

Understanding and using your WGEA reports for 2023-24

Your Executive Summary and
Industry Benchmark Report

Monday 2 December 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



WGEA's Gender Equality Reporting Program



Understanding and interpreting your reports



Using your reports to drive change



Reporting in 2025



Q&A

WGEA's Gender Equality Reporting Program

Mary Wooldridge
Chief Executive Officer, WGEA



Gender Equality Reporting

All non-public sector employers with 100+ employees must report annually to WGEA.

By submitting your report, you're not only meeting your compliance obligations, but **contributing to WGEA's world-leading dataset on gender equality in Australian workplaces.**

Employers report against **six Gender Equality Indicators (GEIs).**

GEI 1 – Gender composition of the workforce

GEI 2 – Gender composition of governing bodies

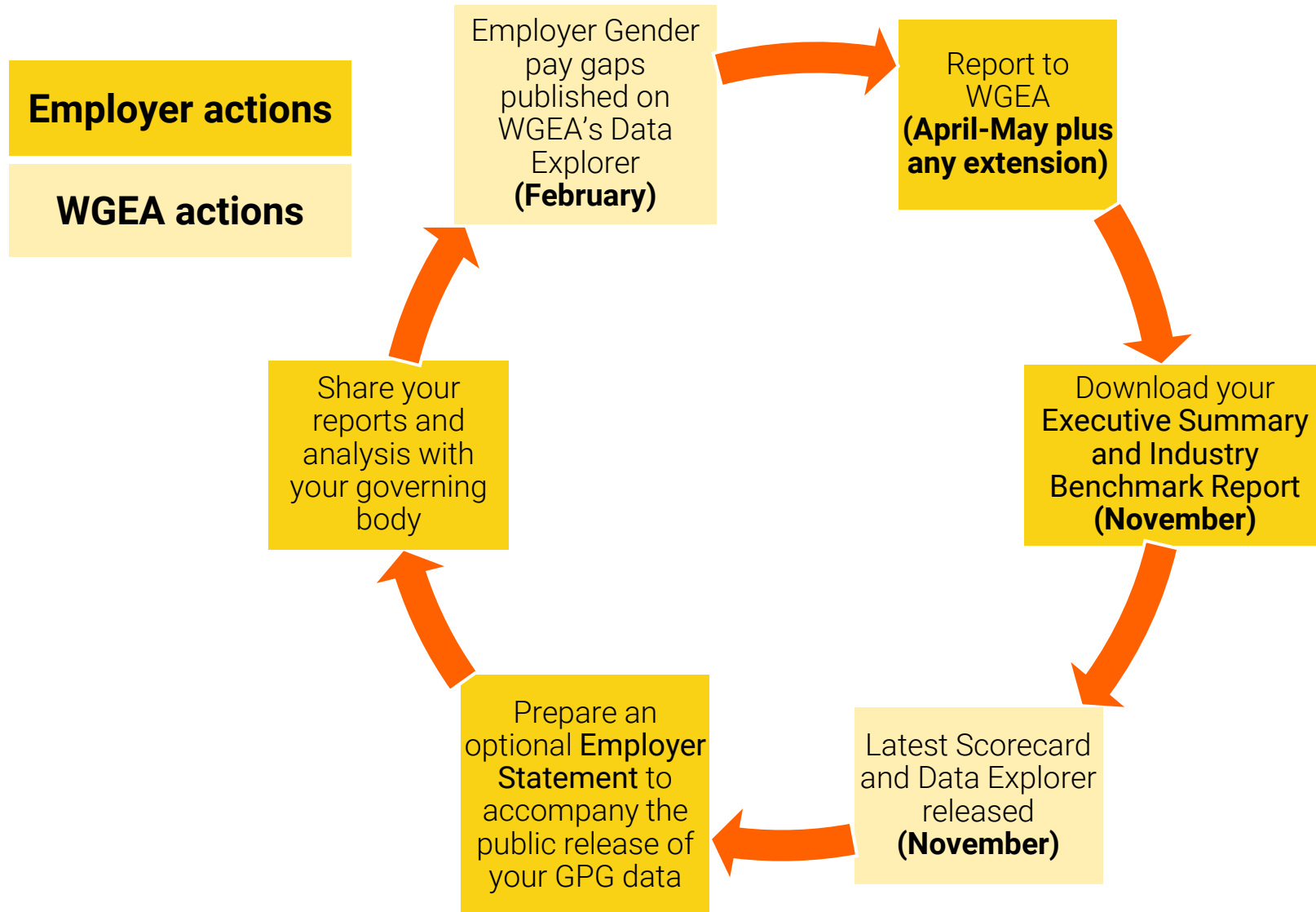
GEI 3 – Equal remuneration between women and men

GEI 4 – Flexible work and support for employees with family or caring responsibilities

GEI 5 – Consultation with employees

GEI 6 – Sexual harassment, harassment on the ground of sex or discrimination

Key reporting and data release milestones



WGEA provides employers with reports, based on their data:

- Executive Summary
- Industry Benchmark Report
- *New:* Corporate Group Executive Summary (as relevant)



Understanding your reports

Celeste Koens

Education and Insights Manager, WGEA



Your reports

WGEA provides employers with key reports, based on their reported data:

Executive Summary

5/11/2024

WGEA Reporting Executive Summary

Employer:
Primary industry: 6221 - Banking
Program: 2023 - 24 Gender Equality Reporting
Number of Employees: 36,280

About this report

- This Executive Summary sets out the key results of your submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Census, as required under the Workplace Gender Equality Act 2012 (the Act).
- The Executive Summary is based on your responses to **mandatory questions only**. For consistency, your responses to voluntary questions are not included.
- WGEA has included a glossary of key terms used in this report on the final page of this document.

WGEA's obligation to publish employer gender pay gaps

Under Section 15A of the Act:

- WGEA "must publish aggregate information, for each relevant employer for each reporting period, for the purpose of showing the employer's performance and progress in achieving gender equality in relation to remuneration for the employer's workforce."
- Therefore, **WGEA will publish your average (mean) and median gender pay gap**, for base salary and total remuneration, as well as gender composition by pay quartiles and associated average total remuneration, **as set out in this Executive Summary**.
- This information will be published on www.wgea.gov.au.
- You can provide a link to an 'Employer Statement' that helps explain your gender pay gap and what you are doing to drive gender equality. WGEA will publish this link alongside your gender pay gap information.

