

Employer Statement 2024

In May 2025, the Workplace Gender Equality Agency (WGEA) will publish the Australian Institute of Marine Science (AIMS) latest gender pay gap and workforce composition data from the 2023 calendar year, along with other public sector employers.

AIMS acknowledges the importance of this data and the need to take action to reduce the gender pay gap.

The gender pay gap is the difference in average earnings between women and men in the workforce, expressed as a proportion of men's earnings. It is not to be confused with equal pay that is being paid the same for the same, or a comparable, job.

The gender pay gap is the consequence of a range of societal, industrial and organisational factors that combine to reduce a person's earning capacity.

Gender-based discrimination and bias in the workforce can be direct or indirect. Often it is the indirect forms of discrimination that limit earning ability – particularly for women.

Since the 2023 reporting period, AIMS has taken several actions to reduce our gender pay gap, which include, but are not limited to:

Gender-neutral paid parental leave (family leave)

As per [AIMS Enterprise Agreement \(EA\) 2024 – 2027](#), a primary and secondary caregiver can access parental leave. A primary caregiver is entitled to paid parental leave for a maximum of 18 weeks. More information can be found in page 53 of our EA.

Employee consultation

The Equity, Diversity and Gender Equality (EDGE) group at AIMS conducted a survey in 2024 available to all staff and students, to consult on gender equality, diversity and inclusion matters. Results have been shared to all staff and feedback has been taken into consideration for EDGE related activities.

Flexible work arrangements (FWA) and Individual flexibility arrangements (IFA)

Under our EA, AIMS is committed to building a culture that supports flexible working arrangements across AIMS at all levels. Significantly, AIMS was recently recognised for our commitment to Flexible Working Arrangements by achieving a Cygnet Award through the

Athena Swan accreditation scheme, run by Science in Australia Gender Equity (SAGE). Our application, outlining the progress made in this area is available through the [SAGE website](#).

Family or Domestic Violence support

AIMS provides support for employees affected by family and domestic violence, including paid leave and other support as necessary. AIMS recognises that a holistic approach should be taken to support the employee, appropriate for the employee's individual circumstances. Detailed information can be found on page 59 of our EA.

Recruitment training

In 2024, the Recruitment team at AIMS developed training to equip panel chairs and panel members with the essential skills to effectively identify, evaluate and select highly skilled talent for AIMS. This training also covers unconscious bias in decision-making, with the purpose of reducing any type of bias in the hiring processes.

Toolkits

Toolkits have been developed by the People and Culture team (P&C) as ready-to-go resources and tools to support staff members with processes and procedures within AIMS. This includes but is not limited to leave toolkit (which also includes carers leave, compassionate leave, family and domestic violence, cultural leave and others), family leave toolkit, FWA toolkit, among others.

Policies and procedures

Our workplace is one where everyone has an opportunity to fully participate and is valued for their distinctive skills, experiences and perspectives. Information about our commitment to workforce diversity and inclusion is outlined in our *Workforce Diversity Policy*. Additionally, our *Prevention of Bullying, Harassment & other Harmful Behaviours Procedure* details our commitment to fostering an inclusive and supportive workplace, which recognises and takes responsibility for ensuring respect for every person who works at, and visits, our Institute. Contact Officers are available to provide assistance to staff under this policy and procedure and are an active support in the prevention and elimination of such behaviour in the workplace.

We acknowledge that there is still work to be done and we are committed to continue working on reducing our gender pay gap to ensure equity in all our processes. We recognise the importance of diversity and inclusion in the workplace, and we are committed to working closely with the EDGE group at AIMS to keep improving our processes and developing initiatives.

Some future focus areas will be (but not limited to):

- **Strategy** to set goals and create an action plan to reduce gender pay gaps, after conducting further analysis.
- **Training** on sexual harassment, bullying and discrimination, leadership training and unconscious bias training.
- **Investigate** areas of improvement that affect the gender pay gap, such as fieldwork and the Reward Review process.
- **Review** of the Classification Standards as per Enterprise Agreement.

For further information on our commitment to diversity and inclusion, please visit [Equity, diversity and inclusion at AIMS | AIMS](#)