

Publishing Gender Pay Gaps

What Australian employers
need to know

April 2024





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.

Agenda



Understanding Gender Pay Gap Publishing



Australian employer snapshot



Common questions



Where to next?



Q&A

Understanding Gender Pay Gap Publishing



Mary Wooldridge,
CEO, WGEA

What is the gender pay gap?

The **gender pay gap** is the difference in average or median earnings between women and men in the workforce, or in an individual workplace.

It is not a calculation of equal pay for equal work.

How do you calculate the gender pay gap?

$$\frac{(\text{Average/median remuneration of men} - \text{Average/median remuneration of women})}{\text{Average/median remuneration of men}} \times 100$$



What was published?

We published gender pay gaps and gender composition by pay quartile for nearly **5,000 private sector employers**

Over **1,000 employer statements** are published.

Gender pay gaps

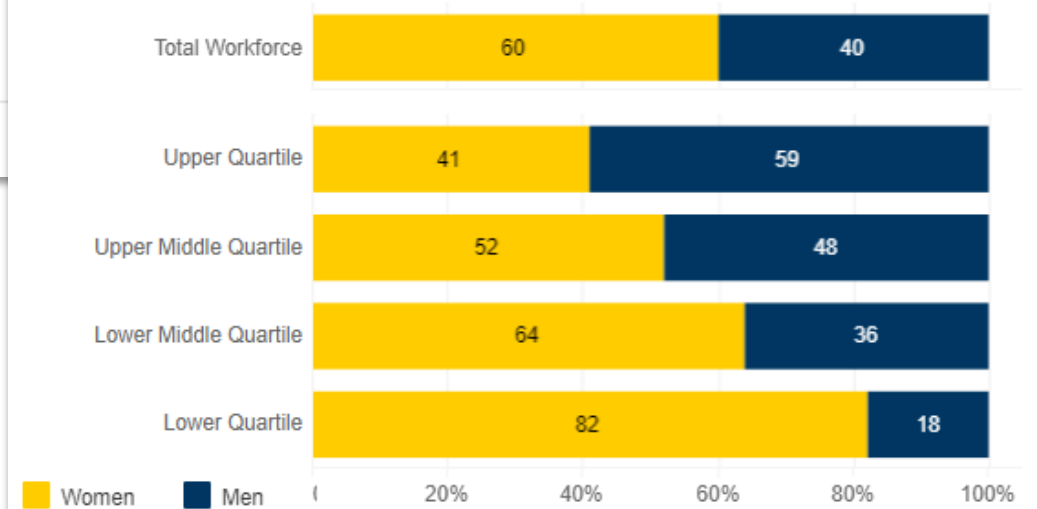
Median Base Salary Gender Pay Gap 18.9%

Median Total Remuneration Gender Pay Gap 20.3%

Optional Employer Statement

[Read the Employer Statement](#)

