



## The Gender Pay Gap & Workplace Equity

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.

How many people registered?

71

How many people attended?

32

How many completed the survey?

14

### Attendees

12

Women

1

Men

1

Non-binary

### Changes in understanding

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. 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 1).

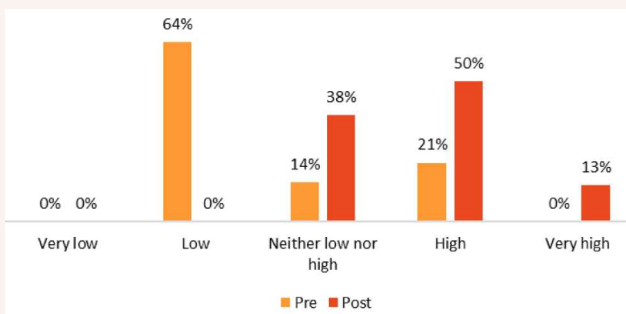


Figure 1. Pre- and post-webinar ratings of understanding how to take action to reduce the gender pay gap in their workplace.

### Confidence to apply learnings

People are more aware of how to take action to reduce their workplace's gender pay gap and feel more confident to do so.

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.

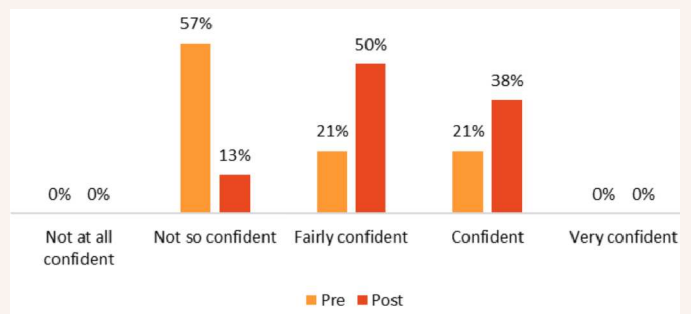


Figure 2. Pre- and post-webinar ratings of confidence to take action to reduce the gender pay gap in their workplace.

### Key learnings

People were more aware of the factors that influence the gender pay gap. For instance, one person was amazed that **"care, family and workforce participation was rated at 33% as a contributing factor to the pay gap."**



### Feedback

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.

