



St Vincent de Paul Society Victoria – Workplace Gender Equality Agency (WGEA) Employer Statement

Reporting Period: 2022 – 2023

Our Commitment to Diversity

The principles of inclusion and diversity run deep at the heart of St Vincent de Paul Society’s mission to bring about a more just and compassionate society.

Poverty and social injustices impact everyone, irrespective of background. As such, we recognise that diversity in our workforce is essential. Moreover, it ensures that our approaches to the communities we support are impactful, respectful and empowering. We deeply value the experience, knowledge, perspectives and ideas our people bring.

Diversity is intrinsically tied with our mission of providing support, advocacy and empowerment to all who need it. Therefore, nurturing diversity, inclusion and equity in our workforce is a vital commitment.

The Gender Pay Gap

The Workplace Gender Equality Agency (WGEA) gender pay gap data provides us with some insights on how our organisation is performing in regards to six Gender Equality Indicators. These indicators mark the current gender equity climate of our workforce. More importantly, it marks the key areas of focus on when building improvement strategies.

The table below shows St Vincent de Paul Society’s mean and median gender pay gap figures. This statistic is shown as a percentage. A positive percentage indicates that average earnings are skewed in favour of men. A negative percentage indicates averages earnings are skewed in favour of women.

Table 1. St Vincent de Paul Society’s Mean and Median Gender Pay Gap:

| All Employees | 2021-2022 | 2022-2023 |
|-----------------------------------|-----------|-----------|
| Average (mean) total remuneration | 17.6% | 14.7% |
| Median Total Remuneration | 1.9% | 3.8% |
| Average (mean) base salary | 19.3% | 13.4% |
| Median base salary | 1.5% | 4.4% |

Based off the 2022-2023 data, current median and mean average earnings are skewed in favour of men. A comparison of 2021-2022 and 2022-2023 average (mean) total remuneration and average (mean) base salary figures indicate that the gap is closing across some fields.

Table 2 below further breaks down the gender pay gap data by providing results in relation to managerial and non-managerial positions. The aspiration is to remove the gender pay gap in favour of men or women, ideally reaching a GPG closer to zero.



Table 2. Breakdown of Gender Pay Gap in Manager and Non-Manager Roles

| Roles | 2021-2022 | 2022-2023 |
|-----------------------------|-----------|-----------|
| All Managers | 15.6% | 11.9% |
| Overall Non-Managers | 4.2% | 5.9% |

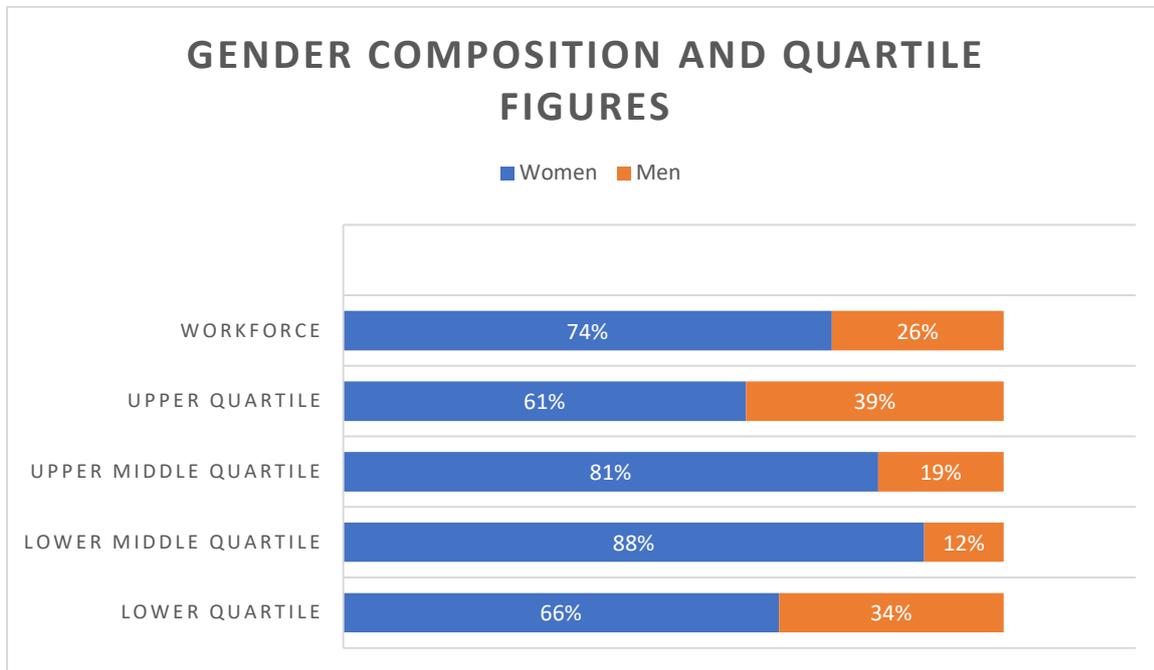
Across both managerial and non-managerial fields, the gender pay gap is skewed in favour of men. However, comparison of the managerial gender pay gap percentages from 2021-2022 and 2022-2023 reveal that the percentage is dropping indicating progress towards closing the pay gap between employees identifying as male and female in our workforce.

Another major statistic of the gender pay gap data is the workforce composition and situation of the workforce in the pay quartiles.

