

## **Response to Robert Brockway, President, Australian Men's Rights Association Inc**

The national gender pay gap figure calculated by the Agency is the difference between women's and men's average full-time base salary earning, expressed as a percentage of men's earnings. It is a measure of women's overall position in the paid workforce and does not compare like-for-like roles.

This explanation was included on page 8 of the Agency's 2016-17 gender equality scorecard released in November 2017 and in the accompanying media release.

However, the Agency's work with employers shows that when they conduct a gender pay gap analysis, they can uncover like-for-like pay gaps between women and men working in the same or comparable roles.

These analyses can also reveal an organisation-wide pay gap. This is the difference between the average remuneration of women and the average remuneration of men across an entire organisation or department. This gap usually reflects the lack of women in senior management and high-paying roles in an organisation, especially leadership, technical and specialist roles, and the over-representation of women in lower-paid roles.

Although Australian women have had the legal right of equal pay for work of equal value since 1969, evidence suggests that women are sometimes not paid the same amount as men for doing the same or comparable jobs.

When the beer brewer Lion undertook a gender pay gap analysis, for example, their leadership team was surprised when it revealed their company was paying men on average 3.2% more than women working in the same or similar roles. They moved quickly to close the gap for like-for-like roles by giving more than 1600 employees (950 women as well as 700 men, who had been paid slightly less than their female counterparts) a pay rise worth \$6 million.

You can read more about Lion's pay gap analysis at:

<https://www.afr.com/leadership/gender-pay-gap-widens-in-pinkcollar-industries-20171115-gzlsvx>

Another company that closed its like-for-like gender pay gap was Energy Australia. In March this year, the company announced that it would spend \$1.2 million so that women and men with equivalent skills and experience would receive the same pay for doing the same job. Around 350 women had their pay increased through a salary review and, in some cases, a one-off adjustment. About 80 men also had their pay adjusted following a review of Energy Australia's employees who were not on enterprise bargaining agreements.

You can read more about Energy Australia closing its like-for-like gender pay gap at:

<http://www.abc.net.au/news/2018-03-07/energy-australia-closes-gender-pay-gap-overnight/9524770>