

# Taking Action on Gender pay Gaps – An Industry Approach

**Australian Retailers Association CEO Forum** 

14 March 2024



#### **Share Insights**





Looking beyond and within the GPG Publication



Pivotal data from Industry Snapshot to inform action



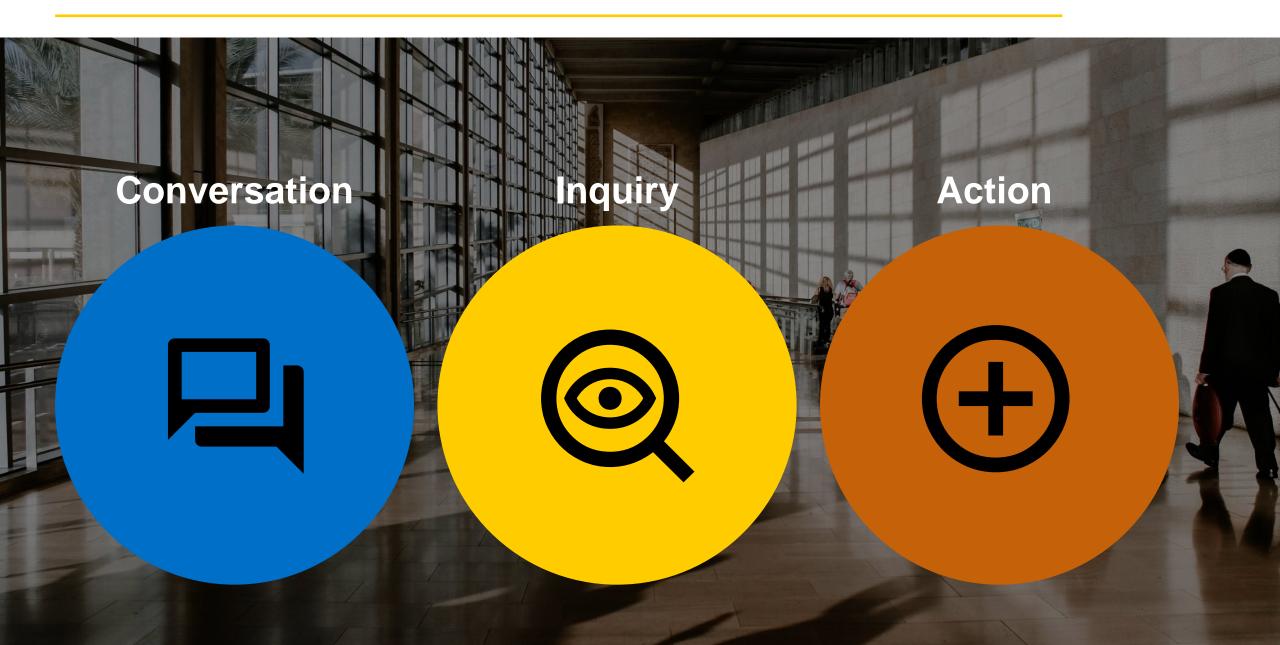
Stimulate thinking on actions and add perspective to existing strategies and assumptions (Gender Strategy/ Symposium Outcomes)



## What are the reforms seeking to achieve?







#### Australia's gender pay gap

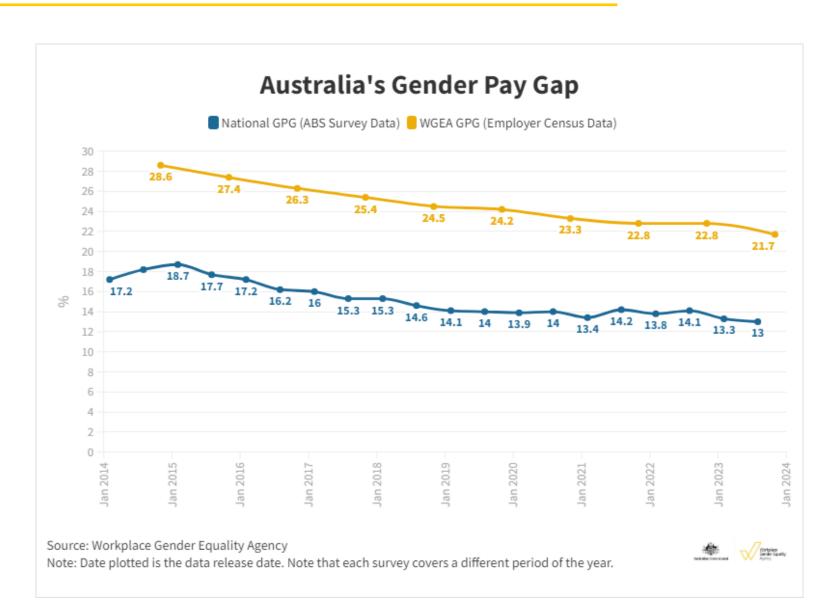


The **gender pay gap** is the difference in average earnings between women and men in the workforce.

