

AWRI statement on Workplace Gender Equality reporting (1 April 2022 – 31 March 2023)

The importance of gender equality

AWRI acknowledges that gender equality is a cornerstone of a progressive and successful workplace, fostering innovation, diversity and a culture of inclusivity. We are committed to taking actions to improve gender equality (and other aspects of diversity), so that we continue to transform into a more inclusive and equitable environment for all our employees.

In recent years, we have taken the following actions:

- In 2019 we became a signatory to the Diversity, Equality and Inclusion in Wine (DEIW) Charter for the Australian wine sector.
- In 2020 we launched an internal Leadership Development Program to provide training and development opportunities for high-potential staff. Five women and five men have to date been chosen to participate in the program.
- In 2022, we introduced gender quotas for the make-up of the AWRI Board, such that the Non-Executive Directors include not less than four persons who identify themselves as male and four persons who identify themselves as female. The current make-up of the Board is four male Non-Executive Directors, five female non-Executive Directors and one male *ex officio* Director (the Managing Director).
- In 2023 we introduced a Flexible Working Arrangements procedure to make it clearer to our staff how they can access flexible working arrangements (hours of work, patterns of work or location of work).
- In 2023, we sponsored a session at the Australian Women in Wine Symposium in Sydney and supported four staff members to attend.
- In 2023 we launched an Environmental, Social and Governance committee which will oversee equality and diversity initiatives for the organisation.

What is the gender pay gap? It's not the same as equal pay...

The gender pay gap is a measure of the contributions of how men and women are valued in the workforce. Expressed as a percentage or a dollar figure it shows the difference between the earnings of women and men (WGEA 2024).

The gender pay gap is not the same as equal pay. Equal pay is where women and men are paid the same for performing the same role or different work of equal or comparable value. In Australia, this has been a legal requirement since 1969. At the AWRI we are committed to equal pay and always pay women and men the same when they are performing the same role. Gender pay gaps are not a comparison of like roles. Instead, they show the difference between the average or median pay of women and men across organisations, industries and the workforce as a whole (WGEA 2024).

From 2024, the Workplace Gender Equality Agency (WGEA) will publish on its website gender pay gap data for all Australian companies with more than 100 employees.

Understanding our pay gap

The Workplace Gender Equality calculates both an average gender pay gap and a median gender pay gap for each organisation. Measuring gender pay gaps by median allows an understanding of the remuneration experience of the typical employee at a workplace, as it is not skewed by exceptionally high or low salaries. The average gender pay gap is a good measure of the collective remuneration of a group. As the average is skewed by exceptionally high or low salaries, it will show if earnings are particularly concentrated for one gender, for example, more men in higher earning positions.

The median gender pay gap is calculated as the difference between the median of what men are paid and the median of what women are paid, expressed as a percentage of the median of men's earnings. The average pay gap is calculated as the difference between the average of what men are paid and the average of what women are paid, expressed as a percentage of the average of men's earnings (WGEA 2024). More information on the calculations can be found on the WGEA website.

AWRI's average gender pay gap for 2022-23 is 25.2% and median gender pay gap is 26.6%.

These numbers reflect the difference in earnings between women and men in our workforce, with men on average paid 25.2% more than women across the organisation. It's important to reiterate that this does NOT mean that we pay people differently based on their gender for the same role. Rather, this gender pay gap reflects AWRI having a lower proportion of women in high-paid roles and a higher proportion of women in lower-paid roles.

While we understand many of the factors that contribute to these numbers, we want to be very clear that we do not consider this acceptable and we are committed to taking positive action to tackle it.

Breaking down the numbers in a bit more detail:

- Overall our workforce is 62% women and 38% men
- However, our upper pay quartile is 65% men and 35% women and our lowest pay quartile is 18% men and 82% women. It is this imbalance that is driving the overall pay gap. To balance out the pay gap, we need a higher proportion of women in higher-paid roles and a higher proportion of men in lower-paid roles.

Some of the key contributing factors:

- We have low staff turnover, including in the most senior roles, with long-serving male staff in some of the higher paid roles.
- AT ~105 FTEs, we are not a large enough organisation to have a formal banded employment structure, so it is more challenging to support structured career paths/promotions within the organisation.
- We are a STEM-based organisation, which in the past has been a more male-dominated field of employment, although that is definitely changing.
- Our positions in the lowest pay quartile tend to be those that offer the most flexibility, making them a better fit for those with caring responsibilities (which disproportionately fall to women) and such positions have typically been filled by more women than men.

Our actions to address the gender pay gap

We are committed to the following actions to help address the gender pay gap at the AWRI:

- Creating a single diversity and inclusion policy (gathering content that currently sits within a range of existing AWRI policies) in order to make the organisation's commitment to equality and diversity more visible (in 2024)
- Reviewing our HR processes to identify gaps relating to gender and diversity (in 2024).
- Committing to deliver training to staff in unconscious bias and casual sexism (in 2024 and 2025)
- Conducting a formal review of the structural factors that contribute to our gender pay gap and formulating longer-term actions to address them (in 2024).
- Ensuring gender and diversity issues are considered during reviews of all other workplace policies to ensure practices are appropriate and all changes are codified for longevity (ongoing).

Summary

We are disappointed that our gender pay data does not live up to the standards we aim to set in equality and diversity. People are our most important asset. The AWRI is committed to creating a diverse, safe and inclusive workplace. While acknowledging there are some historical and structural factors contributing to the gap, we are clear that this is not good enough and maintaining the status quo is not acceptable. We are committed to taking actions outlined in this document and seeking additional ways to address this gender pay gap. We understand that this will not be a quick fix, but are committed to working towards an equal workplace.

Reference

WGEA (Workplace Gender Equality Agency) website: <https://www.wgea.gov.au/the-gender-pay-gap>