

The ARUP logo is located in the top right corner of the page. It consists of the word "ARUP" in a bold, red, serif font. The background of the slide is white and features several abstract geometric shapes: a grey hexagon in the top left, a teal plus sign in the upper middle, a pink striped pentagon in the top right, a teal square on the right edge, a blue circle and a purple striped circle overlapping in the bottom left, and a grey star-like shape in the bottom right.The title "Gender Pay Gap Statement" is centered on the page. It is written in a bold, red, sans-serif font. A large, red, curved graphic element is positioned to the left of the text, partially overlapping a light grey circle that serves as a background for the text.

Arup in Australia

February 2024

Arup's approach

The business case

At Arup we aim to create a profoundly inclusive and collaborative culture that unlocks our collective experiences, celebrates difference, and represents Arup's humane values.

We know that we can only solve hard problems and do great work when we have as much diversity as possible around the table.

That means creating spaces where everyone feels safe, seen and included, enabling everyone to perform at their very best.

Gender pay gap as a measure of success

A key element of Arup's Equity, Diversity and Inclusion strategy is accelerating gender equity. One of the measures of our progress and impact is closing the Arup Australia gender pay gap.

Intersectionality

At Arup we recognise that gender equity efforts have not benefited all women equally. This is why gender equity actions at Arup intersect with Arup's anti-racism approach and other diversity action plans.



“To close the gender pay gap, we must have equal representation of women in senior leadership roles. This is why Arup's gender equity action plan is focused on building an inclusive culture that celebrates diversity, and attracts and retains the best and brightest minds. From the promotion of flexible working, and taking a shared approach to caring responsibilities, to actively preventing sexual harassment and gender-based discrimination, and implementing equitable salary review principles, our policies are designed to enable equality for all”.

Kerryn Coker,
Arup Australasia Co-Chair

Arup's gender pay gap

The gender pay gap is different to equal pay.

Equal pay is when all genders are paid the same for performing the same role or different work of equal or comparable value. This is a legal requirement in Australia.

Arup's salary review principles are centred around fairness. Our leaders are supported to ensure they make equitable salary decisions.

Average gender pay gap is 17.2%

The Workplace Gender Equality Agency (Australia) defines the average or mean gender pay gap as the difference between women's and men's average weekly full-time equivalent total earnings, expressed as a percentage of men's earnings. This gap reduces as more women occupy senior or higher paying roles. More women occupy senior roles when barriers to their career advancement are addressed.

The total remuneration gender pay gap for Arup Australia as at 31 March 2023 is 17.2%.

The total remuneration gender pay gap for Arup Australia has closed from 22% in 2019 to 17% in 2023.

The base salary gender pay for Arup Australia as at 31 March 2023 is 14.1%

Median gender pay gap is 18.5%

The median gender pay gap compares the earnings of the middle-ranking man to the middle-ranking woman.

The total remuneration median gender pay gap for Arup Australia as at 31 March 2023 is 18.5%.

The base salary median gender pay gap for Arup Australia is 16.7%.

	Arup	Engineering Industry Comparison
Average total remuneration	17.2%	21.4%
Median total remuneration	18.5%	25.1%
Average base salary	14.1%	19.8%
Median base salary	16.7%	24.2%

Addressing the gender pay gap

Drivers of the gender pay gap

The gender pay gap in Australia is driven by a range of social and economic factors that combine to reduce women's career progression and opportunities.

The main driver of Arup Australia's gender pay gap is gender segregation. Arup operates in a male dominated industry and currently employs more men than women.

As at January 2024 Arup Australia has 41% representation of women, and 30% women in leadership grades. 47% of new hires in the past 12 months were women.

Addressing the drivers

Workplace gender equality is achieved when people can access and enjoy the same rewards, resources, and opportunities regardless of gender.

Arup practices and policies support equality for all. These include zero tolerance and prevention of sexual harassment, harassment, discrimination and bullying, flexible working, paid parental benefits and support including shared care, and a domestic and family violence policy. Inclusive leadership is a core component of Arup's leadership development programs.

As a Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality (EOCGE) firm, Arup has a gender equity strategy focusing on six gender equality indicators.



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