

Commonwealth Public Sector Reporting Industry Benchmark Report Guide

January 2025

The Industry Benchmark Report(s) compares your results to the results of your peers in the Commonwealth public sector. The data relates to the reporting year 2023. This guide is to help you understand the data in your Industry Benchmark Report.

Data transfer from the Australian Public Service Commission

Your agency may have enabled some data to be transferred automatically from the Australian Public Service Commission (APSC) to WGEA. This includes all data which would otherwise come from the [Workplace Profile](#), as well as data that would come from questions 1-4 of the [Workforce Management Statistics](#). All agencies (regardless of whether they had their data transferred) would have completed the [Questionnaire](#) and questions 5-7 of the Workforce Management Statistics. Please note that remuneration data for casual employees is not included in the data transferred by the APSC.

WGEA Reporting Industry Benchmark Report

Employer: Example Agency

Program: 2023 Public Sector Reporting

Number of Employees: 900

Comparison Group

Industry name: Public Sector

Employee size range: 500-999

Your **Comparison Group** includes other Commonwealth public sector agencies within the same **Employee size range**.

About this report

- This Benchmark Report is a comparative summary from your 2023 submission to the Workplace Gender Equality Agency's (WGEA) annual Public Sector Gender Equality Reporting.
- The Comparison Group is generated by examining similar sized employers in the Public Sector Gender Equality Reporting program.
- It is helpful to read this report in conjunction with your 2023 WGEA Executive Summary, which details your performance against each Gender Equality Indicator.

Your obligations

Under the Act and associated Legislative Instruments:

- This report, along with the WGEA Executive Summary of your organisation's performance, must be shared with your governing body, e.g., your board or executive management committee, as soon as practicable.
- Employers with 500 or more employees must have a policy or strategy covering each of the six Gender Equality Indicators.

i • What is the gender pay gap?

The remuneration data used to calculate **Your Gender Pay Gap**, including your **average and median gender pay gap**, is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#). The gender pay gap is calculated this way:

$$\frac{\text{(Average/median remuneration of men - Average/median remuneration of women)}}{\text{Average/median remuneration of men}} \times 100$$

The gender pay gap is the difference in average earnings between women and men in the workforce. It is not to be confused with people being paid the same for the same, or comparable, job – this is equal pay.

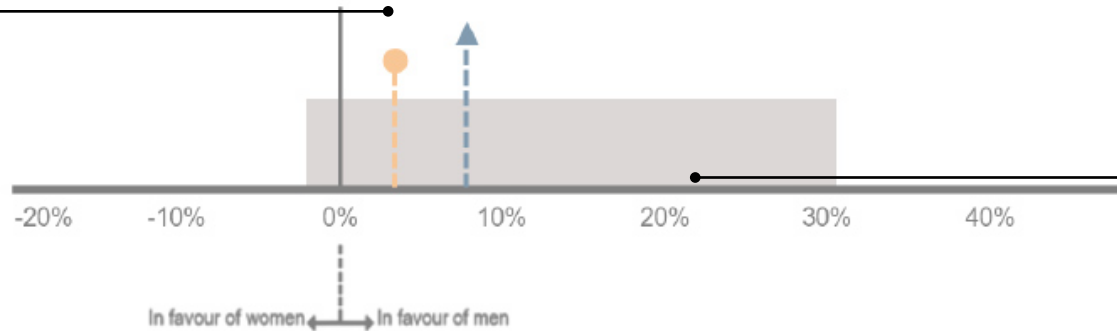
The gender pay gap is a useful proxy for measuring and tracking gender equality across a nation, in an industry or within an employer. Closing the gender pay gap is important for Australia's economic future and reflects our aspiration to be an equal and fair society for all.

Your Gender Pay Gap compared to other employers

Your average total remuneration GPG is **3.5%** and the mid-point of all employer GPGs in the Comparison Group is **8.9%**. This is represented in the chart and table below, along with the range of all employer gender pay gaps in your Comparison Group.

A positive percentage indicates men are paid more than women. A negative percentage indicates women are paid more than men.

● Your gender pay gap ▲ Comparison GPG ■ Comparison GPG range



Your average total remuneration pay gap -
Employers should strive for a 0% gap, but anything between -5% and 5% is considered within the target range.

i The data under **Your Gender Pay Gap compared to other employers** is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#).

i Your **Comparison GPG** is the mid-point of average total remuneration gender pay gaps of all employers in your Comparison Group.

i Your **Comparison GPG** is the mid-point of average total remuneration gender pay gaps of all employers in your Comparison Group.

i This area represents the **Comparison GPG range**.

The **Median** is calculated by taking the “middle” value, the value for which half of the employee’s salaries are larger and half are smaller.

Part-time and casual salaries and salaries for full-time employees who worked part of the year are annualised and converted to full-time equivalent earnings.


