

2022-2023 Gender Pay Gap Report



Engineers Australia welcomes the Workplace Gender Equality Agency (WGEA) public gender pay gap reporting initiative. The gender pay gap remains a persistent challenge in Australia and across many industries, and we support increased reporting, transparency, and accountability as important steps to closing it.

During the reporting period 2022-23, Engineers Australia had a median total remuneration gender pay gap of 21.2%. While we are disappointed with this, it highlights the challenge and complexity we are facing at an organisational, industry, and societal level.

Engineers Australia fosters a diverse and inclusive work environment, with gender diverse representation across many segments of our organisation and within leadership roles and at senior levels. EA has pay equity where women and men are paid like for like for comparable work.

Our gender pay gap is not across the entire organisation, it occurs in areas largely due to an imbalance of genders within occupations and job types and the remuneration values for those occupations and job types.

The key drivers of the gap include having more men in higher paid professional and technical occupations in some segments (such as engineering, digital and technology) and an increase in overtime paid in some technical roles at peak times. More men were appointed and promoted during the reporting period and more women were working part time and in lower paid occupations.

Engineers Australia is taking action to rectify the gap. Our strategy involves tackling underlying contributing factors, such as uneven gender representation in certain occupations and career progression opportunities including for team members working part-time.

As a leader in the engineering community and a member of the Champions of Change Coalition, Engineers Australia is committed to closing the gender pay gap to ensure an equal workplace for all.



A handwritten signature in black ink that reads 'Romilly Madew'.

Romilly Madew AO

Engineers Australia,
Chief Executive Officer

Our People

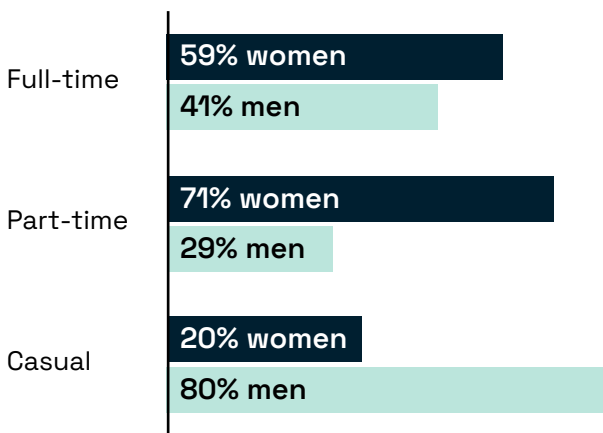
Total Workforce



Leadership



Employment status



Manager



Non-manager



*A snapshot of EA's workforce data as of 31 March 2023 for the 2022-23 WGEA report.

Understanding Our Gender Pay Gap

During 2022-23 Engineers Australia's gender pay gap was driven and influenced by several factors including:

- Gender imbalance in employment types:
 - 70% of our part time workforce were women, predominately in administration, support, and professional roles, with few higher paying management part time opportunities.
 - 80% of our casual workforce were men, many in specialist roles with higher paying casual rates.
- Growth in business activity:
 - Growth in our business required workforce expansion and additional remuneration in occupations and casual positions predominantly held by men.

– **Gender imbalance in some occupational segments of our organisation:**

- A large portion of our workforce includes talent from engineering and digital and technology professions, which are both predominantly male and often attract high remuneration.
- Roles requiring an engineering qualification and experience, were influenced by the diversity

challenges experienced across the wider engineering profession.

– **Talent market challenges**

- Growth in the digital and technology and specialist workforce segments, was challenged by post-covid talent market shortages particularly in industries and professions that are male dominated.

Actions to Address Our Gender Pay Gap

Engineers Australia will continue to prioritise gender equality as part of our ongoing diversity and inclusion strategies and talent management practices.

The prioritisation of these actions, both existing and new, will form part of our Gender Equality Plan.

Our plan will evolve with further consultation with our people and ongoing analysis.

Current Actions

- Measure our gender balance across Engineers Australia, and within leadership and manager levels.
- Regular analysis for pay equality and like-for-like roles.
- Support employees with flexible, hybrid working, and with family /carer responsibilities and paid family leave that is gender neutral.
- Diversity, inclusion & belonging council strategy and initiatives such as engaging with and listening to our people, building capability programs, sharing stories and weaving 'inclusion nudges' into our people practices.
- Provide education and training to our people to prevent and respond to sexual harassment, bullying and discrimination.
- Annual remuneration review in comparison to market and economic conditions.
- Regular review of remuneration and reward processes.
- Active member of the Champions of Change Coalition.

New Actions

- Develop and embed our Gender Equality Plan and actions in consultation with our leaders and people.
- Improve measures and monitoring of gender equality, with more frequent analysis and monitoring of our gender pay gap drivers and levels of occupational segregation.
- Strengthen gender balanced talent practices across recruitment, selection, and promotion processes, including how we support and assign overtime and acting 'higher duty' opportunities and career progression for part-time team members.
- Encourage and support men to take carers and family (parental) leave and work flexibly.
- Increase awareness, understanding and capability on diversity, inclusion, and unconscious bias through education.
- Provide more information and education on salary ranges and pay grades to our leaders and people.