



Australian Government



Workplace  
Gender Equality  
Agency

# Employer gender pay gaps report

March 2025



# Contents

Introduction	2
Key terms   glossary	4
Data snapshot	6
Important benchmarks	7
Employer gender pay gaps insights	13
Legislative context of enhanced data	26

**You can explore all of WGEA's data, including results at a national, industry and employer level, using the Data Explorer**  
[www.wgea.gov.au/Data-Explorer](http://www.wgea.gov.au/Data-Explorer)

## **Acknowledgement of Country**

The Workplace Gender Equality Agency acknowledges the Traditional Custodians of Country throughout Australia and recognises their continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures and to Elders past and present.

# Introduction

WGEA's 2023-24 release of employer gender pay gaps includes information from 7,800 employers and 1,700 corporate groups, as required by The *Workplace Gender Equality Act (2012)*.

For employers, this transparency presents an opportunity to reflect on their progress, to identify the drivers of their gender pay gaps and to communicate their plans to address these to their employees and stakeholders. It is a benchmark from which employers can drive changes to ensure their workplace policies and actions are fair.

The Employer Gender Pay Gaps Report provides:

- aggregate results that will help readers to understand the broader context and assess an employer's gender pay gap
- information on commonalities that increase the likelihood of larger gender pay gaps – both in favour of men, and in favour of women – to spark a conversation about effective action
- an accompanying spreadsheet including the individual employer gender pay gaps and gender composition and average total remuneration per pay quartile.

The analysis in this report focuses on average total remuneration gender pay gaps. However, comparisons to 2022-23 employer gender pay gaps can only be made on medians for specific organisations. This is because WGEA released only median employer gender pay gaps in the first round of publication and not all employer results are comparable year-on-year due to changes in [the way WGEA has published gender pay gaps](#).

More detailed information is available on [WGEA's Data Explorer](#), including links to the voluntary Employer Statement, in which each employer has the chance to articulate what they are doing to address inequalities based on gender in their organisation.

The Data Explorer also includes information on whether an employer conducted a gender pay gap analysis and took action as a result. In 2023-24, 68% of employers conducted this analysis. It is the critical first step all employers need to take to end their gender pay gap. A comprehensive gender pay gap analysis will uncover the differences between the experiences of women and men in the workforce that are increasing or decreasing the gap. It is only through understanding where the drivers lie, that employers can take effective action to reduce their gap.



# The national picture

For every \$1 a man earns, women earn 78 cents on average. This adds up to a yearly difference of \$28,425.

**FIGURE 1: WGEA gender pay gaps and remuneration by gender (all employees included) 2023-24**

	Average	Median
Women total remuneration	\$101,961	\$84,126
Men total remuneration	\$130,386	\$102,961
Total remuneration GPG	\$28,425	\$18,835
Total remuneration GPG	21.8%	18.3%
Women base salary	\$86,173	\$72,638
Men base salary	\$103,394	\$84,048
Base salary GPG	\$17,221	\$11,410
Base salary	16.7%	13.6%

These national statistics reflect the experiences of 5.3 million employees across 19 industries.

Behind this big picture, however, are the actions of thousands of employers.

This report focuses on those employers. For this reason, the main basis for comparison is the mid-point of employer gender pay gaps, enabling employers to compare themselves to their peers and strive to outperform them.

As more employers take action, based on evidence of what does work to improve workplace gender equality, this will help close the gender pay gap and improve workplaces for all employees.



# Key terms | glossary

## Gender pay gap

The gender pay gap is the difference between the average or median remuneration of men and the average or median remuneration of women, expressed as a percentage of men's remuneration.

Employers with 100 or more employees reported the remuneration for all their employees to WGEA during the 2023-24 Employer Census. WGEA used this data to calculate employer gender pay gaps. Part-time and casual salaries are converted into annualised full-time equivalent earnings. This year, the data includes remuneration for CEOs, Heads of Business, and Casual Managers for the first time. See WGEA's [Employer Gender Pay Gap Technical Guide](#) for further information on how WGEA calculates employer gender pay gaps.

## Base salary gender pay gap

The base salary gender pay gap includes wages, penalty rates and shift and leave loading, for full-time, part-time and casual employees on an annualised full-time equivalent basis.

## Total remuneration gender pay gap

Total remuneration includes base salary, superannuation, overtime, bonuses, and other additional payments for full-time, part-time and casual employees, on an annualised full-time equivalent basis.

## Men-dominated or women-dominated

WGEA classifies industries where 60% or more employees are men as 'men-dominated'. Industries where 60% or more employees are women are classified as 'women-dominated'. Gender-balanced industries have between 40% and 60% men and women employees.

## Average gender pay gap

An average gender pay gap is the difference between the average earnings for men and women, expressed as a percentage of men's average earnings.

## Median gender pay gap

The median is the value that falls exactly in the middle of a set of numbers when arranged from smallest to largest. The median gender pay gap is the difference between the median of what men are paid and the median of what women are paid within an organisation.

## Negative, neutral and positive gender pay gaps

WGEA considers gender pay gaps within and including  $-5\%$  and  $+5\%$  as the target range. This range, also known as neutral, allows for normal fluctuations in the workforce with recruitment, promotions and resignations.

Employers with a negative gender pay gap pay the median or average woman more than the median or average man. When these are less than  $-5\%$  they are described as 'in favour of women.'

Employers with a positive gender pay gap pay the median or average man more than the median or average woman. When they are greater than  $+5\%$  they are described as 'in favour of men.'

## Mid-point employer gender pay gap

The mid-point marks the halfway point of employer gender pay gaps within a group. That means 50% of employers will have a gender pay gap lower than this point, and 50% of employers will have a gender pay gap higher than this point. The mid-point is useful for benchmarking. When comparing employers to mid-points, median or average should be used exclusively.



## Remuneration quartiles

The remuneration quartiles divide the employees into four equal groups – ordered from the lowest earning employee to the highest earning employee. The remuneration for these quartiles is total remuneration and part-time and casual employee pay is annualised to the full-time equivalent. The groups are based on the number of employees with 25% of employees in each group. WGEA calculates the composition and average total remuneration for each group.

## Relevant Employer

Under the *Workplace Gender Equality Act 2012*, an employer must report to WGEA when they have 100 or more employees (and in some cases, in accordance with *The Workplace Gender Equality Act 2012*, as few as 80 employees). Standalone organisations, corporate groups and entities within corporate groups can all meet the threshold under the legislation.

7,414 private sector employers, and 1,613 corporate groups, covering 5,169,129 employees, reported gender equality data to WGEA up to the 31 August 2024 data cut-off. An additional 381 employers that reported after the cut-off date have had their gender pay gaps published. While WGEA has published the gender pay gaps and associated information of these employers, their data is not included in the aggregate research dataset used for comparisons in this report.

## Corporate groups

A corporate group is the parent employer of at least one subsidiary organisation. It includes all the employees in all the subsidiaries and the parent employer, regardless of the size of each of the subsidiaries. A corporate group could have no direct employees, and no relevant employers but it becomes a relevant employer if the sum of the employees in all the subsidiaries adds up to 100 or more.

## Industries

Employers in WGEA's 2023–24 Gender Equality Employer Census are categorised into 19 industries, based on Australian and New Zealand Standard Industrial Classification (ANZSIC) codes for different industry divisions.

## Workforce gender composition

Workforce gender composition measures the participation rates of different genders in a workplace. This includes the proportion of different genders by role and in different pay quartiles. As a business attracts, retains and promotes employees, the number in each group will change. For this reason, employers report data on workforce gender composition based on a selected 'snapshot' date.



# Data snapshot

Half of employers have an **average total remuneration gender pay gap** larger than

**12.1%**  
and

a **median gender pay gap** larger than

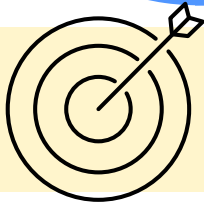
**8.9%**



**6.5%** have an average gender pay gap in **favour of women**

**21.3%** employers have an average **neutral** gender pay gap

**72.2%** have an average gender pay gap in **favour of men**



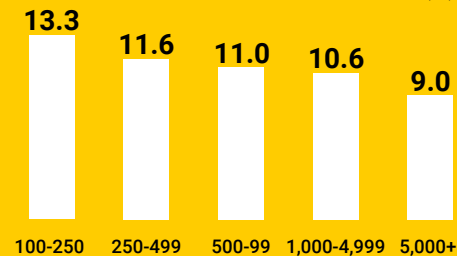
**15.3%** of employers have a **median and an average** in the target range



**1,130 employers in total**

## Larger employers have smaller gender pay gaps

Average total remuneration mid-points (%)



Men earn, on average,

**\$28,425**

more than women each year and

**\$11,204**

of that difference comes from payments beyond base salary such as superannuation, overtime and performance bonuses.

