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# Policy-Influence-Reform and the gender pay gap



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# Acknowledgment of Country

In the spirit of reconciliation, the Workplace Gender Equality Agency acknowledges the Traditional Custodians of the country throughout Australia and their connections to the land, sea and community. We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

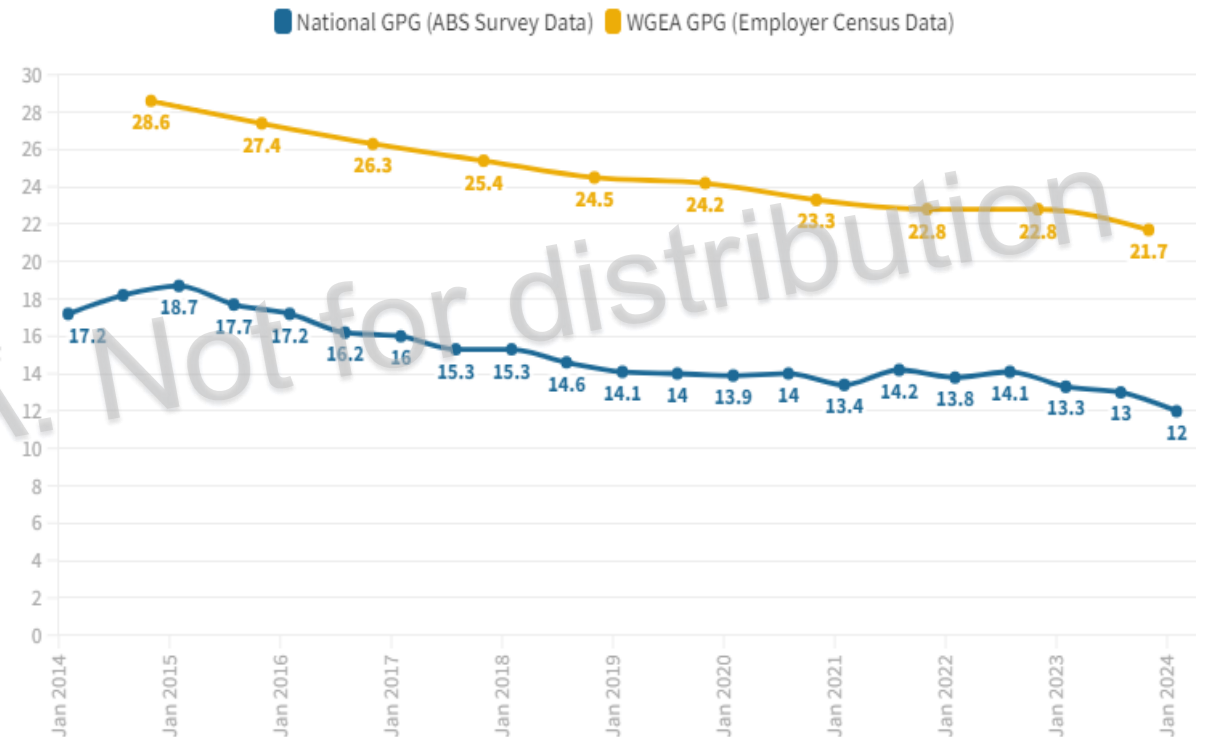
# About the Workplace Gender Equality Agency



- Federal statutory agency established under the *Workplace Gender Equality Act 2012*
- **regulator, educator and driver of change**, responsible for promoting and improving gender equality in Australian workplaces
- employers (with 100 or more employees) required to **report annually against 6 gender equality indicators (GEIs)**
- WGEA dataset covers over 5 million employees across 6,500 'relevant employers'
- world-leading dataset enables comparison of employers and industries across gender equality metrics including action on pay gaps, composition, parental leave, and flexible working and sexual harassment policies.

# Australia's gender pay gap

- **WGEA's average gender pay gap is 21.7%** based on WGEA's annual Employer Census (total remuneration – salary, super, overtime, bonuses – and annualised part-time and casual workers' earnings)
- **national gender pay gap is 12%** based on ABS data, using base salary average weekly earnings for full-time workers only
- **it is not the same as equal pay.**



# WGEA reform agenda

## Implemented

- published employer gender pay gaps
- employers can publish an 'Employer Statement' alongside their gender pay gap
- key WGEA reports provided to Board
- expanded data collection on sexual harassment, age, location and CEO remuneration
- large employers (500 or more employees) required to have policies or strategies covering each of the 6 GEIs
- Commonwealth public sector reporting.

