

Gender Equality Reporting for 2022 – 23

Reporting note

This years Gender Equality Report shows an organisation gender pay gap including all employees for total remuneration of 12.6% in favour of male employees. This compares with the Industry Comparison of 3.3% in favour of male employees and has changed significantly since last years (2021 – 22) Gender Equality Report where MultiLit reported a gap in favour of female employees of 0.2%.

Why the change?

The significant change is the consequence of our growth and the employment of new staff primarily in Queensland and Western Australia. This has been heavily concentrated on the employment of tutors as we grow the Fortitude Valley Literacy Centre and establish the Subiaco Literacy Centre. The bulk of these new appointment have been female employees.

Our staff profile

The employee profile for MultiLit in terms of the gender pay gap is as follows:

- All managers (11 staff) - gender pay gap for total remuneration of 22.8% in favour of female employees.
- Professionals (115 staff and this includes trainers, product developers and tutors) - gender pay gap for total remuneration of 1.7% in favour of male employees.
- Clerical and administration staff (6 staff) - gender pay gap for total remuneration of 6.0% in favour of female employees.

Employing on merit

MultiLit does not discriminate in its recruitment practices and shall continue to search and recruit for the most talented people. To date this has seen our workplace skewed significantly in favour of employing female staff. We have a composition of 85.1% female staff, and this compares with the Industry Comparison of 67%.

Iain Rothwell
Managing Director