



25 August 2022

### Equal Pay Day “should be a relic of the past” says BPW Adelaide

BPW (Business and Professional Women) Adelaide have for decades conducted an annual campaign that demands more action by governments to close the gender pay gap.

Equal Pay Day (which will be marked on 29 August in 2022) highlights the various ways women are discriminated against by earning less than men. BPW, an advocacy group for women, believe that there hasn't been enough done to address the societal and systemic biases that drive the gender pay gap.

“It's 2022, in an ideal world, Equal Pay Day would be a relic of the past as we would have pay equity across occupations and industries,” BPW Adelaide committee member and BPW South Australia State Representative Gillian Lewis said.

“Since 1984 women have had the right to equal pay for equal work under the Sex Discrimination Act but according to the WGEA (Workplace Gender Equality Agency), there is still a 14 per cent difference between men and women's annual earnings.

“That means that on average men are making \$263.90 per week more than women.

“And why? The National Centre for Social and Economic Modelling has found that 60 per cent of this wage gap comes from unconscious and conscious bias.

“So simply ‘being female’ or working in a female-dominated occupation is a reason not to be paid as much as men – it's nonsensical.”

Other key reasons for women not being paid as much as men include the undervaluation of female-dominated industries; the ‘glass ceiling’ created by part-time work; women still shouldering the majority of domestic work; and overt discrimination against women in male-dominated industries.

South Australian Minister Katrine Hildyard MP will be a guest speaker at a BPW Adelaide event on 29 September to answer questions about what the State Government is planning to do to meet the expectations of younger working people, to have pay equity across genders.

“The gender pay gap affects us all – you think of female-dominated industries such as aged care and childcare that require training and qualifications, which are vital for our society, where women are paid less than unqualified occupations such as car parking attendants,” Ms Lewis said.

“We look forward to hearing from Minister Hildyard about where we go from here – how can closing the gender pay gap be accelerated?”

### Event Details

‘Equal Pay for Women – When?!’ on Thursday 29 September 6.30pm – 9.30pm at the Caledonian Hotel, 215 O'Connell St North Adelaide. A catered networking event with guest speaker The Hon. Katrine Hildyard MP, Minister for Women. Tickets available via Eventbrite:

<https://www.eventbrite.com.au/e/equal-pay-for-women-when-tickets-405101899687>

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<https://www.equalpayday.com.au/about>