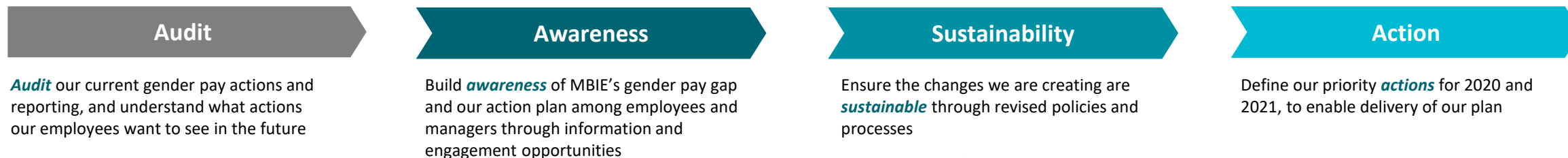


We have aligned our 2020 plan to reflect the MBIE values and re-focused our plan into four key phases



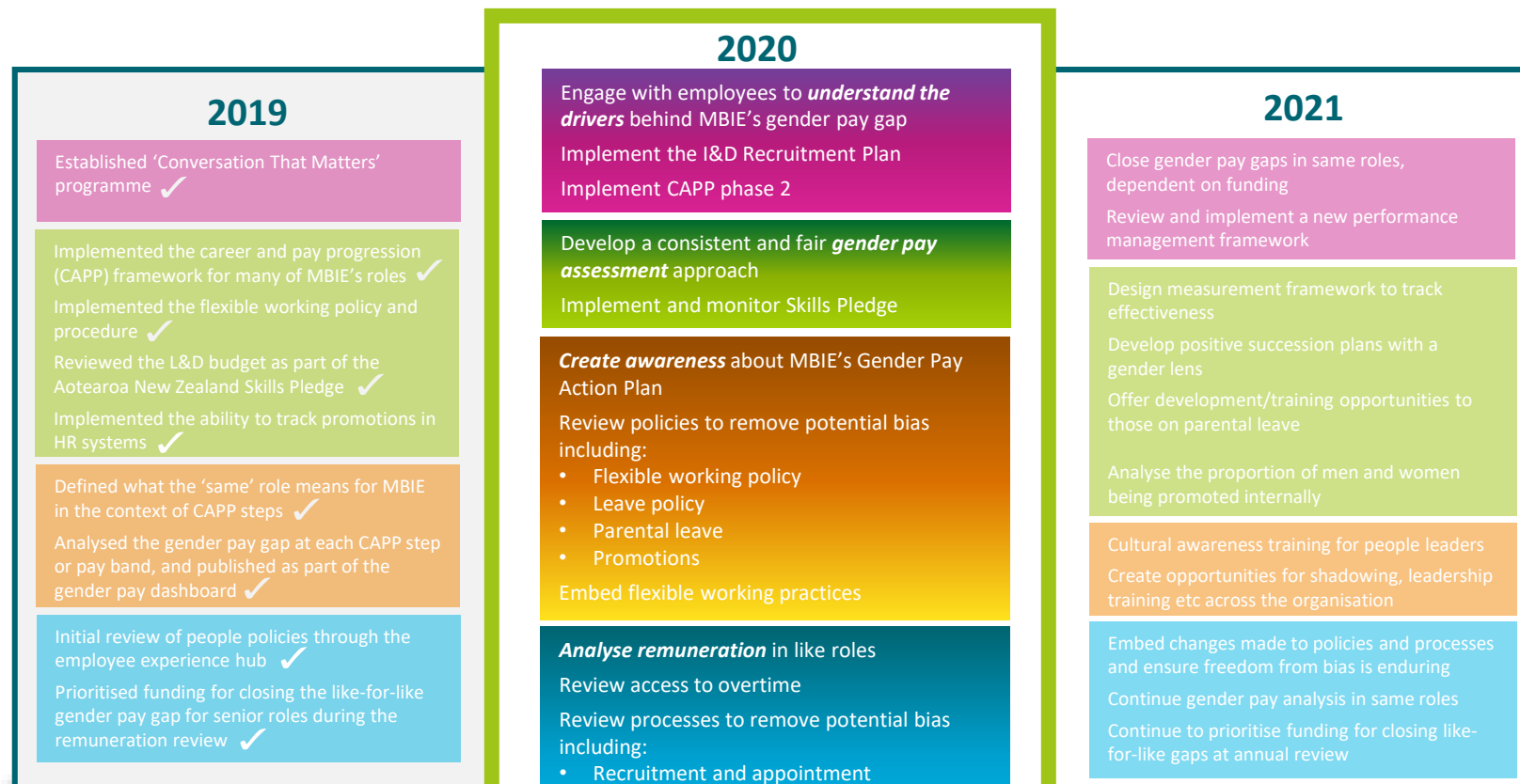
MBIE's Gender Pay Action Plan Summary

The Government has committed to addressing the gender pay gap in the Public Service

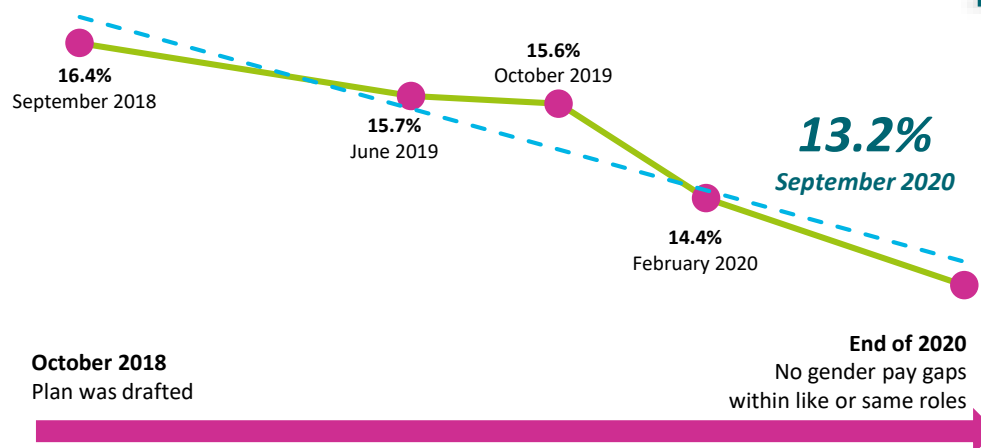
In 2018, the Government published five gender pay principles the state sector is expected to comply with, along with a number of actions and milestones in the Gender Pay Gap Action Plan.

Both of these initiatives are intended to encourage public sector agencies to work in collaboration with central agencies and unions to take action regarding their gender pay gap, and to encourage accountability for these actions.

- 01 Freedom from bias and discrimination
- 02 Transparency and accessibility
- 03 Relationship between paid and unpaid work
- 04 Sustainability principle
- 05 Participation and engagement



We have made significant progress since 2018



Since the drafting of the Gender Pay Action Plan in October 2018, MBIE's gender pay gap decreased by **3.2%**. Part of this was the impact of the CAPP implementation.

Our roles are now **flexible** by default.



We have achieved equal representation of women and men in leadership (Tier 1 to 3).