

Employer Statement 2025

In March 2026, 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 2024 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 2024 reporting period, AIMS has reduced its gender pay gap by 2 percentage points and has taken several actions to keep reducing our gender pay gap, which include, but are not limited to:

Strategy

The refreshed AIMS Strategy, Science to Impact: 2040 launched in September 2025. The development of this strategy occurred through broad consultation, endorsement by the AIMS Council, and staff engagement to ensure that AIMS is directing its capabilities to where they can add the most value for all Australians and explore how AIMS can further support sustainable ocean livelihoods.

AIMS has progressed to the detailed planning and implementation phase, which will include a review of AIMS Equity, Diversity and Inclusion (EDI) initiatives and how the Strategy more broadly encompasses supporting EDI and the EDGE Working Group that is progressing these actions under the Science in Australia Gender Equity (SAGE) Program.

Learning and Development

AIMS has progressed its Organisation Development Framework through a number of initiatives that support staff in accessing opportunities, resources and development initiatives. These include the implementation of Culture AMP, LinkedIn Learning, access to APS Learn, Leadership Development training, and a review of AIMS existing learning modules. This has included an update to the AIMS Workforce Diversity and Inclusion mandatory induction for all staff at AIMS to ensure currency of information, and a more holistic e-learn module to provide insight and understanding of EDI in the workplace. This training is expected to be implemented in March 2026.

Unconscious Bias Training

AIMS successfully developed and launched Unconscious Bias Training for all staff in November 2025. The training is designed to help staff better understand how bias can influence decision-making, communications and workplace interactions through real scenarios, interactive activities, and practical strategies. The training also supports the development of a more inclusive and respectful environment for everyone at AIMS. The training is available in the AIMS Learning Management System (LMS) and can be accessed at any time.

Investigate Gender Pay Gaps

AIMS has undertaken a Gender Pay Gap Analysis to further explore the gender pay gaps existing in the workforce. This analysis has resulted in the development of proposed actions to begin to address these gaps. This analysis has been provided to the AIMS Leadership Team and some of the initiatives have already been progressed. The EDGE Working Group with the People & Culture team are working to progress these further.

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 is mandatory for any staff member undertaking recruitment activities. The training also covers unconscious bias in decision-making, with the purpose of reducing any type of bias in the hiring process.

Science in Australia Gender Equity (SAGE) Workshops

AIMS has collaborated with the SAGE team to conduct in-person and online workshops at AIMS focused on practical actions we can take to create a more inclusive culture. These workshops were available to all staff, and a separate one was conducted for the AIMS Leadership Team, with an inclusive leadership focus. This promotes better understanding of equity at AIMS, and provides tools to apply EDI in the workplace.

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 Enterprise Agreement.

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.

AIMS is continually reviewing its policies and procedures and developing new policies and procedures, where appropriate, to address current gaps and ensure EDI in the workplace.

We acknowledge that there is still work to be done, and we are committed to continuing to work on reducing our gender pay gap to ensure equity in all our processes.

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

- **Strategy implementation** 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, refresh of AIMS current mandatory inductions, and development of new training to address current gaps.
- **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.
- **Conduct** a detailed gender pay gap analysis to identify areas of improvement within AIMS workforce.

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