The mid-point of employer median gender pay gaps decreased from 9.1% to 8.9%.



Men-dominated industry employers saw the biggest reductions

**0.2pp**  
total decrease

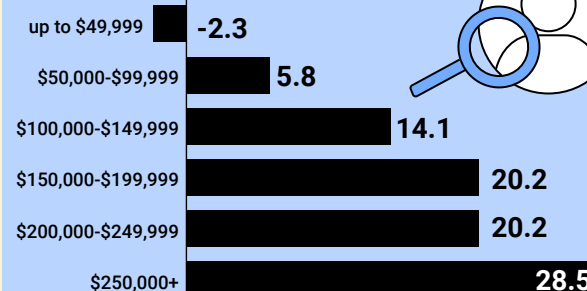
**0.5pp**  
women-dominated industries decrease

**0.9pp**  
gender-balanced industries decrease

**1.3pp**  
men dominated industries decrease

The **higher the average total remuneration** at an employer, the more likely they are to have a **large gender pay gap in favour of men.**

Mid-point of employer gender pay gaps (%)



# Important benchmarks

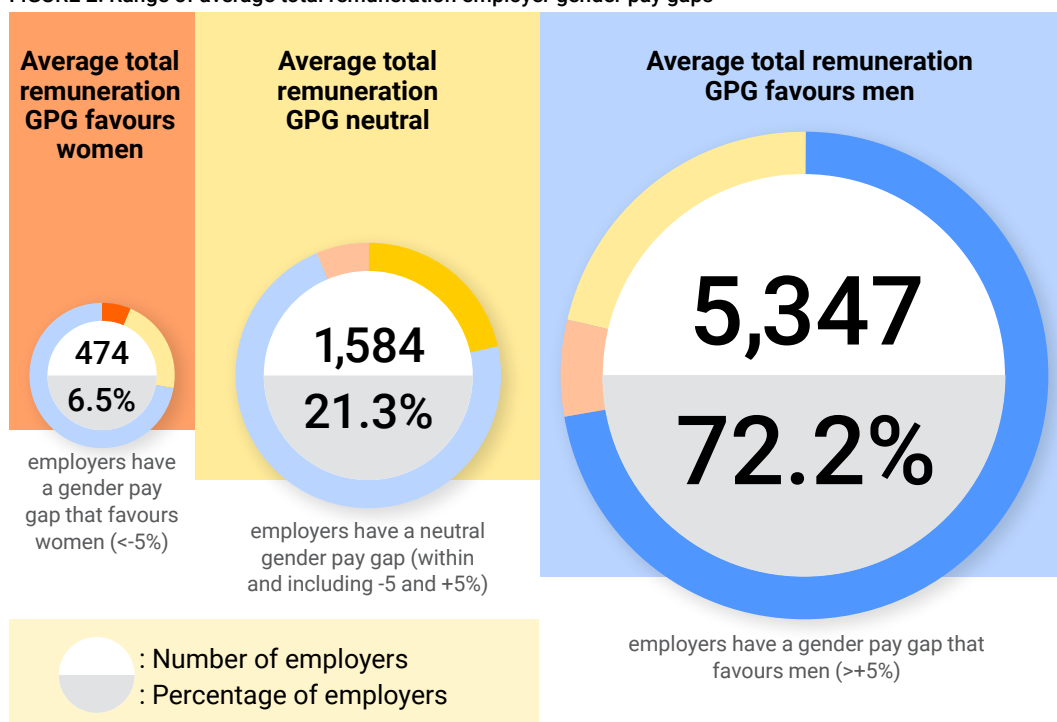
The following data points can assist with assessing an employer's gender pay gap compared to others in the nation and in their industry.

## The target range

Overall, 21% of employers have an average total remuneration gender pay gap inside the target range of -5 to +5% and 79% of employers have a gender pay gap outside the target range.

The majority of employers have an average gender pay gap in favour of men. Fewer have a gender pay gap in favour of women.

FIGURE 2: Range of average total remuneration employer gender pay gaps



31.0% of employers have a median gender pay gap in the target range. 60.7% have a gender pay gap in favour of men and 8.4% have a gender pay gap in favour of women.

Ultimately the goal is for an employer to have both an average total remuneration and median total remuneration gender pay gap within the target range. Currently, 15.3% of employers are achieving this.



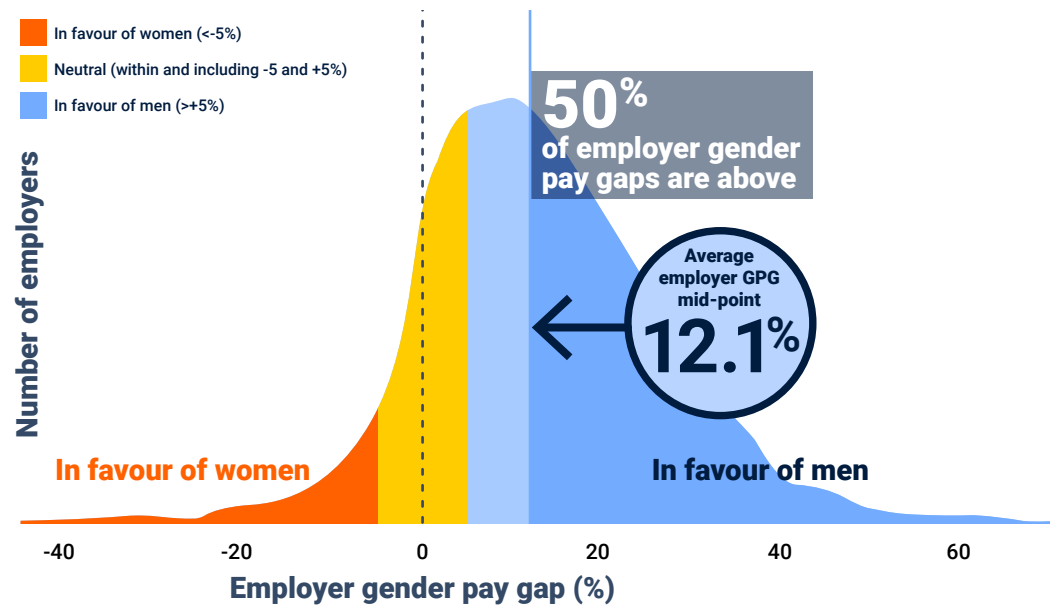


# Employer gender pay gap mid-points

## National mid-points

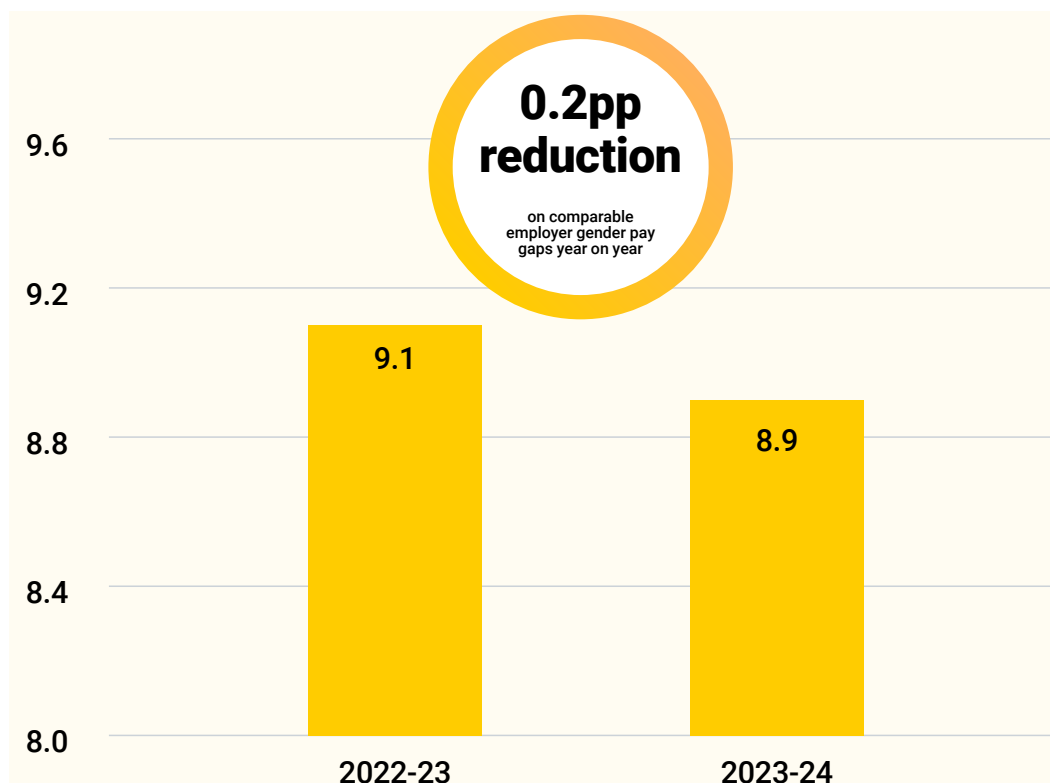
50% of employers have an average total remuneration gender pay gap above 12.1% and 50% have a gender pay gap below 12.1%. This is known as the mid-point of employer gender pay gaps. For employers this is an important point for benchmarking and comparison to understand how they perform relative to all the relevant employers in the nation.

