

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Supplementary Budget Estimates 2015 - 2016

#### Agency - Workplace Gender Equality Agency

Department of Employment Question No. EMSQ15-000296

Senator Waters asked on 28 October 2015 on proof Hansard page 40

#### Question

##### WGEA - pay equity campaign feedback

Can you tell me a bit more about that? Are you tracking that? Is that just anecdotal?

Ms Beattie: It is anecdotal. We do not capture that in any reporting sense. We are tracking that primarily through either stakeholder engagement or media coverage. Through our pay equity campaign we have now marshalled some 87 CEO pay equity ambassadors who we work with on a case-by-case basis to help them in their own internal engagement efforts and we are seeing that evidence come through in those discussions as well.

Senator WATERS: What has been the feedback in that engagement with stakeholders and those pay equity ambassadors? Are they passing on to you the feedback that they have received from staff after sharing that information?

Ms Beattie: Yes. The feedback that we are getting is that staff are really pleased to hear and have some transparency around it and particularly pleased to hear the commitments that employers are making to address like-for-like gaps. In some cases it can create some confusion around what that company-wide pay gap means because that company-wide pay gap is almost always bigger than the like-for-like pay gap because of the concentration of men in higher paying roles through the leadership ranks, so it becomes a really important education effort for employers in explaining to their employees how these pay gap measures integrate with their broader diversity and inclusion agenda. It is early days and it is part of an ongoing conversation that seems to be delivering some great results for those employers.

Senator WATERS: Do you have any sense of the proportion of employers that are sharing that information with their staff?

Ms Beattie: It is tiny. I can actually get some specifics for you on notice, but I think it is probably around 10, so it is small

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Senator WATERS: Thank you for the offer to take on notice a bit more information. I am particularly interested in that aspect to see if that goes to whether we are achieving behavioural change, which is obviously what we all want to see.

#### Answer

The Workplace Gender Equality Agency (WGEA) reporting questionnaire does not currently capture information on whether employers disclose their pay gaps internally. WGEA does monitor this practice through:

- the WGEA Employer of Choice for Gender Equality citation assessments
- conversations with WGEA Pay Equity Ambassadors
- market observations.

Through this process, we are aware of the following company practices:

- **The Mirvac Group** reports on female salaries by level as a percentage of male salaries in their Sustainability Report.
- **St Barbara Limited** describes their gender pay equity goals and progress both on their website (Governance section) and in their annual report.
- **VicSuper**, in its Performance Report, provides a graph of the average salaries (full time equivalent remuneration) of men and women at each level of the organisation and directors.
- **Stockland's** Governance and Remuneration Annual Review shows Average Fixed Remuneration Ratio by Job Band (Women:Men) for Senior Management, Management (separated into Stockland and Aged Care), Employee (separated into Stockland and Aged Care), Total (separated into Stockland and Aged Care).
- **National Australia Bank's** Dig Deeper (People) Paper for 2013 reports female remuneration as a ratio of male remuneration based on fixed remuneration (excluding superannuation and bonus payments).
- **Caltex** reports in its annual report.
- **PwC** recently announced its firm-wide and like-for-like pay gap.
- **Deloitte** announced its firm-wide gap.
- **KPMG** announced its pay gap has decreased.
- **Commonwealth Bank** discloses gender pay gaps to managers.
- **MSD** ran an education session with seniors leaders on its like for like and company-wide pay gap analysis.
- **AECOM** disclosed it has pay gaps when it publicly shared its gender strategy but did not disclose specific figures.

In addition to these specific disclosure measures, 2014–15 reporting data reveals broader behavioral change trends which are explained in detail in our pay equity report card, which was released on 2 October and is attached as an appendix.