

TOTAL REWARD STRATEGY

GENDER PAY

FIGURE 14.6 INCLUSION OF GENDER PAY EQUITY OBJECTIVES IN POLICY/STRATEGY

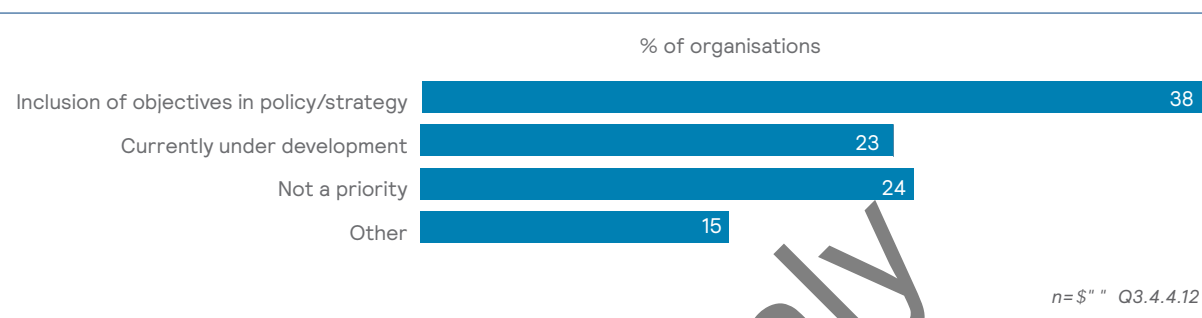


TABLE 14.24 UNDERTAKING OF GENDER REMUNERATION GAP ANALYSIS

n=2 " "	% of organisations
Within 12 months	4"
Within last 1 – 2 years	(
More than 2 years ago	'
Currently under development	1*
Not a priority	%1
Other	%

Q3.4.4.13

TABLE 14.25 ACTION TAKEN AS A RESULT OF GENDER REMUNERATION GAP ANALYSIS

n=1' "	% of organisations
Indicated cause/s of the gaps	%
Created an action plan to address causes	\$\$
Reviewed remuneration decision-making processes	'
Reviewed individual remuneration outcomes	\$4
Conducted a gender-based job evaluation process	2
Implemented other changes	4
No gaps identified	' 3
Currently under development	1+
Not a priority	2
Other	2

Q3.4.4.14