



VICTORIAN
WOMEN
LAWYERS

PAY TRANSPARENCY

Good for Women, Good for Business

Victorian Women Lawyers welcomes you to a discussion about pay transparency.

Many employers require their employees to keep their pay packages private, but research shows that abolishing pay secrecy can reduce the gender pay gap and improve business productivity.

A Bill has been introduced to amend the *Fair Work Act 2009*, seeking to make any term in a modern award, enterprise agreement, or contract of employment that prohibits an employee from disclosing their pay unenforceable.

At this event Professor Michelle Brown will discuss the issue of pay transparency, how it affects you and what can be done to improve the situation for the future.

DATE

21 NOVEMBER 2016

TIME

1:00: registration and light refreshments

1:15: interview with Professor Brown

LOCATION

K&L Gates
Level 25, 525 Collins Street
Melbourne

COST

Members Free
Non-members \$15

REGISTRATION

www.vwl.asn.au/events

PRESENTATION BY:



PROFESSOR MICHELLE BROWN

Michelle Brown is a Professor of Human Resource Management in the Department of Management and Marketing, Faculty of Business and Economics at the University of Melbourne.

Michelle is currently researching pay secrecy and its impact on employee and manager turnover, alongside employee performance appraisal cynicism. The pay secrecy project focuses on why organisations choose to implement pay secrecy and its implications for gender pay equity and organisational performance.

Michelle researches pay and performance management systems from both an organisational and employee perspective. Michelle has investigated tactics for the delivery of negative performance feedback, employee motivation for participating in an employee share ownership scheme and employee impression management tactics.

Michelle has also examined the role of performance pay in understanding the level of effort of employees and the role of performance management systems in employee reports of work overload and exhaustion.

INTERVIEWED BY:



SOPHIE BROWN

Representing Victorian Women Lawyers, Sophie Brown is Co-Chair of the Work Practices Committee and member of the Law Reform Committee. A practising lawyer, she has a keen interest in issues that affect women at work, particularly women in the legal profession.

Through VWL, in addition to law reform and advocacy, Sophie has contributed to raising awareness of the gender pay gap and creating tools to combat it.

HOSTED BY:

K&L GATES