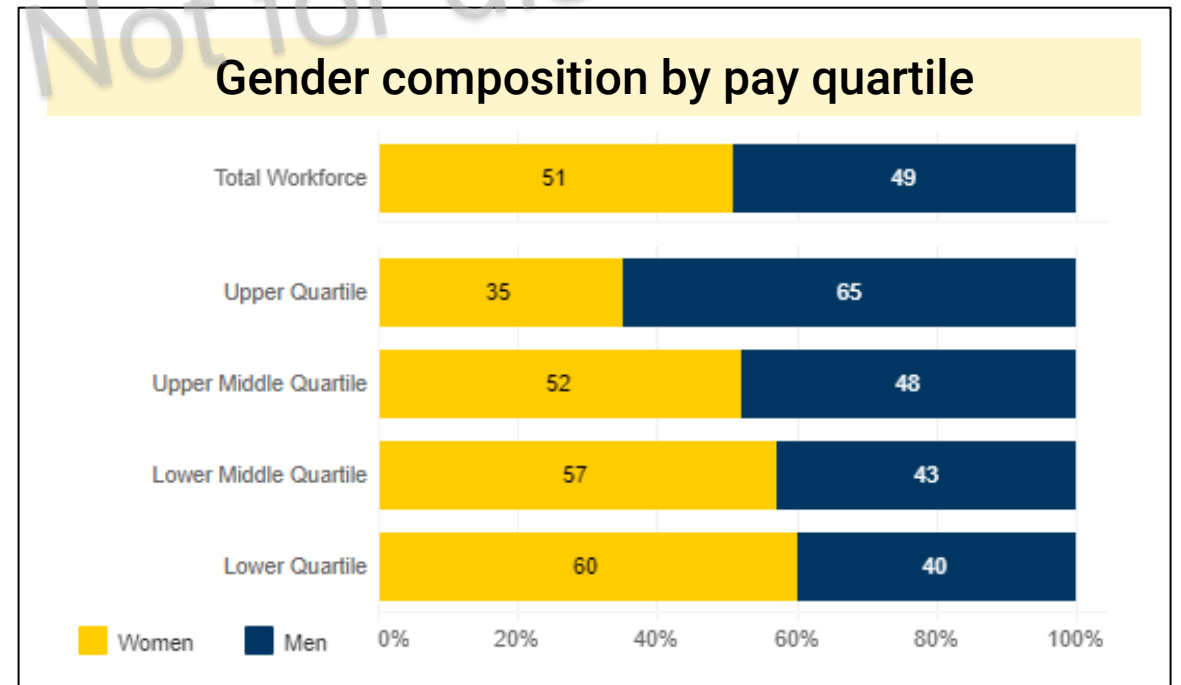
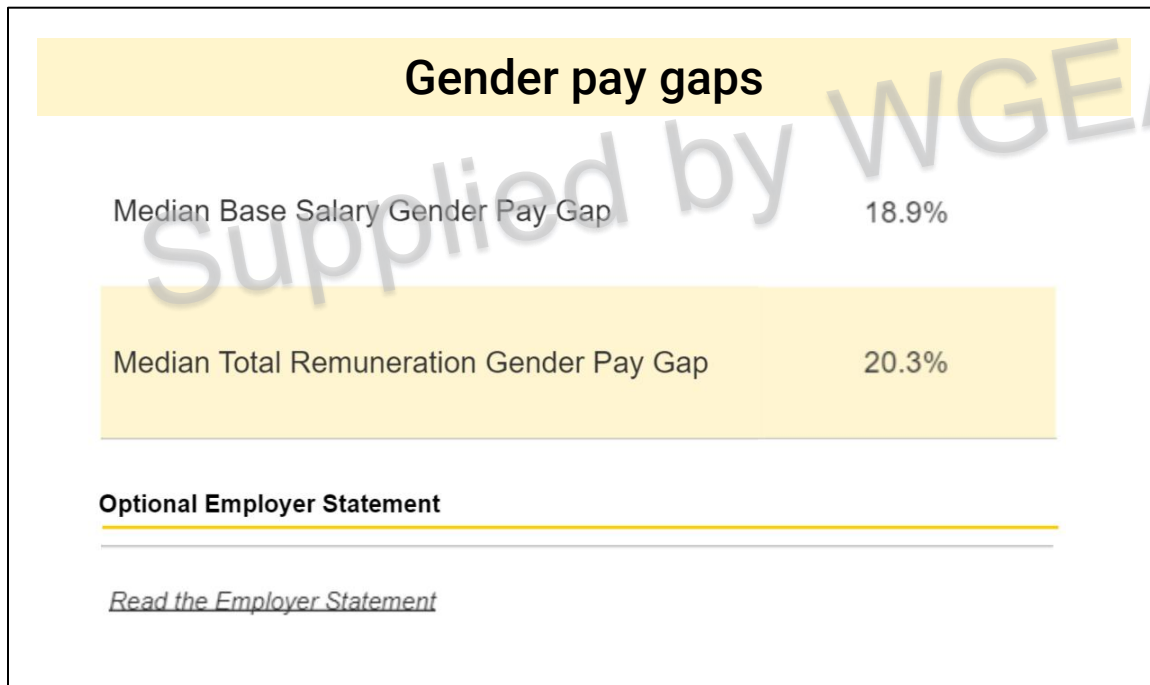
## In the pipeline

