



the women's  
the royal women's hospital

# The Women's Workplace Gender Audit Results

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	Measure	Category	Results		
			Women	Men	
Gender composition	Gender composition of workforce		W: 88%	M: 12%	
	Overall composition of workforce by employment basis	Full time	25%		
		Part time	61%		
		Casual	15%		
	Gender composition of workforce by employment basis	Full time	W: 79%	M: 21%	
		Part time	W: 91%	M: 9%	
		Casual	W: 93%	M: 7%	
	Pay equity	Overall organisational gender pay gap, comparing women's pay to men's pay <sup>1</sup>	Median annualised base salary	43%	
			Median total remuneration	42%	
Mean annualised base salary			44%		
Mean total remuneration			44%		
Sexual harassment	Percentage of employee experience survey respondents who reported experiencing sexual harassment behaviours at work		W: 5%	M: 0%	
	Percentage of those who experienced sexual harassment who made a formal complaint		W: TFR	M: TFR	

## Notes

The results in these two tables have been disaggregated by gender for women (W) and men (M). To protect privacy, the Women's is not publishing gender-disaggregated results for those with another gender identity, or for those who chose not to disclose their gender.

TFR = Too Few Responses – refers to data which has been suppressed for privacy reasons.

Most results are reported as percentages rounded to the nearest whole percent. Due to rounding, very small results may be reported as 0%, very large results may be reported as 100%, and values may not add to exactly 100%.

<sup>1</sup> For additional information about the Women's gender pay gap, please see pages 3 and 4 of this document.

	Measure	Category	Results Women	Men
Recruitment and career progression	Gender composition of people recruited		W: 89%	M: 11%
	Gender composition of permanent promotions		W: 95%	M: 5%
	Gender composition of people who participated in career development training		W: 100%	M: 0%
	Gender composition of people who were awarded higher duties		W: 95%	M: 5%
	Gender composition of people who were awarded internal secondments		W: 91%	M: 9%
	Gender composition of people who exited the organisation		W: 87%	M: 13%
Leave and flexibility	Proportion of the workforce using formal flexible working arrangements		NR	
	Gender composition of people using formal flexible working arrangements		W: NR	M: NR
	Gender composition of people in the organisation who have taken parental leave		W: 95%	M: 5%
	Average weeks of parental leave taken		W: 24.1	M: 3.4
Gendered segregation	Gender composition of major occupational groups	Managers	W: 100%	M: 0%
		Professionals	W: 90%	M: 10%
		Technicians and trades workers	W: 44%	M: 56%
		Community and personal service workers	W: 97%	M: 3%
		Clerical and administrative workers	W: 86%	M: 14%
		Sales workers	W: NR	M: NR
		Machinery operators and drivers	W: NR	M: NR
		Labourers	W: 67%	M: 33%

## Further information

Under the Victorian *Gender Equality Act 2020*, all defined entities must conduct a Workplace Gender Audit and provide a report of the results to the Gender Equality Commission. The Women's submitted its completed audit report to the Commission on 30 November 2021 and data was published on the [Commission's website](#) on 2 September 2022.

Defined entities are also required to develop and submit to the Commission, a Gender Equality Action Plan every four years. This plan must include strategies and measures for promoting gender equality in the workplace based on the workplace gender audit results. The Women's Gender Equality Action Plan is available to [view on our website](#).

## Frequently asked questions

### What is the gender pay gap?

The gender pay gap measures the difference between the average earnings of women and men in the workforce. It is an internationally used measure of women's position in the economy compared to men.

It is not the difference between two people being paid differently for doing the same job, which is unlawful. It is a measure of average earnings difference.

Closing the gender pay gap goes beyond just ensuring equal pay. It requires cultural change to remove the barriers to the full and equal participation of women in the workforce.<sup>2</sup>

### What drives the gender pay gap?

The gap between women's and men's earnings is a symptom of a broader cultural problem in workplaces. It reflects the historic and systemic undervaluing of women's workplace contributions and the significant barriers that lead to the under representation of women in senior executive and management roles.

The pay gap is influenced by a number of factors, including female-dominated professions attracting lower wages, lack of workplace flexibility to accommodate caring roles, high rates of part-time work for women, women's disproportionate share of unpaid caring and domestic work.

This [2 minute video](#) produced by the Workplace Gender Equality Agency explains the drivers of the gender pay gap.

### What is the Women's gender pay gap?

The Women's gender pay gap is 43.2 per cent. This is calculated comparing the difference between men and women's median base salary.

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<sup>2</sup> Workplace Gender Equality Agency <https://www.wgea.gov.au/the-gender-pay-gap>

## What is behind the Women's gender pay gap?

When looking at the data it is clear that as an organisation we have a small minority of male staff members who are concentrated in the roles that are higher paying (for example, Senior Medical Staff, Executive and Management roles).

## What does the gender pay gap tell us?

Gender pay gap measures the median pay (or mid-point within a range) of an organisation. As the Women's workforce is highly segregated by gender, (that is, some professions are more female or male dominated) it is not an accurate reflection of equal pay for equal work. Rather, it compares the overall economic position of women compared to men.

While the senior medical staff occupational group has a 0 per cent pay gap between men and women, their median base salary is significantly higher compared with that of the nursing and midwifery occupational group who have a 2 per cent pay gap. When considering the gender split of these groups, with significantly more males represented in the senior medical staff group compared to nursing and midwifery, you can see how the overall pay gap occurs.

To have a greater understanding of how the pay gap is influenced by occupational gender segregation, we have reviewed the gender pay gap by Occupational Group. More information can be found under "Indicator 3 – Pay Equity", in [the Women's Gender Equality Action Plan](#).

## Is the gender pay gap the only important part of gender equality?

No. Gender pay equality is only one of the seven drivers that contribute to gender equality. While the pay gap is the most alarming driver and easy to measure, we must also look at the other six drivers including – workforce composition at all levels of the organisation, gender composition of governing bodies, workplace sexual harassment, recruitment and promotion, leave and flexibility and gendered work segregation.

## What is the Women's doing to improve gender equality?

The Women's is extremely proud that its workforce is primarily female and that a large proportion of leadership roles are held by women. While we celebrate this, we acknowledge we still have work to do to address the barriers that many people face in our organisation. The Women's is committed to working to ensure that barriers limiting opportunities for people based on gender are removed.

[The Women's Gender Equality Action Plan](#) outlines the Women's strategies to improving gender equality. This includes promoting the importance of gender equality across our organisation, improving systems and processes for measuring gender equality, promoting a positive workplace culture where it is safe to speak up, developing resources to support flexible work arrangements and investing in professional development for staff. More information can be found in the "Strategies and Measures" section of the plan.