Your obligations

Under the Act and Workplace Gender Equality (Gender Equality Standards) Instrument 2023:

- You are required to share this Executive Summary, along with your Industry Benchmark Report (available once all employers' data has been analysed), with your governing body, e.g., your Board.
- Employers with 500 or more employees must have a policy or strategy which covers each of the six Gender Equality Indicators.

How to use this report

The data set out in this Executive Summary will enable you to:

- Identify priority areas for action, for example, as part of your Gender Equality Strategy.
- Monitor your workplace gender equality performance, including over recent years.

Workplace Gender Equality Agency | WGEA Reporting Executive Summary | www.wgea.gov.au 1

New Corporate Group Executive Summary (as relevant)

10/10/2024

WGEA Corporate Group Reporting Executive Summary

Corporate Group of:
Program: 2023 - 24 Gender Equality Reporting
Number of employers in corporate group: 39,694

About this report

- This Corporate Group Executive Summary sets out the gender pay gap and workforce composition of submissions by employers in your corporate group to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Report, as required under the Workplace Gender Equality Act 2012 (the Act).
- WGEA has included a glossary of key terms used in this report at the end of this document.
- An appendix of employer ABNs in your corporate group are listed on the final page of this document.

WGEA's obligation to publish employer gender pay gaps

Under Section 15A of the Act:

- WGEA "must publish aggregate information, for each relevant employer for each reporting period, for the purpose of showing the employer's performance and progress in achieving gender equality in relation to remuneration for the employer's workforce."
- A 'relevant employer' can be a standalone company, a corporate group, or a subsidiary of a corporate group.
- Therefore, **WGEA will publish your average (mean) and median gender pay gap**, for base salary and total remuneration, as well as gender composition by pay quartiles and associated average total remuneration, **as set out in this Corporate Group Executive Summary and the Executive Summaries of your relevant employer subsidiary companies of this corporate group**.
- This information will be published on www.wgea.gov.au.
- You can provide a link to an 'Employer Statement', that helps explain your corporate group wide gender pay gap and what you are doing to drive gender equality. WGEA will publish this link alongside your gender pay gap information.

Your obligations

Under the Act and Workplace Gender Equality (Gender Equality Standards) Instrument 2023:

- You are required to share this Corporate Group Executive Summary, and the Executive Summaries and Industry Benchmark Reports for your subsidiary companies with your governing body, e.g., your Board.

Workplace Gender Equality Agency | WGEA Reporting Executive Summary | www.wgea.gov.au 1

Industry Benchmark Report

25/10/2024

WGEA Reporting Industry Benchmark Report

Employer:
ABN:
Program: 2023 - 24 Gender Equality Reporting
Number of Employees: 36,280

Comparison Group
Industry name: 6221 - Banking
Employee range: 5000+

About this report

- This Industry Benchmark Report is a comparative summary from your 2023-24 submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Reporting.
- The Comparison Group is generated by a combination of the Australian and New Zealand Standard Industrial Classification (ANZSIC) industry class and similar sized employers. ANZSIC is the national framework for classifying industries according to the primary activities of employers.
- If there are fewer than 5 employers in your ANZSIC class, your Comparison Group comprises similar sized employers in your Industry division.
- It is helpful to read this report in conjunction with your 2023-24 WGEA Executive Summary, which details your performance against each Gender Equality Indicator.

Your obligations

Under the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023 and associated Legislative Instruments:

- This report, along with the WGEA Executive Summary of your organisation's performance, must be shared with your governing body, e.g., your board, as soon as practicable.
- Employers with 500 or more employees must have a policy or strategy covering each of the six Gender Equality Indicators.

How to use this report

This Industry Benchmark Report provides a snapshot of your performance on workforce composition, the gender pay gap, parental leave and targeted actions your organisation is taking on gender equality compared to your Comparison Group. It enables you to:

- Identify priorities for action, as part of your organisation's gender equality strategy, and
- Monitor your progress on workplace gender equality, relative to comparable employers.

You can also compare your performance with your industry or other employers, such as specific industry peers, using WGEA's Data Explorer on the WGEA website or WGEA's annual Gender Equality Scorecard. The 2023-24 gender equality census national and industry results will be released in late 2024.

Workplace Gender Equality Agency | WGEA Reporting Industry Benchmark Report | www.wgea.gov.au 1

Your Executive Summary

The **Executive Summary** sets out the key results from your submission to the WGEA's annual Gender Equality Reporting.

It presents employer results against each of the **six Gender Equality Indicators (GEIs)**.

It is available to employers **immediately** after they complete their submission.

An Executive Summary can be generated for any employer (with an individual ABN) that reports 80 or more employees in the Workplace Profile.



Your Executive Summary can be generated, until March 2025, in the **'Data and Insights'** tab of the WGEA Portal, under 'Reports'.

5/11/2024

WGEA Reporting Executive Summary

Employer:

Primary Industry: 6221 - Banking

Program: 2023 - 24 Gender Equality Reporting

Number of Employees: 36,280

About this report

- This Executive Summary sets out the key results of your submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Census, as required under the Workplace Gender Equality Act 2012 (the Act).
- The Executive Summary is based on your responses to **mandatory questions only**. For consistency, your responses to voluntary questions are not included.
- WGEA has included a glossary of key terms used in this report on the final page of this document.

WGEA's obligation to publish employer gender pay gaps

Under Section 15A of the Act:

- WGEA "must publish aggregate information, for each relevant employer for each reporting period, for the purpose of showing the employer's performance and progress in achieving gender equality in relation to remuneration for the employer's workforce."
- Therefore, **WGEA will publish your average (mean) and median gender pay gap**, for base salary and total remuneration, as well as gender composition by pay quartiles and associated average total remuneration, **as set out in this Executive Summary**.
- This information will be published on www.wgea.gov.au.
- You can provide a link to an 'Employer Statement' that helps explain your gender pay gap and what you are doing to drive gender equality. WGEA will publish this link alongside your gender pay gap information.

