

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2014 - 2015

Agency - Workplace Gender Equality Agency

Department of Employment Question No. EMSQ15-000042

Senator McKenzie asked on 26 February 2015 on proof Hansard page 98

Question

WGEA - Gender remuneration gap analysis

CHAIR: Thank you so much. As always this area is filled with questions. I have one and then the committee is going to break for a private meeting and dinner, coming back at quarter to 8 for Senator Waters to finish with this group and moving onto Fair Work Building and Construction at 8 o'clock with Senator Cameron. I have a quick question. Question 4 on page 10 of the reporting questionnaire: has gender remuneration gap analysis been undertaken? Do you have any data on what secondary schools answer is that question?

Ms Beattie: I would have to take that on notice.

CHAIR: I have had feedback that they have answered no because they do not as their salaries are set by awards or industrial agreements so many school principals have just ticked no. I wanted to know how your organisation responds to these schools as a result of them ticking no. My understanding was the standard practice was that they would be sent a bottle of Daughter Water.

Ms Beattie: That is not standard practice.

CHAIR: Could you just outline for me the standard practice and if you have received any complaints, comments or feedback from school principals on this issue? Given the feminisation of education it was quite a unique advocacy but I will wait for the questions on notice. The committee stands suspended until quarter to 8.

Answer

During the 2013–14 reporting period there were 367 reporting organisations classified as ANZSIC Class “Secondary education” or “Combined primary and secondary education”. Gender Pay Gap (GPG) analyses were conducted by 26 (7.1 per cent) of these organisations. Eighteen organisations reported conducting a GPG in the preceding twelve month period; six did so between one and two years ago; and two in another time period.

There is no standard practice for responding to any employer who doesn't conduct a pay gap analysis. For the purpose of the 2014 pay equity campaign, the Agency wrote to employers to encourage them to conduct a GPG and sent them links to our free tools and resources to help them to conduct this analysis and develop an action plan.

Feedback was received from six school principals following correspondence received as part of the “Daughter Water” campaign in September 2014, four made complaints; one principal requested further information; and one wrote to congratulate the Agency on the strategy.