



GENDER EQUITY INSIGHTS 2018

INSIDE AUSTRALIA'S GENDER PAY GAP

BCEC | WGEA Gender Equity Series

Report Launch - Program

Friday 2 March 2018
from 11.15am to 1.00pm
Hyatt Regency Perth
Grand Ballroom
99 Adelaide Terrace, Perth



#PayGap
@BankwestCurtin
@WGEAgency

About the Bankwest Curtin Economics Centre

The Bankwest Curtin Economics Centre is an independent economic and social research organisation located within the Curtin Business School at Curtin University.

The Centre was established in 2012 through the generous support of Bankwest, a division of the Commonwealth Bank of Australia. The Centre's core mission is to deliver high quality, accessible research that enhances our understanding of key economic and social issues that contribute to the wellbeing of West Australian families, businesses and communities.

The Centre's research and engagement activities are designed to influence economic and social policy debates in state and Federal Parliament, regional and national media, and the wider Australian community. Through high quality, evidence-based research and analysis, our research outcomes inform policy makers and commentators of the economic challenges to achieving sustainable and equitable growth and prosperity both in Western Australia and nationally.

The Centre capitalises on Curtin University's reputation for excellence in economic modelling, forecasting, public policy research, trade and industrial economics and spatial sciences. Centre researchers have specific expertise in economic forecasting, quantitative modelling and economic and social policy evaluation.

About the Workplace Gender Equality Agency

The Workplace Gender Equality Agency is an Australian Government statutory agency created by the Workplace Gender Equality Act 2012.

The Agency is charged with promoting and improving gender equality in Australian workplaces.

We work collaboratively with employers providing advice, practical tools and education to help them improve their gender performance. Our staff are workplace gender equality specialists and provide industry-specific advice.

We also work with employers to help them comply with the reporting requirements under the Workplace Gender Equality Act 2012. This reporting framework aims to encourage measures that improve gender equality outcomes and has been designed to minimise the regulatory burden on business.

The Agency uses the reporting data to develop educational benchmark reports based on six gender equality indicators. The benchmark reports can be customised by industry and organisation size and enable employers to identify areas for focus, develop informed strategies and measure performance against peers over time.

We are committed to promoting and contributing to understanding, acceptance and public debate of gender equality issues in the workplace. We work collaboratively with employers, business, industry and professional associations, academics and researchers, equal opportunity networks and women's groups and regularly speak at private and public events on workplace gender issues.

Program

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| 11:15am | Registration |
| 11:30am | Welcome by MC Di Darmody |
| 11:35am | Introduction Hon. Simone McGurk MLA Minister for Child Protection; Women's Interests; Prevention of Family and Domestic Violence; Community Services <i>Entrée is served</i> |
| 11:50am | Report Launch Gender Equity Insights 2017: Inside Australia's Gender Pay Gap Professor Alan Duncan Director Bankwest Curtin Economics Centre Associate Professor Rebecca Cassells Principal Research Fellow Bankwest Curtin Economics Centre <i>Lunch is served</i> |
| 12:30pm | Panel Discussion and Q&A Susan Cull Manager, People and Communities The Chamber of Minerals and Energy of Western Australia Michael Schoch General Manager - Crux & Browse Project Shell Australia Jackie Woods Engagement Executive Manager Workplace Gender Equality Agency Professor Alan Duncan Director Bankwest Curtin Economics Centre Associate Professor Rebecca Cassells Principal Research Fellow Bankwest Curtin Economics Centre |
| 1:10pm | Vote of thanks Rowan Munchenberg Managing Director Bankwest |
| 1:15pm | Event concludes |

Have a question for the panel?

Simply head to www.slido.com and enter event code #paygap18 to post your question.

Your question will be seen by other audience members and the MC, and you can also vote for questions posted by other audience members, if you'd like that question answered too.

Welcome from Alan Duncan and Libby Lyons



Welcome to the launch of *BCEC/WGEA Gender Equity Insights 2018: Inside Australia's Gender Pay Gap*. This report represents the third report in an important partnership between the Bankwest Curtin Economics Centre and the Workplace Gender Equality Agency, with WGEA's valuable Gender Equity data enabling new insights into gender pay gaps across Australian organisations.

This report significantly adds to the evidence base around gender pay gaps in Australia.

Organisational gender pay gaps do not close themselves.

For the first time, we explore the connection between policies and actions taken by organisations and what impact they have on narrowing gender pay gaps.

We find that outcomes are strongest when organisations introduce a combination of outcomes, including reporting on gender pay gaps to Executive or the Board.

Interestingly, it is male dominated industries that are the quickest to initiate change, with the Finance and Insurance, and Mining sectors more likely to undertake a pay equity audit than all other industries. And this action seems to be a step in the right direction, with the managerial pay gap in Mining among the lowest across all industries and Finance and Insurance recording a reduction in their full-time pay gap over the past year.

This is still much more work to be done, but we hope the findings delivered today provide firms with practical steps and policies they can implement to narrow the gender pay gap.

On behalf of BCEC and WGEA, we welcome you to the launch.

