

FOR IMMEDIATE RELEASE

7 September 2020

Salaries Rise and Opportunities Grow: Pandemic-Resilient Tech Sector Report Shows

Continued wage rises in the tech sector appear untroubled from the turbulence caused by COVID-19, according to the latest tech salary and staff attrition report from Australia's peak industry representative body for innovation technology, the Australian Information Industry Association ([AIIA](#)).

In partnership with Aon, the bi-annual report, the '*AIIA Remuneration Report for the Information, Technology and Telecommunications Industries*' included participation from 567 organisations covering 99,025 individual employees.

The AIIA CEO, Ron Gauci, said: "The latest results from the AIIA Remuneration Report highlight just how crucial the tech sector is in terms of rebuilding the Australian economy - evident through increased nominal base salaries in the current economic climate.

"The tech sector continues to show unrivalled resilience to the global pandemic and the AIIA will continue to fully support and advocate for the growth of the industry. In amongst a yearly average salary increase for tech workers, the Report also shows that 85 per cent of tech companies have not reduced their headcount - a remarkable feat given the impact of COVID-19.

"The industry is demanding greater technology and digital skill sets in order to thrive. This Report continues to show the appetite and desire for the industry to come out on top - all businesses and tech employees should take great confidence in the findings," Mr Gauci said.

In addition to the Remuneration Report, the AIIA also recently shared a Whitepaper titled '[Building Australia's Digital Future in a Post-COVID World](#)'. This set out a series of practical recommendations to state and federal government, designed to help guide policy development and focus areas for now and the next decade including digital investment priorities, skills and jobs of the future.

Salary Report reveals gender gap still needs addressing

The AIIA Remuneration Report highlights a continued gender gap in STEM with the number of female respondents. Out of the total specifying gender, only 30 per cent of them are female while males accounted for 70 per cent.

Those working in Infrastructure, Support & Engineering, and IT Support were the two job families that had the lowest female respondent participation, both only recording 8 per cent.

Commenting on the gender gap highlighted in the Report, Mr Gauci said: "The AIIA recognises the importance of addressing the gender imbalance that currently exists in

STEM. Our Whitepaper states that the issue starts in primary learning and continues through to university where almost 80 per cent of males complete a STEM qualification compared to 20 per cent of women.

“The AIIA are supportive in encouraging opportunities for young women and will continuously advocate for and support measures to create a balance in the field,” Mr Gauci said.

“The economic fallout of COVID-19 is impacting remuneration and retention all across Australia, so it is heartening to see the tech sector demonstrate such resilience. The learnings from 2020 we have seen is that there is clearly no one-size-fits-all solution when it comes to managing the impacts of the pandemic on business and remuneration. As we look to 2021 it will be companies who take action in incorporating the views of all stakeholders (employee, investors and the broader community) who will earn the trust needed to deliver long-term success,” said Jairus Ashworth, Partner, Rewards Solutions at Aon.

The AIIA is a not-for-profit organisation aimed at fuelling Australia’s future social and economic prosperity through technology innovation.

ENDS

For media enquiries: Thrive PR and Communications

Jacinta Chapman - Group Account Director

M: 0409 850 413

E: jacinta.chapman@thrivepr.com.au

Nathan McGregor - Account Director

M: 0490 494 048

E: nathan.mcgregor@thrivepr.com.au

Carmelle Pavan - AIIA GM Marketing and Communications

M: 0402 099 349

E: carmelle@aiaa.com.au

About AIIA

The Australian Information Industry Association (AIIA) is Australia’s peak representative body and advocacy group for those in the digital ecosystem. Since 1978 AIIA has pursued activities to stimulate and grow the digital ecosystem, to create a favourable business environment for members and to contribute to Australia’s economic prosperity. We do this by delivering outstanding member value by providing a strong voice of influence; building a sense of community through events and education; enabling a network for collaboration and inspiration; and developing compelling content and relevant and interesting information.