FIGURE 3: National mid-point



The mid-point of the median total remuneration employer gender pay gaps is 8.9%. This is a 0.2pp reduction on comparable employer gender pay gaps year on year.

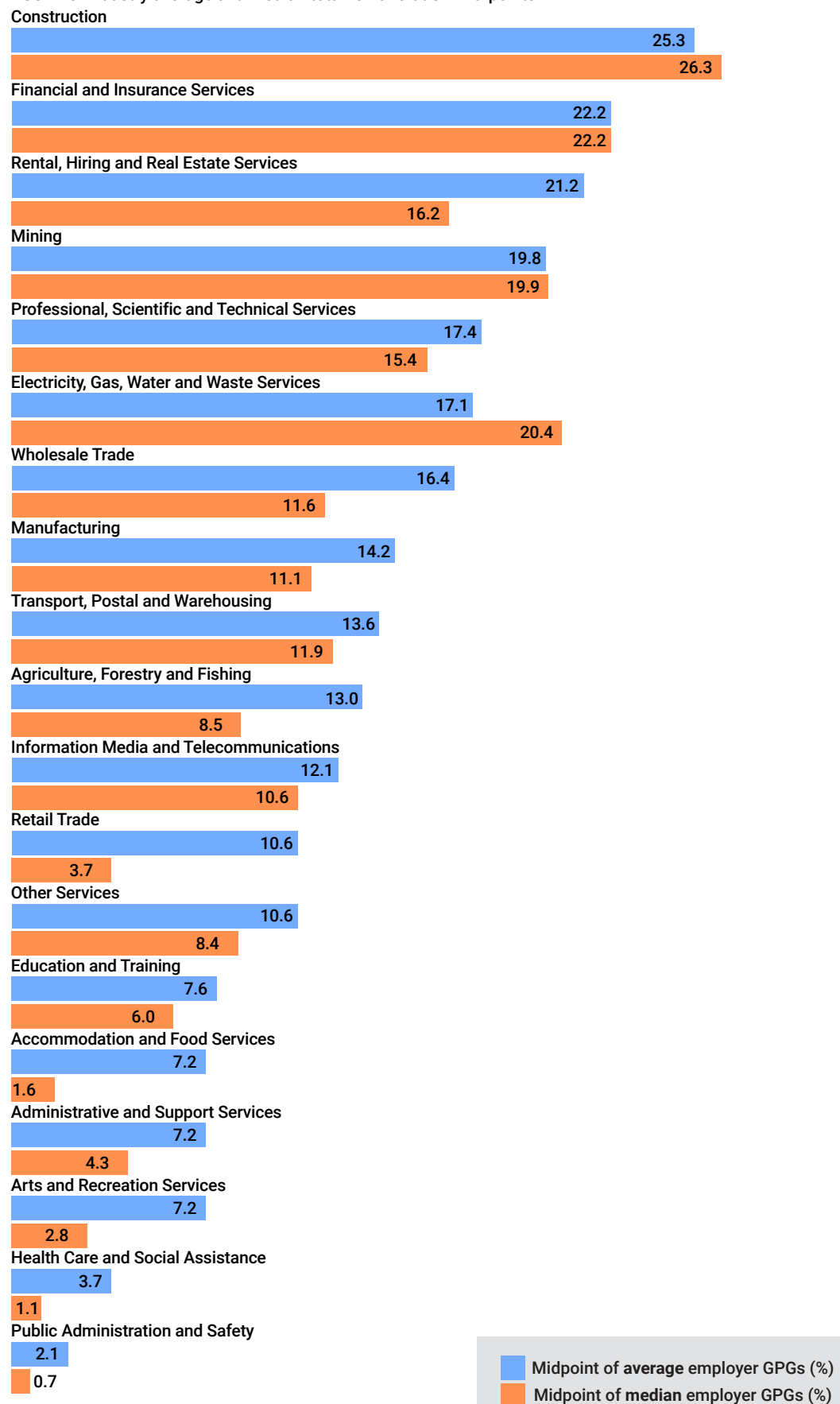
FIGURE 4: Progress on median total remuneration employer gender pay gaps



## Industry mid-points

50% of employers in each industry will have a gender pay gap above the industry mid-point and 50% will have a gender pay gap below this point. Comparison to the industry mid-point provides a useful way to gauge the size of an employer's gender pay gap relative to others in the sector.

FIGURE 5: Industry average and median total remuneration mid-points

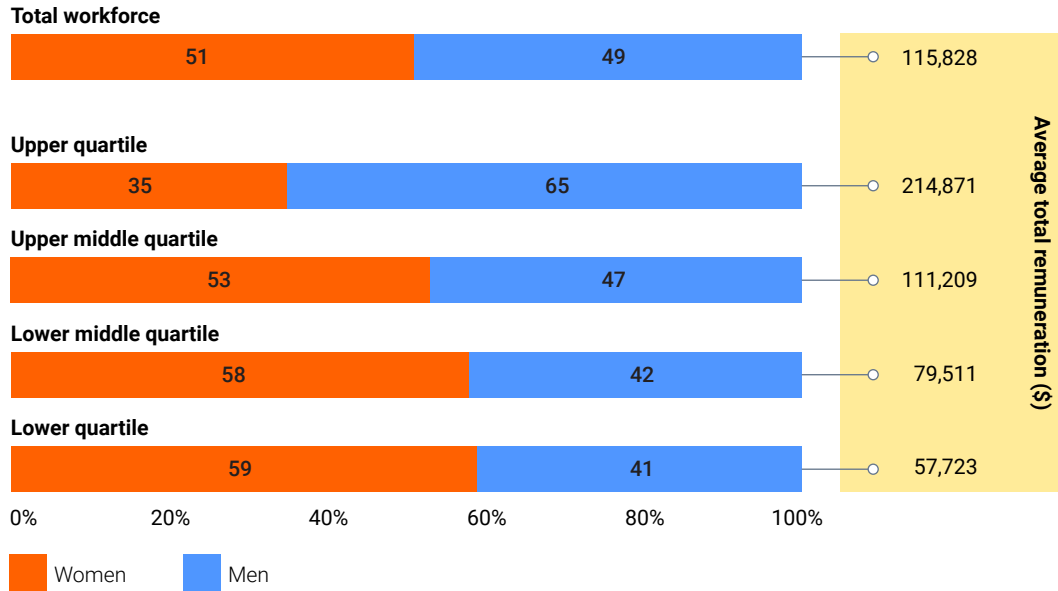


# Gender composition and average remuneration by pay quartile

## National

At a national level, women are 1.5 times more likely to be employed in the lowest remuneration quartile and men are 1.9 times more likely to be employed in the upper quartile. The average total remuneration in the highest quartile is more than 3.7 times higher than the lowest quartile.

FIGURE 6: Gender composition and average total remuneration by pay quartile



## Industry gender composition and average remuneration by quartile

Some industries face challenges attracting men or women. Comparing an employer's gender composition per pay quartile to the industry averages can show whether a particular employer has greater or fewer challenges attracting and retaining a particular gender to their workplace.