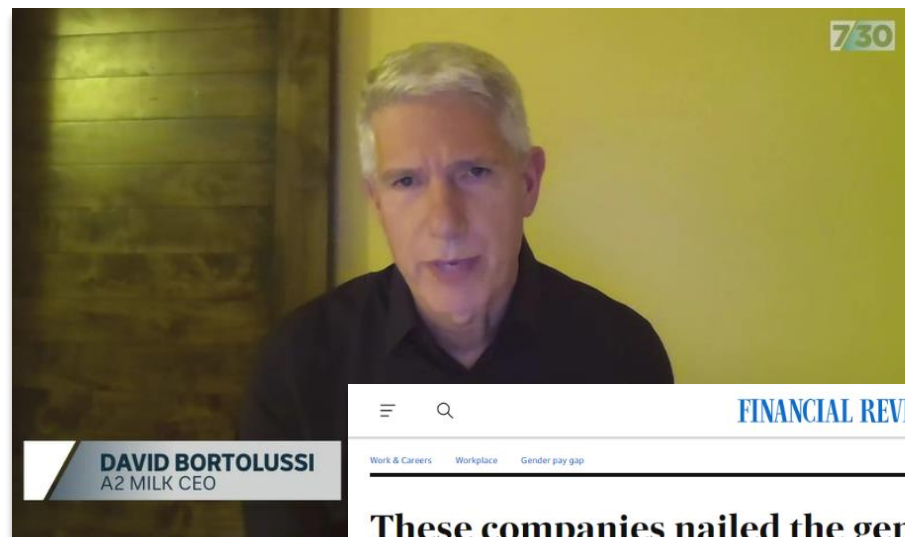
Gender composition by pay quartile



Media and public response

We saw:

- Huge media and public interest
- **CEOs being answerable**
- A focus on **female and male-dominated industries, ASX-listed companies** and those with **large gaps**
- Interest in **how companies are shifting the dial**
- **WGEA resources downloaded**



Bonuses, overtime fuel 19pc gap

► Full gender pay picture revealed for first time ► Women earn 81¢ for every dollar paid to men ► Big names among laggards



FINANCIAL REVIEW

Work & Careers Workplace Gender pay gap

These companies nailed the gender pay challenge. It wasn't easy

Closing the remuneration gap between men and women to less than 5 per cent requires "hard graft" and is a "monotonous process", says Anthony Heraghty, chief executive of Super Retail Group.

Super Retail Group, which owns retail brands such as boating and fishing store chain BCF and outdoor clothing store Macpac, is one of just 16 companies in the S&P/ASX 200 index with a median gender pay gap for total remuneration of less than 5 per cent in favour of either men or women, a proportion deemed "neutral" by the Workplace Gender Equality Agency.

RELATED QUOTES

SUL	\$16.040	▼ -0.68%
WES	\$66.150	▲ 1.80%
MTS	\$3.630	0.00
CKF	\$10.890	▲ 0.28%

The UK experience of publishing

Since 2018, employers in the UK with 250 or more employees had their gender pay gaps published. Following publication, employers in the UK:

- Increased their **understanding of and engagement with** the gender pay gap, including **board discussions and action**
- Tried to **identify the causes** of their gender pay gaps
- Reviewed their **practices and policies**
- **Saw sustained improvement** in their gender pay gaps