	Your organisation	Comparison Group
Average total remuneration	3.5%	8.9%
Median total remuneration	3.1%	4.3%
Average base salary	5.1%	5.2%
Median base salary	2.8%	3.7%

Note:

- Part-time/casuals/part-year employees are annualised to full-time equivalent.
- The 2023 gender pay gap calculation does not include voluntary salary data submitted for CEO and Casual managers. It also excludes employees who did not receive any payment during the reporting period.
- For APS organisations who used the APSC data transfer, all casual employees have been excluded from GPG calculation.

The **Average** is calculated by adding up all of the salaries and dividing this total by the number of employees.

Total remuneration includes Base salary plus other payments such as, allowances, bonus pay, cashed-out annual leave and overtime.

 For information on calculating gender pay gaps, see the [Gender Pay Gap Analysis Guide](#).

Gender pay gap by occupational group, over time

The chart below shows:

- your average total remuneration gender pay gap for manager category and non-manager occupations;
- how your gender pay gap compares with the mid-point employer gender pay gap in the Comparison Group, for those categories/occupations; and
- the mid-point employer gender pay gap for your Comparison Group in the most recent year.

The aspiration is to remove the gender pay gap in favour of men or women, so for the purposes of this table, a GPG closer to zero is considered better.

Green boxes indicate your gender pay gap is equal to or better than the mid-point employer GPG for the Comparison Group. Red boxes indicate your gender pay gap is worse than the mid-point employer GPG for the Comparison Group.

Indicates your GPG is further from zero than the mid-point employer GPG for the comparison group.

Indicates your GPG is equal or closer to zero than the mid-point employer GPG for the comparison group.

Managers

Roles	2022	2023	Comparison Group GPG for 2023
All Managers	0.6%	1.2%	5 %
Other Executives/General Managers	10.8%	5.8%	1.1 %
Senior Managers	0.7%	-1.9%	2.6 %
Other Managers	1.3%	0.7%	2.5 %

The data under **Gender pay gap by occupational group, over time** is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#).

For information on how APS classifications are aligned to WGEA manager and non-manager categories, see **Key Terms and Definitions** on the last page of your Industry Benchmark Report.

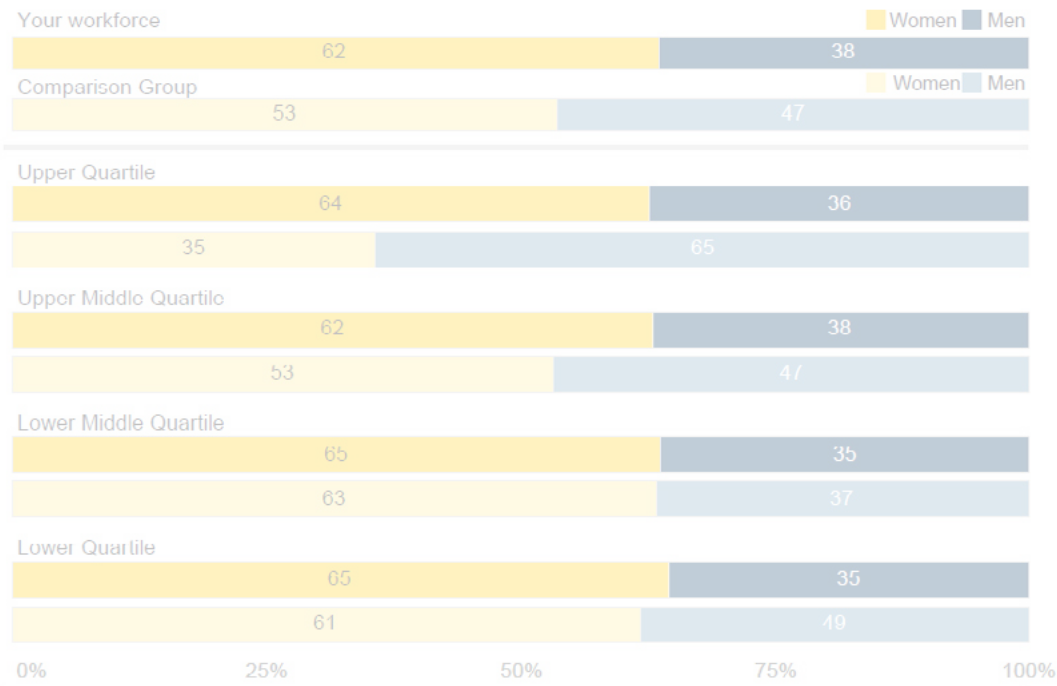
The red boxes show where your gender pay gap is further from 0% than the average for your Comparison Group. In this example, 5.8% is further from 0% than 1.1%, which is why it is highlighted in red. The objective is to be as close to 0 as possible.

For help understanding the drivers of your agency's gender pay gap across occupational groups, see the [Gender Pay Gap Analysis Guide](#).

