Addendum - Revision to 2016 Results

2019

KPMG was recently engaged by the Diversity Council of Australia (DCA) and the Workplace Gender Equality Agency (WGEA) to document the latest-available evidence on the nature and magnitude of drivers of the gender pay gap in Australia. This analysis builds on this 2016 report, *She's Price(d)less: The Economics of the Gender Pay Gap.*

In preparing the 2019 report, an error was identified in the way that KPMG presented the results for part-time employment and industrial and occupational segregation in the 2016 report. The methodology and aggregate results remain unchanged.

The revised presentation of results is provided below.

Table 1: Revision of previous decomposition results from the 2016 report (2014 data), She's Price(d)less – The Economics of the Gender Pay Gap.

	Original		Revised	
	Proportion	**$ Equivalent**	**Proportion**	**$ Equivalent**
Age (years)	6%	$0.15	6%	$0.15
Tenure with current employer (year)	1%	$0.03	1%	$0.03
Years not working due to interruptions	21%	$0.53	21%	$0.53
Industry segregation index (males per 100 workers)	19%	$0.48	4%	$0.10
Occupational segregation (males per 100 workers)	11%	$0.28	19%	$0.48
Proportion in part-time employment	4%	$0.10	11%	$0.28
Proportion working in Government or NGO	0%	$0.01	0%	$0.01
Unpaid care and work (proxied by hours per week on housework)	Not tested	Not tested	Not tested	Not tested
Gender discrimination	38%	$0.95	38%	$0.95
Total	**100%**	**$2.50**	**100%**	**$2.50**

Source: KPMG analysis of the Household, Income and Labour Dynamics in Australia Survey, Wave 14 (HILDA Survey).

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