🔊 This session is being recorded.

Workplace Gender Auditing
analysing your audit data, 2021

INDICATOR 3: EQUAL REMUNERATION

In the room today

Facilitator

Jen Branscombe

GenderWorks Australia

Facilitator

Kathy Oliver

GenderWorks Australia

Participants

80 entities

Ways of working

Safety and Support

Your EAP Provider

1800 Respect | Safe Steps

Chat Function

Ask questions, note comments

We will monitor and respond

Session Focus

Focus on analysing your data

Not challenges completing template

Not challenges with manipulating data

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Context for data analysis support

COLLECT

JUL — Populate your reporting template

ANALYSE

JUL-AUG — Analyse your completed dataset

CONSULT

AUG-STEP — Take your analysis for consultation

RESPOND

OCT — Draft strategies to guide progress

REPORT

DEC — Submit your dataset as an Annex to your GEAP

The Commission is working on troubleshooting the reporting template.

.v3 due for release by end June

GenderWorks is developing data analysis guidance on behalf of the Commission

AGEP is supporting entities to prepare for GEAP formulation

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Indicator 3 – Data for Analysis

Equal remuneration for work of equal or comparable value across all levels of the workforce, regardless of gender

Workforce data

Table 3.1 – gender
Sheet 3a – intersectional gender

No Employee Experience data

Indicator 3 – Data for Analysis

Equal remuneration for work of equal or comparable value across all levels of the workforce, regardless of gender

Legally, employers must pay men and women equally for work of equal or comparable value

In practice, currently in Australia we see a gender pay gap favouring men for full-time workers in all industries and occupational categories.

Culturally, we need to address pay gap data through initiatives like flexible work arrangements, balanced workforce composition, equitable recruitment and promotion practices.

What's in your Workforce dataset?

Table 3.1: *Average annualized full-time equivalent salary gap between genders*
**note: this is the assumed format for Table 3.1. Please check Indicative Reporting template v3 (once released) for final format

Classification	Employee Level (your organisation's terminology)	Employment basis	Mean - Annualised Base Salary			Median - Annualised Base Salary			Mean - Total Remuneration			Median - Total Remuneration		
			Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender
		FT Salary Gap ($)												
		FT Salary Gap (%)												
		PT Salary Gap ($)												
		PT Salary Gap (%)												
		Casual Salary Gap ($)	$ -		$ -	$ -		$ -	$ -		$ -	$ -		$ -
		Casual Salary Gap (%)												

1. You input 3 salary measures (**base salary**, **fixed remuneration** and **total remuneration)** in your Unit Level Upload.
2. The worksheet then calculates **average (*mean* and *median)* salary figures (base salary and total remuneration** for women, men and self-described gender (this will not be displayed, it is a back-end calculation)
3. The worksheet uses these average salary figures to calculate differences between women's and men's average salaries & between people of self-described gender and men's average salaries
4. The worksheet calculates **FTE salary gap ($ and %)** based on these mean and median figures (these will be displayed in your dataset, as shown in Table 3.1 above)

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What's in your workforce dataset?

A simple example for the calculation of a salary gap (a <u>$ figure</u> and a <u>%</u>)

For the VPS workforce we know the following:

men's median salary = $97,744
women's median salary = $87,282

Salary gap as a $ figure = $97,744 - $87,282 = $10,462

Salary gap as a % = $\frac{\$97{,}744 - \$87{,}282}{\$97{,}744}$ as a % = 10.7%

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What's in your Workforce dataset?

Table 3.1: *Average annualized full-time equivalent salary gap between genders*
**note: this is the assumed format for Table 3.1. Please check Indicative Reporting template v3 (once released) for final format

4. Shows salary gap calculated based on mean salary (average salary for W,M,S in each group) & median salary (mid-point salary for W,M,S in each group)

Mean (average) and *median* (mid-point)

1. Shows salary gap within each classification group

Classification	Employee Level (your organisation's terminology)	Employment basis	Mean - Annualised Base Salary			Median - Annualised Base Salary			Mean - Total Remuneration			Median - Total Remuneration		
			Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender
Classification		FT Salary Gap ($)												
		FT Salary Gap (%)	Base Salary						Total Remuneration					
		PT Salary Gap ($)												
		PT Salary Gap (%)												
		Casual Salary Gap ($)	$ -	$ -	$ -		$ -		$ -	$ -	$ -		$ -	
		Casual Salary Gap (%)												

2 Shows salary gap, for FT, PT, CE within each classification group

3. Shows salary gap for base salary and total remuneration

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What's in your Workforce dataset?

