

1. Are the functions and powers of WGEA appropriate for promoting and improving gender equality in the workplace? How effective is WGEA in achieving its functions to promote and improve gender equality in the workplace including by enabling relevant employers to report on the gender equality indicators, developing benchmarks and reports, undertaking research, education and leading practice programs and contributing to the public discussion on gender equality?

- (want to say from the outset that I'm a massive fan of the work you are doing!) I worked at BHP for 25 years and saw first hand the power that data in this area can have.
- I do think there is a big opportunity for WGEA to get involved in superannuation. There is a big gap here. I've written to a lot of the top super companies. Many do not consider the gender markers of investees even though shareholders are a great way to influence change.

2. What is your experience of what works to improve gender equality in your workplace? How do you currently engage with WGEA and use the reporting process and their resources to improve gender equality? What changes, if any, would you like to see in the areas of future focus for WGEA to further promote and improve gender equality over the next ten years?

3. Should the coverage of the Workplace Gender Equality Act be further changed? Specifically, should the definition of 'relevant employer' be expanded? If so, would additional considerations need to be factored in for new reporting employers?

- all employers with over 100 employees should be required to submit data regardless of size or ownership. (As a concession there could be an abridged version of the survey for smaller orgs). In my research I found that a lot of organisations that are recipients of sizeable grants/government contracts do not need to submit WGEA data. Perhaps at the very least any recipient of a grant/contract with more than 100 employees should be required to submit WGEA data

4. Are the gender equality indicators (GEIs) in the Workplace Gender Equality Act, and the data collected with respect to the GEIs, appropriate to promote and improve gender equality? How could they be improved?

- I had a senator ask me if there are stats on how long it takes people to progress to a 'management role' to see if women are disadvantaged in this area. We could only find a US study though I admit it would be very difficult to address.
- In the example below I tried to give companies a 'score' for gender equality. There are so many possible ways to do it. When I took a step back I decided to 2 key questions are:
 - o Is there equal participation?
 - o Is there equal pay?

From a KPI you could argue that pay/participation are lag indicators and the majority of the other indicators are leading indicators and that perhaps in the end the rest of

the indicators are most important when the pay/participation measure are out of balance.

5. In addition to gender, should WGEA collect other data on diversity and inclusion criteria on a mandatory basis, to enable a more nuanced analysis of men and women's experiences in the workplace? If yes, please specify criteria (eg cultural and linguistic diversity, disability, age, location of primary workplace). If not, why not?

- Ideally the data would be intersectional to better understand inequality within different demographic groups. Understand employees are often unable/unwilling to collect demographic information such as race, religion, age and sexuality etc. As a work around perhaps the government departments could work together on this analysis. For example, WGEA captures data by ABN. The ATO captures info about who works where by ABN. The ABS has demographic information that could be linked to the ATO (incl STP) information. Perhaps the ABS could try to pull the three sources of info together ad a cross government exercise without increasing the burden on employers?

6. How could data be better collected and/or used by WGEA to promote and improve gender equality? Should there be some form of pay transparency – should remuneration data in some form be public?

- Yes I strongly believe the legal restriction preventing WGEA from publishing gender pay gap info by company should be removed as it hides the good progress some companies are making in this are and fails to shine a light on companies that have a wage gap problem. (I'll include in the appendix a review I did of gender quality markers which was limited by the inability to report gender pay gap results)

7. Are there changes that could be made to the Workplace Gender Equality Act that would help reduce the regulatory burden on relevant employers while continuing to enable WGEA to promote and improve gender equality? Should other data sources, such as Single Touch Payroll data, be used by WGEA instead of employers providing the same data to two Government agencies?

