



Chief Executive Women

Women leaders enabling women leaders

## All female employees should ask for a pay rise

**Tuesday 3 September**

'Equal Pay Day' is at least one day of the year when every female should look around the office and ask themselves "does my male colleague deserve 17.5% more than me?" If the answer is no she needs to do something about it.

What we know is that on average Australian women working fulltime are paid **17.5%** less than their male counterparts. This equates on average to \$266.20 less each week, and women would be required to work an additional 64 days per year to counter this discrepancy. The pay gap also goes on to affect the financial security of women in later life through lower superannuation and savings contributions.

Chief Executive Women (CEW) President Christine Christian said "we know from research undertaken by Bain & Co and CEW that as women move up the corporate ladder and into junior and senior management the pay gap continues to widen.

"The research shows that the reasons for this are diverse and complex. One reason is that 80% of women tend to undersell their capabilities and experience. Other reasons can include a clear lack of recognition or understanding inside an organisation that there is a problem and a lack of leadership in addressing the problem.

"CEW is talking to a number of progressive companies in Australia who are trying to address the imbalance within their own organisations. Only by highlighting the discrepancy and discussing at a senior executive level will efforts be made to right the imbalance. It is imperative that these initiatives are led by the CEO and the Board.

Women too though need to stand up and say, 'I deserve this! This is what I have done, this is what I can do. My contribution needs to receive equal recognition with my male colleagues and we need to talk about me being paid what I deserve'" Ms Christian said.

For more information, or to speak with Christine Christian, contact Gabrielle Notley on (02) 9232 1033

*Chief Executive Women (CEW) is the pre-eminent organisation representing Australia's most senior women leaders from the corporate, public service, academic and not for profit*

*sectors. Founded in 1985, CEW has over 270 members whose shared vision is “women leaders enabling women leaders”.*