FIGURE 7: Proportion of women in each pay quartile, by industry (2023–24)

Industry	Overall (%)	Upper quartile (%)	Upper middle quartile (%)	Lower middle quartile (%)	Lower quartile (%)
Education and Training	66	58	69	68	68
Health Care and Social Assistance	78	74	78	80	80
<b>TOTAL (Women-dominated industries)</b>	<b>73</b>	<b>67</b>	<b>73</b>	<b>77</b>	<b>77</b>
Accommodation and Food Services	52	46	56	57	50
Administrative and Support Services	47	39	50	54	44
Arts and Recreation Services	52	45	50	56	58
Financial and Insurance Services	53	36	48	60	67
Information Media and Telecommunications	41	29	37	45	52
Other Services	55	35	57	65	62
Professional, Scientific and Technical Services	43	28	37	49	57
Rental, Hiring and Real Estate Services	40	30	39	45	46
Retail Trade	56	43	57	64	61
<b>TOTAL (Gender-balanced industries)</b>	<b>51</b>	<b>37</b>	<b>51</b>	<b>57</b>	<b>58</b>
Agriculture, Forestry and Fishing	35	22	34	42	44
Construction	21	10	14	21	38
Electricity, Gas, Water and Waste Services	26	19	21	25	40
Manufacturing	27	20	22	31	37
Mining	22	16	15	21	35
Public Administration and Safety	26	22	22	30	28
Transport, Postal and Warehousing	26	16	23	30	37
Wholesale Trade	38	30	33	41	48
<b>TOTAL (Men-dominated industries)</b>	<b>27</b>	<b>17</b>	<b>22</b>	<b>30</b>	<b>39</b>
<b>TOTAL (ALL INDUSTRIES)</b>	<b>51</b>	<b>35</b>	<b>53</b>	<b>58</b>	<b>59</b>



The average remuneration in each pay quartile also varies significantly by industry. WGEA has provided remuneration information for each quartile for each industry to assist with comparison and analysis of employer gender pay gaps.

**FIGURE 8: Average total remuneration per pay quartile by industry**

Industry	Total workforce (\$)	Upper quartile (\$)	Upper-middle quartile (\$)	Lower-middle quartile (\$)	Lower quartile (\$)
Accommodation and Food Services	69,718	115,076	71,195	57,661	34,940
Administrative and Support Services	105,470	200,541	93,119	72,481	55,741
Agriculture, Forestry and Fishing	100,437	173,910	93,210	74,354	60,275
Arts and Recreation Services	90,700	158,690	83,657	69,202	51,252
Construction	155,412	264,943	161,372	117,386	77,950
Education and Training	121,190	183,202	127,241	102,714	71,604
Electricity, Gas, Water and Waste Services	155,715	261,152	161,693	119,219	80,801
Financial and Insurance Services	161,590	306,934	155,708	107,641	76,079
Health Care and Social Assistance	99,801	161,214	98,133	78,333	61,524
Information Media and Telecommunications	139,729	254,382	144,015	96,873	63,650
Manufacturing	120,003	208,828	119,210	87,332	64,643
Mining	195,141	309,639	194,334	161,300	115,292
Other Services	103,939	175,701	103,045	78,163	58,851
Professional, Scientific and Technical Services	157,042	291,163	156,405	107,763	72,839
Public Administration and Safety	90,112	138,083	88,208	74,166	59,993
Rental, Hiring and Real Estate Services	137,002	284,041	117,638	83,786	62,547
Retail Trade	76,108	120,518	73,250	63,805	46,860
Transport, Postal and Warehousing	125,842	218,308	124,603	91,713	68,745
Wholesale Trade	122,323	232,221	115,536	80,675	60,863



# Employer gender pay gaps insights

The gender pay gap is the difference between the average or median remuneration between men and women in an organisation. This is different to equal pay for the same or similar job.

WGEA focuses on total remuneration gender pay gaps, that include payments above base salary such as superannuation, performance bonuses, overtime and allowances, as this gives a more accurate representation of the real differences in earnings between men and women.

Where this gap extends beyond the target range of +/-5%, it indicates one gender is more likely to be over-represented in higher paying roles compared to the other. This can be a sign of structural or cultural differences for one gender within an organisation, industry or occupation. Each employer has a unique set of circumstances that impacts the size of their gender pay gap.

Finding the reason for this under or over-representation is critical to ensure effective action can be taken.

## The over-representation of men in the upper quartile may be a significant driver for 2/3 of employer gender pay gaps

The average gender pay gap is influenced by high and low salaries. It will show if earnings are particularly concentrated for one gender. For example: more men in higher earning positions.

The median is not skewed by high or low salaries. This means it gives a good picture of typical earnings that exist within an organisation.

The difference between the average and the median can provide an important hint of what may be driving the gender pay gap for an organisation.

For gender pay gaps in favour of men

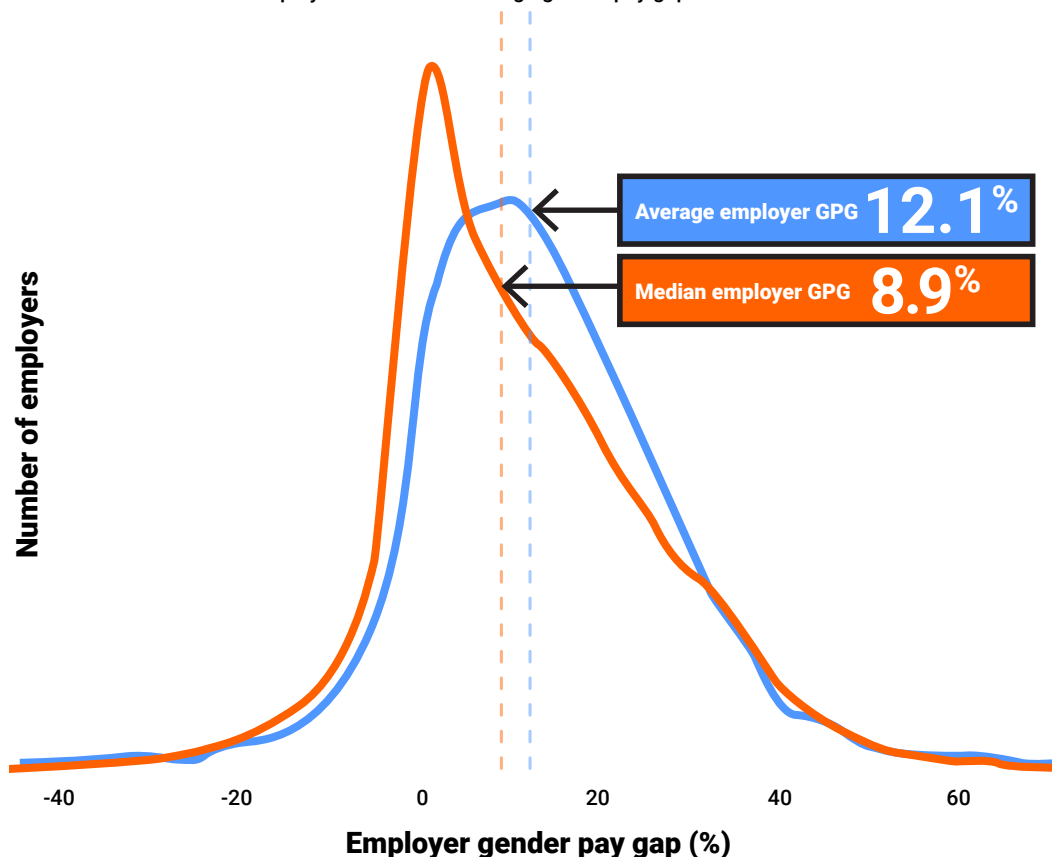
- An average higher than the median means that a disproportionate number of men in high-income roles is having a greater impact on the gender pay gap, than a disproportionate number of women in lower-paying roles.
- An average lower than the median means that a disproportionate number of women in lower-paying roles has the greater impact.



For gender pay gaps in favour of women, if the average is higher than the median, this relationship still applies. If the average is lower than the median, it may mean that women with high salaries are driving the gender pay gap in favour of women.

61% of employers have a higher average than median total remuneration gender pay gap. 39% have an average lower than the median.

