

Our Commitment to Gender Pay Equity

A statement from Carla Purcell (she/her), Chief Executive Officer, Yarra Trams



As the proud operator of Yarra Trams, Keolis Downer has been committed to providing better employment outcomes for women and gender diverse people since our establishment in 2009. We know that by ensuring our workforce is diverse, we can better serve our passengers and our community.

In an industry that has been male dominated for decades, we have had a long-term commitment to increasing the participation of women and gender diverse people in our workforce and managerial positions. Since 2009, we have increased our female participation from less than 10% to over 28% today and growing. But we recognise that there is more to do, and that gender equality is about more than just the number of women in our organisation.

We are committed to closing the gender pay gap as a means to driving gender equality and know that this will require sustained focus and long-term action. Yarra Trams has proudly been recognised as an inclusive employer by [WORK180](#) for our commitment to implementing policies and initiatives to create an inclusive workplace.

Yarra Trams has practices in place to ensure employees with comparable experience and education working in the same occupation at the same level earn the same compensation (pay equality), however we recognise that there is still a gender pay gap.

In the 2023 WGEA reporting period Yarra Trams recorded a median pay gap of 1.2% on base salary and 10.9% on total remuneration. There are many complex factors which influence our organisations pay gap, including:

1. Underrepresentation of women in STEM and trades qualified roles which have higher earning potential.

Actions: targeted recruitment activities and working with community partners to attract more women to these roles, as well as focusing on retaining women in these roles over time.

2. Overrepresentation of men with longer tenure in the organisation, driven by a history of the transport industry being male dominated. This leads to pay gaps in roles where Enterprise Agreements set higher rates of pay based on years of service.

Actions: Our long-term commitment over the past decade to increase the participation of women in our workforce will lead to more women achieving higher years of service over time.

3. ***Women complete less overtime and shifts that attract higher penalties than males.***

Actions: Paid parental leave offered equally to all genders, implementing additional safety and security measures, increasing participation of women in STEM and trades qualified roles.

4. ***Commitment to recruit and develop women in managerial roles, where they have limited prior experience comparative to male counterparts.***

Action: Provide development and training in skills and roles to close the gap between male and female colleagues.

I am proud to lead an organisation which is committed to driving gender equality within the transport industry and I am confident in our ability to continue to reduce our gender pay gap over time.

We acknowledge Aboriginal and Torres Strait Islander peoples as the First Australians and Traditional Custodians of the lands where we live, learn and work.