As Chart 1 Indicates below, our workforce composition is heavily skewed towards women. Similarly, due to the workforce composition of our organisation, much of the remuneration quartile percentages are in favour of women.

The main two quartiles that lean in more favour towards men are the Upper Quartile and Lower Quartile.

Chart 1. Gender Composition of the Workforce and Quartile Figures



Understanding the Gap

It is important to note that, in addition to gender, pay gaps are also influenced by factors such as organisation composition, industry, part-time work availability, experience and the length of employee service.



Analysis of our gender pay gap figures has helped us better understand not only the current gender-balance elements at play, but also other elements that factor into the data.

Key Points:

Our Gender Pay Gap and the Reasons behind it:

At the time the data was collected, our senior leadership was composed primarily of men. This is indicated in Upper Quartile percentages displayed in **Chart 1**. This composition influences the skew of the average mean and median salaries. A more balanced senior leadership and managerial composition within our workforce will prompt the gap to close. Already, we are making positive changes in this area by appointing more women to the senior leadership team and providing new opportunities for women to move into managerial positions.

The Diversity of our Workforce:

In addition to having a diverse workforce composition, St Vincent de Paul Society Victoria is also a multi-industry organisation.

We have multiple employees that fall under different industries like retail & sales, warehouse, transport, clerical & administrative, professional and community support services. Some of these roles, and their subsequent remuneration, are governed by the relevant Modern Award.

Due to this, variations occur and may influence the gender pay gap of manager and non-manager roles – as they operate in essentially different industries.

To address this, we have a Remuneration Policy wherein each role is allocated a remuneration band based off the requirements of the position. This policy ensure that the risk of conscious and unconscious gender bias can be minimised and similar roles within the same industry are provided the same pay.

The Pay Gap has reduced:

Based off the recent data, the gender pay gaps for the average (mean) total remuneration and average (mean) base salary are closing. Moreover, in managerial positions, the gender pay gap has reduced from 15.6% (2021-2022) to 11.9% (2022-2023). This indicates that the proportion of women being recruited for, or promoted to, managerial positions is growing. This is a positive result and we remain committed to providing further recruitment and progression opportunities for women.

We are Pleased to Note:

We are grateful for the data provided by the Workplace Gender Equality Agency as it not only provides insights into areas for improvement, but also highlights the areas that we have excelled in.

The recent gender pay gap data shows that, out of our total workforce number, 74% of our employees identify as women. This indicates that we are succeeding in providing a robust attraction and retention strategy for women.

As a part of our Employee Value Proposition, we offer all employees (regardless of gender) flexible and family-friendly workplace arrangements. Furthermore, we offer generous study-leave



entitlements to our employees, allowing opportunities for growth and development without creating barriers around work hours and pay.

Providing incentives and opportunities for our employees has generated a positive impact, as the latest employee movement data as indicated.

Table 3. Employee Movement (including promotion) by gender (2022-2023)

| | Female | | Male | |
|--|--------|---------|--------|---------|
| | Number | Percent | Number | Percent |
| Appointments to manager roles (incl promotions) | 16 | 57% | 12 | 43% |
| Appointments to non-manager roles (incl promotions) | 191 | 65% | 104 | 35% |

The percentage of female appointments to manager positions indicates that St Vincent de Paul Society Victoria is providing opportunities for growth and promotion for women – which in turn will address the gender pay gap (particularly in the Upper Quartile areas).

Our Actions to Close the Gap:

St Vincent de Paul Society Victoria is committed to ensuring our organisation is one where diversity, equity and inclusion can flourish. We want to continue being an ideal employer for women, and we endeavour to continue to address the gender pay gap to achieve gender equity and equality across our organisation.

To continue our work in closing the gap, we have identified several key actions – and have begun enacting upon them:

Senior Leadership Team and Women in Leadership:

We have undertaken work to provide more opportunities for women to be recruited or promoted into leadership roles.

We have set up workshops and workplace conversations to encourage the next generation of female leadership, which has helped foster further appointments for women in our organisation. Moreover, the composition of our Senior Leadership Team has switched to a primarily women-driven team – 62% of our executives identify as female. As such, we anticipate that our 2023-2024 gender pay data will be further improved.

Expanding upon our Salary Benchmarks:

Expanding upon our remuneration policy, we also plan to conduct a review and benchmark of all roles and salaries across the organisation. This will provide a framework to not only identify any pay gap discrepancies, but also to ensure similar roles in similar industries are paid the same. This will further help us towards a ‘same role, same requirements, same pay’ framework.



Our Own Gender Pay Gap Audit:

In addition to the Gender Pay Gap reporting facilitated by WGEA, St Vincent de Paul Society Victoria also plans to conduct annual internal audits on employee salaries and gender pay gaps. This will assist us in understanding data and anticipating potential changes. This, in turn, will allow us to create more robust and long-term strategies to address gender pay gap influences and set up preventative measures.

Continuing to Expand our Flexible and Family-Friendly Policies for all Employees:

Recently, we have undertaken a comprehensive review of our organisation's leave policies. We have expanded access for maternal, parental and carer's leave.

Conclusion

The St Vincent de Paul Society Victoria plans to further review and improve our practices and procedures in our aim to achieve gender equality across all levels of the organisation. This will foster a culture of growth, opportunity and diversity. This, in turn, will help us in continuing our good works towards helping people – regardless of creed, ethnic or social background, health, gender, or political opinions – in need.