Sheet 3a: *Example of disaggregation by gender __and__ by Aboriginality*

> 4. Shows salary gap calculated **based on mean salary (average salary for W,M,S in each group) & median salary (mid-point salary for W,M,S in each group)**

> 1. Shows salary gap **within each classification group**

Mean (average) and *median* (mid-point)

Classification by reporting level to CEO/head of business i) enter 0 for the CEO; ii) enter -1 to -1	Employee Level (your organisation's terminology)	Employment basis	Identify as Aboriginal and/or Torres Strait Islander											
			Mean - Annualised Base Salary			Median - Annualised Base Salary			Mean - Total Remuneration			Median - Total Remuneration		
			Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender	Women	Men	Self Described Gender
Classification		FT Salary Gap ($)												
		FT Salary Gap (%)	Base Salary						Total Remuneration					
		PT Salary Gap ($)												
		PT Salary Gap (%)												
		Casual Salary Gap ($)	$ -		$ -	$ -		$ -	$ -		$ -	$ -		$ -
		Casual Salary Gap (%)												

> 2 Shows **salary gap,** for FT, PT, CE within each classification group

> 3. Shows salary gap **for base salary and total remuneration**

In sheet 3a you may have tables for Aboriginality, age, disability, cultural identity (ethnicity and race), religion , sexual orientation,

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Analysing your workforce dataset

Key principles

o Always disaggregate by *gender,* as your primary measure.
o You may be disaggregating by *intersectional demographics* if you have data available

Additional components of the data to reflect on

o Classification level – within and between (*where possible, if you have classified by reporting level*)
o Employment basis – FT, PT, Casual
o Remuneration type – base salary and total remuneration
o Average figures – mean or median

