



# The Gender Pay Gap and Workplace Equity

## Evaluation Report



# Evaluation of the Gender Pay Gap Webinar

## Background

In December 2023, WHISE delivered a webinar about the gender pay gap to employers and stakeholders in the Southern Metropolitan Region. The webinar was designed to:

- Increase understanding of the gender pay gap
- Support attendees to take action to close their own workplace's pay gap

The Commission for Gender Equality in the Public Sector presented on what the gender pay gap is, how it is measured, and what factors primarily influence the pay gap in Australia. Bayside City Council and Frankston City Council shared examples of how they have worked to close their own gender pay gap as well as learnings from their journey. Finally, WHISE spoke about how to evaluate your own gender pay gap, and how to tell a story with your data to increase buy-in from team members.

It was expected that attendees would leave with:

- Increased understanding of what the gender pay gap is
- Increased understanding of the factors that influence the gender pay gap
- Increased understanding of how to take action to reduce the gender pay gap
- Increased confidence to evaluate their own workplace's gender pay gap
- Increased confidence to take action to reduce the gender pay gap in their workplace

## Who attended the webinar?

Of the 71 people who registered for the webinar, 32 people attended. Of these, 14 people completed the pre-webinar survey – 86% identified as female (n = 12), one person as male, and one as non-binary. Eight people completed the post-webinar survey which represents a 67% response rate.

## Changes in understanding

Before and after the webinar, attendees were asked to rate their understanding of:

- What the gender pay gap is
- The factors that influence the gender pay gap
- How to take action to reduce the gender pay gap in their workplace

Figures 1 to 3 show that respondents increased their understanding across all measures. It is great to see that 87% of respondents had *high* or *very high* understanding of the gender pay gap following the

webinar (see Figure 1). Furthermore, the proportion of people who had a *high* level of understanding of how to take action to reduce their workplace’s gender pay gap, more than doubled (see Figure 3).

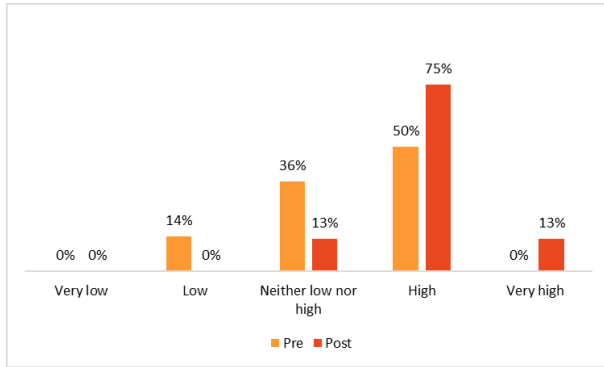


Figure 1. Pre- and post-webinar ratings of understanding what the gender pay gap is.

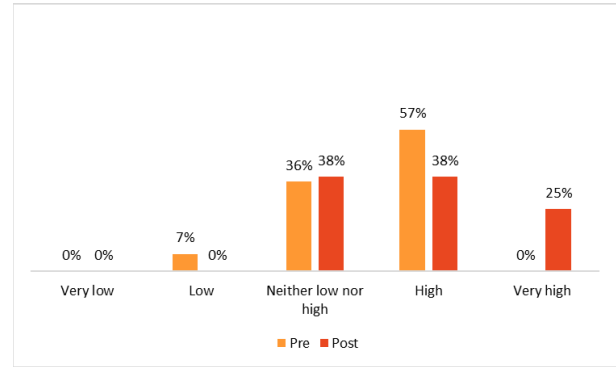


Figure 2. Pre- and post-webinar ratings of understanding the factors that influence the gender pay gap.

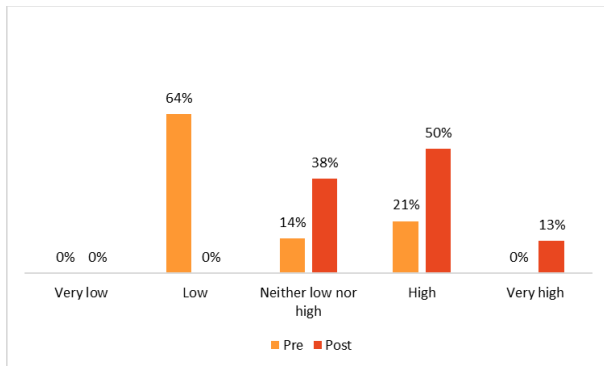


Figure 3. Pre- and post-webinar ratings of understanding how to take action to reduce the gender pay gap in their workplace.