FIGURE 9: Distribution of employer median and average gender pay gaps



It is important to note this assessment is about the 'larger impact'. An employer's gender pay gap could still be driven by both having more women in low paid roles and more men in higher-paid roles. Big gaps between the highest earners and the lowest paid workers drives gender pay gaps.

## Women are less likely to work in the highest paying jobs in the economy

Unsurprisingly, WGEA's employer gender pay gap data shows a clear relationship between the proportion of women in the upper quartile of remuneration and the employer gender pay gap result. It's important to note that these roles are not always management roles. They may be technician and trades roles or sales workers with opportunity for overtime and commissions.

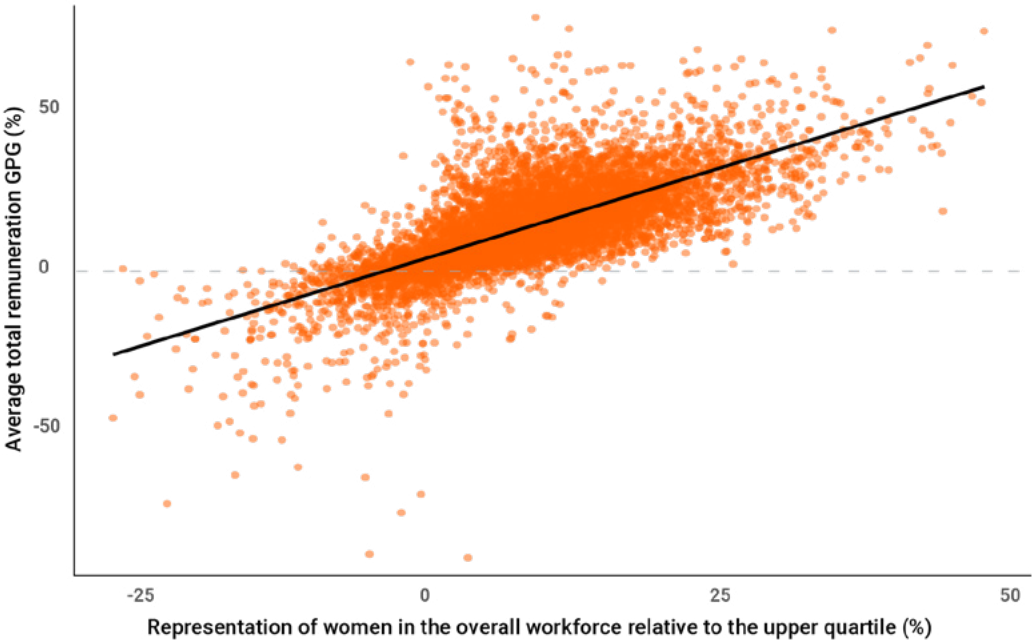
Employers with neutral gender pay gaps tend to have balanced, or proportional numbers of men and women in each quartile and in their total workforce. Men-dominated employers, for example, may have a smaller proportion of women in their workforce, but if those women are represented equally at all remuneration levels in the organisation, the employer will not have a gender pay gap.

In contrast, employers with the highest gender pay gaps, show the greatest disparity between the proportion of women in the upper quartile, compared to the proportion of women in the workforce. In general, the greater the difference, the higher the gender pay gap.



Where this relationship is negative, a higher proportion of women work in the upper quartile than the workplace proportion in total. This results in a gender pay gap in favour of women and again, the greater this disparity, the larger the gender pay gap.

**FIGURE 10: Employer average total remuneration gender pay gap compared to the relative proportion of women in the upper quartile**



In every industry, men are more likely to be employed in the highest earning roles compared to their proportion in the workforce. In contrast, women are over-represented in the lowest earning quartile compared to their representation in the industry in 17 out of 19 industries.

High-paying industries show the greatest disparity between men’s and women’s access to the highest paying roles. This is the case even when the industry is gender-balanced. Unlike the men-dominated employers that can struggle with a pipeline of talent, gender-balanced employers may be struggling with a promotion problem.

**FIGURE 11: Industry average total remuneration and gender composition by pay quartile**

Industry	Total	Upper quartile		Average total remuneration		
		(% women)		workforce (\$)	upper quartile (\$)	lower quartile (\$)
Mining	22	16	35	195,141	309,639	115,292
Financial and Insurance Services	53	36	67	161,598	306,934	76,079
Professional, Scientific and Technical Services	43	28	57	157,012	291,163	72,839
Electricity, Gas, Water and Waste Services	26	19	40	155,715	261,152	80,801
Construction	21	10	38	155,412	264,943	77,950
Information Media and Telecommunications	41	29	52	139,582	254,382	63,650
Rental, Hiring and Real Estate Services	40	30	46	137,002	284,041	62,547
Transport, Postal and Warehousing	26	16	37	125,842	218,308	68,745
Wholesale Trade	38	30	48	122,999	232,221	60,863
Education and Training	66	58	68	121,190	183,202	71,604
Manufacturing	27	20	37	119,896	208,828	64,643





Industry	Total	Upper quartile	Lower quartile	Average total remuneration		
	(% women)			workforce (\$)	upper quartile (\$)	lower quartile (\$)
Administrative and Support Services	47	39	44	105,449	200,541	55,741
Other Services	55	35	62	103,237	175,701	58,851
Agriculture, Forestry and Fishing	35	22	44	100,405	173,910	60,275
Health Care and Social Assistance	78	74	80	99,846	161,214	61,524
Arts and Recreation Services	52	45	58	90,700	158,690	51,252
Public Administration and Safety	26	22	28	90,135	138,083	59,993
Retail Trade	56	43	61	76,312	120,518	46,860
Accommodation and Food Services	52	46	50	69,718	115,076	34,940

■ Women-dominated industries
 ■ Gender-balanced industries
 ■ Men-dominated industries

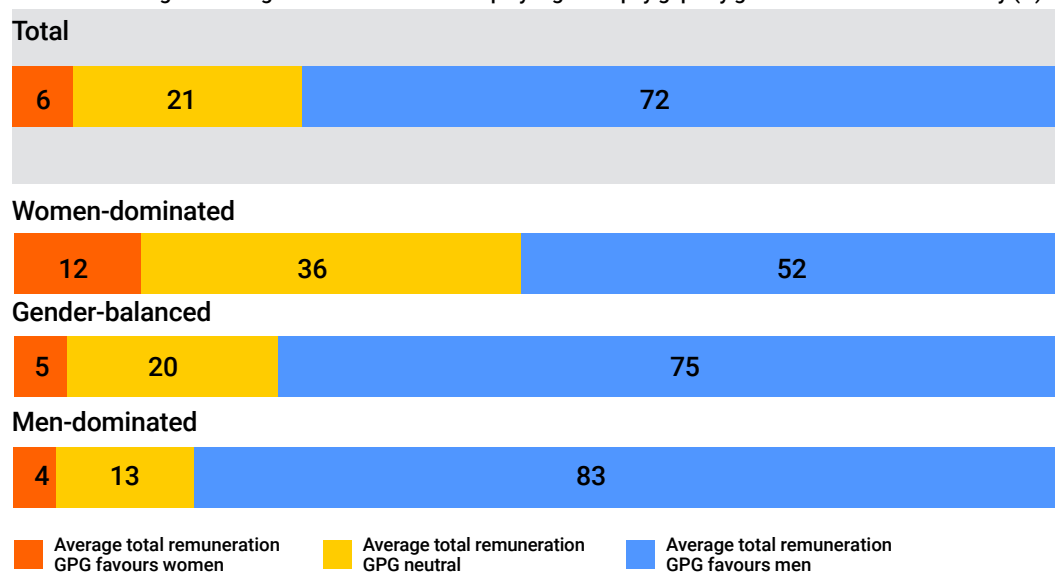
Differing pay rates between industries is a key driver of the national gender pay gap, with more women working in lower-paid industries and more men in higher-paid industries. Women are more likely to reach the upper quartile in lower paying industries. However, the remuneration rates, even for the upper quartile, are significantly lower than those in men-dominated or high-paying industries.

For example, women represent 46% of upper quartile employees in Accommodation and Food Services. But the average total remuneration for this group is equivalent to the lower remuneration quartile in Mining.

## Employers in men-dominated industries are more likely to pay men more, on average

4 out of 5 employers in men-dominated industries have a gender pay gap in favour of men.

