



BCEC|WGEA Gender Equity Insights 2017

Bankwest Curtin Economics Centre

Curtin Business School

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Project Funders and Stakeholders

Workplace Gender Equality Agency (WGEA)

Overview

The Bankwest Curtin Economics Centre has partnered with WGEA in order to pursue a common goal of improving gender equality throughout Australia's workplaces by producing an annual report using the new WGEA organisational reporting data that captures 4 million Australian workers.

Gender Equity Insights 2017: Inside Australia's Gender Pay Gap is the second report in the BCEC|WGEA partnership series and extends and strengthens the evidence base around gender pay gaps and how these have changed over time across Australian workplaces.

Special investigations are included to provide additional insights and to highlight potential policy targets for governments and the business sector. The role of gender segregation within organisations is assessed along with pay differences between men and women engaged in graduate programs and how these pay gaps differ at the top and bottom of the wage distribution.

The report also looks at the balance of women in top-tier management positions and reveals some of the strongest empirical evidence to date, which shows that improved gender pay outcomes are driven by companies promoting greater gender equity in senior leadership roles.

Outcomes

The BCEC|WGEA report resulted in a number of outcomes, including:

- Expert analysis of the current gender pay gap in Australia, to inform industry action and government policy.
- Substantial media coverage reaching an estimated 4.3 million people.
- Knowledge transfer and ongoing partner relationships.
- Submission and subsequent expert witness appearance and citation in the final report of the Senate Inquiry into Workforce Segregation.
- Communication of research findings through numerous external presentations by report authors.

