

## 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. EMSQ15-000310

Senator Urquhart asked on 22 October 2015 on proof Hansard page 47

#### Question

#### WGEA - In Your Hands campaign analysis

Senator URQUHART: I know that you talked about research and you do not do analysis, but have you looked at the effectiveness of either of these campaigns and what it has revealed?

Ms Beattie: Yes. For both?

Senator URQUHART: For both.

Ms Beattie: Yes. For the In Your Hands campaign, as I said, the main measure of effectiveness is being tracked through the reporting questionnaire so we can see in the reporting data coming through at the moment that the measure that is improving most significantly is in the area of pay equity. We have seen over 17 per cent increase in the number of employers doing a pay-gap analysis from last year to this year, that is a substantial increase in those taking action.

CHAIR: Are they absolute numbers?

Ms Beattie: No, they are percentage.

CHAIR: I know it is important; that is why I am asking you.

Ms Beattie: The absolute difference is from 24 per cent to 26.3 per cent. That is the percentage point.

CHAIR: I would like that on notice.

Senator URQUHART: On notice, the actual numbers.

Ms Beattie: The employer numbers, yes.

Senator URQUHART: I am happy if you want to break down all that information into a more detailed analysis and provide that on notice.

Ms Beattie: Yes. We have released those figures so we can provide those to you.

#### Answer

- 26.3 per cent (1,229 organisations) of employers reported a pay gap analysis had been conducted – a measurable increase on 2014 (24.0 per cent or 1,045 organisations).
- Of the 1,229 organisations that undertook a gender pay gap analysis in 2015, more than half took action (51 per cent or 627 employers).
- While half of those organisations that did a gender pay gap analysis also took action, those that took action represent only 13.3 per cent of all reporting organisations.
- Identifying causes of the gaps, reviewing remuneration decision-making processes and reporting pay equity metrics to the executive were the most common actions taken.
- Of organisations who undertook a pay gap analysis, less than 10 per cent report to the board on pay equity (119 employers), 7.4 per cent train people managers in addressing gender bias (91 employers), and 15.6 per cent analyse performance pay to ensure there's no gender bias (192 employers).