



CATHOLIC ARCHDIOCESE OF MELBOURNE

EMPLOYER STATEMENT

The Employer Statement is a document that details and gives context to an employer's gender pay gap. It can detail the causes of the gender pay gap and outline the action the employer is taking to address gender inequality in the workplace.

View gender pay gap information for Catholic Archdiocese of Melbourne on the WGEA Data Explorer: <https://www.wgea.gov.au/data-statistics/data-explorer>

Overall Approach

Catholic Archdiocese of Melbourne (CAM) is committed to promoting a culture that embraces gender equality at all stages of the employment lifecycle. At the heart of this commitment is a profound understanding of the dignity and worth of every human being – created, treasured, and deeply loved by God. As a workplace, we seek to ensure that individuals are equally valued, represented, supported, encouraged, and rewarded. We recognise that this leads to improved productivity and better performance, in turn attracting top talent to help us fulfil the mission of the Church.

Organisational Context

CAM employed 167 people across the 2022-23 WGEA reporting year, with its overall workforce composition being 62% female and 38% male. This is comparable versus the Religious Services industry comparison group (60% female, 40% male).

CAM's median total remuneration gender pay gap is 18.2% versus an industry comparison of 21.2%.

The gender composition by pay quartile gives some insight into the key drivers of this pay gap with the average proportion of females occupying positions in the upper and upper-middle quartiles equal to 52.5% and the average proportion of females occupying positions in the lower-middle and lower quartiles equal to 70.5%. This shows that, although there is good gender balance in higher paid positions, there is a much higher proportion of females in lower paid positions, therefore reducing the average remuneration of females across the organisation.

Gender Pay Gap Drivers

- **Workforce composition by role**

CAM Management shows a gender balance of 45% female and 55% male personnel, which is equivalent to the industry comparison group. Occupation of Key Management Personnel roles is consistent with this, with a composition of 43% female and 57% male. However, disparity is seen in non-management roles with a 63% female concentration that increases the gender pay gap.

- **Workforce composition by employment status**

CAM shows greater gender balance by employment status versus the industry comparison group, although the proportion of women who work part-time and casually is still significantly higher

than men, with women occupying 69% of part-time roles and 59% of casual roles across the organisation. This imbalance is a key driver of the gender pay gap with employees occupying part-time roles being paid an average of 26.1% less, and employees occupying casual roles being paid an average of 30.0% less, than employees in full-time roles.

- Availability of employment terms, conditions and practices relating to flexible working arrangements

Employee benefits at CAM, including Flexible Working and Parental Leave policies, are positive drivers of a more gender-equal workplace culture. Post-COVID, policy principles have been updated to mainstream flexible work practices that consider the needs of individual employees balanced with business objectives. Flexible working is promoted throughout the organisation with leaders being visible role models. The same options are available for men, women, managers, and non-managers. Employer-funded parental leave offers 20.7% more than the industry comparison group with 14 weeks of paid leave based on the primary/secondary carer definition. Superannuation is paid in addition; a benefit offered by 64% of employers in the industry comparison group.

- Other initiatives that aim to promote gender equality across the organisation

- Application of the Mercer Job Evaluation methodology to set the salary range for new and changed roles determines to:
 - attract, develop, and retain top talent,
 - apply a consistent method to the scoring of roles prior to the recruitment and selection process to eliminate unconscious bias.
- Recruitment and selection policies that aim to:
 - attract candidates from diverse backgrounds and support gender and cultural diversity,
 - achieve merit-based selection decisions via a thorough assessment of the applicant's work-related attributes (knowledge, skills and experience) and alignment with CAM's values against the requirements of the position.
- Organisational retention strategies, including entitlements of long service leave, compassionate leave, jury service leave, purchased leave and study leave, that provide a greater benefit to the NES.

- Sexual harassment, harassment on the grounds of sex or discrimination

- CAM has formal policies and strategies in place to prevent sexual harassment and build strong workplace relationships between employees.

Actions and Strategies

As part of its commitment to promote a culture that embraces gender equality at all stages of the employment cycle CAM is focused on the following key actions to narrow its gender pay gap:

- A deeper analysis of gender pay equality across the organisation, including workforce composition by role and employment status.
- Development of a formal gender equality policy in 2024.
- A target to increase the representation of women on the organisation's governing body. This target has been set at 40% and takes into consideration that the Chair of the governing body is a clergy (male only) position. The target aligns with that set by WGEA and driven by insights into the link between increased female representation in leadership and improved organisational performance, productivity, and profitability.