Your obligations

Under the Act and Workplace Gender Equality (Gender Equality Standards) Instrument 2023:

- You are required to share this Executive Summary, along with your Industry Benchmark Report (available once all employers' data has been analysed), with your governing body, e.g., your Board.
- Employers with 500 or more employees must have a policy or strategy which covers each of the six Gender Equality Indicators.

How to use this report

The data set out in this Executive Summary will enable you to:

- identify priority areas for action, for example, as part of your Gender Equality Strategy.
- monitor your workplace gender equality performance, including over recent years.

Workplace Gender Equality Agency | WGEA Reporting Executive Summary | www.wgea.gov.au 1

(New) Corporate Group Executive Summary

In 2025, WGEA will publish gender pay gaps for all **relevant employers** – which can be a standalone company, a corporate group or a subsidiary of a corporate group.

Corporate groups will now receive a condensed Executive Summary, with key **gender pay gap** and **workforce composition** results for all ABNs in their corporate group.

These will be available later **this week** – you will be advised when they become available.

10/10/2024

WGEA Corporate Group Reporting Executive Summary

Corporate Group of:
Program: 2023 - 24 Gender Equality Reporting
Number of employers in corporate group: 39,694

About this report

- This Corporate Group Executive Summary sets out the gender pay gap and workforce composition of submissions by employers in your corporate group to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Report, as required under the Workplace Gender Equality Act 2012 (the Act).
- WGEA has included a glossary of key terms used in this report at the end of this document.
- An appendix of employer ABNs in your corporate group are listed on the final page of this document.

WGEA's obligation to publish employer gender pay gaps

Under Section 15A of the Act:

- WGEA "must publish aggregate information, for each relevant employer for each reporting period, for the purpose of showing the employer's performance and progress in achieving gender equality in relation to remuneration for the employer's workforce."
- A 'relevant employer' can be a standalone company, a corporate group, or a subsidiary of a corporate group.
- Therefore, WGEA will publish your average (mean) and median gender pay gap, for base salary and total remuneration, as well as gender composition by pay quartiles and associated average total remuneration, as set out in this Corporate Group Executive Summary and the Executive Summaries of your relevant employer subsidiary companies of this corporate group.
- This information will be published on www.wgea.gov.au.
- You can provide a link to an 'Employer Statement', that helps explain your corporate group wide gender pay gap and what you are doing to drive gender equality. WGEA will publish this link alongside your gender pay gap information.

Your obligations

Under the Act and Workplace Gender Equality (Gender Equality Standards) Instrument 2023:

- You are required to share this Corporate Group Executive Summary, and the Executive Summaries and Industry Benchmark Reports for your subsidiary companies with your governing body, e.g., your Board.

Workplace Gender Equality Agency | WGEA Reporting Executive Summary | www.wgea.gov.au 1

Your Industry Benchmark Report

The Industry Benchmark Report compares your results to results of **other employers in a Comparison Group**.

It presents a snapshot of employer results, covering selected GEIs (e.g. gender pay gap, workforce composition).

It is available once all employers have submitted their Gender Equality Reporting data—they are available now.

There will **not** be an Industry Benchmark Report for Corporate Groups.



Your Industry Benchmark Report can be generated, until March 2025, in the '**Data and Insights**' tab of the WGEA Portal, under 'Reports'.

25/10/2024

WGEA Reporting Industry Benchmark Report

Employer:
ABN:
Program: 2023 - 24 Gender Equality Reporting
Number of Employees: 36,280

Comparison Group
Industry name: 6221 - Banking
Employee range: 5000+

About this report

- This Industry Benchmark Report is a comparative summary from your 2023-24 submission to the Workplace Gender Equality Agency's (WGEA) annual Gender Equality Reporting.
- The Comparison Group is generated by a combination of the Australian and New Zealand Standard Industrial Classification (ANZSIC) industry class and similar sized employers. ANZSIC is the national framework for classifying industries according to the primary activities of employers.
- If there are fewer than 5 employers in your ANZSIC class, your Comparison Group comprises similar sized employers in your industry division.
- It is helpful to read this report in conjunction with your 2023-24 WGEA Executive Summary, which details your performance against each Gender Equality Indicator.

Your obligations
Under the Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Act 2023 and associated Legislative Instruments:

- This report, along with the WGEA Executive Summary of your organisation's performance, must be shared with your governing body, e.g., your board, as soon as practicable.
- Employers with 500 or more employees must have a policy or strategy covering each of the six Gender Equality Indicators.

How to use this report

This Industry Benchmark Report provides a snapshot of your performance on workforce composition, the gender pay gap, parental leave and targeted actions your organisation is taking on gender equality compared to your Comparison Group. It enables you to:

- identify priorities for action, as part of your organisation's gender equality strategy, and
- monitor your progress on workplace gender equality, relative to comparable employers.

You can also compare your performance with your industry or other employers, such as specific industry peers, using WGEA's Data Explorer on the WGEA website or WGEA's annual Gender Equality Scorecard. The 2023-24 gender equality census national and industry results will be released in late 2024.

Workplace Gender Equality Agency | WGEA Reporting Industry Benchmark Report | www.wgea.gov.au 1



