

Media Release

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Australian workplaces to become more transparent on pay gap

The Equality Rights Alliance (ERA) has welcomed a new report that recommends workplaces be more publicly accountable in terms of the gender pay gap and show they are doing more to action gender equality.

A review of the Workplace Gender Equity Agency (WGEA) produced by the WGEA Review Team in the Department of Prime Minister and Cabinet was [released](#) on Friday.

It recommends the federal agency be given the capacity to publish gender pay gap information at an employer level to encourage change within organisations.

“We welcome the recommendations in this report, particularly the emphasis on setting stronger minimum standards for large employers and paving the way for the collection of intersectional data”, said ERA Convenor Helen Dalley-Fisher.

“The rich dataset collected by WGEA will be more transparent to the public and useful for employees who could potentially compare workplaces when making decisions about applying for jobs or when negotiating pay rates.”

ERA is Australia's alliance of women's organisations. It [produced](#) one of 155 written submissions that fed into the review, urging WGEA provide greater public disclosure about individual employer performance on the pay gap with gender remuneration data by percentage be included on a public portal (called Data Explorer).

The WGEA review report also recommends workplaces with 500 or more employees do more to bridge the 'action gap' with new gender equality standards and an expectation employers report to the Agency on measurable and genuine targets to improve gender equality.

“This is welcome news. This gives the agency more teeth to close the action gap among employers who report to it, to drive progress towards gender equality,” said Ms Dalley-Fisher.

ERA congratulates the Australian Government for delivering on its commitment to review the *Workplace Gender Equality Act 2012* (the WGEA Review) and the Minister for Women Marise Payne's for her announcement that the government has endorsed, in principle, all 10 recommendations, subject to consultation with business.

Equality Rights Alliance

Women's Voices for Gender Equality

Level 5, 161 London Circuit, Canberra ACT 2602 | PO Box 1022 Dickson ACT 2602

T: 02 5104 2954 | F: 02 6175 9993 | E: era.admin@ywca.org.au

www.equalityrightsalliance.org.au

“We know that more than 75% of organisations covered by WGEA have policies and strategies in place to improve gender equality but we know too little about whether those plans are actually implemented in the workplace,” said Ms Dalley-Fisher.

ERA, in its submission, also urged stronger compliance so that non-reporting employers are actually banned from applying for government grants and contracts, rather than merely threatened with a ban.

The review has recommended strengthening the *Workplace Gender Equality Act* so that no relevant employer secures Commonwealth business if they have not complied with the agency's reporting obligations.

ENDS

For more information / interviews please contact Helen Dalley-Fisher, Equality Rights Alliance – 0413 65 822 or ERA's Toni Hassan - 0435 919 077.