It is not the same as equal pay.

WGEA gender pay gap is 21.7% based on WGEA's annual Employer Census (total remuneration – salary, super, overtime, bonuses – and annualised part-time and casual workers' earnings).

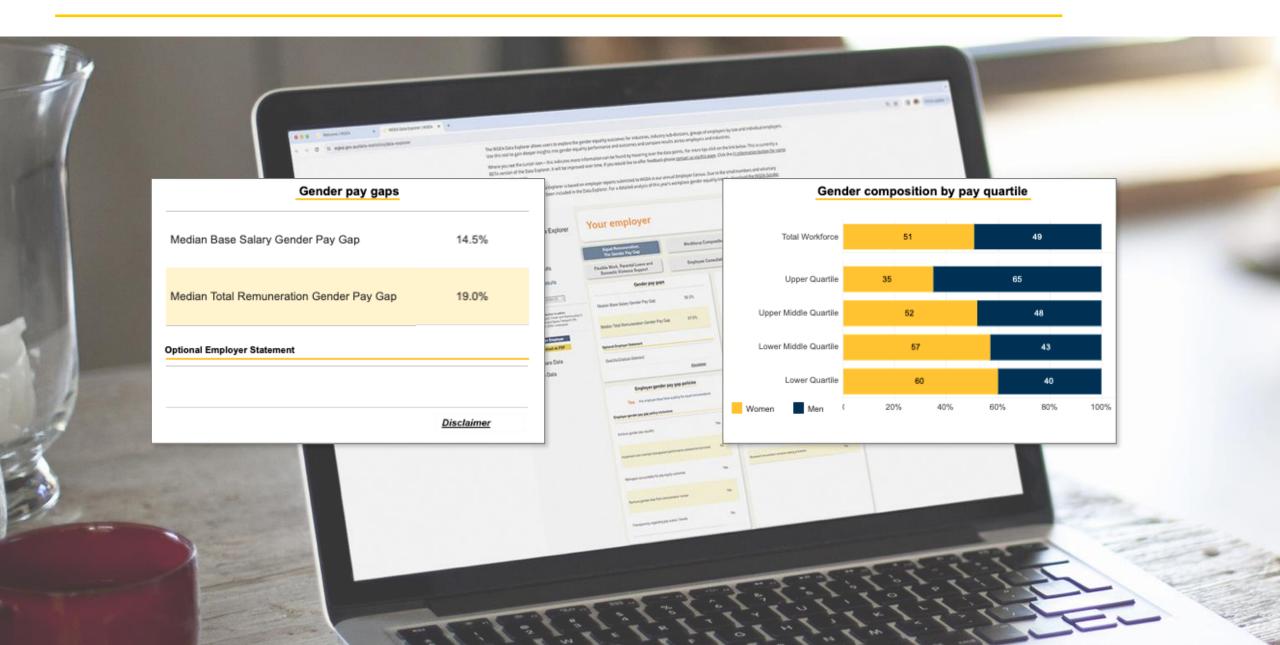
National gender pay gap is 12% ABS data, using base salary average weekly earnings for full-time workers only.



