



2023

# GENDER PAY GAP

EIGHTY9 LIMITED

# FOREWORD

---

“ Eighty9 Limited aims, through our brands, to deliver exceptional service to unemployed and disadvantaged persons that alleviates inequality in society. This includes any potential gender pay gap within our workplace and involves addressing the various social and economic factors affecting earnings and earning capacity of men and women (e.g. paid hours worked, occupation, industry, pay-setting methods, educational attainment, working arrangements, discrimination, and many more factors). We view any gender pay gap as a matter of ethical and social responsibility but also one which contributes to building a more productive and sustainable work environment.

Our Organisation prides itself on its performance as a preferred employer, is committed to achieving gender equality in the workplace supporting fairness, diversity, and the recognition of merit irrespective of gender.

Our approach to monitoring, managing and closing the gender wage gap is a multifaceted effort that involves scrutinising hiring practices, promoting equal opportunities for career advancement, and challenging any systemic biases that may exist. By actively engaging in these initiatives, we not only support the rights of our employees but also contribute to a more just and equitable society as a whole.

To the Board, the gender pay gap and wage equality is not just a goal; it is a commitment to shaping a workplace where every individual, regardless of gender, feels valued, empowered, and fairly compensated for their contributions.

”

**Gary Hatwell | Chief Executive Officer**

*I confirm the gender pay gap data contained in this report is accurate*



# GENDER PAY GAP

Eighty9 Limited has been reporting to the Workplace Gender Equality Agency since its inception and have long been supporters of pay equality regardless of gender, disability or ethnicity. In 2023 our WGEA Reporting Executive Summary showed an average total remuneration Gender Pay Gap of 17.6%, a significant change from our previous year of -4.3%. This was an unexpected increase and clearly not aligned with historical data and one which prompted an in-depth analysis of the data submitted for 2023 along with a review of our current workforce profile. Our review discovered the below key points which contributed to this significant change and an actual gender pay gap of 8.3%.

- **DATA ERRORS RESULTING FROM CHANGE IN REPORTING METHOD**

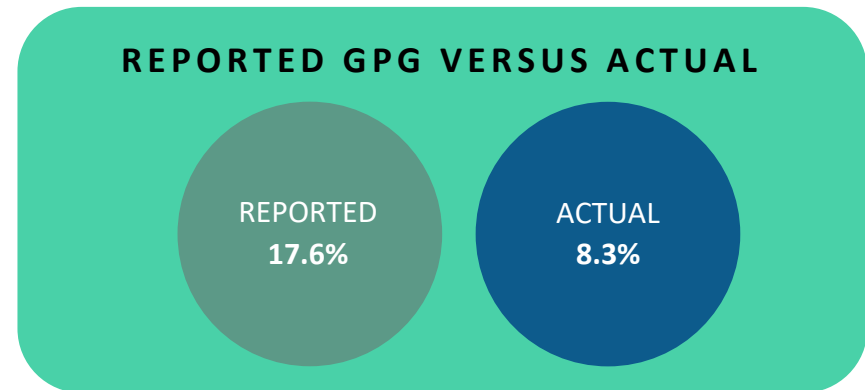
Data submitted during the 2023 reporting year utilised the STP Template rather than the Unit Level Profile reporting method and the change in methodology resulted in some inaccuracies of information entered which caused a distortion to the results. This misrepresentation of data is majorly responsible for the incorrect GPG reported in our 2023 WGEA Reporting Executive Summary. On discovery of the errors in our data we attempted to correct the issue with WGEA but were advised the reporting period was closed and was unable to be rectified.

- **SIGNIFICANT CHANGE IN BUSINESS CONDITIONS**

Between 2022 and 2023, a major contract ceased resulting in a significant change in workforce size, a loss of over a third of our workers.

- **OCCUPATIONAL GENDER SEGREGATION (DRIVER)**

The distribution of employees across various roles has resulted in a higher representation of women in lower-paid positions. In addition, workforce composition by employment status shows a marked imbalance with more females opting for work on a part time and casual basis.



While a resulting change to our pay gap was not wholly unexpected after the significant change in our Organisation’s business conditions, the WGEA Reporting Executive Summary released in November 2023 highlighted the severity of impact these events had on our gender pay gap. The Board and Management expressed concerns regarding these figures which prompted a review of our current pay structures and current workforce in January 2024 to identify potential systemic disparity in pay between men and women, and felt it important to make this information available in this report:

## EIGHTY9'S CURRENT GPG BY ROLE CHARACTERISTICS & GENDER SPLIT BY LEVEL

|  | Mean GPG  | Median GPG | Proportion Male | Proportion Female |
|--|---|------------|-----------------|-------------------|
| Clerical & Administrative - <i>Back of House Staff</i>     | Calculation unavailable due to female only representation |            |                 |                   |
| Community & Personal Service - <i>Frontline Staff</i>      | 0%  | 0%         |                 |                   |
| Professional - <i>Qualified Professional Staff</i>         | 6%  | 3%         |                 |                   |
| Line Managers - <i>Site &amp; Area Managers</i>            | -1%   | -2%        |                 |                   |
| Executive Management - <i>C-Suite &amp; Key Management</i> | -21%  | -20%       |                 |                   |
| <b>Totals - Complete Workforce</b>                         | <b>8%</b>   | <b>8%</b>  |                 |                   |
| <b>Totals - Excluding Clerical &amp; Administrative</b>    | <b>4%</b>   | <b>7%</b>  |                 |                   |

It is clear that we have occupational gender segregation driving our gender pay gap, with a higher representation of women among our customer facing and support workforce, and this level accounts for over 63% of our labour cost as an Organisation. Professional staff display only a minor gender pay gap in favour of men, while our line managers favour women. Of note is our executive staff which heavily favour women in the gender pay gap.

Our revisited Gender Pay Gap Employer Statement acknowledges the presence of a gender pay gap within our Organisation and we know why. The Board will continue to monitor our gender pay gap and we would expect the next WGEA Reporting Executive Summary released in 2024 to reflect the Mean and Median Gender Pay Gap above or around 8%, rather than the 2023 figures of 17.6% and 13.6% respectively.