

AT A GLANCE

GENDER EQUITY REPORT – 2015

There is overwhelming evidence that engaged female talent is a key driver for positive business performance and competitive advantage. In recent years a number of improvements have been made with organisations reviewing their structure, policies and practices as gender equity is at the forefront of business' minds and has risen in media attention.

Mercer's [Gender Equity Report](#) is the first of its kind. We mined our existing remuneration database to not only look at the overall gender pay gap within the workforce but to discover the roles, career levels, job families and industry sectors which had the best and worst pay diversity profiles. We also looked at our benefits database to review policies and practices that align with gender equity strategy and flexible working arrangements.

Some of the key insights in the report include:

GENDER PAY GAP

Mercer's database of remuneration records was analysed for the Australian market to extract some major insights into the pay gap that exists overall and reviewed further by career level, job family, organisation ownership and industry.

- Men and women are close to pay parity at the beginning of their careers, with the pay gap for para-professional roles at 0.4% but widens significantly to 5.6% as soon as women move into professional roles. By the time women have progressed into management roles, the pay gap hits 6.6%, which is the highest pay gap disparity.

- Organisations which are headquartered in Australia report the largest gender pay gap at 5%, followed very closely by the United Kingdom (UK) at 4.9%. Organisations with headquarters in Europe report the least gender pay differential, reporting a 1.2% pay gap.
- Females are receiving lower variable reward/incentive pay despite receiving the same performance ratings as their male counterparts; males who only partially met their objectives received bonuses that were 35% larger (as a percentage of employment cost) than their female counterparts.



This report is about more than providing the data and insights, but also outlines actions that can be taken to drive gender equity within your organisation.

BENEFIT POLICIES AND HR PRACTICES

Policies and practices that support gender equity strategy are an important factor in developing an organisations gender equity practices.

- Within Mercer's benefits database only 47% of organisations reported they have conducted a pay gap analysis in the past 12 months, and of those organisations, 43% stated that no gaps were identified, meaning 57% of organisations do have a pay gap.
- A majority of organisations at 66% provide superannuation on the company paid portion of parental leave, only 5% of organisations from the 187 surveyed pay superannuation throughout the duration of parental leave – both paid and unpaid. Alarming a quarter of organisations (25%) in the sample don't currently provide any superannuation whilst employees are on parental leave.

5%

of organisations pay superannuation to their employees throughout the entire parental leave period (primary care giver)

66%

of organisations pay superannuation to their employees only during paid parental leave portion of leave

25%

of organisations do not pay superannuation to their employees whilst on parental leave

4%

Another reason

To find out more about Mercer's **Gender Equity Report** or to purchase, contact customer service on customerservice@mercer.com.

Our [website](#) provides more information about this report and other associated services.

SUPERANNUATION GENDER GAP

The superannuation gender gap is an issue which is strongly related to the gender pay gap and which is also impacted by the behaviours and life circumstances of women which further compounds the issue.

- A simulator scenario used in the Gender Equity Report showed that, on average, the superannuation balances of females are projected to be less than two-thirds of those of males. Meaning women are more 'at risk' of retiring with inadequate savings to fund a comfortable retirement compared to men,

Mercer's **Gender Equity Report** is focused on not only providing you with gender equity data and insights to support cases for focusing on gender equity gaps within your organisation, but also practical takeaway solutions to focus on, to achieve real progress in having an equitable and diverse workforce.

This report is just one of the tools that we have developed to assist our clients in developing inclusive talent management programs which recognise workplace diversity and consider and support the unique career, health, and financial well-being of women across every phase of their professional workforce journey.

