



LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2023-2024

Mr Mark Parton MLA (Chair), Ms Jo Clay MLA (Deputy Chair),
Mr Michael Pettersson MLA

ANSWER TO QUESTION ON NOTICE

Mr Mark Parton MLA : To ask the Minister for Women

Hearing Date: 19 July 2023

In relation to: Gender Pay Gap

(1) The Women's Budget Statement lists the gender pay gap in the ACT at 10 per cent in November 2022. Minister what are you doing to reduce that figure?

(2) Do you have any specific goals or objects aimed at specifically reducing the gender pay gap in the ACT?

(3) During the tender process, are organisations required to provide their gender pay gap? If not, why not?

MINISTER STEPHEN-SMITH on behalf of MINISTER BERRY: The answer to the Member's question is as follows: –

- (1) The *ACT Women's Plan 2016-26* articulates the Government's plan to remove barriers to enable women and girls to reach their potential, including enhancing women's economic security.
- (2) The *Third Action Plan 2023-26* is the final action plan to be delivered through the current ACT Women's Plan and will be tabled in the Legislative Assembly later in 2023. The Third Action Plan actions will identify how the ACT Government will work to ensure that everyone is actively working towards gender equality. It is anticipated the Third Action Plan will include broad actions relating to leadership and workplace participation opportunities.
- (3) Suppliers are not presently required to identify their gender pay gap as part of the tender process. However, the ACT Government procurement framework implements a number of legislative and policy elements to address the social barriers faced by women and girls and to promote their economic outcomes. These include requiring suppliers to maintain compliance with the *Workplace Gender Equality Act 2012* (Cth) and the "Diversity, Equity and Inclusion" procurement value identified in the Government Procurement (Charter of Procurement Values) Direction 2020.
 - a. Compliance with the *Workplace Gender Equality Act 2012* (Cth) required suppliers to lodge reports each year containing information relating to various gender equality indicators, including details of formal policies or strategies to support gender equality and level of equal remuneration between men and women.

- b. The Government Procurement (Charter of Procurement Values) Direction 2020 requires Territory entities to consider a range of ethical, environmental, economic and social factors in each their procurements. Specifically, the “Diversity, Equity and Inclusion” procurement value supports procuring from suppliers that demonstrate inclusive practice in their employment decisions, career development and business operations for people who face barriers to equal opportunity in employment. Where a Territory entity identifies this procurement value as an opportunity to enhance value for money outcomes, the Territory entity may implement the procurement value by requiring suppliers to provide gender pay gaps and a gender equality strategy as part of a tender submission.
- c. The Labour Relations, Training and Workplace Equity Plan (LRTWE Plan) is also a requirement under the Secure Local Jobs Code (Code). Suppliers must submit a LRTWE Plan with tenders that are covered by the Code. A supplier’s LRTWE Plan includes information on how a supplier will comply with the Code, and how they support employment security, health and wellbeing, diversity, and career development for their employees. The diversity component of the LRTWE Plan specifically seeks input and evidence on business strategies and processes supporting employment participation of women and other diversity groups.

Approved for circulation to the Select Committee on Estimates 2023-2024

Signature:



Date:

16 / 8 / 23

By the Acting Minister for Women, Rachel Stephen-Smith MLA