## Confidence to apply learnings at work

Confidence to evaluate their own workplace’s gender pay gap, and confidence to take action to reduce the gender pay gap in their workplace were measured before and after the webinar.

As can be seen in Figures 4 and 5, levels of confidence increased following the webinar. Before the webinar, Figure 4 shows that over half of respondents were *not so confident* to evaluate their workplace’s gender pay gap. After the webinar, 88% of respondents felt *fairly confident* or *confident* to perform this evaluation. Similarly, a high proportion of respondents (57%) felt *not so confident* to take action before the webinar, however, 88% felt *fairly confident* or *confident* to take action following the webinar. It should be noted that although no one said they were *very confident* following the webinar, the gender pay gap is an unfamiliar area for many people. Prior to 2021 when the first workplace gender audits were conducted, organisations were not thinking about their gender pay gap, and very few were concerned about increasing their internal gender equality. The changes in confidence that have been demonstrated in this survey are a fantastic start.

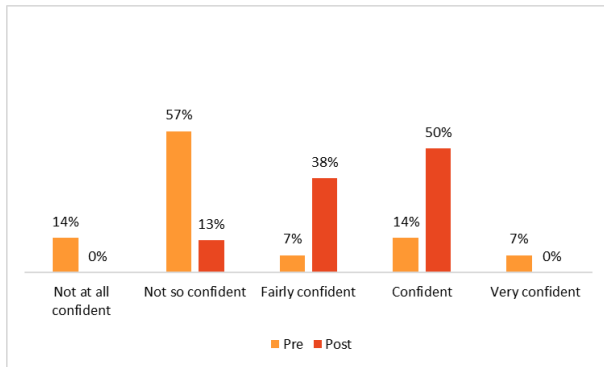


Figure 4. Pre- and post-webinar ratings of confidence to evaluate their own workplace's gender pay gap.

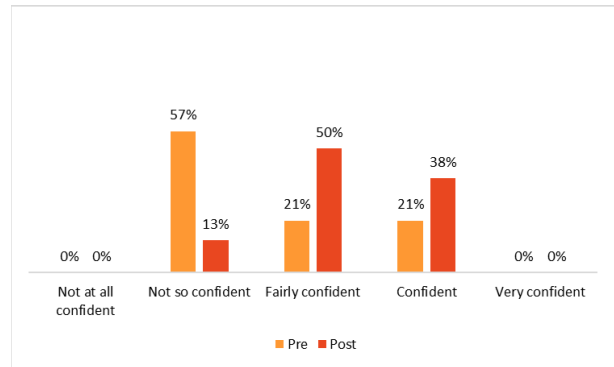


Figure 5. Pre- and post-webinar ratings of confidence to take action to reduce the gender pay gap in their workplace.

Respondents were asked if they felt confident to apply their learnings to their role. Three people responded to this question. One person commented that they felt more confident as the information from Bayside and Frankston City Councils provided “details about practical initiatives they had implemented in their workplace that helped them reduce their pay gaps.”

Another person felt confident to apply their learnings by analysing their data using an intersectional lens.

One person explained that there are “external challenges for our organisation to be able to address the gender pay gap.” Yet, they now feel more confident as the webinar increased their “knowledge on what it is, how it applies and how to explain the impacts [which] is always useful.”

## Key learnings

Four people shared their most significant take away or key learning from the webinar. Two people spoke about the “drivers of [the] gender pay gap” as being a key learning. For instance, one person was amazed that “care, family and workforce participation was rated at 33% as a contributing factor to the pay gap.” We are pleased to know that people have learned about the drivers of the gender pay gap as this knowledge will support them to take action to reduce their own workplace’s pay gap.

The other two respondents were encouraged to know that “progress is possible” as evidenced through Bayside City Council’s and Frankston City Council’s presentations. Furthermore, knowing that support is available from WHISE was helpful for one of the respondents.

## Further support

Respondents were asked what further support they needed to apply their learnings from the webinar. Requests were as follows:

- Further training and awareness-raising sessions to be delivered by WHISE within our organisation.

- Direct support from WHISE to increase gender equality across the organisation.
- A copy of the slide deck.

## **Feedback for the event organisers**

Feedback from the respondents was very positive. People appreciated hearing from the Commission for Gender Equality in the Public Sector to learn about the gender pay gap and what influences it. However, the most popular presentations were from Bayside City Council and Frankston City Council. These case studies provided practical advice and examples of how to take action.