- Per my comment above, perhaps WGEA could work with the ATO/ABS to collect data already available to the government and pre-populate it so that companies don't have to submit.
- There might also be an opportunity to work with the ASX to avoid companies having to disclose gender data twice as part of the [ASX Corporate Governance Reporting](#) (I suppose arguably the ASX submissions are a subset of the WGEA submissions though the point at the moment is that it is hard to correlate submissions to the ASX to the ones submitted to WGEA since WGEA doesn't collect ASX code and the ASX doesn't collect ABN..)
- With this in mind I think there is a good opportunity to introduce a disclosure requirement for listed to companies to report key WGEA indicators in their annual report
- This is probably well beyond the remit but I would love to see superannuation companies disclose the gender balance of their investees. I have spent a long time

contact superannuation companies only to find the majority do not factor gender equity measure of investees in their investment decisions, even for the so called “ethical” investment options. Would be great if there was a way WGEA could collect the data of investees. (My theory here is that perhaps if capital markets took this into consideration, in a similar way to emerging focus on climate change, we might see more focus in this area)

8. Could the minimum standards be expanded to improve the way they drive practical gender equality outcomes in workplaces? What would employers need to do to implement these changes in their workplace? Should Minimum Standards apply to all reporting employers, not just those with 500 or more employees?

9. Are the compliance mechanisms in the Workplace Gender Equality Act, and consequences for non-compliance, effective to promote and improve gender equality? If not, how could they be improved?

- As far as I can tell the list of “non-compliant” entities is much larger than the one published. Perhaps the Single Touch Payroll data could be used to identify entities that are not compliant
- There seems to be unclear direction how groups of related companies should report to WGEA. Sometimes they show up under a single set of stats but other times they report separately. Perhaps WGEA should collect the ASX code for each entity where available

10. Are there any other matters you want to comment on in relation to the Workplace Gender Equality Act and improving and promoting gender equality in the workplace in Australia?

- It’s great that there is a “download data “ option at the industry level but we really need one at the company level. Ideally people could explore all of the data in more of a “slice and dice” manner with the option to download to say xls. I know that WGEA submits the data to data.gov.au which allows for a lot of analysis but it took me a long time to find this when it could be made much more accessible. The company comparison functionality is very limited...
- I also think it’s important to be able to see the data in a time series. I know that a lot of the measures are shown in time series charts but you can’t see the underlying numbers which makes it hard to see improvement in results. I had to download each year separately from data.gov.au and join it back together.
- Also – I would consider the WGEA data against the [OECD submission](#). I noticed that Australia did not submit on a number measures. While I understand a lot of the scope (eg parliamentary policy measures) are outside the WGEA remit, I think there is still scope here.

Example

An example of analysis I did using the WGEA data combined with ABS data. The two big hurdles I had are:

- The WGEA data doesn’t group companies by ASX code
- It’s currently not possible to report pay gap information by company so I had to use ABS pay data by industry as a prox.