We would like to take this opportunity to thank our panellists, Ms Jackie Woods, Engagement Executive Manager at WGEA; Mr Michael Schoch, General Manager of Crux and Browse at Shell Australia; Ms Susan Cull, Manager - People and Communities at the Chamber of Minerals and Energy WA and Master of Ceremonies, Ms Di Darmody from ABC Radio Perth.



Professor Alan Duncan
Director
Bankwest Curtin Economics Centre
Curtin Business School,
Curtin University



Libby Lyons
Director
Workplace Gender Equality Agency



Hon. Simone McGurk MLA

Minister for Child Protection; Women's Interests; Prevention of Family and Domestic Violence; Community Services

Simone is the State Labor Member for Fremantle, and the Minister for Child Protection; Women's Interests; Prevention of Family and Domestic Violence and Community Services.

As a Minister in the McGowan Labor Government, Simone is working to establish a whole-of-government approach to tackling the scourge of family and domestic violence, and is ensuring that our state invests in children during the critical early years to build stronger families and communities.

Prior to her election in 2013, Simone worked in the union movement for over 22 years. She was one of the first women elected to be an Organiser for the Australian Manufacturing Workers Union, before being elected the Assistant State Secretary in 1997. She later worked with the union United Voice.

From 2007, Simone served as Assistant Secretary, and later Secretary, of Unions WA. There, she coordinated the Your Rights at Work Campaign against the Howard Government's 'Workchoices' reforms, and campaigned for more local content and local jobs during WA's mining boom.

Simone has also worked in Native Title for the Yamatji Land and Sea Council, and as a producer with the ABC.

Simone holds degrees in History from the University of Melbourne and Media from Murdoch University.



Rowan Munchenberg

Managing Director, Bankwest

Rowan commenced as Managing Director of Bankwest in January 2017. He joined the Commonwealth Bank in 2001 and has had broad experience through a number of senior executive roles across retail, business and institutional banking businesses. Prior to joining Bankwest he resided in Johannesburg, where he led the digital banking growth strategy for South Africa in the role of Executive General Manager of South Africa for CBA, following the Group's acquisition in January 2015 of Take Your Money Everywhere ("TYME"), a South African start-up technology services company.

Rowan has extensive expertise in retail and business banking, and technology and innovation-based business leadership. He has held a range of senior roles in CBA including Executive General Manager (EGM) Group Strategic Initiatives, where he was responsible for successfully building productivity capability across the Group; EGM Banking Solutions in the Group's business and institutional banking division, where he managed the business banking product portfolio together with operations; EGM Service Delivery where he led a team of 3,500 across Australia to run back-office operations for retail, business and institutional banking within CBA and had responsibility for the EGM Retail Products role within Retail Banking Services (RBS).

Prior to joining CBA, Rowan held senior product and leadership positions in Telstra, Australia's largest telecommunications and information services company, including CEO of BigPond, where he grew the business to become Australia's largest internet service provider. During his tenure at Telstra, Rowan was also responsible for all business-to-business e-commerce products.



Alan Duncan

Director, Bankwest Curtin Economics Centre

Alan is Director of the Bankwest Curtin Economics Centre and Bankwest Professor of Economic Policy at Curtin University. Prior to taking up this position in 2012, Alan was Director of the National Centre for Social and Economic Modelling (NATSEM) at the University of Canberra. He was previously a Professor of Economics and Head of School at Nottingham School of Economics, University of Nottingham and has also held positions at the University of York and the Institute for Fiscal Studies (IFS).

Alan has published widely in both academic and policy outlets, with articles appearing in journals of the highest international reputation, including *Econometrica*, *The Economic Journal*, *European Economic Review*, *Economic Record*, *Journal of Human Resources*, *Journal of Applied Econometrics* and *Fiscal Studies*. His research interests and expertise cover a broad range of topics, including: economic and social policy evaluation; taxation, public finance and public policy; the economics of education, training and childcare; employment and labour market participation; population and workforce dynamics; gender equity and discrimination; housing affordability; migration; income inequality; poverty and wellbeing; statistical simulation; and econometric modelling and forecasting.

Alan was awarded the prestigious Frisch Medal of the Econometric Society in 2000 for a paper published in the world-leading journal, *Econometrica*. He completed a DPhil in Economics at the University of York, and has served on a number of senior advisory panels and boards for government and public sector organisations in the UK, Europe and Australia, advising on areas including tax policy, pensions, labour markets and household welfare. Alan has been invited to give evidence at Federal Senate Committee hearings, and was invited to participate in the 2011 Henry Review of the Australian tax system.



Rebecca Cassells

Principal Research Fellow, Bankwest Curtin Economics Centre

Rebecca is Principal Research Fellow with the Bankwest Curtin Economics Centre and oversees the Centre's Research Impact and Engagement Strategy, Focus on the States and Gender Equity Insights series. Prior to her role at BCEC, Rebecca worked as an independent consultant, working with state and federal government departments on a number of major economic evaluations. Rebecca previously spent many years with the National Centre for Social and Economic Modelling (NATSEM), where she led the Women, Children and Families team and oversaw the AMP.NATSEM Income and Wealth Series.