## Publishing employer gender pay gaps

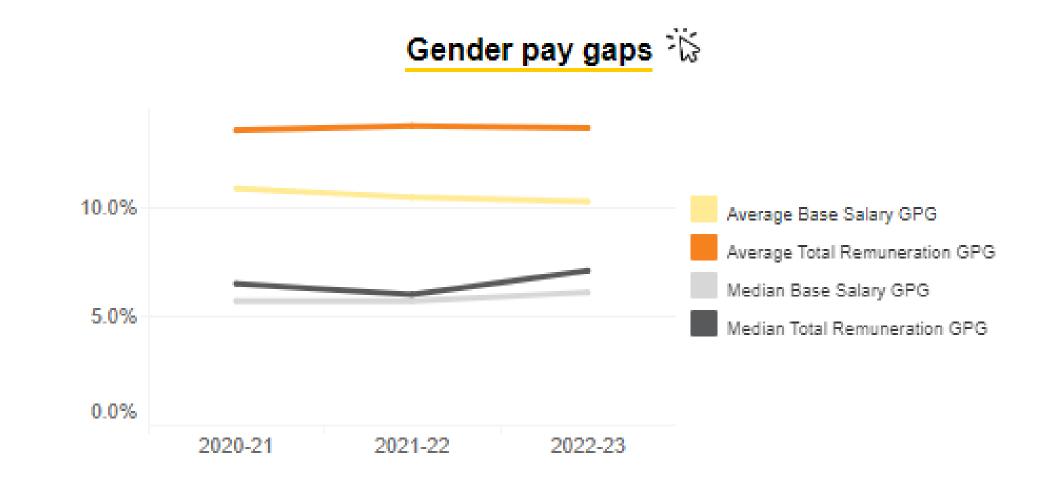






#### Retail trade – an overview

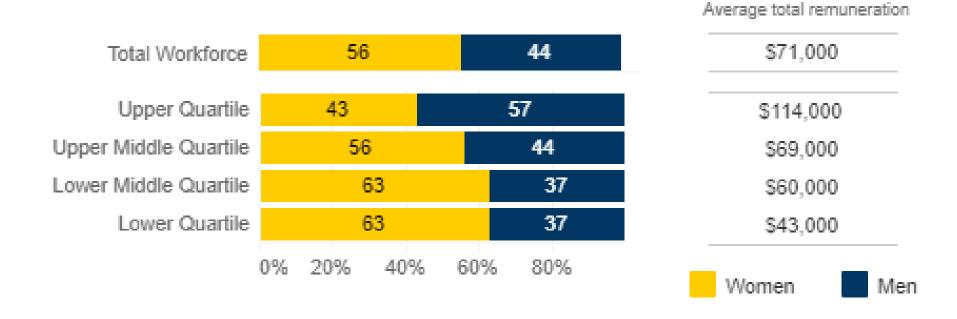




#### Retail trade – an overview



#### Gender composition by pay quartile



#### Retail trade – an overview



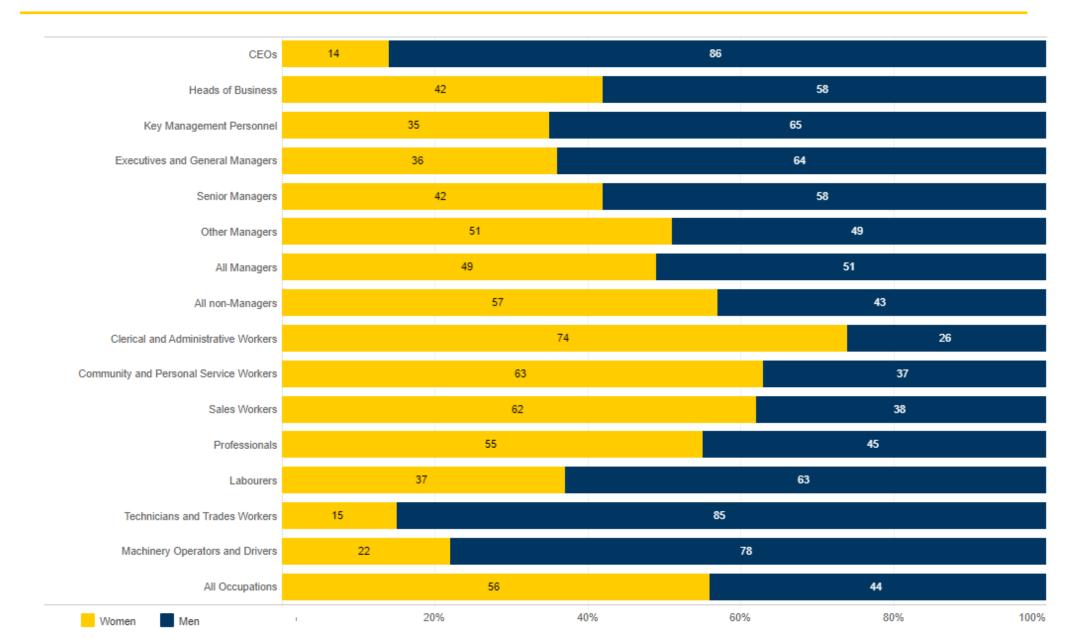
#### Average total remuneration GPG by occupation