Interpreting your reports

Penelope Cottrill

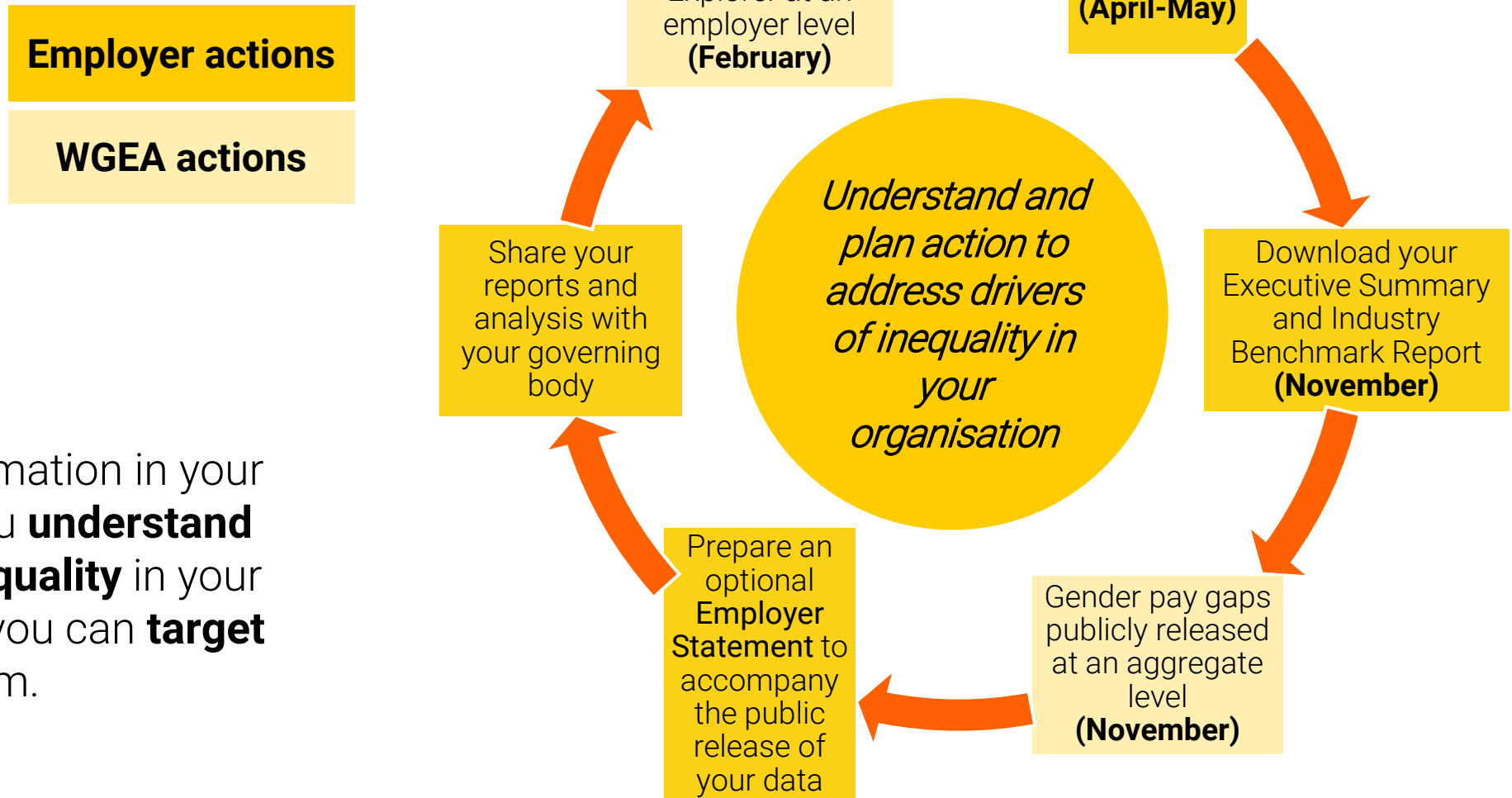
Education and Research Executive Manager, WGEA

Dr Camilla Stonier

Senior Education and Research Adviser, WGEA



Understand drivers of gender inequality and target action



You can use the information in your key reports to help you **understand drivers of gender inequality** in your organisation, so that you can **target action** to address them.

EXECUTIVE SUMMARY

Interpreting the drivers of your gender pay gap

An average gender pay gap (GPG) *higher than* median GPG means **highly paid male** employees are a key driver of your GPG.

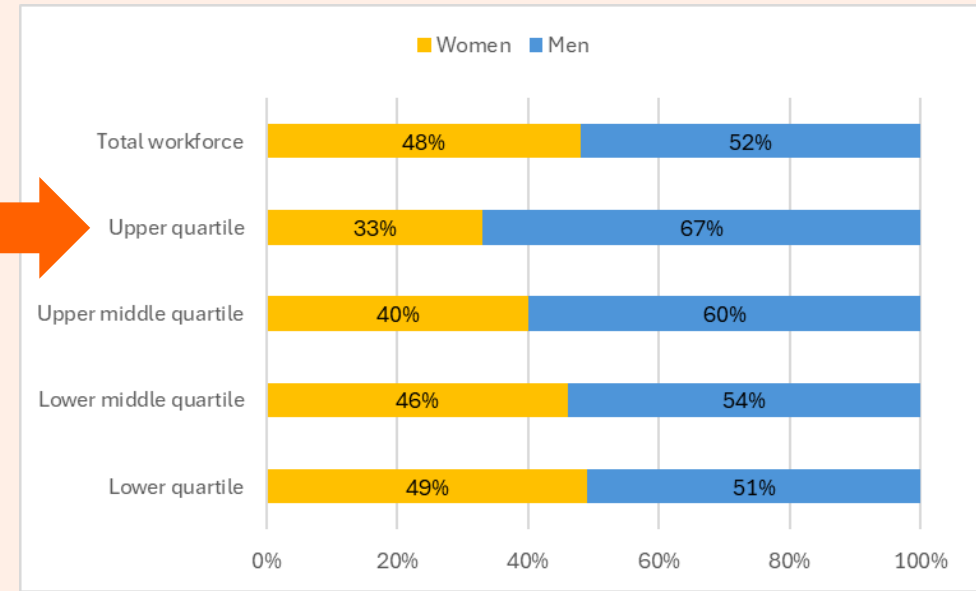
Consider: How might you get more women into higher paid roles?

