

APESMA Supplementary Submission to:
House of Representatives Standing Committee on Employment and Workplace
Relations

INQUIRY INTO PAY EQUITY AND ASSOCIATED ISSUES RELATED TO INCREASING
FEMALE PARTICIPATION IN THE WORKFORCE

RESPONSE TO QUESTIONS

APESMA conducts large scale surveys to gauge prevailing market rate of remuneration for a variety of professional disciplines including professional engineers, scientists, ICT professionals and pharmacists.

All major surveys are conducted in conjunction with major associated professional groups such as Engineers Australia and the Australian Computer Society.

The results of these surveys are published and made available to subscribers for commercial use to set broad remuneration policy and individual remuneration levels. Several hundred organisations in Australia, and some overseas organisations, make use of APESMA surveys for this purpose.

The dimension APESMA surveys will vary depending on the professional discipline, however, typically, 10,000-20,000 individuals, holding professional qualifications in the discipline or field being analysed, will be invited to participate in a given remuneration survey. Rates of participation are normally 15%-20%, allowing for detailed analysis.

As an example, 20,000 engineers were invited to participate in the June 2008 Professional Engineer Remuneration Survey and there were 2,547 respondents.

Respondents for the 2007 Women in the Professions Survey were drawn from participating member organisations of the Federation of Australian Scientific and Technological Societies that chose to participate. There were 2,548 respondents to this survey (including APESMA members). The remuneration data within the 2007 Women in the Professions Survey Report doesn't come from this survey, but is taken from the relevant remuneration surveys and analysed for this report.

Further details of the data sources used within the original submission can be found on pages 39-41.

APESMA appreciates the opportunity to provide a supplementary submission.