

# Pay Transparency

## MYTHS / FACTS



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# MYTH #1

Women are just not as good at negotiating.



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# FACT

Women are not poorer negotiators but are often in positions of poorer negotiating power. When the playing field is evened by more information, the negotiated outcomes from men and women are similar. The greater the level of ambiguity, the greater the opportunity for unconscious bias to be part of the outcome.

That said, companies should not be shifting the burden of equity onto their employees. Organisations should have the culture and processes in place to value and reward performance in an equitable, transparent and defensible manner.



# MYTH #2

The pay gap  
doesn't exist  
for younger  
women.



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# FACT

The gap is there from our first roles. It is 2.5% for those under 25 and steadily increases until it peaks at 31.9% for 55-64 years.

(Sept 2022)



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# MYTH #3

But it's illegal  
to pay men  
and women  
differently!



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# FACT

While like-for-like roles should be remunerated equally, the gap creeps in through a number of factors.

For example, different rates of promotion, performance review outcomes and access to additional income including overtime may be a consequence of gender bias.



# MYTH #4

It's because women tend to work in industries where everyone is paid less.



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# FACT

There is a pay gap in favour of men in every industry even those with higher representation of women such as Education and Training (10.9%) and Health Care and Social Assistance (22.2%).

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# MYTH #5

It's really about  
women's life  
choices.



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# FACT

Until it is culturally accepted and economically feasible for men to take equal time out of the workforce to care for children this is not a "choice" made freely.



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