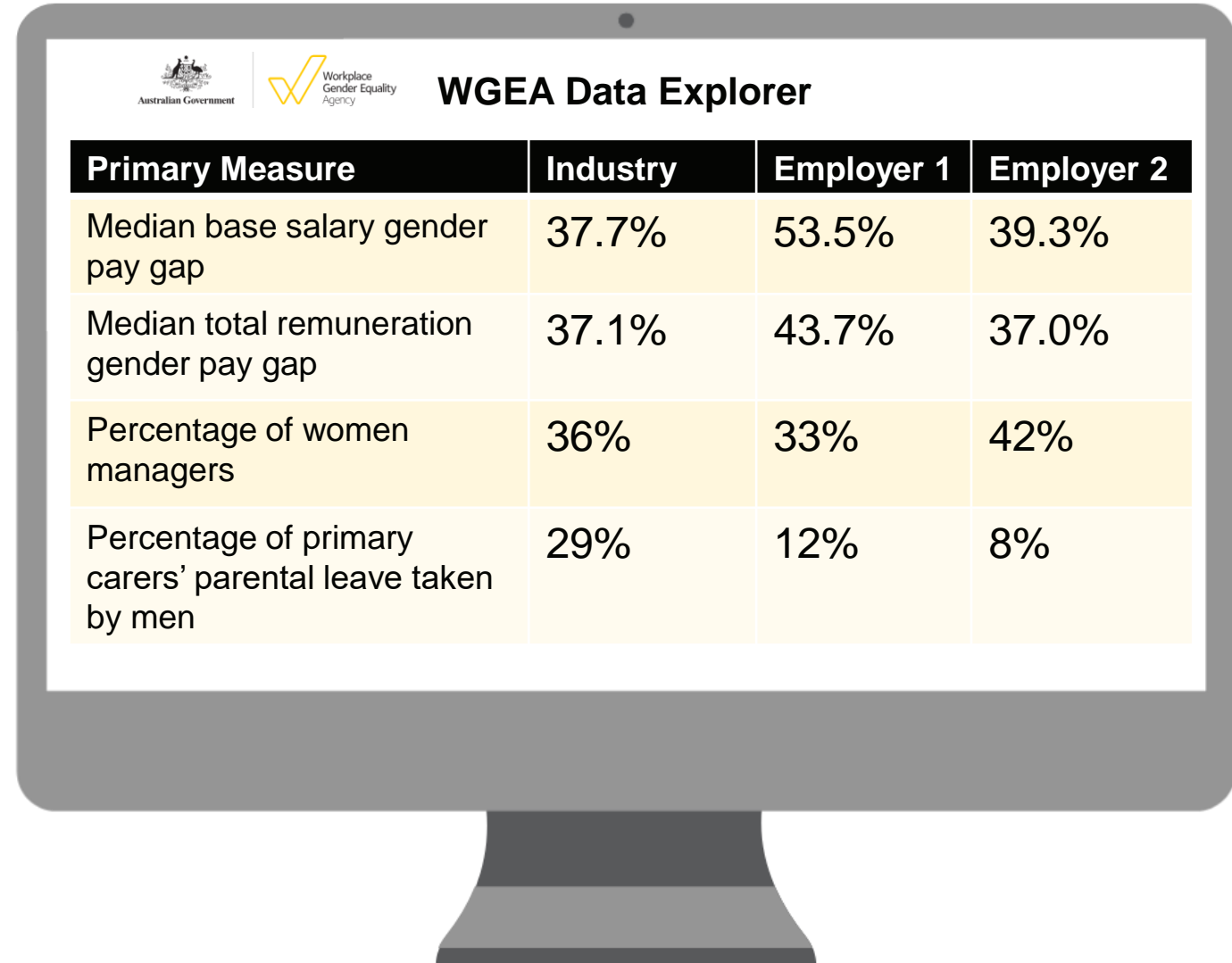


Where are gender pay gaps published?

WGEA's comprehensive dataset is available to view through our Data Explorer at 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



The screenshot displays the WGEA Data Explorer interface. At the top, it features the Australian Government and Workplace Gender Equality Agency logos, followed by the title 'WGEA Data Explorer'. Below this is a table with four columns: 'Primary Measure', 'Industry', 'Employer 1', and 'Employer 2'. The table contains four rows of data, each with a yellow background.

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%

Australian employer snapshot: what we've learned



Dr Camilla Stonier,
Senior Education and
Research Adviser, WGEA

Employer Gender Pay Gaps Snapshot

The Snapshot compares employer median gender pay gaps by:



Industry



Proportion of women in leadership



Employers in male or female-dominated industries



Size



The National Picture

The WGEA median total remuneration gender pay gap is **19%**.

This gender pay gap uses remuneration data for just under **5 million** employees, regardless of their industry or employer.

Salary type	Median women	Median men	Median GPG	Median GPG (%)
Base salary	\$68,071	\$79,613	\$11,542	14.5
Total remuneration	\$78,484	\$96,945	\$18,461	19.0

Key statistics: Employer gender pay gaps

30% of employers have a median gender pay gap in the **target range** of within or including +/-5%

