

Lead the change.

End workplace sexual harassment.

Workplace sexual harassment in Australia's retail trade industry

Workforce

The Australian retail trade workforce composition was

43% men

56% women

Women represented:

14% of CEOs

35% of KMP

(Key Managerial Personnel)

-42% gap between the proportion of **women in the industry** and **women CEOs**



The **proportion of women on boards** in Australian retail

38% of boards had **no women**

6% of boards were **women-dominated**

20% of board chairs were **women**

3% of boards had **no men**

31% of boards were **male-dominated**

22% had **gender balanced** boards

Workplace sexual harassment incidents



In the Australian retail industry

86% of incidents were perpetrated by a man

30%

were **harassed** by a **customer or client**

were **aged** between **21-30** (21% national average)



28% of workplace sexual harassment incidents were **witnessed by another person**

The retail trade incident rate was

40%

The national average was **33%**



48% of women



25% of men

were **sexually harassed**

Sexual harassment was overrepresented in retail:

14% of incidents nationally and **10% of the Australian workforce**

Gender Pay Gap



The gender pay gap was **13.7%** =

\$10,609

Cost



The **productivity cost** of workplace sexual harassment was

\$275.7 m

If you see sexual harassment at work...



Call it out

If it's safe to do so and you feel comfortable to intervene, **directly address unacceptable behaviour on the spot.**



Report it

Reporting initiates formal processes, supports the victim, and signals to leadership the need to address harassment in the workplace.