



Save the Children

GENDER AND PAY

As a rights-based organisation, Save the Children Australia (SCA) is committed to gender equity in all we do, through our work and as an employer.

Having a workforce that reflects the communities we serve, by employing people who bring a range of different backgrounds, perspectives and experiences to our organisation, is critical to delivering on our mission for children. Pay parity is a very important consideration, and one we take seriously.

What is a gender pay gap?

Each year in Australia, we participate in a process to measure our gender pay gap via the Workplace Gender Equality Agency (WGEA) report. Expressed as a percentage or a dollar figure, it shows the difference between the average earnings of women and men. It is not the same as assessing where there is equal pay (where women and men are paid the same for performing the same role or different work of equal or comparable value).

Closing the gender pay gap is critical for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

Save the Children Australia's gender pay gap?

Save the Children Australia's median gender pay gap was **8.4%**, representing an improvement on the prior period (9.8% in 2022-23).¹

While our median gender pay gap was better than the national median gap of 18.3%, we recognise we can still do better.

Why do we have a gender pay gap?

Investigation into our 8.4 % gap has found it is **not** a result of men performing the same job as women and being paid more.

The gender pay gap is influenced by the varying proportions of men and women across different income quartiles in our workforce, particularly within the highest-paying quartile.

Women make up the bulk of our workforce at all levels (81%) – something we are proud of, including a very strong representation of women across our service delivery teams. In our top quartile, women make up a slightly lower percentage (72%). This is ahead of our industry peers, where an average of 70% of women make up their top quartile of earners.

¹ The report covers the period 1 April 2023 to 31 March 2024 and covers all Australia-based employees.

What are doing to address the gap?

There is still work to be done and Save the Children is committed to gender equity and closing the gender pay gap. Through our Diversity, Equity, and Inclusion goals we have instituted several initiatives aimed at closing the gap. In 2025 we will:

- Consolidate our existing work and the new opportunities identified to develop and implement a formal strategy to achieve gender pay equality (i.e. WGEA neutral range of +/- 5%)
- Ensure gender balanced short lists for all senior and critical roles;
- Leverage our increased rhythm of employee engagement surveys to understand and address any possible systemic or cultural workplace barriers for our female leaders;
- Increase the transparency around, and understanding of, our gender workforce demographics among all leaders, through access to department and team level workforce dashboards;
- Undertake an in-depth investigation into our Senior Manager roles, as well as one of our corporate departments with the largest pay gap, to understand possible drivers of gender pay gaps. We will incorporate lessons from those investigations into our organisational remuneration processes and gender pay strategy.

We look forward to seeing the impacts of these activities and will monitor our progress through our Diversity, Equity and Inclusion committee.