

**Senate Standing Committee on Education and Employment**

**QUESTIONS ON NOTICE  
Supplementary Budget Estimates 2014-2015**

**Agency – Workplace Gender Equality Agency**

**Department of Employment Question No. EM1569\_15**

**Senator McKenzie asked on 23 October 2014 on proof Hansard page 112**

**Question**

**WGEA – Overseas research**

Ms Conway: What our discussions with employers tell us is that they acknowledge that in their organisations there is gender bias that is impacting on pay and performance decisions. It was on the basis of that that we built this campaign. We used the hook of the overseas research that says that pay gaps in organisations reduce when male CEOs have daughters.

CHAIR: Could you provide that overseas research for the community?

Ms Conway: Yes.

**Answer**

Please find attached the following research report, “Fatherhood and Managerial Style: How a Male CEO’s Children Affect the Wages of His Employees”.