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MSD awarded Employer of Choice for Gender Equality Closes pay equity gap by 50%

SYDNEY, Australia, 5 November, 2015 – The Workplace Gender Equality Agency (WGEA) has today awarded MSD the Employer of Choice for Gender Equality citation for 2015. The citation recognises MSD’s commitment and best practice in promoting gender equality and introducing measurable programs to address the gender pay equity gap.

MSD Managing Director Dr Susanne Fiedler, said this citation is an endorsement that MSD’s programs for gender equality are amongst the best in Australia. “Over the past two years we introduced a range of programs to make MSD an employer of choice for women and men. These programs have evolved over time and we continue to review and analyse them to ensure they are current and impactful.”

“To address gender equality, we looked at all our programs that impact staff,” said Dr Fiedler. “We started by creating a workplace culture that at its core talks about *work as a thing you do rather than a place you go to*”. This has allowed staff to fully utilise flexible work arrangements and remote working to better balance their career and family commitments.

“Our parental leave provisions have also been well accepted and cater for those wanting to take a short period of leave or wish to be full time carers of their children for a period of time.”

“We have also conducted two full pay analysis over two years, identified gaps in pay equity across both women and men and put measures in place to address those gaps. I am very proud to say that we have managed to close the gender pay gap by 50% in just under one year.”

One of the significant factors that create gender imbalance is unconscious bias which can affect hiring and promotion decisions as well as pay. “We started conducting unconscious bias training for all our senior managers to help them identify areas that may be impacting their management and decision making. This training has resulted in a marked change in the culture of the organisation.”

Dr Fiedler said she's very proud of the progress MSD has made but acknowledges that correcting historical mistakes and biases will take time. Her advice to other companies contemplating going down this journey is to just do it. "Don't be hampered by fear of the unknown or let your doubts cloud your judgement. It can be done but it will take time. It's better to get started now than to keep thinking about it or worse, avoid doing something about it all together."

"Congratulations to all the companies that achieved the citation for Employer of Choice for Gender Equality and I am certain that if any other company wants to follow the same journey, you will find many companies willing to give advice and share their learnings with you. Closing the Gender pay equity gap is in all our hands."

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About MSD

Today's MSD is a global healthcare leader working to help the world be well. MSD is a tradename of Merck & Co., Inc., with headquarters in Kenilworth, N.J., U.S.A. Through our prescription medicines, vaccines, biologic therapies, and animal health products, we work with customers and operate in more than 140 countries to deliver innovative health solutions. We also demonstrate our commitment to increasing access to healthcare through far-reaching policies, programs and partnerships. For more information, visit www.msd-australia.com.au.

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