Rebecca has a diverse research portfolio that deals both with research methods and policy evaluation. Her principal areas of research include: gender equity, poverty and disadvantage, social exclusion, wealth and superannuation; child wellbeing; education inequality; and the role of geography in influencing social and economic outcomes. Rebecca has published extensively through commissioned and public reports and across academic and policy journals.

She has led major commissioned research reports for a number of organisations including the Department of Health, Department of Defence, NSW Department of Premier and Cabinet, AMP, Office for Women, CPA, The Smith Family and the Commonwealth Bank. Her work has been influential in driving public debates and influencing policy and legislation. Rebecca has provided evidence to parliamentary inquiries on the economic security for women in retirement, childcare availability and affordability and the Productivity Commission's investigation into the childcare workforce and geographic mobility.

Rebecca also serves as a panel member on the Workplace and Gender Equality Agency's Data Consultation Group; is Chair of the ACT Women in Economics Network and a table of ten member at mwah. Making Work Absolutely Human.



Susan Cull

Manager, People and Communities, The Chamber of Minerals and Energy of Western Australia

Susan is Manager, People and Communities at the Chamber of Minerals and Energy of Western Australia (CME). In this role, Susan is responsible for the advocacy of diversity and inclusion in the Western Australian resources sector; promotion of career opportunities, and the advocacy of current and future training and education needs of the sector. More broadly, Susan's role covers workplace health and safety and mental health.

Susan Cull commenced with CME in 2001 as an Education Officer and was responsible for the management and delivery of the School's Education Program until 2004. She then worked as Senior Policy Adviser in the People Strategies portfolio.

Susan has a Bachelor of Arts and a Bachelor of Education from Edith Cowan University. Prior to joining CME, Susan taught in the private education sector.



Michael Schoch

General Manager - Crux & Browse Project, Shell Australia

Born and raised in WA, Michael studied Economics at Murdoch University, graduating with an Honours Degree in 1985. Michael joined Shell in 1986 undertaking a variety of operational, commercial, governance and project roles in Australia, Central & Eastern Europe, and China.

He returned to Shell Australia, Perth in 2000 and is now General Manager of both the Crux and Browse oil & gas projects in the Browse Basin offshore WA.

Michael was Chair of the Steering Committee for the Committee for Perth's seminal 'Filling the Pool' project of 2013-15. That project sought to understand the 'how & why' WA fares so poorly in gender diversity within organisations, and recommended actions to improve that circumstance. In 2015 he became a Director of the Committee for Perth.

In February 2016, Michael was awarded the WA Chamber of Minerals and Energy's Champion - Women in Resources Award (2016), and in the following September won the Australian Award in Adelaide.



Jackie Woods

Engagement Executive Manager, Workplace Gender Equality Agency

Jackie leads the team responsible for the communications and partnerships functions of the Agency. The Engagement team boosts the reach and impact of the Agency's work through media, social media, events, partnerships programs and our high-traffic website.

Prior to joining the Workplace Gender Equality Agency in 2015, Jackie worked with public affairs consultancy Essential Media Communications for a decade, advising a wide range of organisations including trade unions and not-for-profits on communications strategy, media relations and issues management. She also published a weekly column on the Essential poll and Australian politics.

Jackie began her career as a journalist for Australian and international print media. She covered the Australia-Pacific region for Japan's Kyodo News and Singapore's Straits Times; and reported on work and careers for the Sydney Morning Herald.

Jackie has served on the board of the National Children's and Youth Law Centre, which supports young people with an innovative online legal advisory service. She has a strong interest in Australia's role in Asia and the changing world of work; and she is passionate about the power of effective communication to drive positive social change. Jackie holds a BA (Comms), Journalism from the University of Technology, Sydney.



Di Damordy

Presenter and Producer, 720 ABC Perth

With over 17 years of experience as a journalist and presenter with ABC Radio, Di is a well known - and popular - voice for listeners in Perth and throughout Western Australia.

Di has presented ABC Perth Breakfast, Mornings, Afternoons, Drive, Saturday Breakfast, The Country Hour as well as National Nightlife. She has also worked on National Grandstand, AFL and WAFL coverage and has hosted a variety of regional and state-wide programs across WA.

Di is also a regular Master of Ceremonies, Conference Host and Facilitator and is passionate about bringing events to life.

Attendees

Mrs Danika Adams

Public Policy Advisor
RAC

Ms Emily Aldridge

HR Manager
Saracen Mineral Holdings Ltd

Ms Rowena Amistad

Human Resources Manager
WA Local Government
Association

Ms Megan Anwyl

Director
Hawker Britton

Ms Suzanne Ardagh

Director - Board Advisory
Services
Lester Blades

Ms Sue Ash AO

Miss Emma Badminton

Senior Policy Adviser,
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Miss Kristen Barker

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Mrs Ishtar Barranco

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Mrs Liz Behjat

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Ms Bronwyn Bell

Manager, Natural Resources
The Chamber of Minerals and
Energy of WA

Ms Kate Brough

Area Director of Human
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Ms Angela Bryant

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Ms Sabrina Bullock

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Ms Frances Burns

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Ms Di Darmody

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