#### Retail trade – gender split by occupation



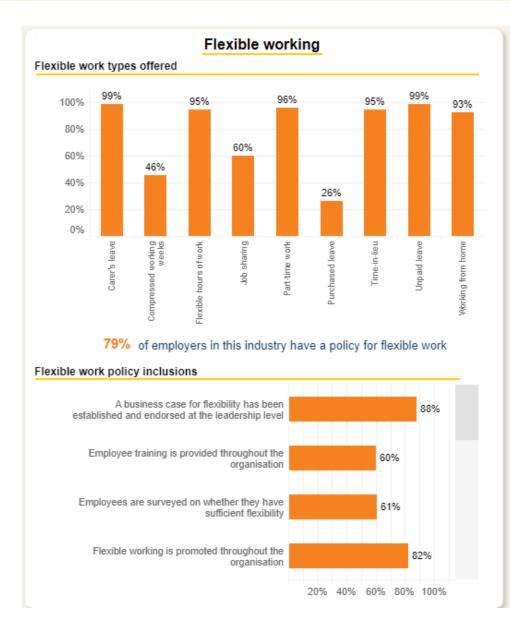




#### Retail trade – Flexible work and parental leave













## Taking action



## The employee experience of gender equality





#### Move beyond cognitive bias

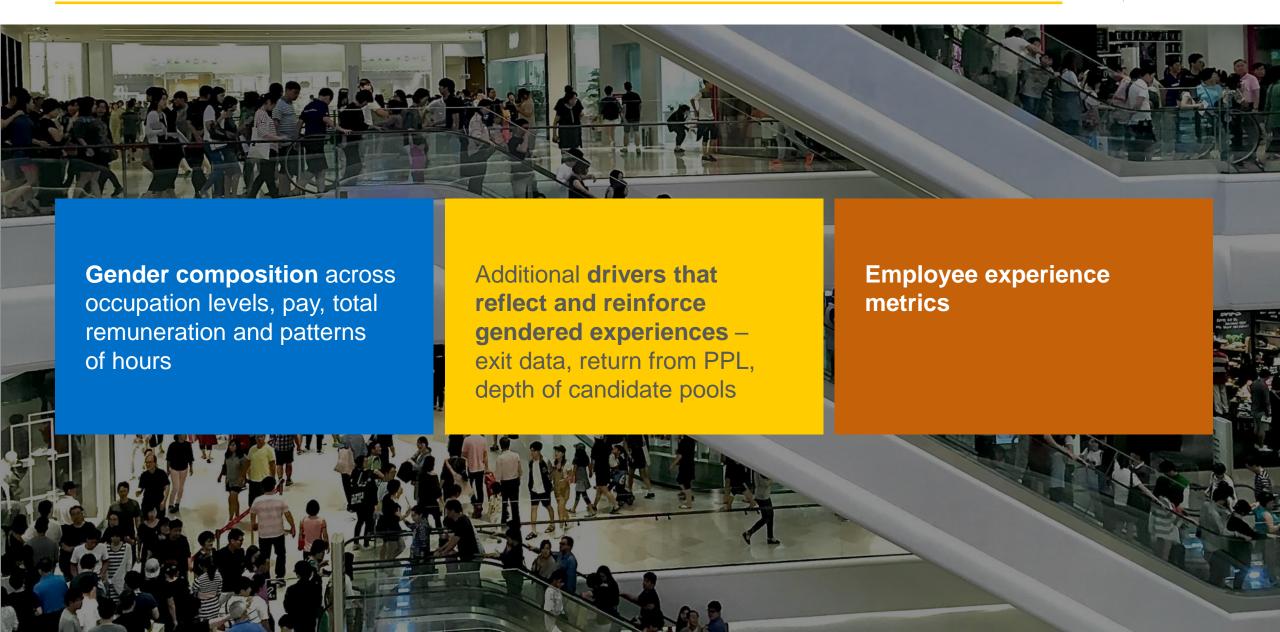




#### Gender pay gap analysis







#### **Industry Opportunities**



#### 1. Pipelines and Vertical Segregation

- Understand Industry trajectories
  - ✓ Differences across gender entry/ exit points, progression time, cannon roles, exit points, barriers
  - ✓ Look further downstream graduates/ post grads, feeder degrees, tertiary partnerships, return to workers
  - ✓ Innovate succession plans transition to retirement programs, job share, exchange programs

#### 1. Sexual Harassment

- More than leaky pipeline unique set of issues in Retail
- Opportunity to influence broader community understanding and women at work blueprint
  - √ Empower young people
  - ✓ Flips conversation from GPG alone and to championing education and modelling
- Look to comparable industries (Nursing and Hospitality for effective responses)
  - ✓ Innovate learning focus on practice (employees and managers)





## Resources

#### **Industry Snapshot**

GPG Analysis Guide
Sexual Harassment in Retail Sector
Behavioural Insights on Gender Equality
UK Experiences on the Gender Pay Gap

