



## WGEA report 2023

The TWU acknowledges the importance of this reporting and the need for employers to take affirmative action to close the gender pay gap. The TWU recognises that there is work to do to close the gender pay gap at the union and for the transport workers we represent.

The TWU is taking steps to narrow our gender pay gap and improve the representation of women in the upper and upper middle quartiles.

Representation in leadership and decision-making roles will assist with creating a more equal workplace culture.

In 2024, the TWU will welcome its first female Assistant National Secretary. This is an elected position and sits on the National Committee of Management with voting rights on key decisions over the union's strategy.

The union currently exceeds the recommendation for representation on Governing bodies, with women making up 24% of the National Council, compared with the 20% benchmark.

The TWU is also developing and harmonising national policies on workplace equality, in relation to:

- Workforce composition
- Governing body composition
- Equal remuneration
- Flexible working arrangements
- Consultation with employees regarding gender equality
- Sexual harassment, harassment on the ground of sex or discrimination
- Respect at Work

In addition, the TWU is working to improve workplace equality in the transport industry. In 2023, the union negotiated enterprise agreements at major transport operators which included peer-to-peer women's advocate programmes, improved parental leave provisions, and cultural and religious leave. The TWU is also working to improve conditions for women in transport, including by advocating for safe, hygienic facilities for truck and bus drivers, improved flexible working arrangements, and better access to training.