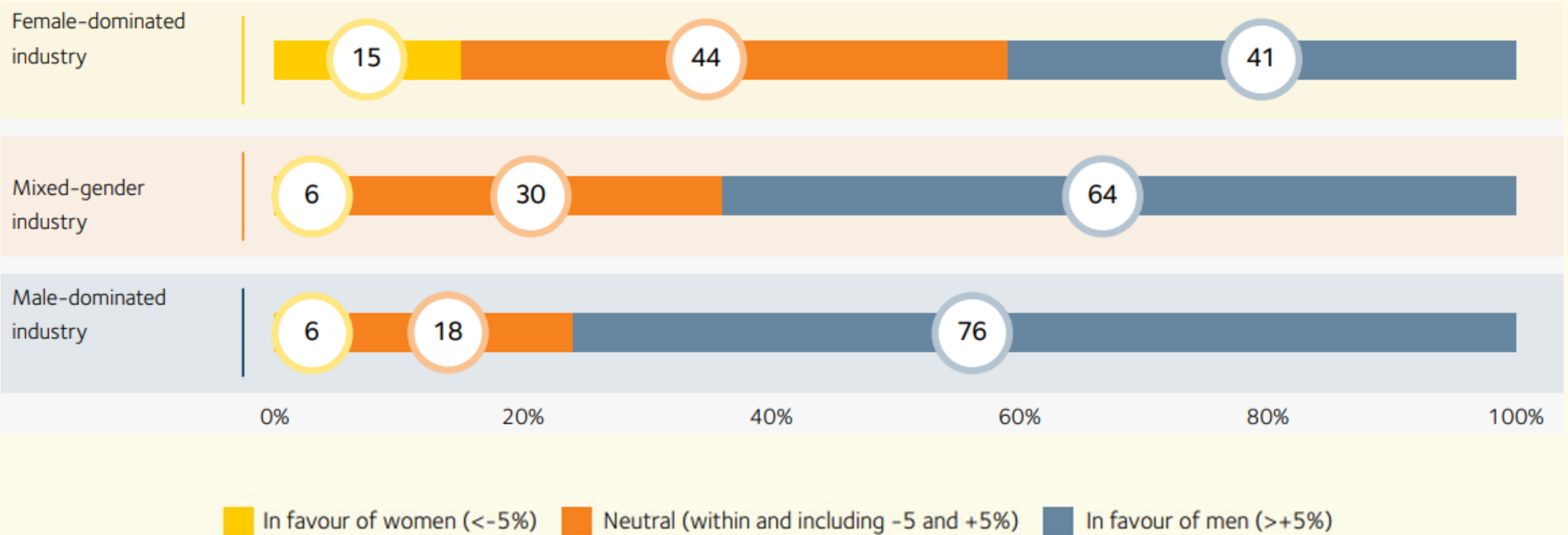
62% of median gender pay gaps are over **5%** and **in favour of men**