Gender composition by pay quartile

The chart below divides your workforce into four equal quartiles of employees by total remuneration full-time equivalent pay. The number in each pay quartile represents the proportion of each gender. Your workforce is shown in the top bar, with darker shading. The gender composition of all employees in your Comparison Group for each quartile is shown in the second bar with lighter shading.

A disproportionate concentration of men in the upper quartiles and/or women in the lower quartiles can drive a positive gender pay gap.



Note:

- Total remuneration for part-time/casual/part-year employees is converted to annualised, full-time equivalent amounts.



The data under **Gender composition by pay quartile** is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#).



For help writing a workforce composition policy/strategy, see the [Employer guidance on developing policies and strategies for the 6 Gender Equality Indicators](#).

Gender Equality Indicators

WGEA collects data on six Gender Equality Indicators (GEIs) to support employers to assess and drive gender equality in their workplaces. The GEIs represent the key areas where workplace gender inequality persists and where progress towards gender equality can be achieved through focussed action.

The data in this section of the report makes comparisons for GEI 1 – Workforce composition, GEI 2 – Gender balance of governing bodies, GEI 4 where it relates to parental leave and targeted actions your organisation is taking on gender equality across all GEIs. The data on these GEIs for your organisation compared to employers in your Comparison Group is selected because of the significant effect these GEIs have on the gender pay gap.

Workforce Composition

Gender segregation remains persistent in Australia, by industry, occupation and management category. This disparity can be a key driver of your gender pay gap.

Gender composition by role

The following table shows the proportion of women and men in your workforce by manager/non-manager role compared with all employees in your Comparison Group.


	Your workforce		Comparison Group	
	Women	Men	Women	Male
Managers	55%	45%	40%	60%
Non-Managers	68%	32%	59%	41%



The data under **Workforce Composition** is either transferred by the APSC or reported to WGEA directly through your [Workplace Profile](#).



For information on how APS classifications are aligned to WGEA manager and non-manager categories, see **Key Terms and Definitions** on the last page of your Industry Benchmark Report.

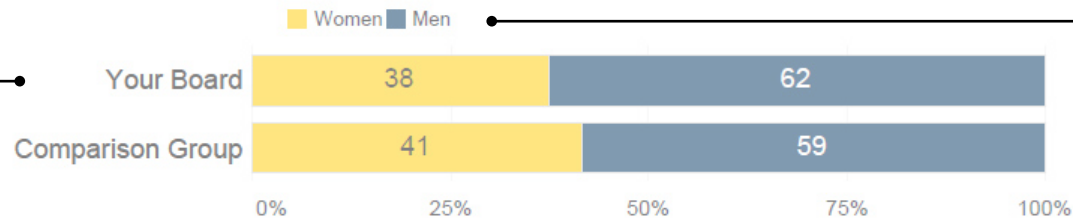
 For more information about the Gender Equality Indicators, see [What are the 6 Gender Equality Indicators?](#)

Gender composition of the governing body

A more balanced gender composition of a governing body has been shown to have broader effects on workplace gender equality outcomes and improved company performance.

The following chart shows the gender split of all members of your board or governing body (Chair and Members) compared to your Comparison Group.

Gender composition of governing body



Note: If you have more than one governing body in your submission group, this represents the aggregate composition of all your unique governing bodies. The comparison group draws on all the unique governing bodies in the comparison group.



The data under **Gender composition by governing body** is reported to WGEA through your [Reporting Questionnaire](#).



The ratio of **Women** and **Men** shown in the figure does not include non-binary employees.



The figure captures the aggregate gender composition of all governing bodies for this employer, reported on to WGEA.



Parental Leave policies

The data under **Parental leave policies** is reported to WGEA through your [Reporting Questionnaire](#).

When employee benefits are accessible and utilised equitably by men and women, it leads to a more gender-equal workplace culture, increased productivity, reduced absenteeism, and increased retention.

More gender equal uptake of parental leave can also reduce your gender pay gap.

Comparative paid parental leave policies

The following table shows the details of your parental leave policy against those of your Comparison Group. It shows the proportion of employers in your Comparison Group offering paid parental leave and paying superannuation on it, as well as the mid-point for employers of weeks of paid parental leave offered.

Policy Area	Your Organisation	Comparison Group
Offer Paid Parental Leave	Y	100%
Weeks offered	12.0	16.0
Superannuation on employer funded parental leave	Y	90%


i **Actions Taken**

The data under Actions Taken is reported to WGEA through your [Questionnaire](#).

Employers that take action to improve workplace gender equality are often more profitable and productive.

The following table shows what actions your organisation is taking compared to the proportion of employers in your Comparison Group also taking this action.

	Your Organisation	Comparison Group
Set targets to address gender equality in the workplace	Y	61%
Analysed pay roll to determine if there are any remuneration gaps between women and men (e.g., conducted a by-level or gender pay gap analysis)	Y	79%

 For more information about setting targets for gender equality, see the [Target Setting for Gender Equality Literature Review](#). For more information about conducting a gender pay gap analysis, see the [Gender Pay Gap Analysis Guide](#).