Comp_Name	ASX	Industry	2020 % Women	2019 % Women	Industry % Women	Industry Pay for women	Overall
Commonwealth Bank of Australia	CBA	Financial and Insurance Services	57%	58%	54%	Above overall average	Good
BHP Group Limited	BHP	Mining	26%	24%	19%	Above overall average	OK
CSL Limited	CSL	Manufacturing	49%	49%	27%	Above average for women	OK
Westpac Banking Corporation	WBC	Financial and Insurance Services	57%	57%	54%	Above overall average	Good
National Australia Bank Ltd	NAB	Financial and Insurance Services	50%	52%	54%	Above overall average	Good
Australia and New Zealand Banking Group Limited	ANZ	Financial and Insurance Services	54%	55%	54%	Above overall average	Good
Fortescue Metals Group Ltd	FMG	Mining	18%	18%	19%	Above overall average	OK
Woolfarms Limited	WES	Manufacturing	40%	40%	27%	Above average for women	OK
Macquarie Group Limited	MQG	Financial and Insurance Services	44%	42%	54%	Above overall average	OK
Woolworths Group Limited	WOW	Retail Trade	55%	54%	58%	Under womens average	OK
RIO Tinto Limited	RIO	Mining	19%	19%	19%	Above overall average	OK
Telstra Corporation Limited	TLS	Information Media and Telecomm	29%	29%	39%	Above overall average	OK
Transurban Group	TCL	Transport, Postal and Warehousing	41%	45%	27%	Above average for women	OK
Goodman Group	GMG	Manufacturing	29%	29%	27%	Above average for women	Bad
Atterpay Limited	APT	Financial and Insurance Services	46%	45%	54%	Above overall average	OK
Aristocrat Leisure Limited	ALL	Professional, Scientific and Techn	25%	24%	43%	Above overall average	OK
Newcrest Mining Limited	NCM	Mining	16%	18%	19%	Above overall average	OK
Colas Group Limited	COL	Retail Trade	50%	51%	58%	Under womens average	OK
Woodside Petroleum Limited	WPL	Mining	32%	31%	19%	Above overall average	OK
REA Group Ltd	REA	Information Media and Telecomm	49%	48%	39%	Above overall average	OK
Xero Limited	XRO	Information Media and Telecomm	43%	43%	39%	Above overall average	OK
James Hardie Industries Plc	JHX	Manufacturing	15%	15%	27%	Above average for women	Bad
Fisher & Paykel Healthcare Corporation	FPH	Manufacturing	29%	31%	27%	Above average for women	Bad
Sonic Healthcare Limited	SHL		No data submitted to WGEA in 2020				
QBE Insurance Group Limited	QBE	Financial and Insurance Services	54%	54%	54%	Above overall average	Good
Sydney Airport	SYD	Transport, Postal and Warehousing	37%	39%	27%	Above average for women	OK
Brambles Limited	BXB	Rental, Hiring and Real Estate Serv	17%	19%	39%	Above average for women	Bad
Ramsay Health Care Limited	RHC	Health Care and Social Assistance	81%	82%	80%	Above average for women	Good
ASX Limited	ASX	Financial and Insurance Services	40%	41%	54%	Above overall average	OK
Cochlear Limited	COH	Manufacturing	48%	49%	27%	Above average for women	OK
Magellan Global Fund (Open Class)	MGOC		No data submitted to WGEA in 2020				
Scout24 Group	SCG	Rental, Hiring and Real Estate Serv	54%	54%	39%	Above average for women	Good
Santos Limited	STO	Mining	22%	22%	19%	Above overall average	OK
Race Limited	REH	Wholesale Trade	24%	24%	40%	Above average for women	Bad
Suncorp Group Limited	SUN	Financial and Insurance Services	60%	60%	54%	Above overall average	Good
SOUTH32 Limited	S32	Mining	15%	15%	19%	Above overall average	OK
Ancor Plc	AMC	Manufacturing	17%	16.8%	27%	Above average for women	OK
Northern Star Resources Limited	NST	Mining	20%	19%	19%	Above overall average	OK
Insurance Australia Group Limited	IAG	Financial and Insurance Services	58%	58%	54%	Above overall average	Good
APA Group	APA		No data submitted to WGEA in 2020				
Tabcorp Holdings Limited	TAH	Arts and Recreation Services	40%	44%	49%	Under womens average	Bad
Dexus	DXS	Rental, Hiring and Real Estate Serv	57%	57%	39%	Above average for women	Good
Minvax Group	MGR	Construction	43%	41%	19%	Above average for women	OK
Stockland	SGP	Rental, Hiring and Real Estate Serv	59%	60%	39%	Above average for women	Good
Seek Limited	SEK	Administrative and Support Serv	45%	45%	45%	Under womens average	Bad
Resmed Inc	RMD	Manufacturing	44%	41%	27%	Above average for women	OK
Bluescope Steel Limited	BSL	Manufacturing	19%	17.9%	27%	Above average for women	OK
Auckland International Airport Limited	AIA		No data submitted to WGEA in 2020				
Coca-Cola Amalé Ltd	CCL	Manufacturing	32%	35%	27%	Above average for women	OK
Computershare Limited	CPU	Financial and Insurance Services	47%	47%	54%	Above overall average	OK