Example employer:

<i>Gender pay gap</i>	2023-24
Average total remuneration	24.5%
Median total remuneration	20.1%
Average base salary	22.1%
Median base salary	18.1%

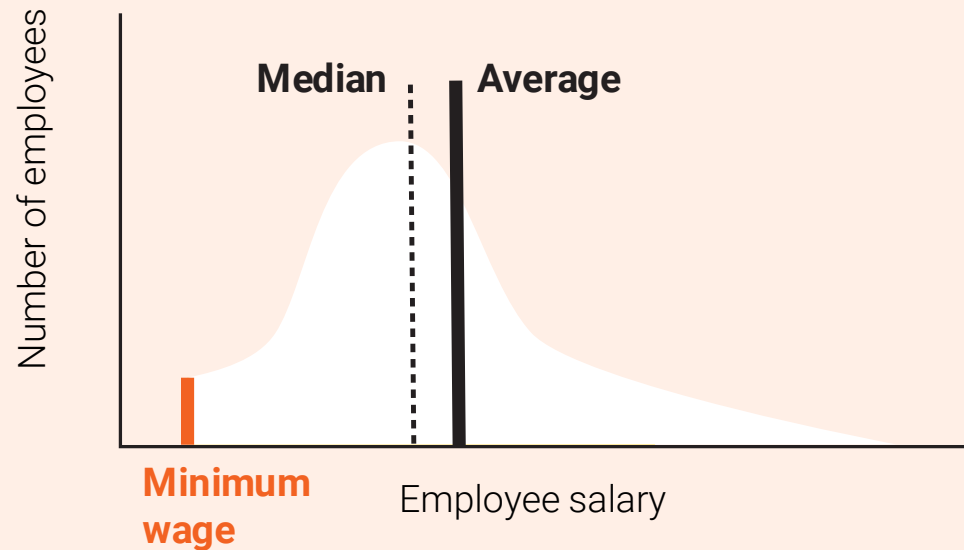
Men over-represented in highest paying quartile

Average GPG is higher than median GPG

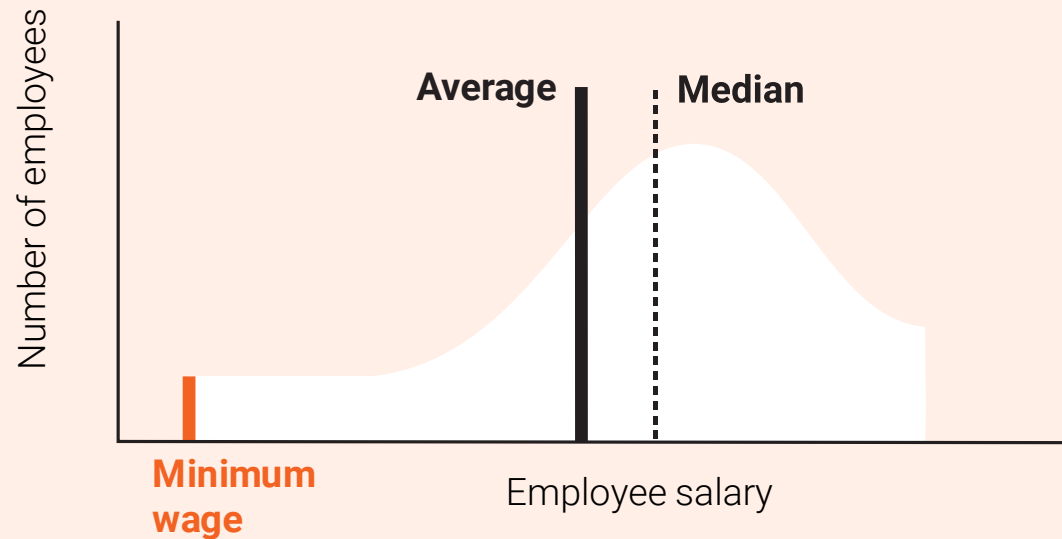


EXECUTIVE SUMMARY

The difference between average and median employer gender pay gaps sheds light on drivers



An average GPG *higher than* median GPG means **highly paid male** employees are a driver





An average GPG *less than* your median GPG means **lower paid female** employees are a driver

Understanding your 2023-24 gender pay gap

- Your 2023-24 gender pay gap now includes remuneration of your CEO/Heads of Business
- You may notice a large difference between your 2022-23 and 2023-24 gender pay gap, and this could be a **'CEO effect'** if:
 - Your average gender pay gaps have changed (generally increased) significantly but your median gender pay gaps have remained stable
 - Your overall manager gender pay gap has increased, as well as you have a larger gender pay gap for key management personnel

Example employer

Gender pay gap	2021-22	2022-23	2023-24	
Average total remuneration	10.1%	7.9%	12.1%	 CEO effect: Average GPG increased from 2022-23
Median total remuneration	8.0%	5.9%	5.1%	 Median GPG still showing downward trend

Comparison groups

Comparison groups are made from a combination of the Australian and New Zealand Standard Industrial Classification (ANZSIC) **industry class** and employers of a **similar size range**.

Employer industry class (or division if too few employers in class)

Comparison Group

Industry name: 3011 - House Construction
Employee range: 250-499

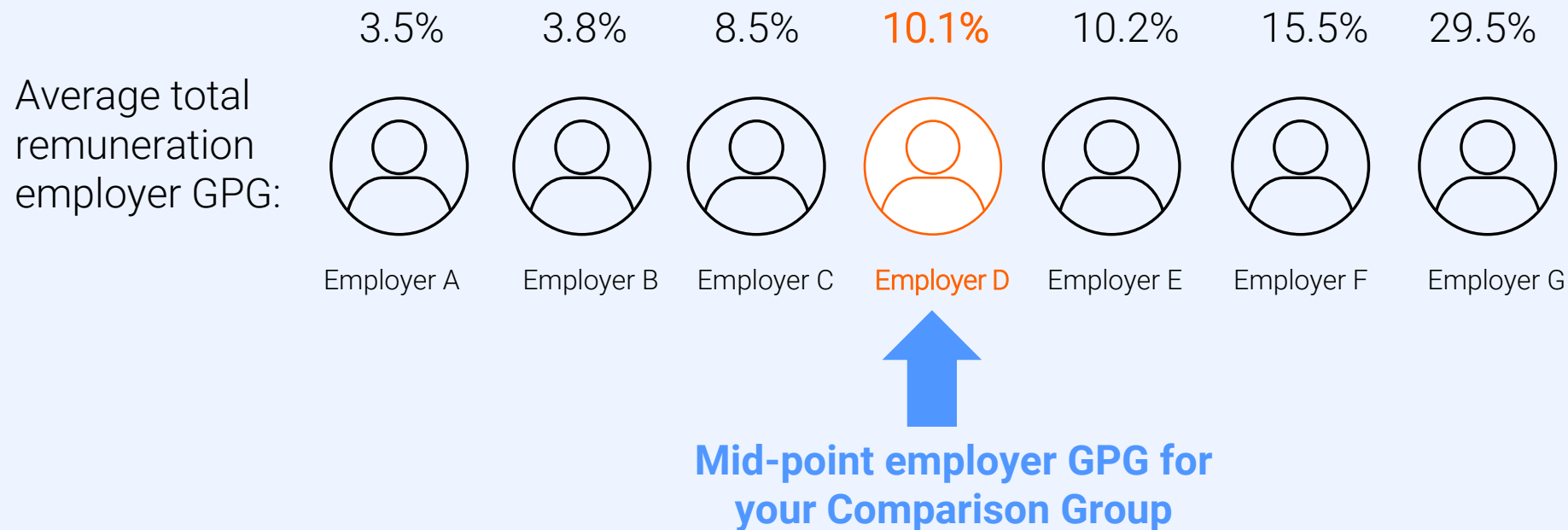
Employer size range
(categories of <250, 250 – 499, 500 – 999, 1,000 – 4,999, 5,000+)

