



AUSTRALIAN
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REGULATOR

Gender Equity Action Plan 2025

Research shows that gender balanced teams tend to be more innovative, collaborative and produce stronger outcomes.

In 2015 the ACCC/AER introduced an 'Advancing Gender Balanced Leadership' initiative with the ultimate aim of improving flexible working arrangements for all employees, supporting them to maintain and progress their careers and improving representation of women in the Senior Executive Service (SES). The goal by 2020 was to achieve 40% representation of women, 40% of men and 20% of either. In 2015, 36% of our SES was female.

Our 2020 APS Employee Census results indicate that we have achieved the 40-40-20 composition of our ACCC and AER workforce except for the SES Band 2 classification which sits at 30%. Since the implementation of our gender balanced leadership initiative in 2015 we have progressed a number of new programs to improve gender imbalance:

- reduced gender bias, gendered language and terminology in agency policy and guidance material
- implemented methods to reduce unconscious bias in our recruitment
- increased flexible working arrangements and promoted this when advertising vacancies
- introduced a requirement for at least one male and one female on recruitment panels
- invested in technology accessibility to work remotely
- introduced pay gap strategy to reduce gender pay inequities
- introduced and embedded an 'if not, why not' policy to increase flexible working arrangements, including 50% remote working for all employees
- developed job share policies and guidance and developed a returning from extended leave pack including focusing on those going on and returning from parental leave

In 2018, women at the ACCC/AER on average earned 9.3% less than men. This gap was wider than that of the average Australian Public Service (7.8%) and narrower than that of Australia (14%). The 2018 pay gap is largely attributable to relatively more females at lower classifications and relatively more males at higher classifications.

ACCC/AER gender pay gap from 2018 to 2020



Action Research For Gender Equity

Jessica J Manson



Action Research For Gender Equity:

Unveiling the Magic of Words: A Overview of "**Action Research For Gender Equity**"

In a world defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their capability to kindle emotions, provoke contemplation, and ignite transformative change is truly awe-inspiring. Enter the realm of "**Action Research For Gender Equity**," a mesmerizing literary masterpiece penned with a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve in to the book is central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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