

ASU WGEA Reporting - Employer Statement

24 February 2025

The Australian Services Union ('ASU') is a union made up of mostly women workers employed in social, community and disability services, local government and administrative work.

The ASU is a recognised leader in national campaigns for gender equality at work, such as through the historic Equal Pay win that lifted wages and conditions for hundreds of thousands of workers in the community and disability sectors. The ASU has also been an advocate, lobbyist and campaigner for improved paid parental leave and superannuation for women.

We strongly supported the passage of the *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023* and welcome the changes that mean gendered pay gaps are now publicly reported. Transparency is a key tool in the struggle to close the gender pay gap.

Since the 2022-23 Gender Equality Report the ASU National Executive as the Governing Body has increased the female members from a minority of 11 to a majority of 13 an increase of 2 members. Greater than 50% of the governing body are women and the majority of 'Key Management Personnel' (60%) and Managers (55%) are women. The ASU aims to improve the Corporate Group gender equality by:

- Decreasing the average total remuneration gender pay gap for all employees across the ASU currently from 7.6% to zero.
- providing more senior manager roles, flexible job sharing at manager level and support for carers.

The ASU is committed to continuing to drive down our pay gap to zero. We ensure equal gender representation at the highest leadership levels in the union through our affirmative action rules, support for flexible work arrangements for all employees, particularly those with caring responsibilities, and we are progressing with an ongoing national strategy which will include measures to continue to progress gender equality at the ASU and reduce the pay gap.

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