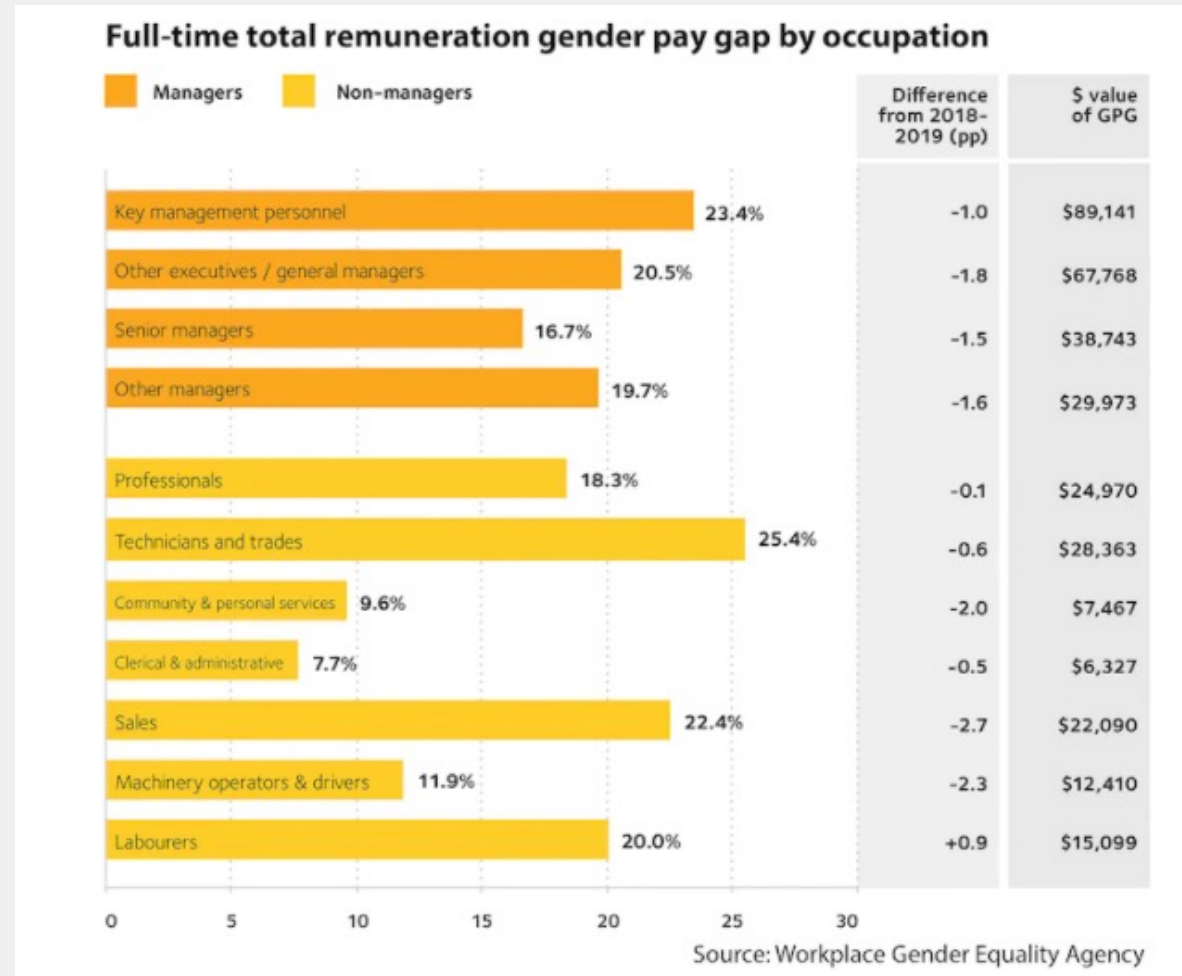# Analysing your workforce dataset

What kind of things might you look for in this data?

- Compare your FT and PT gender pay gap within classifications
- Compare your FT gender pay gap (mean salary) across classifications
- Compare your FT gender pay gap (median salary) across classifications
- Compare your PT gender pay gap (mean salary) across classifications
- Compare your PT gender pay gap (median salary) across classifications

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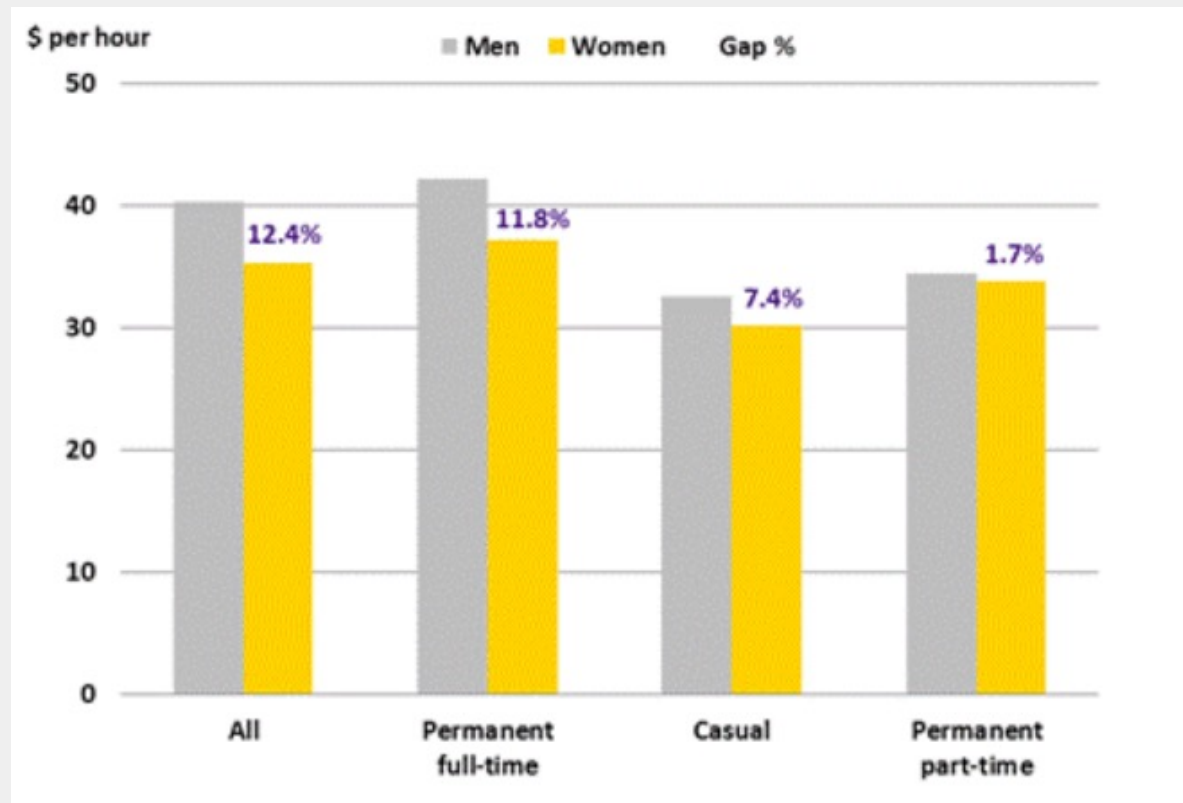supporting workplace gender equality

