Victorian Chamber of Commerce and Industry

# WGEA Employer Gender Pay Gap Statement

Our approach to Equity, Diversity and Inclusion

**The Victorian Chamber of Commerce and Industry (VCCI) is committed to providing a safe and supportive workplace that empowers and values every individual.**

We do this by listening and consulting widely, leading by example and being open to new opportunities and initiatives.

Every team member is provided the opportunity to belong, contribute, thrive and have equal access to resources and opportunities.

Our four key focus areas, which act as a guide to maximise our efforts in advancing equity, diversity and inclusion, include Accessibility & Disability, Cultural Diversity, First Nations and Gender & LGBTQIA+.

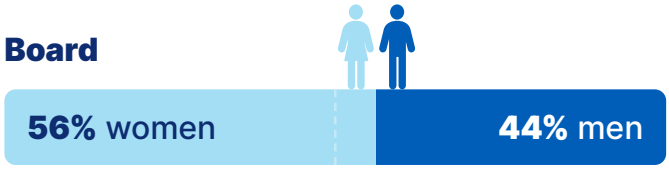
## Gender Equality

We take pride in our commitment to gender equality and the Workplace Gender Equality Agency has recognised our efforts by endorsing the VCCI as an Employer of Choice for Gender Equality (EOCGE). VCCI is among a small group of Australian employers recognised by WGEA as an Employer of Choice for Gender Equality.

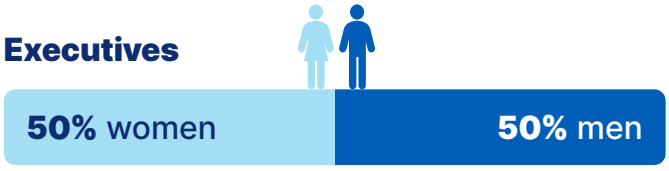
Our organisation is made up of 66 per cent women and 34 per cent men and women participate significantly across at all levels of management.

In fact, the majority of our Board, Executive Team and Leadership Team are Women.

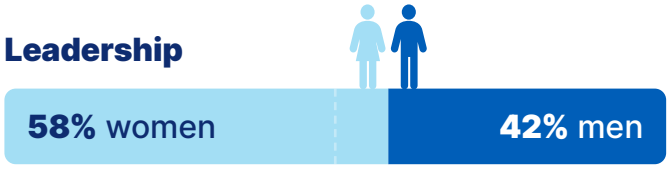
**Board**



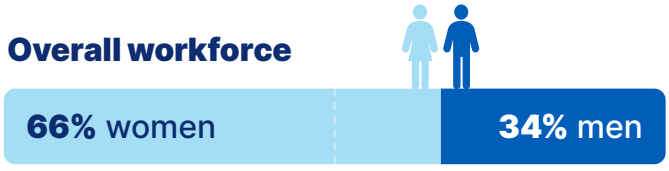

**Executives**




**Leadership**




**Overall workforce**



Our leadership team role model inclusive behaviours and flexible work practices with 90 per cent of our workforce using flexible working practices. We are proud to offer a comprehensive and inclusive paid parental leave scheme to support our employees during this important life stage. This scheme includes benefits such as superannuation contributions for up to 20 weeks of parental leave and immediate access with no eligibility period.

We prioritise our Gender Equality Action Plan (GEAP) which was developed to assist planning, implementing and measuring our progress in achieving and advocating for workplace gender equality.

## Understanding VCCI's Gender Pay Gap

Following substantial analysis, including at each occupational category, our gender pay gap can be attributed to the high percentage of women employed in the clerical and administrative occupational category, compared with men employed in this category (75 per cent of clerical and administrative category staff members are women and only 25 per cent are men) and this category represents 57.3 per cent of our workforce.

WGEA's latest data on occupational segregation within the private sector is consistent with VCCI's gender segregation. The data reveals the significant gender disparity in clerical and administrative roles, with women comprising 72 per cent of the workforce, while men make up the remaining 28 per cent. This highlights the ongoing gender imbalance in these occupations as a systemic challenge faced by many organisations and industry. The gender pay gap's purpose is to drive gender equality across all categories which includes balancing gender segregation where there is an overrepresentation of women. We have therefore set modest targets to progressively increase the representation of men in administrative roles, while continuing to maintain a fair recruitment and selection process based on merit.

Our GEAP includes objectives, actions, timelines and measurable indicators to monitor our progress and success.

Our actions and objectives to eliminate our employer gender pay gap include:

1. Remuneration policy and guidelines using our remuneration and classification framework that is based on job size and complexity. Our remuneration framework is reviewed annually and incorporates external annual market data movements.
2. Maintaining gender pay equity for like-for-like roles.
3. Setting achievable annual targets for overall gender gap reduction, with the ultimate goal of eliminating our pay gap completely by 2029.
4. Targeted increase for the representation of men in clerical and administrative roles across the organisation.
5. Set business parameters for maintaining gender balance at executive and leadership levels.

We recognise that overcoming systemic barriers to foster a more equal workplace will take time and persistence. Nonetheless, we are confident we have the right plan in place to drive this change now and over the long term to achieve measurable success.