



Medicines  
Australia



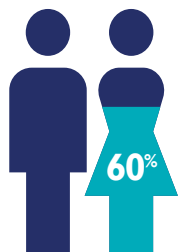
# TURNING A NEW PAGE

## ON GENDER EQUALITY IN AUSTRALIAN PHARMA

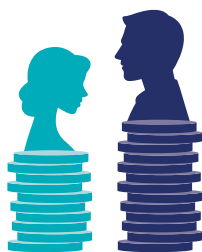


The Pharma Australia Gender Equity (PAGE) special interest group of Medicines Australia, was established in 2017 to strengthen the industry's approach to developing talent by ensuring all people have equal opportunities to advance and be rewarded.

### OUR STRENGTHS



We have an enviable pipeline of female talent with women making up **60%** of the workforce.



The average gender pay gap for the sector (**14%**) is less than the general market (**22%**).



**75%** of employers offer flexible working provisions

# KEY OPPORTUNITIES

- **Reduce pay gaps**  
**55%** of employers have not completed a gender pay gap analysis over the past two years. Companies can take action by conducting a pay gap analysis to reduce the existing like for like pay gap even further.
- **Mainstream flexible working**  
Flexibility can be better integrated through job-sharing and part-time opportunities in junior, mid-level and senior leadership positions.
- **Maximise our female talent**  
**34%** of CEO and Head of Organisation roles are currently held by females. An opportunity exists to ensure that female representation is increased at this level, given the pipeline of talent.
- **Improve parental leave for all**  
**66%** allow employees to return to work part time after parental leave. The pharmaceutical industry can strengthen provisions for paid primary and secondary carers' leave, superannuation and opportunities to return to work part-time.

*PAGE hopes to help challenge norms, to ensure equitable access to career promotions and carers' leave for all, regardless of the gender to which they identify. We are committed to driving change and enabling our colleagues to flourish.*

*Kathy Connell, Co-founder PAGE and Senior Director New Ventures, Johnson & Johnson Innovation ANZ*

*Gender equity is about creating an environment where both men and women are equally valued and rewarded. It's about shaping the workplace to bring out the best in all people. We're continuing to move from 'good to great,' and redefining our benchmarks in the process.*

*Melissa McGregor, Co-founder PAGE and Managing Director of Pfizer Australia and New Zealand*

## OUR PLAN

We are focused on initiatives that **enable all people** to do their best work in an environment of support, collaboration and trust. We aim to:

**Identify** and improve our priority areas: pay equity, parental leave and flexible working.

**Continue** our Flex Ready flagship program to inform employers and mainstream best fit flexible working for all.

**Build capability** and share knowledge with the industry and external stakeholders.

## PAGE member companies include:



<sup>1</sup> The statistics quoted within this flyer are sourced from data analysis commissioned by PAGE and conducted by Mercer, based on data from Medicines Australia member organisations and other applicable Pharmaceutical organisations, extracted from Mercer's Australian Life Sciences Remuneration and Benefits Review. (2018)

For more information, please visit the Medicines Australia website – [www.medaus.com.au](http://www.medaus.com.au)

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PHARMA AUSTRALIA GENDER EQUITY SPECIAL INTEREST GROUP