

2023-2024 Gender Pay Gap Report



In 2024 Engineers Australia welcomed the Workplace Gender Equality Agency's (WGEA) initiative to publicly report the gender pay gap (GPG) of many Australian employers for the first time. This was a significant step forward in addressing gender equality in Australia.

In 2025, we continue to support public reporting, transparency and accountability of our gender equality performance. In the 2023-24 reporting period Engineers Australia's median total remuneration GPG reduced from 21.2 per cent to 14.4 per cent.

Detailed analysis of our 2022-23 GPG drivers, supported Engineers Australia to take meaningful action to reduce gender pay gaps and gender imbalance across our organisation in 2023-24. This included our first Diversity, Inclusion and Belonging strategy, increasing education and awareness of our GPG and its drivers, and further regular analysis of our GPG data.

While we are pleased with our progress, we acknowledge that there is still more work to do. Continued improvement in closing our GPG remains our priority and is part of our long-term commitment to driving gender equality.

As an employer, our people are at the heart of what we do, and we're committed to continuing to build a diverse, equal and inclusive workplace and culture that that we can all be proud of. As the national body for Australian engineers, we also recognise the broader role we play in improving gender equality amongst the engineering community and broader society.



A handwritten signature in black ink that reads 'Romilly Madew'.

Romilly Madew AO

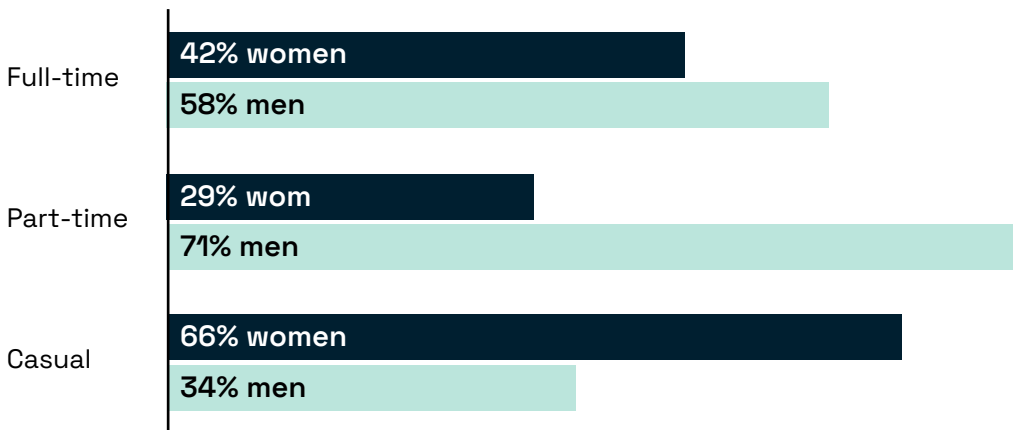
Engineers Australia,
Chief Executive Officer

Our people

Total workforce



Employment status



*A snapshot of EA's workforce data as of 31 March 2024 for the 2023-24 WGEA report.

Understanding our gender pay gap

Our progress

Engineers Australia's **median total remuneration GPG for 2023-24 is 14.4%**, a substantial reduction from 21.2% in 2022-23. Indicators highlighting our progress include:

- Decreases in the GPG across leadership, management and professional roles.
- Substantial growth in the median total remuneration for women, particularly for women in professional and/or part time roles.
- An increase in representation of women in the upper pay quartiles, and an increase in representation of men in the lower-middle pay quartiles.

Actions taken to address the GPG

- Implementation of our first Diversity, Inclusion and Belonging strategy.
- Increased education and awareness of the GPG and its drivers.
- More frequent measuring and analysis of gender balance and the GPG across the organisation.
- Annual remuneration and reward reviews, comparing market and economic conditions.
- Regular analysis and correction to support pay equality in like for like roles.
- Gender balanced shortlisting, inclusive job descriptions and advertisements, and proactive talent sourcing.

Insights from our 2023-24 GPG analysis

Insights from our analysis of Engineers Australia's 2023-24 reporting data, indicate several factors continue to influence our GPG including:

- Occupation segregation: A portion of our organisation require people with skills and experience from the engineering profession, which is largely male dominated and more highly remunerated. The diversity challenges within the profession continue to impact gender composition in these roles, and influence talent acquisition.
- Business activity: Aspects of our business activity require specialist roles to undertake additional hours or casual work. This activity has predominately been undertaken by men in this cohort, which has influenced total remuneration.
- Talent market: Administrative and support roles, which are generally lower paid than other professions, continue to attract more women than men, maintaining a disproportion of women in the lower pay quartile.

Our continuous pathway to improving the GPG

Our Gender Equality Plan continues to evolve as we measure, analyse and further understand new and persistent drivers of our GPG. Actions that remain a priority for Engineers Australia include:

- Frequent measuring and analysis of GPG drivers.
- Supporting men to work flexibly and take family leave.
- Providing more information and education on salary ranges and pay grades.
- Providing Respect @ Work refresher education.
- Embedding inclusion nudges within our people processes.
- Further employee consultation to listen to our people and draw on their insights and experiences.