- gender equality standard: target setting
  - large employers to commit to, achieve, and report progress against targets
- explore intersectional data points to enable deeper analysis
  - collection of additional employee diversity data, including non-binary, Aboriginal and Torres Strait Islander, cultural and linguistic diversity and disability
- partners in partnerships report to WGEA.



# National first: Publishing employer gender pay gaps

- February 2024: **WGEA published median gender pay gaps and gender composition by pay quartile** for nearly 5,000 private sector employers
- approximately 20% of employers supplied an Employer Statement
- significant media and public interest and CEOs being answerable
  - engaging conversation beyond 'equal pay' and 'what is the gender pay gap', to the underlying drivers of gender pay gaps.



# What WGEA will publish in February 2025?

Base salary and total remuneration **average** gender pay gaps

Base salary and total remuneration **median** gender pay gaps

Gender composition and average total remuneration per pay quartile

Gender pay gaps for **each relevant employer** (standalone employer, corporate group, subsidiary)

Each relevant employer able to provide an Employer Statement link

# Expanded WGEA reporting: GEI6

**GEI6** asks employers to report information about sexual harassment and discrimination. As a result of Respect@Work, employers now required to report on:



Provisions in policies and strategies to prevent and respond to workplace sexual harassment



Information about sexual harassment risk management



Information about prevalence data currently collected



Supports available for staff

## Next steps:

- WGEA consulting on the best way to safely collect additional data on the prevalence of sexual harassment in workplaces
- voluntary employer reporting of prevalence data in WGEA reporting in 2025.



# Building capacity for gender equality



Role in delivering equality	What determines success?	Key message
Mandates equality	Insight	Why this is important
Enables equality	Knowledge	What can be done
Delivers equality	Competence	How you can do it
Experiences equality	Empowerment	Value of equality

# Inroads & employer action: Workforce composition

Workforce composition measures the proportion of women, men and non-binary employees in a variety of settings – role, level, employer, industry etc.

## Why does it matter?

- women under-represented at management levels, in full-time roles, in higher-paid roles, and in higher-paid industries. This imbalance contributes to national and employer gender pay gaps.

## Strategies for employers to drive change

Using information identified in their gender pay gap analysis, employers are:



Setting specific targets and KPIs to increase under-represented gender in their workforce or in a specific occupation (i.e. more women working in trades)



Offering flexible working arrangements and reasonable adjustments to job candidates and including this in the job ad



Using gender-neutral and unbiased language in promotion criteria and ensuring employees on parental leave are not overlooked



Designing talent identification/succession planning processes that define career pathways that accommodate flexible and part-time work at all levels



Training and supporting managers to effectively manage flexible work.