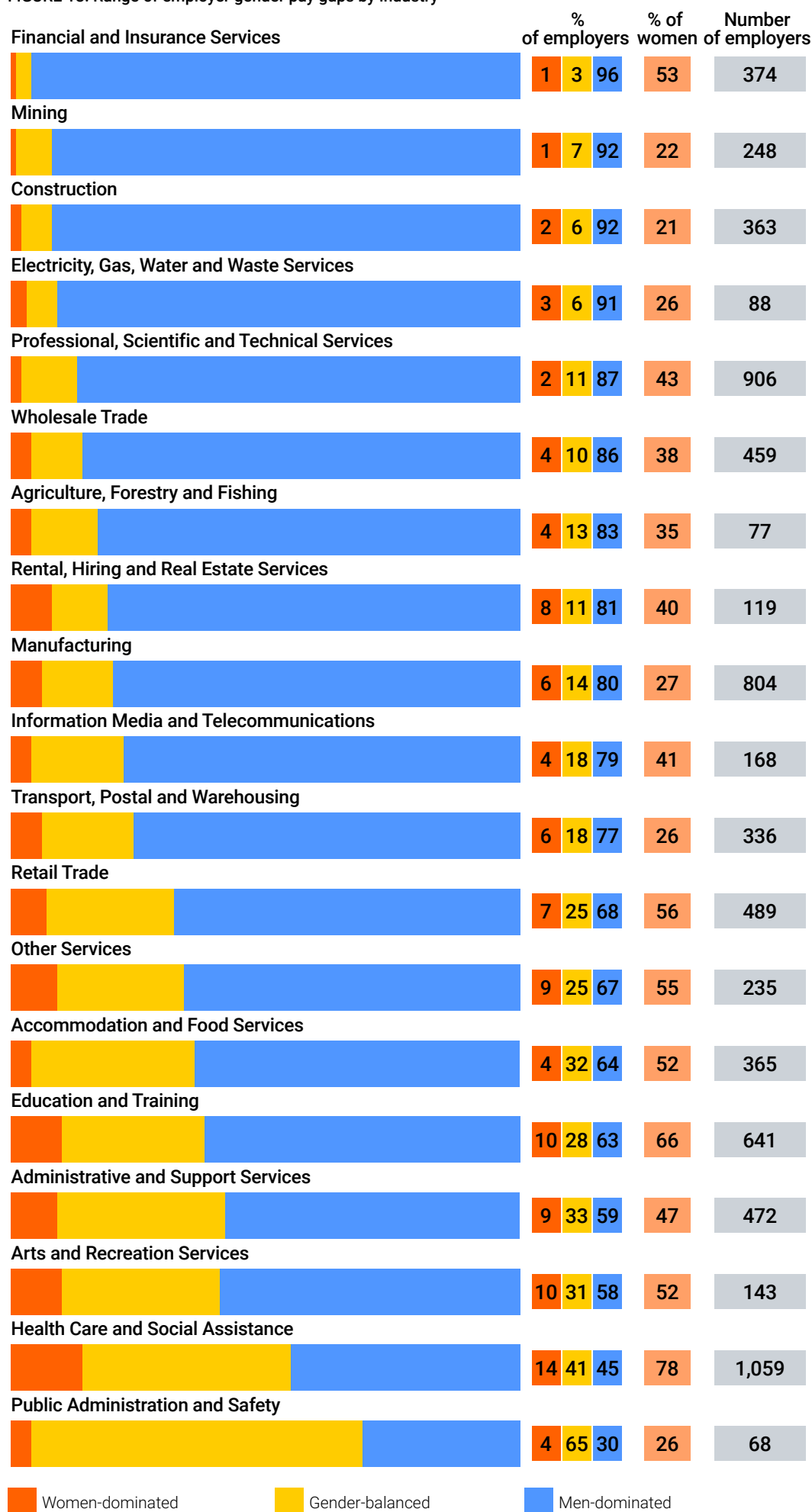
FIGURE 12: Range of average total remuneration employer gender pay gaps by gender dominance of industry (%)



Of the 4 industries where 90% of employers have a gender pay gap in favour of men, 3 are men-dominated. This may be in part because, as seen above, many men-dominated industry employers have higher average total remuneration. The remaining industry in the top 4, Financial and Insurance Services, is a high-paying gender-balanced industry.



FIGURE 13: Range of employer gender pay gaps by industry



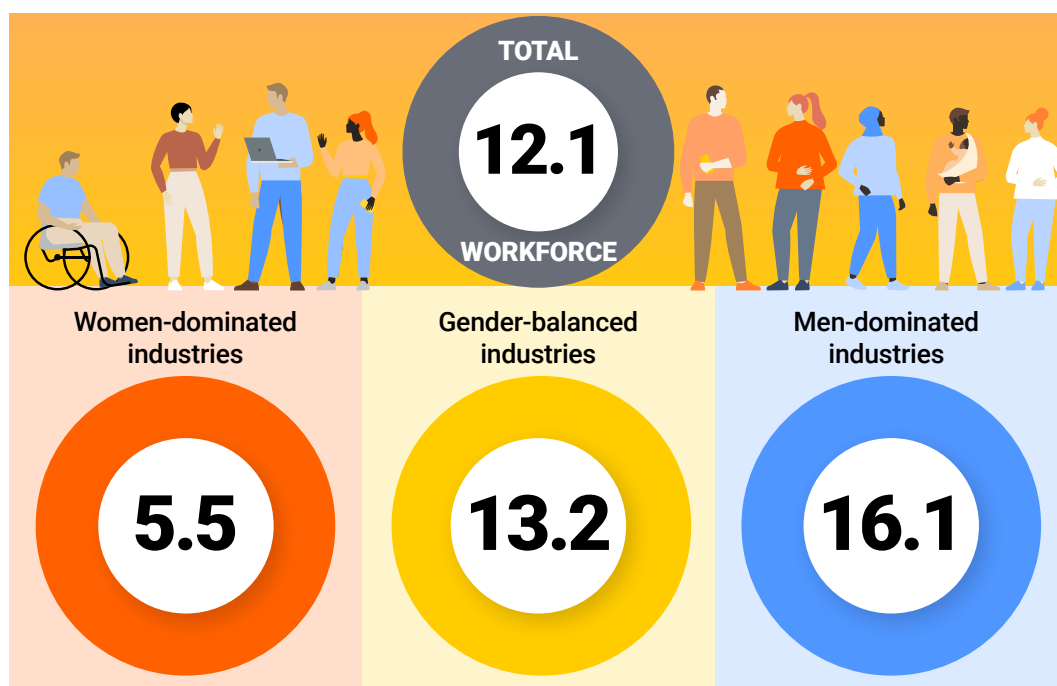
■ Women-dominated    
 ■ Gender-balanced    
 ■ Men-dominated



Public Administration and Safety is the only industry with a majority of employers in the target range, but it does have the smallest number of employers that report to WGEA in the private sector Employer Census.

In addition to being more likely to have a gender pay gap in favour of men, employers in men-dominated industries are more likely to have a larger gender pay gap, as seen in the higher mid-points for this group of employers.

**FIGURE 14: Average total remuneration employer gender pay gap mid-point by industry type**



**FIGURE 15: Mid-point of average total remuneration employer gender pay gaps and proportion of employers above the national mid-point by industry**

Industry	Employers (No. of)	Gender pay gap above 12.1% (% of employers)	Mid-point industry average total remuneration gender pay gaps
Education and Training	641	23	7.6
Healthcare and Social Assistance	1,059	25	3.7
<b>TOTAL (Women-dominated industries)</b>	<b>1,700</b>	<b>25</b>	<b>5.5</b>
Accommodation and Food Services	365	25	7.2
Administrative and Support Services	472	37	7.2
Arts and Recreation Services	143	30	7.2
Financial and Insurance Services	374	85	22.2
Information Media and Telecommunications	168	50	12.1
Other Services	235	46	10.6
Professional, Scientific and Technical Services	906	69	17.3
Rental, Hiring and Real Estate Services	119	70	21.2
Retail Trade	489	46	10.6
<b>TOTAL (Gender-balanced industries)</b>	<b>3,271</b>	<b>53</b>	<b>13.2</b>



Industry	Employers (No. of)	Gender pay gap above 12.1% (% of employers)	Mid-point industry average total remuneration gender pay gaps
Agriculture, Forestry and Fishing	77	55	12.9
Construction	363	81	25.3
Electricity, Gas, Water and Waste Services	88	75	17.1
Manufacturing	804	58	14.2
Mining	248	75	19.8
Public Administration and Safety	68	15	1.9
Transport, Postal and Warehousing	336	55	13.6
Wholesale Trade	459	65	16.4
<b>TOTAL (Men-dominated industries)</b>	<b>2,443</b>	<b>63</b>	<b>16.1</b>
<b>TOTAL OVERALL</b>	<b>7,414</b>	<b>50</b>	<b>12.1</b>

25% of employers in women-dominated industries have a gender pay gap above the national mid-point of 12.1%. While this is a small proportion, the sheer number of employers in these industries (1,700) means that many of the highest GPGs in the nation are women-dominated industry employers.