8% of employers have a median gender pay gap **in favour of women**



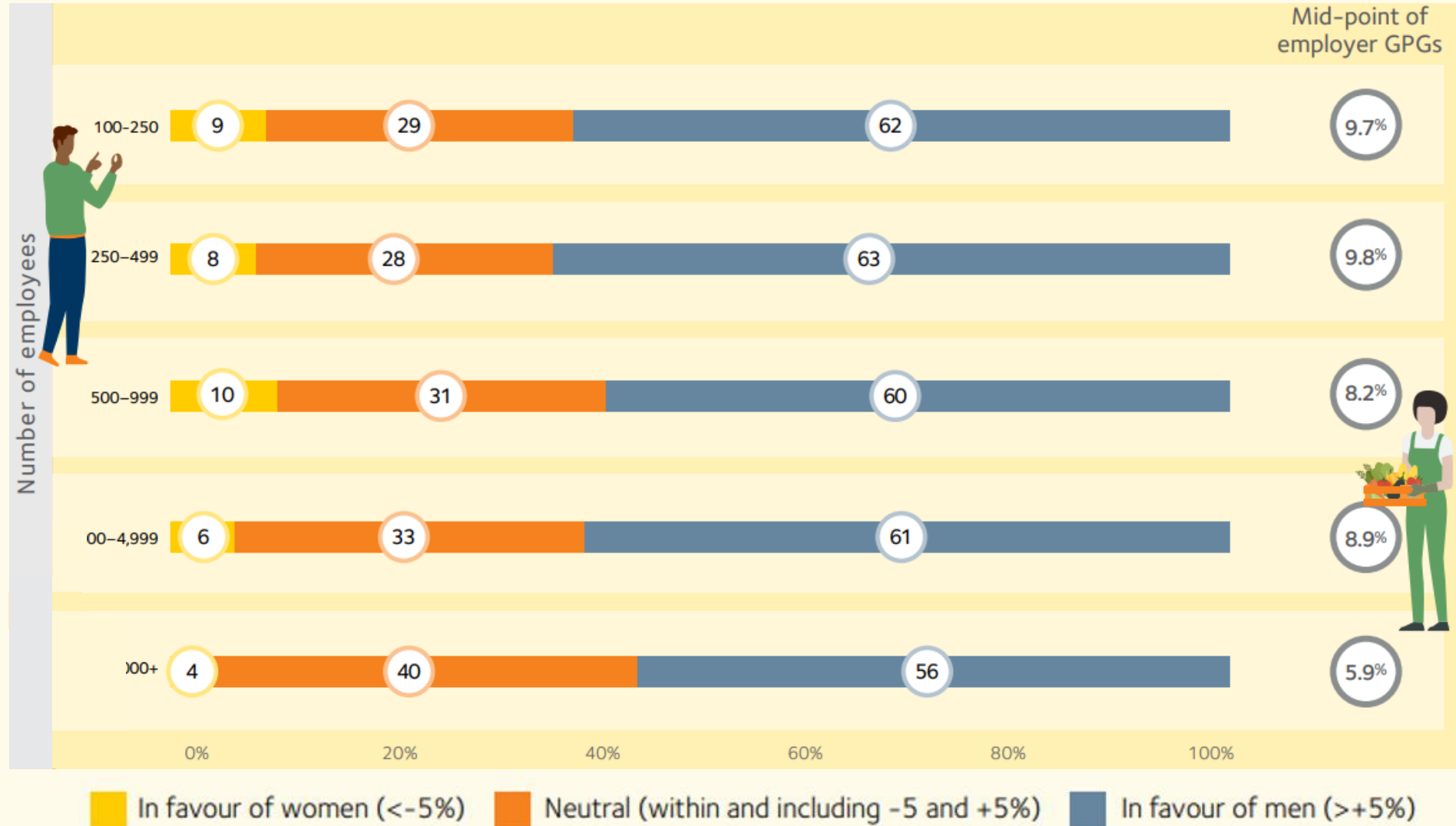
Insight

Employers in female-dominated industries have smaller gender pay gaps



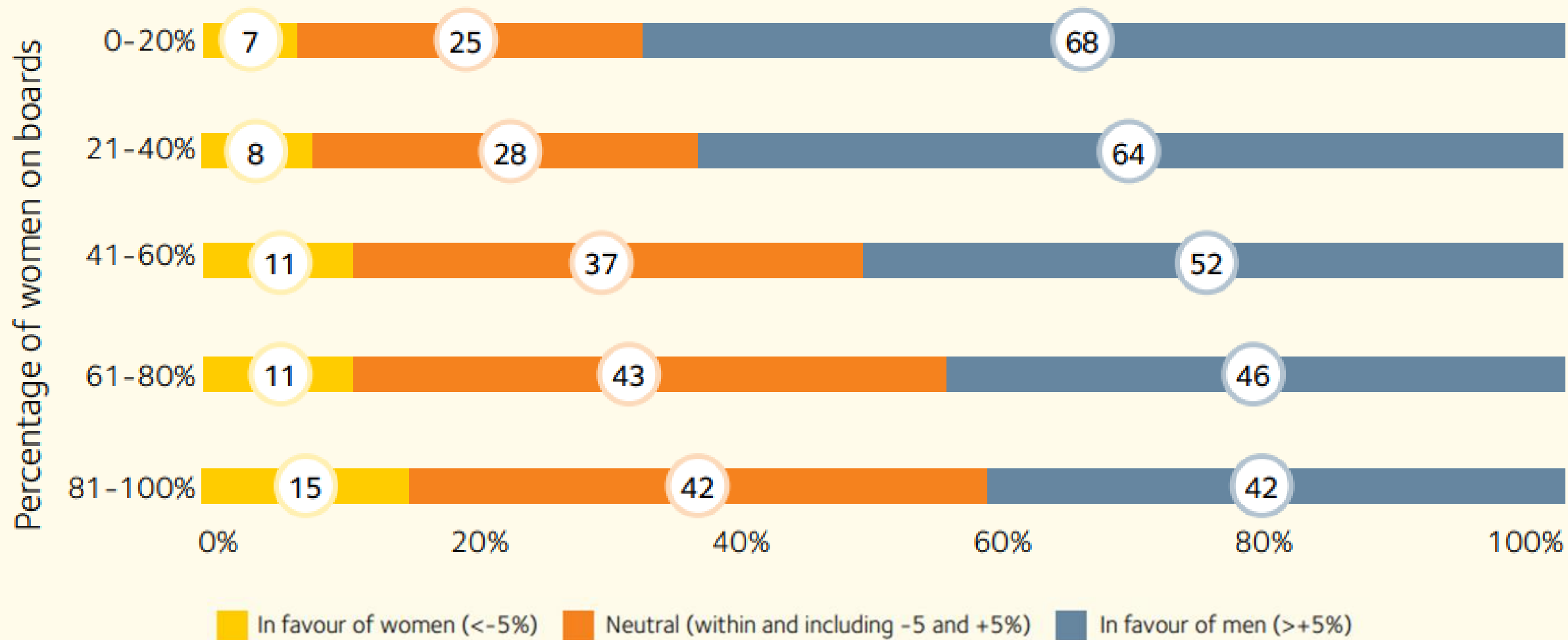
Insight

Larger employers generally have smaller gender pay gaps



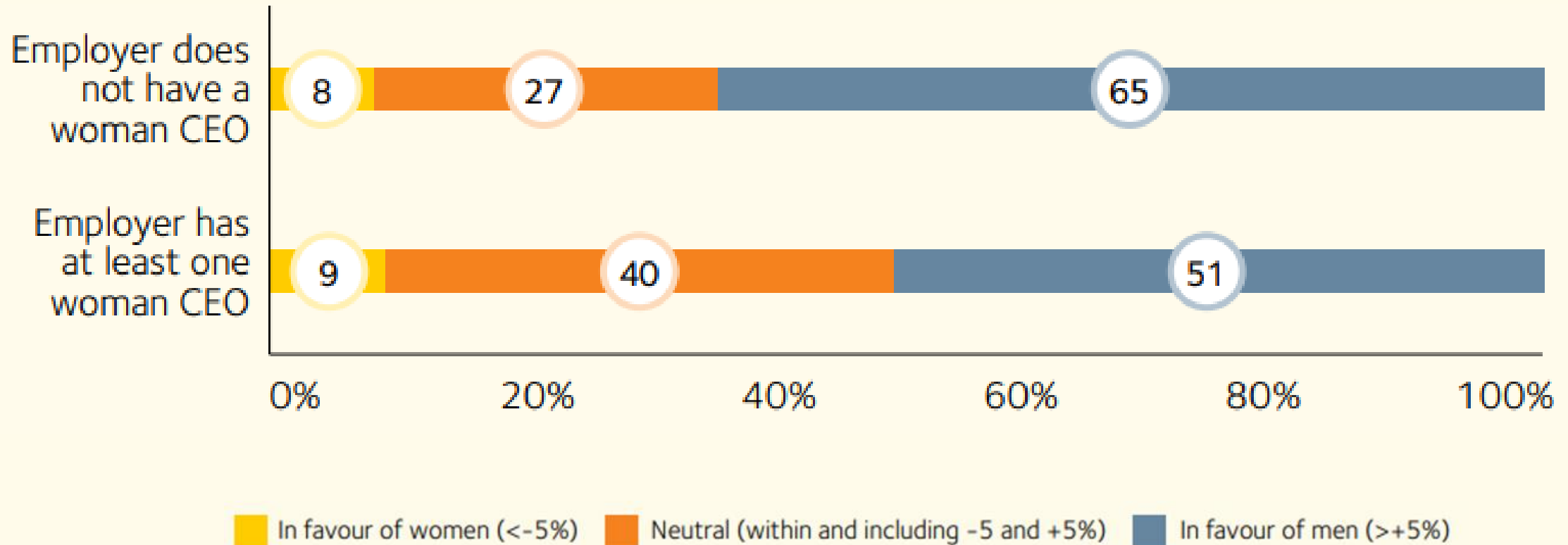
Insight

Boosting women on boards could help reduce the gender pay gap



Insight

Employers with more women in management had lower gender pay gaps



Common questions



Penelope Cottrill
Executive Manager, Education
and Research, WGEA

Common questions

In Australia it's illegal to pay men and women different salaries for the same work, so why do employers still have a gender pay gap?



Common questions

Will there be any changes to gender pay gap publishing, this year?

In addition to median gender pay gaps and gender composition by pay quartile, WGEA will also publish:

- 1) Average **base salary** and **total remuneration** pay gaps
- 2) Average total remuneration by **pay quartile**
- 3) Gender pay gaps of **any company** with **80** or more employees, with its own ABN, including within a corporate group
- 4) Gender pay gaps for **all corporate groups**, including for those who submit their data as a part of multiple submission groups.