WGEA's newly updated **Data Explorer** now allows for granular analysis of gender equality data at the ANZSIC industry division, subdivision, group and class level.

Comparison Group gender pay gap

The way Comparison Group gender pay gaps are calculated has changed in 2023-24.
This may cause your Comparison Group gender pay gap to be different than in previous years.

Your Comparison Group gender pay gap is calculated as the **mid-point** of employer gender pay gaps in that group (i.e., 50% of gender pay gaps are higher and lower).



What can your Industry Benchmark Report tell you?

We know that stakeholders are motivated to act when they are made aware of comparing less favourably than their peers.

- How does your gender pay gap compare with others in your comparison group?
- What are areas of relative strength and weakness, e.g. gender balance in leadership?
- How could you explain key differences between your performance and others to stakeholders?
- What are areas you might prioritise for action?

WGEA Data Explorer – Industry level

National

National Data Explorer

Investigate the private sector employer gender equality data at a national level.

Industry

Industry Data Explorer

Drill down into the data by industry, employer size, division, sub-division, group and class to gain deeper insights.


Employer


Employer Data Explorer

Find individual employer results including gender pay gaps, rates of women and men in different occupations, access to parental leave and the actions they are taking to improve gender equality

In WGEA's Data Explorer, you can now compare yourself with your industry peers by industry division, sub-division, group and class, as well as size.