For many of these employers, women generally dominate the lower pay quartiles, in some cases at 100%, while men are more likely to be employed in the upper pay quartiles.

Of the 267 employers in healthcare with a gender pay gap above 12.1%, most operate in pathology, general and specialised medical services, dental, and optical services. Employers in aged care, residential care, childcare and other social services, which make up the larger proportion of employers in this industry, are less likely to have gender pay gaps in the highest 50%. This larger group of employers reduces the mid-point for this industry.

## Employers that pay more are more likely to have larger gender pay gaps in favour of men

As the rate of average total pay rises, so too does the proportion of employer gender pay gaps that favour men, and the corresponding mid-point of employer gender pay gaps.

**FIGURE 16: Mid-point and range of average gender pay gaps by average total remuneration of the employer**

Salary category	Employer average GPGs favour women (%)	Employer average GPGs neutral (%)	Employer average GPGs favour men (%)	Average total remuneration GPG mid-point (%)	Employers (No. of)
<\$50,000*	42.5	32.9	24.7	-2.3	73
\$50,000-\$99,999	10.3	35.5	54.2	5.8	2,672
\$100,000-\$149,999	4.6	16.7	78.7	14.1	3,101
\$150,000-\$199,999	1.6	6.2	92.2	20.2	1,095
\$200,000-\$249,999	1.0	5.5	93.4	20.2	289
\$250,000+	1.7	5.1	93.1	28.5	175

\* This group may include some employers that pay below minimum wages due to employing people under 21, offering supporting employment or apprentice and trainee wages.



## Low paying employers in women-dominated industries are the most likely to pay women more than men

Just 6% of employers have a gender pay gap in favour of women. Where this does occur, the employer is more likely to be a smaller organisation. They are also more likely to operate in industries with more women (Healthcare and Social Assistance, Education and Training and Retail and Retail) and have lower average pay.

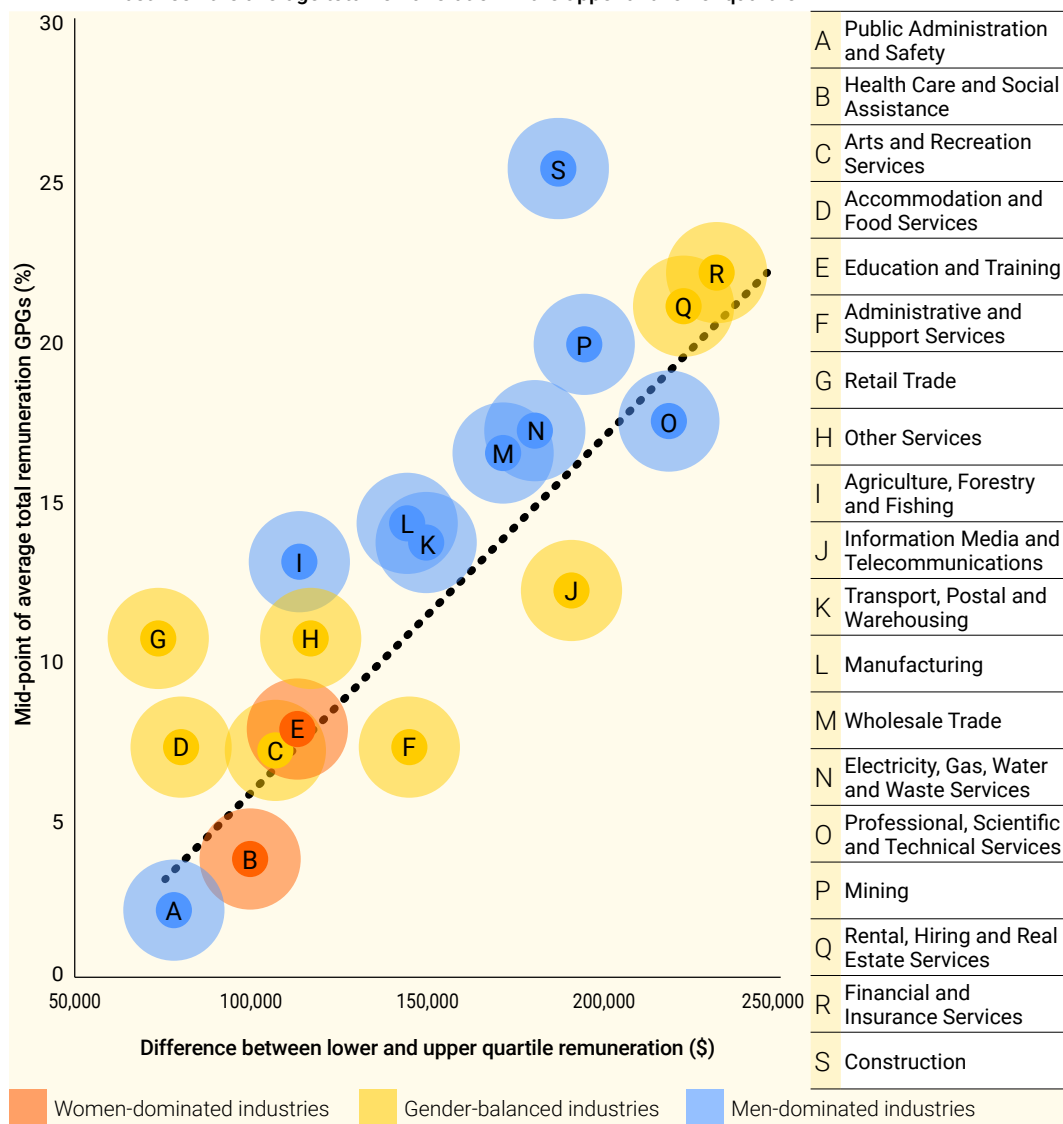
## Big gaps between the highest earners and the lowest paid workers drives gender pay gaps

The size of the remuneration difference between the highest and lowest-paid roles also drives an employer's gender pay gap, if the lower quartiles are dominated by one gender, and the upper quartiles dominated by another.

The larger the gap between the top earners and the lowest earners, the more likely an employer will have a high gender pay gap. This is particularly the case when performance pay, superannuation and bonuses are included, as these discretionary payments are more likely to go to the top earners, who are more likely to be men.

This relationship can be seen in the trend that occurs between the industry mid-points and the difference between the average total remuneration in the lower and upper quartiles. The greater the difference, the greater the gender pay gap.

**FIGURE 17: Mid-point of average total remuneration gender pay gaps by industry and the difference between the average total remuneration in the upper and lower quartile**



## Men earn \$11,204 more, on average, from superannuation and discretionary payments

WGEA publishes both base salary and total remuneration employer gender pay gaps. Total remuneration includes the base salary, superannuation, bonuses, overtime, and other additional payments.

The difference between the base salary and the total remuneration gender pay gap identifies whether one gender is gaining more benefit from these additional payments.

At a national level, women earn \$11,204 less, on average, than men from these payments each year.

**FIGURE 18: Mid-point of employer gender pay gaps**

### Average gender pay gap midpoint base salary (%)



### Average gender pay gap midpoint total remuneration (%)



The majority of employers have small differences between their base salary and total remuneration gender pay gaps. But large gaps are evident in several high-paying industries. The additional payments tend to benefit employees in the highest-paid roles, who are more likely to be men.

