dependent children have higher earnings than males who do not have dependent children.'*<sup>(2)</sup>

# Estimated superannuation at retirement (AUD)



♂ \$657 978



♀ \$513 220

***‘Studies in Australia and abroad consistently find some degree of the pay gap among doctors cannot be explained by specialisation, hours worked, seniority, training achievements or place of employment.’*** <sup>(2)</sup>

# Good news!

*We can do something about it*

Collectively:

**Pay equity actions make a difference<sup>(3)</sup>**

Develop a pay equity policy

Review remuneration arrangements

Report gender pay gaps to the leadership

Introduce and evaluate corrective actions

Individually:

**Understand and ask for our entitlements**



And that, my friends,  
is why we need to be

**AWE**-some

## References:

1. Kimmorley S, 'A look at Australia's 50 highest paid jobs highlights a disgraceful gender pay gap', *Business Insider*, December 2016
2. Fitzgerald G, 'The Gender Pay Gap', *Level Medicine*, 2017  
[levelmedicine.org.au](http://levelmedicine.org.au)
3. 'Gender Equity Insights 2018', Workplace Gender Equality Agency  
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