Common questions

WGEA will include CEO remuneration in gender pay gap calculations this year. How will the inclusion of CEO remuneration affect an employer's gender pay gaps?



Where to next?



Taking action, Reporting, and Compliance

Conducting a Gender Pay Gap Analysis

1 Choose a snapshot date

2 Collect the data

3 Clean the data

4 Analyse the drivers

5 Create a summary of your findings



Where to next to take action?

- Conduct a gender pay gap analysis using our [Gender Pay Gap Analysis Guide](#)
- Develop an action plan
- Share your findings with your leadership and more broadly, drawing on our [Get Future Ready: Communications 10 Point Guide](#)
- Attend a WGEA [Masterclass on pay gap analysis](#)

Read more on WGEA's website
www.wgea.gov.au
(including the **Take action** section)



Reporting for 2023-24 is underway: reminders

Reporting for 2023-24 has opened. There are changes to the Workplace Profile, Questionnaire and Reporting process.

Workplace Profile

Mandatory:

- Year of birth
- Primary workplace location
- Remuneration of CEO, Heads of Business, and casually employed managers

Questionnaire

Mandatory:

- Term limits of the governing body
- Targets to address gender equality
- Sexual harassment, harassment on the ground of sex or discrimination policies/training
- Employees' access to employer-funded parental leave

Voluntary:

- Paid family and domestic violence leave

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Reporting process

- The Reporting Overview is replaced by the Executive Summary.
- Each subsidiary company that report 80+ employees will receive their own Executive Summary and Benchmark Report.
- Each subsidiary company will confirm an industry that will be used for benchmarking.

In 2024, reporting timelines will be enforced

- A relevant employer must submit their report in the period **1 April to 31 May 2024** or **seek an extension** and submit a report to be compliant (and receive a Compliance Certificate)
- **Extensions must be lodged with WGEA prior to 31 May** and will be automatically approved for a period of **4 weeks** (to 30 June). Where a longer extension is required for extenuating circumstances, these will require a formal assessment by WGEA
- Extensions can be submitted by lodging a support case under ‘general enquiry’, with the heading ‘Application for extension’ or by contacting support@wgea.gov.au.



Thank you

✉ support@wgea.gov.au

in Workplace Gender Equality Agency

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