



# WHAT ARE THE KEY FINDINGS FROM THE WGEA'S 2019/20 DATA?

## GENDER PAY GAP



The total remuneration (which includes bonuses and penalty rates) gender pay gap is 20.1% (down 0.7% on the previous year's figure)



The pay gap in the Professional, Scientific and Technical Services Industry is 22% - there is a \$30,990 difference in average total remuneration between women and men in the industry



Professionals Australia's Engineering, Science and IT Surveys confirm pay gaps of 12% in Engineering, 14% in Science and 20% in IT

## FLEXIBLE WORK



The data showed strong growth in employers with a policy or strategy on flexible working



More employers are promoting flexible work (up 3.2% to 75.9%)



Our Engineering Survey showed that 61.7 per cent of respondents were working from home

## PARENTAL LEAVE



Over 52% of employers offered paid primary carer's leave (up 3%) – that figure is 70% in the Professional, Scientific and Technical Services Industry



46.4% of employers offered paid secondary carer's leave (up 2.6%)

## WOMEN AT SENIOR LEVELS



WGEA data showed that women comprise 39.9% of all managers – the figure in the Professional, Scientific and Technical Services industry is lower than the overall figure at 35.8% - 44.7% of manager promotions and appointments went to women



The WGEA data showed a slight increase in the number of female CEOs (up 1.2% to 18.3%)



There was a small rise in the number of female Board directors (up 1.3% to 28.1%)

## LACK OF EMPLOYER ACTION ON PAY EQUITY



There was an increase in organisations doing pay gap analysis (up to 46.4%)  
There was however, a disappointing reduction in those taking action to close gaps (down 6.1% to 54.4%)  
The WGEA says the figures may show a level of complacency or gender equity fatigue



Professionals Australia's survey work consistently shows that while many organisations had diversity policies in place, many failed to take action  
The 2020/21 Engineering Survey, for example, showed that while 81.7 per cent of respondents said their employer had in place formal policies to deal with discrimination and 75.3 per cent had in place formal policies to promote diversity, 12.8 per cent said their employer did not have strategies in place to actually implement the policies

## FAMILY AND DOMESTIC VIOLENCE



There was a strong increase in employer action on family and domestic violence



The data showed a 6.2% increase in employers with a policy or strategy (up to 66.4%)



There was a 5.2% increase in employer provision of paid domestic violence leave