

Gender Pay Gap: Statement of Commitment

Industry	Electricity, Gas, Water and Waste Services
Organisation Context	<p>AEMO is the independent energy market, system operator and system planner for the National Electricity Market (NEM) and the WA Wholesale Electricity Market (WEM). We are a not-for-profit company owned 60% by governments in Australia and 40% by industry members. AEMO employs over 1500 people across Australia.</p> <p>Energy is a traditionally a male dominated sector with a higher percentage of men working in engineering and IT roles which are often the critical pathway to leadership positions within the sector and AEMO.</p>
Why is this important to AEMO?	<p>AEMO must represent the community that we serve. We are committed to gender equity, not just because it's the right thing to do but because we cannot achieve our corporate objectives and enable the energy transition, while recruiting from only 50% of the population. The energy transition needs our best and brightest minds to solve the complex challenges ahead and we will not be successful unless we tap into all available talent and remove all the barriers to gender equality.</p> <p>The energy transition is a once in a life time economic opportunity and AEMO is committed to ensuring that women can equally access, influence and benefit from this significant opportunity.</p>
Commitment	<p>Gender is one of five strategic priority focus areas in AEMO's DE&I Strategy (FY23-26) and through the delivery of the gender roadmap, a range of actions have and will continue to be taken to reduce the gendered barriers that hold women back.</p> <p>AEMO demonstrated its commitment to gender equity by hitting its 40% target for overall female representation, close to two years ahead of our 2025 deadline. However, there is still more work to be done and AEMO is committed to pursuing equal gender representation at all organisational levels so that our gender gap can be closed.</p> <p>We play an active role and invest in the Champions of Change Coalition Energy Group, because we know that the most effective and lasting changes will be achieved by working together to solve the structural and systemic challenges that underpin gender pay gaps in our sector and the community more broadly.</p> <p>We have also publicly signalled our commitment to advancing gender equality by becoming a signatory to Equal by 30, a global campaign striving for equal pay, equal leadership and equal opportunities for women in the clean energy sector by 2030.</p>
Priority Focus Area	<p>AEMO is working hard to create an equal, safe and inclusive workplace, where all our people can thrive. This includes taking effective steps to close the gender pay gap which is 16.4% (average total remuneration), a 1.4% reduction since March 2023.</p> <p>We are proud to have already achieved equal representation of women on our Executive Leadership Team, but we know that our gender pay gap is being driven by lower female representation in senior technical roles and leadership positions, which reflects industry, occupational and hierarchical segregation of women.</p> <p>Increasing women's representation into these positions, will continue to be a key priority area for our organisation. This will be achieved by:</p> <ul style="list-style-type: none"> actively pursuing our recently refreshed gender equity targets which includes lifting the overall representation of women to 45% and achieving 40% female people leaders by 2030 the execution of the DE&I Strategy and delivery of initiatives to continue to attract, develop and promote diverse women across all levels and functions to achieve gender balance our continued active participation in the Champions of Change program of work, including the ongoing and transparent reporting of our progress