Scan the QR code to go to the **WGEA Data Explorer**



 **Data Explorer - Industry**
Private sector reporting 2023 - 24

Navigation
Select to visit each page

Workforce Composition

Board / Governing Body

Equal Remuneration and Gender Pay Gap


Flexible Work and Employee Support

Employee Consultation

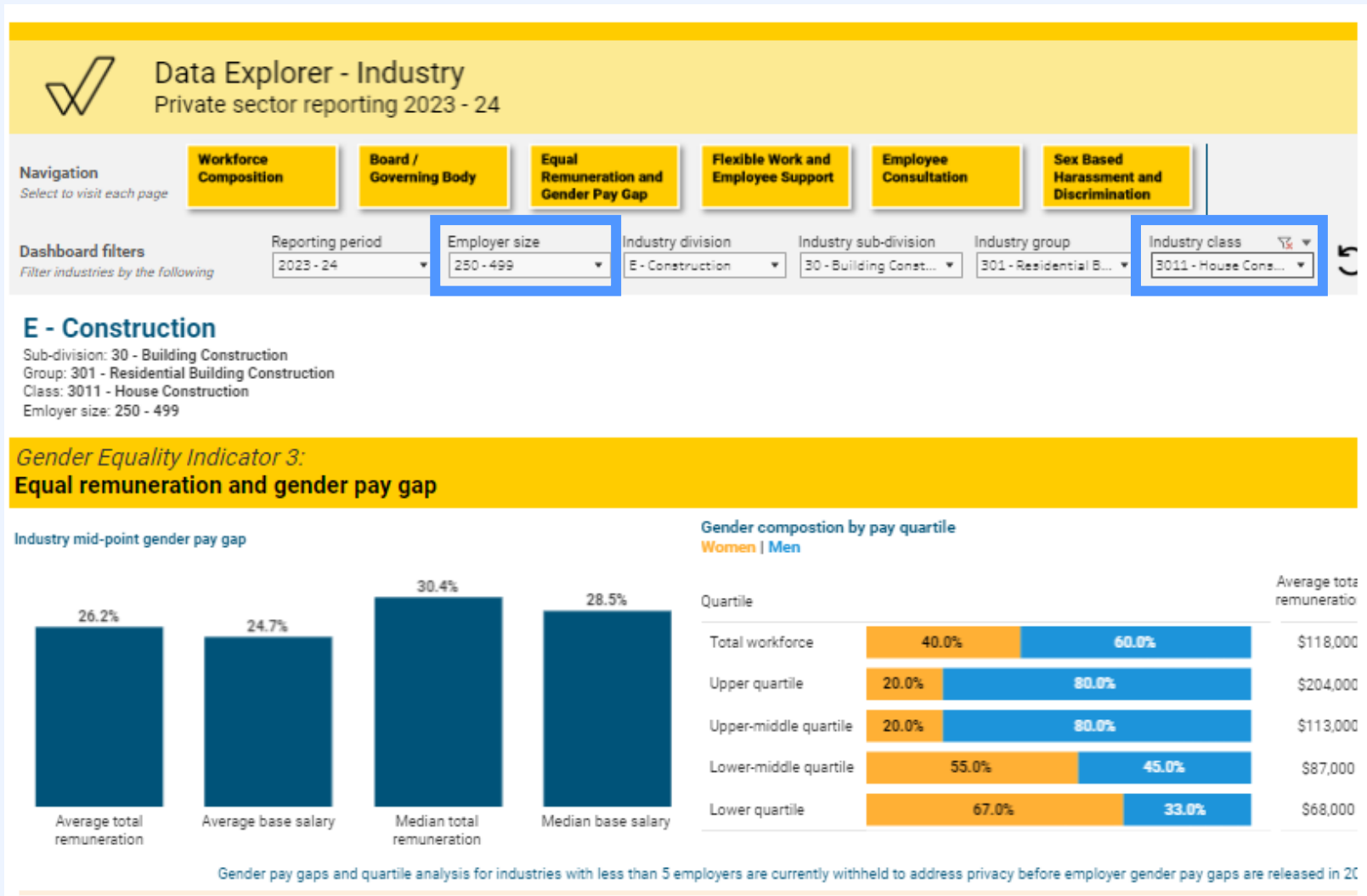
Sex Based Harassment and Discrimination

Dashboard filters
Filter industries by the following

Reporting period	Employer size	Industry division	Industry sub-division	Industry group	Industry class
2023 - 24	(All)	(All)	(All)	(All)	(All)



WGEA Data Explorer – Industry level continued




For example, if you are a **house construction company (Industry class 3011) with 250-499 employees**, you can filter for other businesses like yours.

You can compare measures across all GEIs.

WGEA Data Explorer – Employer level


National



National Data Explorer

Investigate the private sector employer gender equality data at a national level.


Industry



Industry Data Explorer

Drill down into the data by industry, employer size, division, sub-division, group and class to gain deeper insights.

Employer



Employer Data Explorer

Find individual employer results including gender pay gaps, rates of women and men in different occupations, access to parental leave and the actions they are taking to improve gender equality

You can search **individual employers** to see how they are faring across all Gender Equality Indicators.

This can show you the results for specific organisations that you compete with or benchmark yourself against.

For example, have a **look at what your peers' Paid Parental Leave policies include** – and how many men and women are using them.

Relevant Employer
ACCIONA INFRASTRUCTURE PROJECTS AUSTRALIA PTY LTD
 ABN: 40000201516
 Employer size: 250 - 499
 Industry division: E - Construction

Total employees	277	Men	214 (77%)	Women	63 (23%)
-----------------	------------	-----	------------------	-------	-----------------

Gender Equality Indicator 4: Parental leave

Parental leave taken within reporting year
 No distinction on employer-paid and government funded parental leave
 Women | Men

	Manager		Non-manager	
	Women	Men	Women	Men
Primary carer	75%	25%	50%	50%
Secondary carer				
Ceased employment on parental leave				

Provides employer-funded paid parental leave

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

Universal

Employees employer-funded paid carers leave is available to:	Contract/fixed term employees Permanent employees
Weeks of employer-funded paid parental leave provided:	12 week(s)
Superannuation contributions made to carers while on parental leave:	Yes, on employer funded parental leave Yes, on government funded parental leave
Employer-funded paid parental leave covers:	Birth Adoption Stillbirth Surrogacy
Qualifying period for employer-funded paid parental leave:	12 month(s)
Employer-funded paid parental leave is paid by:	Paying the employee's full salary
Period to take employer-funded paid parental leave:	Within 12 months

Using your reports to drive change

Penelope Cottrill

Education and Research Executive Manager, WGEA



Using your reports to drive change

Your reports are a **mechanism to communicate** with your executive, board and key decision-makers, and a **jumping off point for analysis and action**.

- **Highlight progress on your gender pay gap from the previous year**

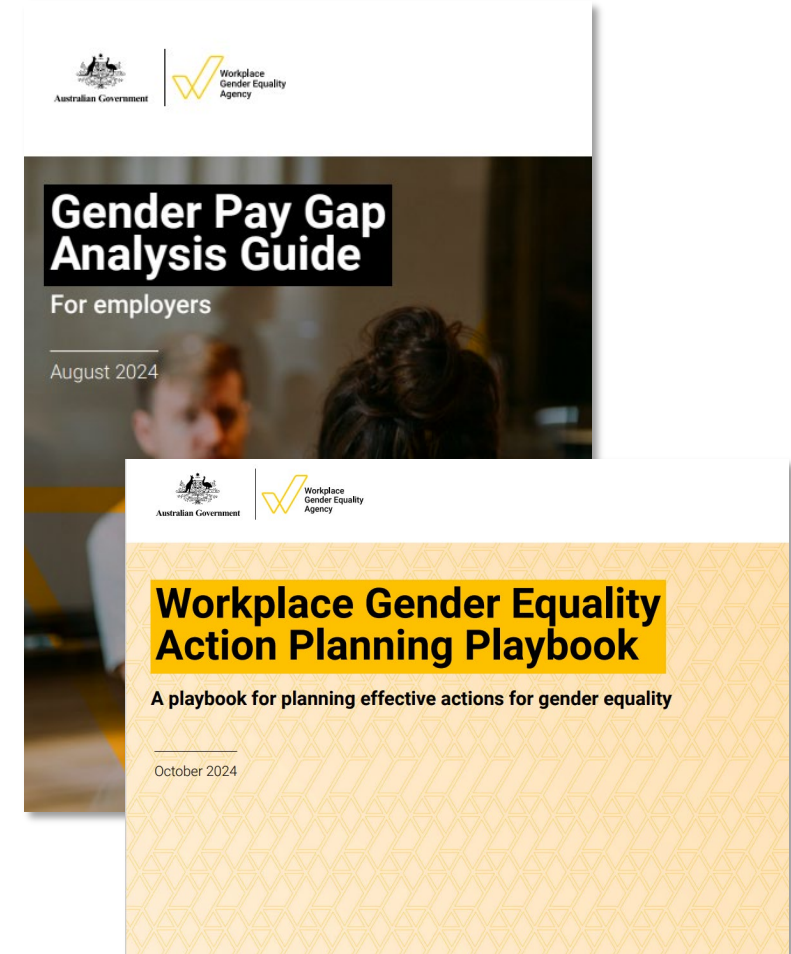
“Our gender pay gap is higher compared to last year, due to the inclusion of CEO remuneration for the first time.”

- **Draw attention to critical comparisons**

“Industry competitors X and Y have gender pay gaps that are between 5-10pp lower than our own. Key policies that have driven this may include...”

