



YOU ARE BEING INVITED TO TAKE PART IN

Something important...

Over the past 20 years, the proportion of Australian women with a bachelor's degree has more than doubled. In the same period, the gender pay gap has not budged.

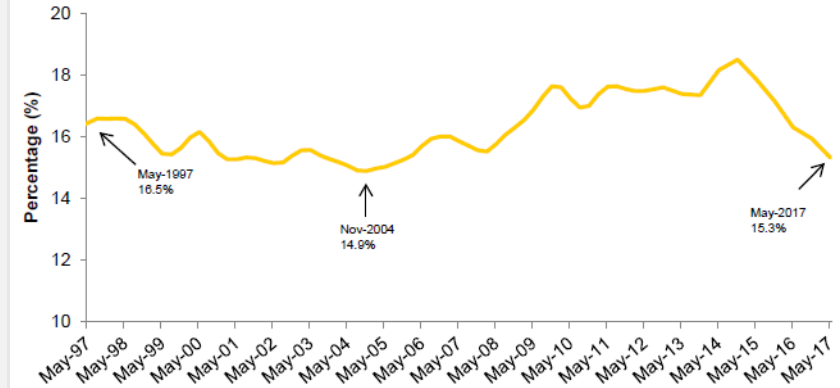
Australia ranks 46th on the Global gender pay gap scale.

Our full-time gender pay gap is 15.3%, women earn on average \$251.20 per week less than men. Western Australia has the wider gender pay gap of all states at 22.8%.

Needless to say, there is room for improvement.

Gender Pay Gap Statistics

Figure 1: The Australian gender pay gap, May 1997 – May 2017^y



Data source: ABS (2017), *Average Weekly Earnings, May 2017*, cat. no. 6302.0, viewed 17 August 2017, <http://www.abs.gov.au/ausstats/abs@/nsf/mf/6302.0>

Note: Based on full-time adult average weekly ordinary time earnings, trend series.

Establishing the Benchmark

Subsea Energy Australia and the Women In Subsea Engineering (WISE), with the support of the Australian Government, are initiating a study to quantify the gender pay gap for the Subsea oil and gas industry.



Australian Government
**Department of Industry,
Innovation and Science**

The survey will collate industry specific data, which does not currently exist. The outcome will be an established benchmark on gender pay gap for our industry.

The survey will focus on STEM professions.

This survey intends to uncover the main drivers of disparity and guide the development of gender inclusion guidelines for the industry.



Existing surveys provide incorrect data

- Existing surveys average data across various roles rendering the data skewed towards non-STEM professions.
- Surveys are based on age, not years of experience and this does not take into account, time out of the workforce
- Workplace Gender Equality Agency (WGEA) reports provides data only for companies >100 employees.
- Existing surveys are not detailed enough to quantify any gender gaps for the subsea industry

If we demonstrate a smaller gender pay gap in the subsea industry, we send a positive message for Women in STEM professions AND for our sector.

Providing a benchmark enables accountability in the industry.



WISE is seeking...

1. Volunteers to participate in focus groups
2. Commitment from companies to participate in the survey
3. Total funding of \$20,000 to carry out the survey

All research participants will
be contributing to a
benchmark research project.

Demonstrating leadership and
commitment to achieving
gender parity.



The research will be led by Professor Linley Lord, Director of the Maureen Bickley Centre for Women in Leadership in the Curtin Graduate School of Business.

All data provided by individuals and companies will be treated confidentially under Curtin's research ethics and integrity policy.



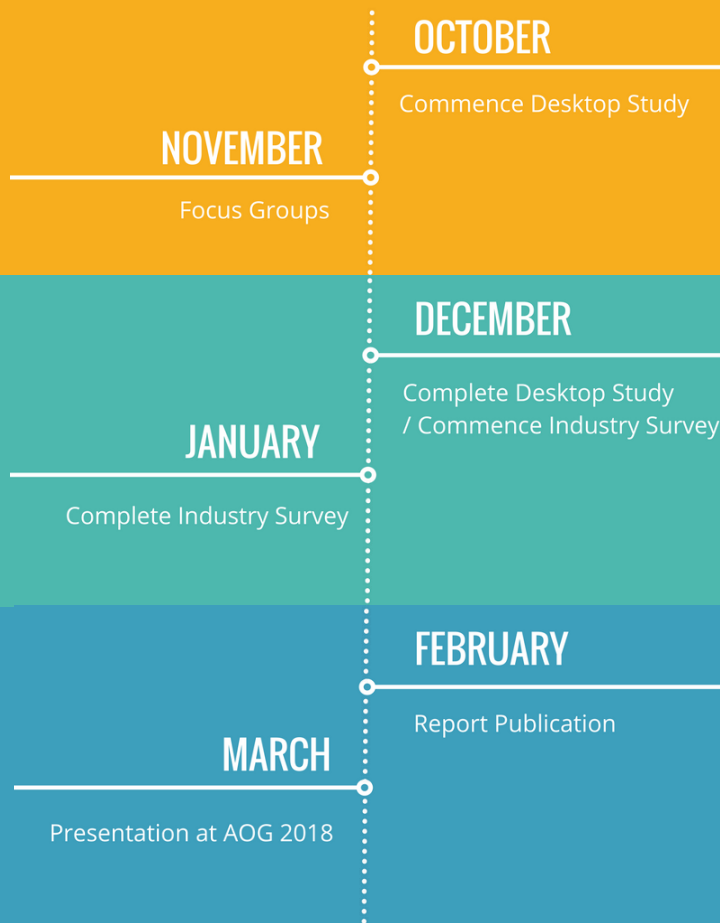
Curtin University

All sponsors will be acknowledged in marketing media, publications and reporting to the Australian Government; including Senator Michaelia Cash, the Minister for Employment and the Minister for Women.

Sponsors and participants will be invited to a WISE event in 2018 that discusses outcomes of the survey.



Project Timeline





Are you *wise*
enough to take part?

Sign up to support the Industry Survey now!



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