Analysing your data

Example:
Gender pay gap by mgmt. level & by occupational grouping

Full-time total remuneration gender pay gap by occupation

	Managers	Non-managers	Difference from 2018-2019 (pp)	$ value of GPG
Key management personnel	23.4%		-1.0	$89,141
Other executives / general managers	20.5%		-1.8	$67,768
Senior managers	16.7%		-1.5	$38,743
Other managers	19.7%		-1.6	$29,973
Professionals		18.3%	-0.1	$24,970
Technicians and trades		25.4%	-0.6	$28,363
Community & personal services		9.6%	-2.0	$7,467
Clerical & administrative		7.7%	-0.5	$6,327
Sales		22.4%	-2.7	$22,090
Machinery operators & drivers		11.9%	-2.3	$12,410
Labourers		20.0%	+0.9	$15,099

Source: Workplace Gender Equality Agency

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Analysing your data

Example:
Wage gap
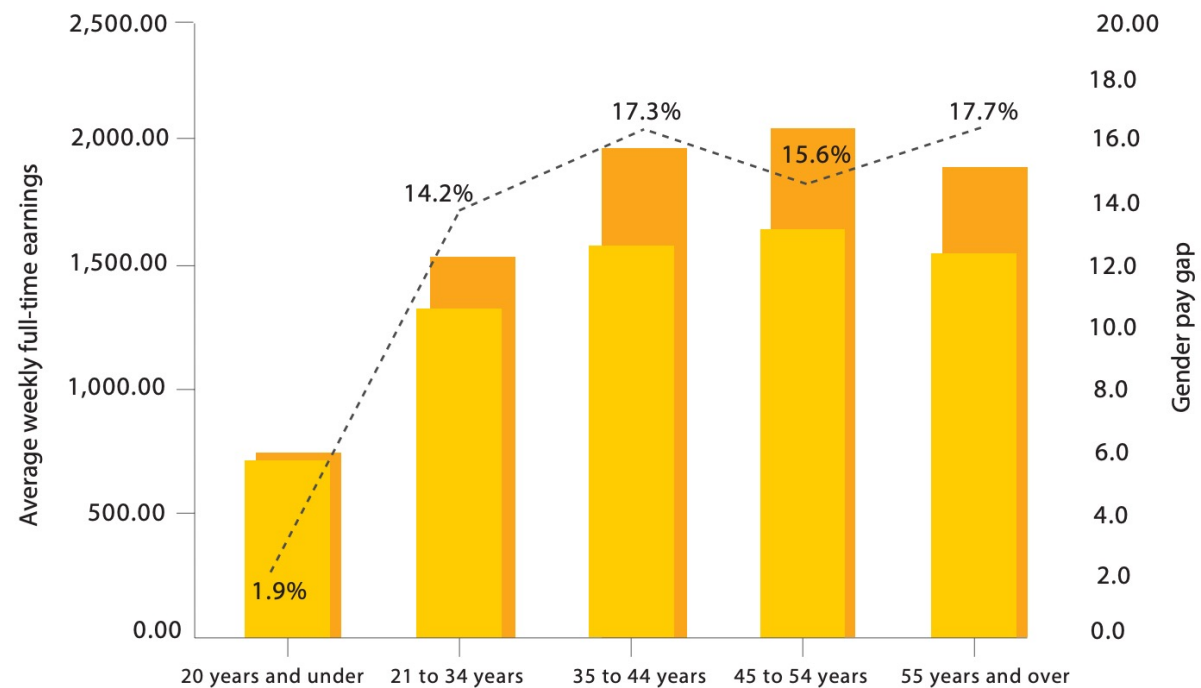**by gender and**
employment type

* Note this example graphs hourly wage gap (not annualized base salary gap or total remuneration gap) by gender and employment type. Graph provided only as an example for discussion

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Analysing your data

Example: Gender pay gap by age

Figure 4: Average weekly full-time earnings and gender pay gap by age, August 2020

* Note this example graphs gap in full-time earnings (not annualized base salary gap or total remuneration gap) by gender and age. Provided only as an example for discussion.
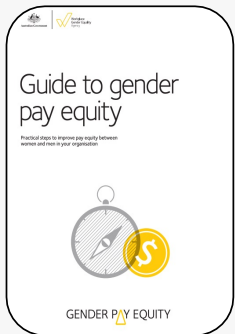
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? Questions
20 minutes

Useful resources

Workplace Gender Equality Agency (WGEA)
www.fairwork.gov.au

o *Gender pay equity: best practice guide*

Workplace Gender Equality Agency (WGEA)
www.wgea.gov.au/pay-and-gender

o *Guide to gender pay equity*
o *The gender pay gap calculator*
o *Australia's gender pay gap statistics February 2021 + many other resources*

You can also visit the Commission's *Leading Practice Resources* page for more information: https://www.genderequalitycommission.vic.gov.au/leading-practice-resources

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Thank you

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