

Gender pay equity in SMEs—call out for SMEs in Arts, Financial services and Health care and social assistance



Now more than ever, there is the potential for a further widening of the gender pay gap.

We are inviting SMEs to participate in **telephone interviews** to inform research on industry specific barriers for SMEs to gender pay equity. Incentive rewards will be provided to participants.

The research will consider the current challenges for SMEs during COVID-19 including business disruptions/closures and an increase in caring responsibilities for staff.

If you work for a small or medium-sized enterprise (SME), in the Arts, Financial services or Health care and Social assistance sectors we want to hear from you.

What does the research involve?

The Victorian Equal Opportunity and Human Rights Commission will be conducting **telephone interviews** with employees of SMEs across the **Arts, Financial Services and Health care and social assistance sectors**.

Interviews will provide an opportunity for you to have your say on equal pay at this important time, including what resources and support would better support SMEs to address gender pay equity.

Incentive rewards will be provided for participants and all data collected will be confidential and deidentified.

Why is this research being carried out?

The information gained via the telephone interviews will inform the development of future education and training to support SMEs achieve gender pay equity. We want to know what works for your workplace and how we can support your needs at this unprecedented time.

Who we want to engage with?

If you work for a small or medium-sized enterprise (SME), in the **Arts, Financial Services or Health Care and Social Assistance sectors we want to hear from you.**

It doesn't matter whether you know a lot about pay equity or a nothing at all. We're interested in the views and experiences of a broad spectrum of workers in SMEs, including: owner-managers, senior managers, human resources managers, entry-level employees, junior employees and mid-tier employees.

We encourage people with disabilities, people from culturally and linguistically diverse backgrounds, people on temporary visas, LGBTIQ+ people, people from regional and rural locations, and people who identify as Aboriginal and/or Torres Strait Islander to participate.

Why are we focusing on the Arts, Financial services and Health care and social assistance sectors?

COVID-19 presents significant challenges for SMEs including supply chain disruption, asset write off, business closures and shutdowns.

It is highlighting heightened risks for women particularly in casual and low paid industries many of which may not have access to Job Keeper payments as well as sectors where women are front line workers or workplaces where flexibility, working from home, bonus/commission schemes and other entitlements are being affected.

Increasing caring responsibilities while working from home presents a challenge for both employers and employees, is further contributing to the gender pay gap.

Focusing on these sectors provides an opportunity to advance our understanding across these unique workforces in Victoria.

When are interviews occurring?

Working with Industrial Relations Victoria, we'll be facilitating telephone interviews with SMEs in **June and July 2020.**

Please **register your interest** to participate in this important research by emailing your **name, contact details, sector that you work in and role** to : irv.info@dpc.vic.gov.au.

All data collected will be confidential and deidentified.

For any questions, please contact Rohini Thomas, Project Manager on 0427 199 127 or rohini.a.thomas@veohrc.vic.gov.au.