



WGEA Gender Pay Gap Employer Statement

2023-2024

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CCIWA's overall commitment to gender equality

CCIWA is committed to promoting and improving gender equality in the workplace. We believe that a gender-balanced workplace can foster innovation, creativity and productivity. CCIWA's commitment to gender equality is not only about fairness. It's also a strategic business decision and a core pillar of our diversity and inclusion strategy. We are strongly committed to ensuring our recruitment and promotion practices set up every employee for success. This includes offering flexibility and ongoing workplace consultation, including regular surveys on gender equality issues. To underscore this commitment, one of our directors has been appointed on the "Stronger Together" working group to support Western Australia's plan for gender equality.

We are proud that in 2024, the Diversity Council of Australia (DCA) recognised CCIWA as an Inclusive Employer for the fourth year in a row. A 2024 Diversity and Inclusion survey of CCIWA staff found 90% of staff felt they were treated and valued as a respected team member, regardless of their gender. Further, 90% said top leadership treats everyone fairly regardless of their gender and genuinely supports gender equality and 88% said they had the flexibility they needed to manage work and other commitments. These achievements are all well above the national DCA benchmark.

CCIWA is a medium sized organisation with 183 reported employees during the 2023- 2024 WGEA reporting period. When examining our gender pay gap over time, as detailed in the table below, CCIWA achieved significant progress in reducing the median pay gap percentage between the 2021-22 and 2022-2023 reporting years.

However, in 2023-2024 experienced an increase in the gap. This is attributable to several factors, including the new WGEA requirement to include CEO remuneration in the calculation, and the increased representation of males in the upper quartile because of recent recruitment activity and remuneration reviews. Also of significance is the high number of women hired for largely lower-paid administrative and clerical roles within the organisation, with women accounting for 60 out of 70 new hires in the reporting period. Importantly, CCIWA's leadership is committed to addressing these shifts, especially in reviewing its approach to recruitment to employment of people to lower paid positions.

We remain steadfast in our commitment to addressing these challenges and are actively working on strategies to further reduce the gender pay gap. Our goal is to create a more equitable workplace for all our employees.

Table: Median Gender Pay Gap Over Time

All employees	2021-22	2022-23	2023-2024
Median total remuneration	12.6%	4.5%	23.5%
Median Base Salary	21.1%	6%	25.8%

Our current gender quality initiatives include:

- Annual salary review process with opportunity to review and address any gender pay issues;
- Equal male and female ratio in management positions;
- Review of the company paid parental leave entitlements to explore more inclusive benefits;

- Continued review of flexible working options in line with employee needs;
- Continued consultation with our workforce on gender equality issues and initiatives;
- Dedicated workplace Diversity and Inclusion Council and strategy.
- Promoting flexible working options when advertising roles and recruiting, including working from home and flexible start and finish times for many roles;
- Gender balance in our candidate recruitment pool; and
- Gender balanced and diverse selection panel for senior and executive roles where relevant.

CCIWA's Workplace profile

We have reviewed our data, policies and strategies against WGEA's six Gender Equality Indicators (GEI's) in order to ensure that we are working towards reducing our gender pay gap through targeted action.

GEI1 – Gender Composition of Workforce.

The disparity between women (33%) and men (67%) in Key Management Personnel is a key driver of our gender pay gap. It should be noted that CCIWA has a small Key Management Personnel group and promotes best practice recruitment and selection procedures, as well as flexible working options, to ensure fair opportunity for all when vacancies arise. The fact that we have an 50% gender split across our manager level workforce reflects this approach.

We currently have a higher portion of women in non-management positions contributing towards our gender pay gap. The reasons as to why these positions are attracting more women will continue to be monitored. Currently, women constitute all of CCIWA's part-time workers and we are aware that these positions are attractive to many who require higher flexibility due to caring responsibilities or to support returning to work.

As the imbalance of the composition of our part-time workers is one driver of our gender pay gap, CCIWA is investigating options to offer flexible working arrangements for a wider range of staff which would include a review of our company paid parental leave policy.

GEI2 – Gender composition of governing bodies.

CCIWA is proud to report that female representation on our Board has increased to 63%, which is within stated tolerances for Board representation. The role of Chair and Deputy Chair are both held by women. CCIWA's Board Governance Charter lays out clear guidelines to ensure all Board appointees have the right skills and ensures Board succession is considered.

GEI3 – Equal remuneration between women and men.

In the WGEA 2023-2024 reporting period, women constituted 74% of our overall workforce. However, a higher percentage of females occupy positions which are in the lower, lower middle and upper middle pay quartiles, while there is highest representation of males occupying positions in the upper pay quartile, impacting our gender pay gap. CCIWA is committed to a strategy to drive equal remuneration between men and women through a comprehensive annual performance and talent review process where benchmarking and a gender-pay gap analysis is undertaken. If any disparities are identified we seek to rectify these through our annual remuneration review process, with remuneration policy set at Board level.

GEI4 – Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities.

CCIWA offers flexible working options, including working from home, part-time arrangements and compressed working weeks. We also offer company paid parental leave, cultural leave, the ability to purchase leave and has implemented a policy on family and domestic violence leave. We are committed to regular reviews of leave policies and explore any reasonable changes to provide a more inclusive workplace for all employees. CCIWA recognises it is important to provide flexible options and other leave benefits that can support equality in participation across the workforce. In the 2023-2024 reporting women constitute 100% of the parental leave taken.

GEI5 –Consultation with employees on issues concerning gender equality in the workplace.

CCIWA regularly engages with employees through various engagement surveys to ensure that there is monitoring and evaluation for the employee experience and to develop actions to improve employee engagement, commitment and the overall employee experience. We have also engaged specifically on gender equality through the Diversity Council Australian Inclusive Employer Index will continue with ongoing employee consultation.

GEI6 - Sexual harassment, harassment on the grounds of sex and or discrimination.

CCIWA is committed to a positive duty to prevent relevant unlawful conduct through a prevention and response approach. We achieve this by training our leaders and staff, monitoring and evaluating our processes and procedures and creating a safe, respectful and inclusive culture. Our latest engagement survey also included a specific section requesting input from all team members as to measures that could be implemented to improve our approach to preventing sexual harassment and discrimination at both a team and organisational level. CCIWA has reviewed policies and training based on the guidelines on positive duty provided by the Australian Human Rights Commission.

CCIWA will continue to strive to provide our workers with an environment that is safe, respectful and inclusive for all.

Closing statement

CCIWA is an organisation that strives to make Western Australia the best place in the world to live and do business. Our commitment to achieving gender equality in our own organisation reflects this goal. While we acknowledge there is more work to be done, we are proud to see our efforts to improve gender equality have led to real progress.

There is a strong commitment across the organisation, including at a Board level, to continue to improve our gender pay gap, and to better understand the factors that contribute to it. CCIWA will continue to audit our workforce composition and is committed to continually review our policies and procedures to ensure we are taking leadership on this important issue, applying best practice standards at all times. We remain committed to providing equal opportunities to all employees and identifying any areas of improvement.