

Shell, ECU & WGEA put WA's gender pay gap under spotlight

WA has the largest pay disparity (30.9%) between men and women working full-time for WA-based employers.

Workplace Gender Equality (WGEA) Director Libby Lyons, Shell Australia Country Chair Andrew Smith and ECU Vice-Chancellor Professor Steve Chapman joined in panel discussions on how to close this gap at the inaugural WGEA Pay Equity Leadership Forum on 10 February 2017, hosted by Deputy Vice-Chancellor (Strategic Partnerships) and Athena SWAN lead, Professor Cobie Rudd.

ECU in partnership with WGEA hosted the forum on the ECU Joondalup campus and the event was attended by members of the ECU community, industry and state politicians.

Professor Chapman said it was disappointing WA's pay gap was above the Australian pay gap of 23.1%.

"We can't simply blame the prominence of the resources sector in WA for this issue," he said.

"One of the ways we could close this gap is through quotas for targets for females in senior roles and on boards. It's about having 'targets with teeth', so it is linked with the KPIs of CEOs, or in my case, the Vice-Chancellor."

"It's not good enough to mentor women. We need to sponsor them in the workplace, proactively breaking down the barriers, policies and cultures that limit their career progression."

WGEA Director Libby Lyons presented on the causes of gender pay disparity nationwide and called on the audience to consider the importance of workplace flexibility and mobility when considering work models that enhance productivity and business sustainability.

The session was followed by a Q&A from the floor where audience members were given the opportunity to ask questions of the panel. Both Professor Chapman and Mr Smith are WGEA Pay Equity Ambassadors and are committed to increasing awareness of gender pay disparity issues in Australia.

For more information on the Workplace Gender Equality Agency please visit the [website](#).



Picture: WGEA Director Libby Lyons speaks on the causes of gender pay disparity in Western Australia at the WGEA Pay Equity Leadership Forum hosted by Edith Cowan University, 10 Feb 2017.