

Most of the 14.2% full-time pay gap is a 9% gap in full time hours worked.

<https://www.abs.gov.au/statistics/people/people-and-communities/gender-indicators-australia/latest-release>

Using the 14.2% gap to claim women need to work 61 days more to earn the same is very inaccurate.

Besides men doing 3x more 60+ hour weeks

<https://www.abs.gov.au/articles/insights-hours-worked-june-2020>

and being more than 10x more likely to die at work

<https://www.safeworkaustralia.gov.au/book/work-related-injury-fatalities-key-whs-statistics-australia-2018>

there are a range of other non-discriminatory causes of the pay gap.

<https://academic.oup.com/oep/article/70/4/919/5046671>

Men and women make different choices generally and relevant here is the different choices is type and amount of work. This is okay and doesn't need to be fixed

Women are more likely to report wanting to work less hours wanting to work more hours.

<https://onlinelibrary.wiley.com/doi/full/10.1002/app5.64>

This is incompatible with closing the pay gap. Trying to make women do something they are telling you they don't want to do isn't helpful.

Imposing a desire for women to be like men isn't helping anyone. End discrimination. End the pursuit of equal outcomes.