# Want to know more?

Get informed: Understand what the gender pay gap is and why it matters to you

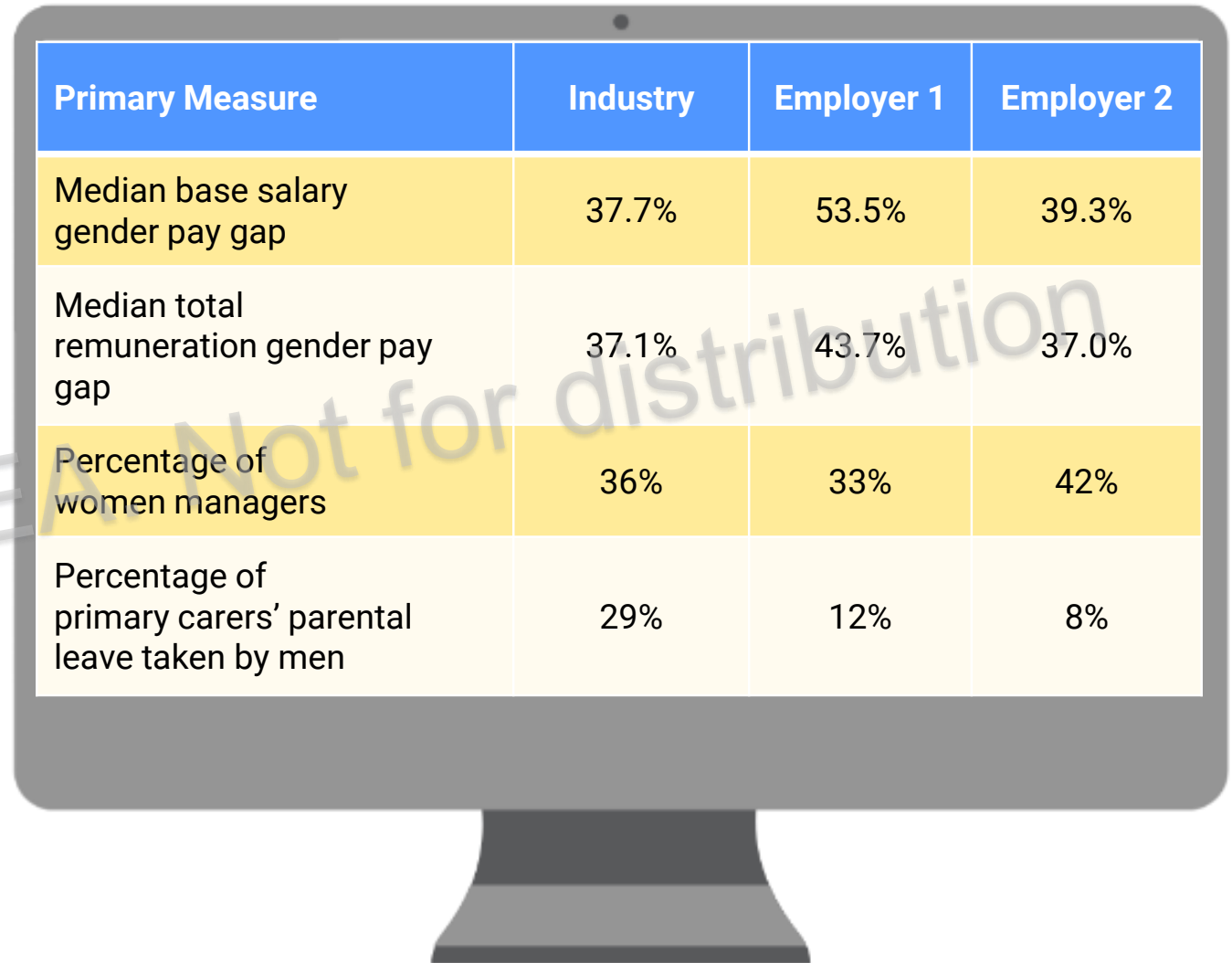
**WGEA's website**

[www.wgea.gov.au](http://www.wgea.gov.au)

WGEA's comprehensive dataset is available to view through our Data Explorer at [data.wgea.gov.au](http://data.wgea.gov.au)

Use the Data Explorer to:

- find an employer's gender pay gap
- search and compare an employer's data
- benchmark an employer against its industry.



Primary Measure	Industry	Employer 1	Employer 2
Median base salary gender pay gap	37.7%	53.5%	39.3%
Median total remuneration gender pay gap	37.1%	43.7%	37.0%
Percentage of women managers	36%	33%	42%
Percentage of primary carers' parental leave taken by men	29%	12%	8%

# Q&A



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