

# Organisational Gender Equality Dashboard

Data is for illustrative purposes only.

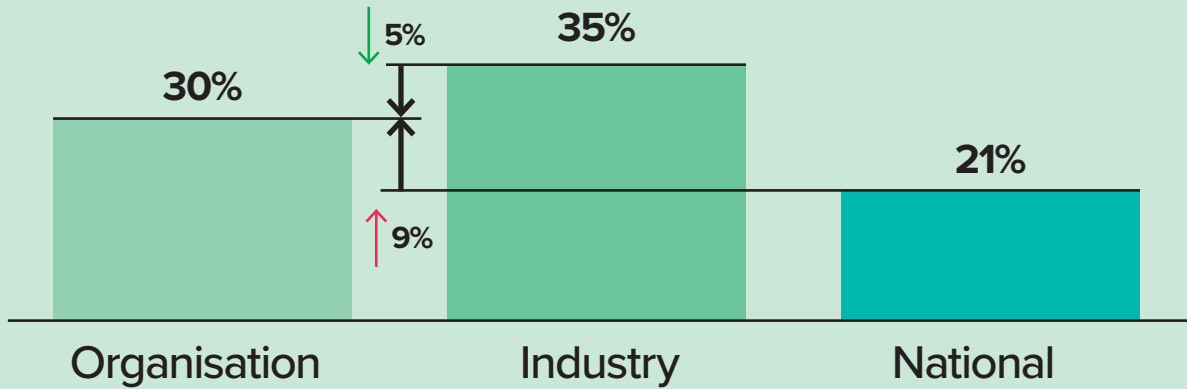
**ORGANISATION NAME:**

**INDUSTRY:**

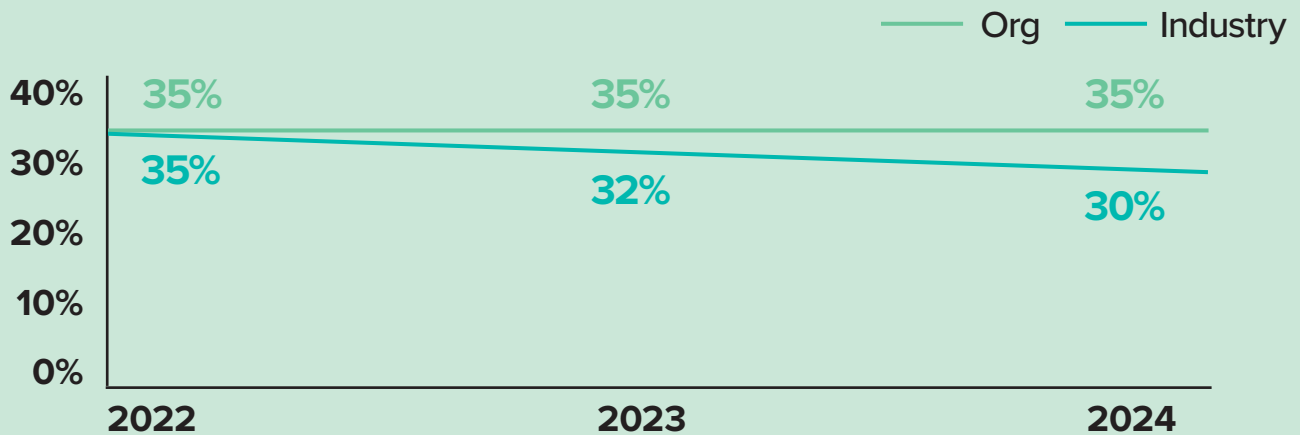
**YEAR:**



## Average gender pay gap (GPG), reporting period



## Change in average GPG over time



# B

## Representation drivers (1/2)

Five most common drivers of uneven distribution of genders across an organisation

Impact of uneven representation on GPG: **25pp\***

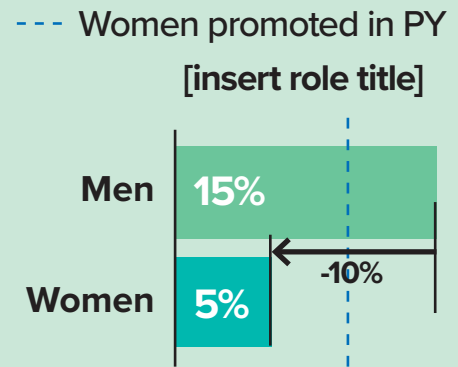
### B1

How does the intake of new hires impact the organisation GPG?