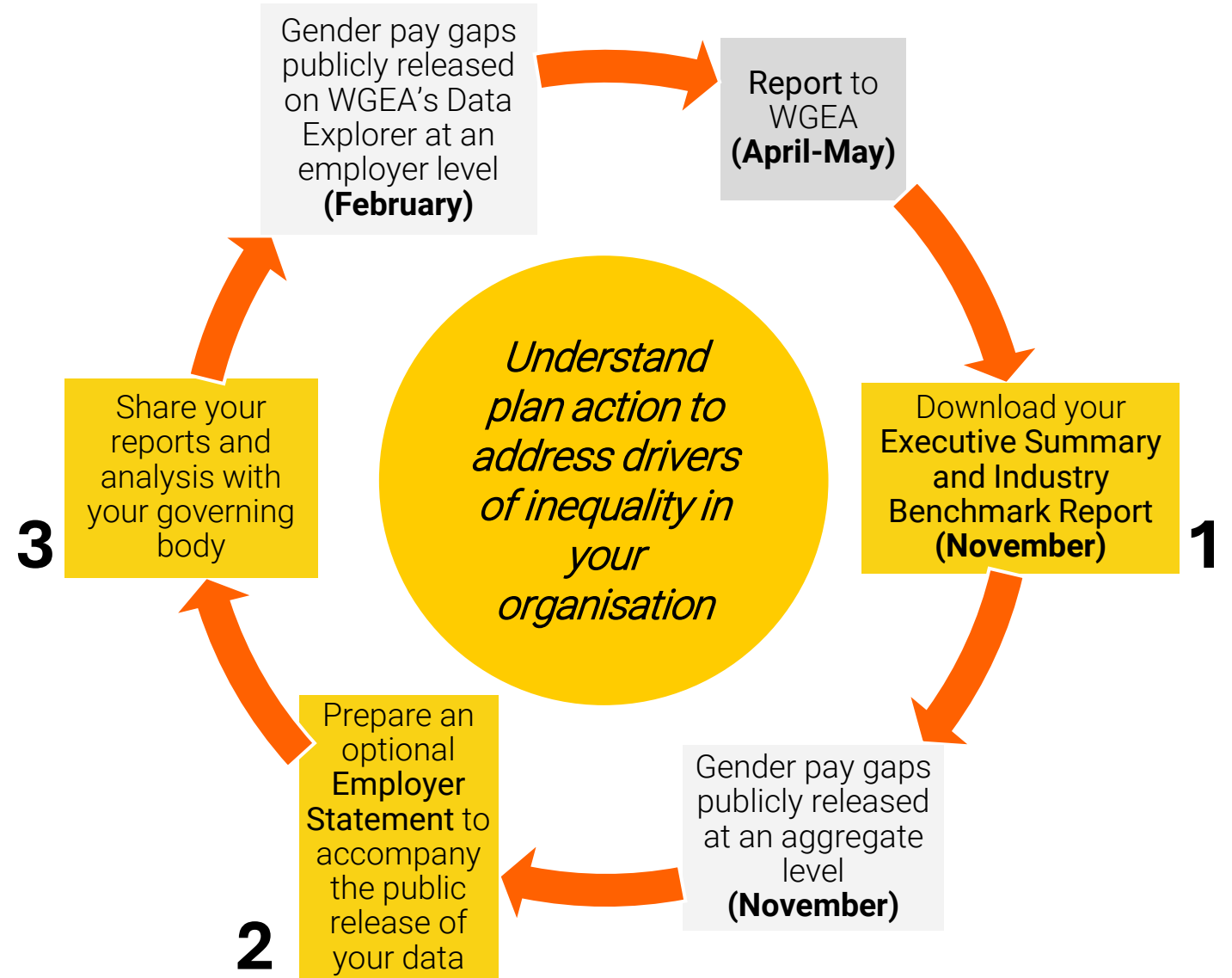
- **Undertake gender pay gap analysis and plan targeted action**

“Our pay gap analysis shows that our gender pay gap is primarily driven by a high proportion of women in the most junior, entry-level roles in the organisation. Key actions we are taking to address this imbalance include...”



Next steps

- It is a statutory requirement to share your reports with your governing body as soon as practicable after receiving your Industry Benchmark Report. You will need to indicate that you have complied with this requirement when you report to WGEA in 2025.





Reporting in 2025



Reporting in 2025: Questionnaire changes

New question	Relating to who your public report has been shared with (as per requirements in the <i>Workplace Gender Equality Act 2012</i>)
Changed questions	To report the number of weeks available for paid parental leave as a range (where paid parental leave entitlements may differ for different groups of employees based on employment agreement, contract or award)
	Removed need to specify whether flexible working arrangements are formal and/or informal
	Removed need to specify whether supports for employees with caring responsibilities are available at some or all worksites
Removed questions	Voluntary questions related to diversity data collected
	Voluntary question on uptake of paid domestic and family violence leave
New guidance	On which policy and strategy questions are assessed for the Gender Equality Standard (for employers with 500 or more employees)
Template change	Appearance of paid parental leave questions in the offline template enables easier navigation of the Word document (<i>appearance in the WGEA Portal has not changed</i>)

Scan the QR code to visit the **online Reporting Guide**



Reporting in 2025: Workplace Profile and Workforce Management Statistics changes

Workforce Management Statistics	Promotions from non-manager to manager by gender and contract/employment type will be collected
	Industry information will no longer be collected– industry of employer assigned to all their employees
Workplace Profile	Industry information will no longer be collected– industry of employer assigned to all their employees

Scan the QR code to visit the **online Reporting Guide**



Reporting in 2025: Key dates

Templates available for 2024-25 reporting

- Workforce Management Statistics Excel file
- Workplace Profile Excel file
- Questionnaire

February 2025

Employer level gender pay gaps released publicly (for 2023-24)

Late February 2025

Report to WGEA for 2024-25

Extensions can only be granted if applied for during the reporting period

April 1 - May 31

Thank you



Scan the QR code to learn more about the **Executive Summary and Industry Benchmark Report**

 wgea-education@wgea.gov.au

 Workplace Gender Equality Agency

 @wgeagency

