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2010-11 Budget Submission

The Finance Sector Union of Australia (FSU) would like to make a short supplementary submission regarding the 2010 Budget.

Pay Equity

Unfortunately the finance sector continues to have the worst pay gap of any industry. The most recent relevant statistics have women earning just 73% of the average male hourly rate of pay.¹ The Australian finance industry is highly profitable – it can and should pay its staff equally. Some companies have made positive steps towards improving their remuneration policies and practices; however it appears unlikely that the industry will address the pay gap without Government involvement.²

The FSU welcomed the recommendations from the recent Parliamentary Inquiry into Pay Equity³ and would encourage the Government to progress them in the following areas:

- Allocate funds to address the gender pay gap via the establishment of a Pay Equity Unit in Fair Work Australia – this would implement recommendation 22 of the Report;
- Provide resources to assist companies to undertake detailed mandatory pay audits every 2 years – this would strengthen recommendations 27 and 29 of the report.
- Fund programs to educate the public about the gender pay gap and encourage work to address the gap via employers, employees and their Unions.

Yours sincerely



Leon Carter
National Secretary
3 February 2010

¹ *Employee Earnings and Hours*, Catalogue 6306.0, ABS, August 2008.

² The pay gap within the finance sector actually became worse between 2006 and 2008 with female hourly earnings dropping from 77% to 73% of male hourly earnings.

³ *Making it Fair*, Pay equity and associated issues related to increasing female participation in the workforce, House of Representatives Standing Committee on Employment and Workplace Relations, November 2009