### B2

Where is the greatest disparity in progression (i.e. the broken rung)?



Gender difference in progression rate of role with greatest disparity

# B

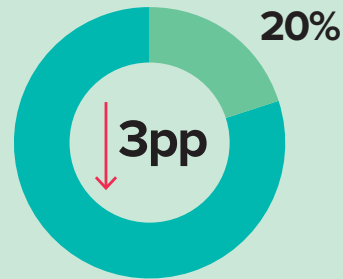
## Representation drivers (2/2)

Five most common drivers of uneven distribution of genders across an organisation

### B3

How supportive is the organisation of caregivers?

Men Women



Proportion of primary parental leave takers who are men

### B4

What is the gender balance of the most demanding 'tough spot' roles?

Men Women

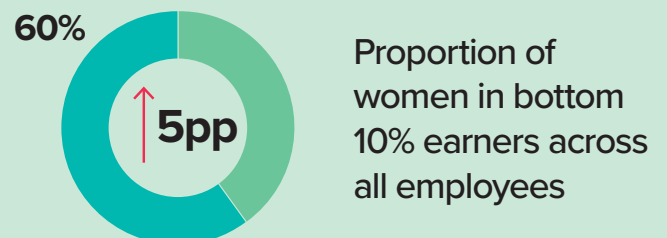


Proportion of women in top 10% earners across all employees

### B5

What is the gender balance of the lower-paid roles?

Men Women



Proportion of women in bottom 10% earners across all employees

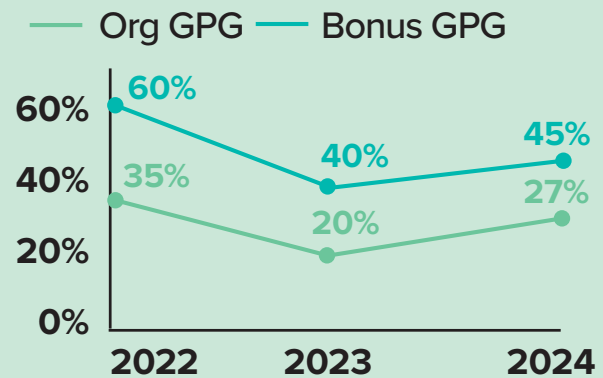


# Pay drivers

Comparison of total GPG against selected elements of remuneration



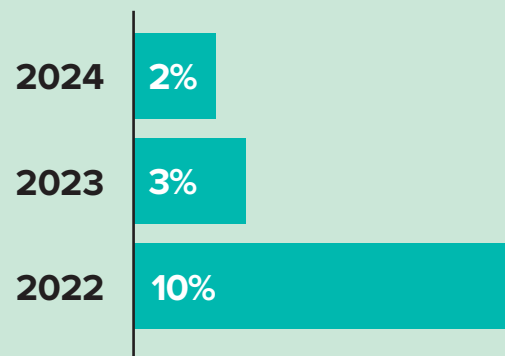
How significant are differences in discretionary bonuses / performance evaluation?



Gender bonus pay gap of senior managers compared with overall GPG (%)



Is there 'equal pay for equal work' / 'like-for-like pay' at the base salary level?



Gender difference in like-for-like pay by year

# D

## Cultural drivers

Employee experience metrics that indicate gendered insights in culture

Men Women

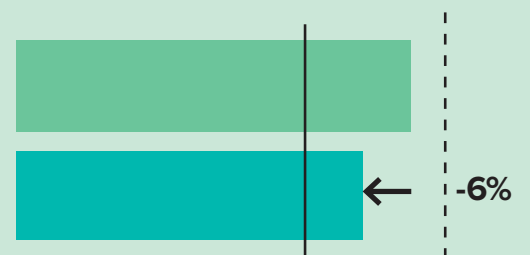
D1

Gender difference in employee satisfaction<sup>3</sup> rates



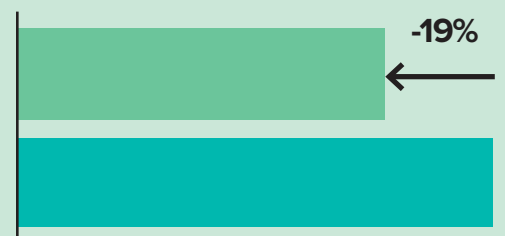
D2

Gender difference in feeling of inclusion and respect



D3

Gender difference in ability to meet responsibilities outside work



## DOWNLOAD THE FULL FRAMEWORK

Learn more about how to apply this framework in your organisation by downloading the Champions of Change Coalition report here.