**FIGURE 19: Mid-point of employer gender pay gaps by industry**

Industry	Mid-point of average total remuneration GPG (%)	Mid-point of base salary GPG (%)	Average total remuneration (\$)	Base salary total remuneration (\$)	Difference (\$)
Mining	19.8	16.6	195,141	139,860	55,281
Financial and Insurance Services	22.2	19.3	161,590	125,348	36,242
Professional, Scientific and Technical Services	17.4	15.3	157,042	127,655	29,387
Electricity, Gas, Water and Waste Services	17.1	12.5	155,715	117,085	38,630
Construction	25.3	20.0	155,412	121,561	33,851
Information Media and Telecommunications	12.1	10.3	139,729	113,790	25,939
Rental, Hiring and Real Estate Services	21.2	15.1	137,002	101,027	35,975
Transport, Postal and Warehousing	13.6	8.8	125,842	97,417	28,425
Wholesale Trade	16.4	12.2	122,323	93,696	28,627
Education and Training	7.6	7.0	121,190	105,216	15,974
Manufacturing	14.2	9.8	120,003	95,567	24,436
Administrative and Support Services	7.2	6.3	105,470	88,864	16,606
Other Services	10.6	10.1	103,939	87,056	16,883



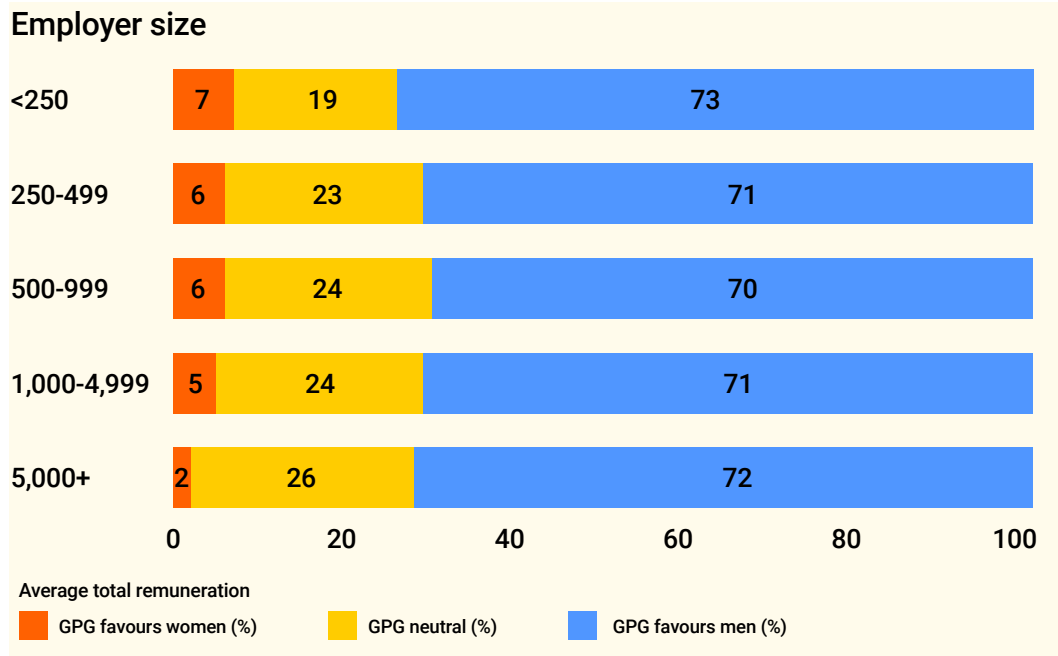
Agriculture, Forestry and Fishing	13.0	10.8	100,437	79,851	20,586
Health Care and Social Assistance	3.7	3.6	99,801	84,454	15,347
Arts and Recreation Services	7.2	6.8	90,700	79,453	11,247
Public Administration and Safety	2.1	1.6	90,112	77,004	13,108
Retail Trade	10.6	6.0	76,108	64,928	11,180
Accommodation and Food Services	7.2	6.9	69,718	61,535	8,183

Women-dominated industries
  Gender-balanced industries
  Men-dominated industries

## Larger employers have smaller gender pay gaps

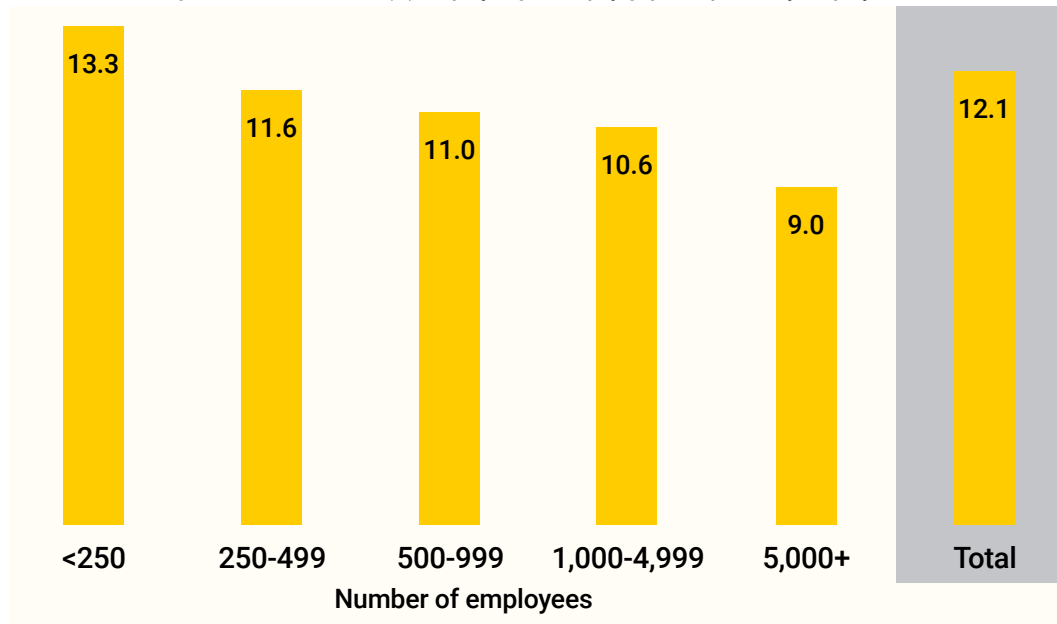
The majority of employers (72%) have a gender pay gap in favour of men. This is the case regardless of the size of the organisation.

FIGURE 20: Range of average total remuneration gender pay gaps by employer size



However, larger employers are more likely to have smaller gender pay gaps, which results in a lower mid-point for this group of employers.

FIGURE 21: Average total remuneration (%) employer gender pay gap mid-points by employer size



## Progress is happening

At a national level, 56% of employers reduced their average total remuneration gender pay gap, and 44% increased their gender pay gap.

In every industry, a majority of employers improved their gender pay gap between 2022–23 and 2023–24. This may be in part because there was more attention on the gender pay gap in the lead up to publication of employer gender pay gaps for the first time in February 2024.





**FIGURE 22: Change in employer average total remuneration gender pay gaps by industry (2022-23 to 2023-24)**

Industry	Employers with an improved average GPG (%)	Employers with a worsened average GPG (%)
Education and Training	54	46
Healthcare and Social Assistance	56	44
<b>TOTAL (Women-dominated industries)</b>	<b>55</b>	<b>45</b>
Accommodation and Food Services	59	41
Administrative and Support Services	55	45
Arts and Recreation Services	63	38
Financial and Insurance Services	62	38
Information Media and Telecommunications	62	38
Other Services	59	41
Professional, Scientific and Technical Services	57	43
Rental, Hiring and Real Estate Services	56	44
Retail Trade	56	44
<b>TOTAL (Gender-balanced industries)</b>	<b>58</b>	<b>42</b>
Agriculture, Forestry and Fishing	63	37
Construction	54	46
Electricity, Gas, Water and Waste Services	61	39
Manufacturing	54	46
Mining	57	43
Public Administration and Safety	60	40
Transport, Postal and Warehousing	51	49
Wholesale Trade	56	44
<b>TOTAL (Men-dominated industries)</b>	<b>55</b>	<b>45</b>
<b>TOTAL (ALL INDUSTRIES)</b>	<b>56</b>	<b>44</b>

Note: Analysis included relevant employers that reported in both 2022-23 and 2023-24, and excluded CEO, HOB and Casual Manager remuneration to enable comparison with 2022-23 reporting requirements. Figures for Arts and Recreation Services do not add to 100% due to rounding.

Many people will want to compare individual employer gender pay gaps to understand how a particular employer is performing. Because of changes in the way data is published, it is important to consider several factors before comparing an employer's gender pay gap.

When comparing employer gender pay gaps to last year, it is important median to median figures are compared. It is not possible to compare the average over time as this is the first year WGEA has published average employer gender pay gaps. The change in employer average total remuneration gender pay gaps cited in this report is based on unpublished information for 2022-23.

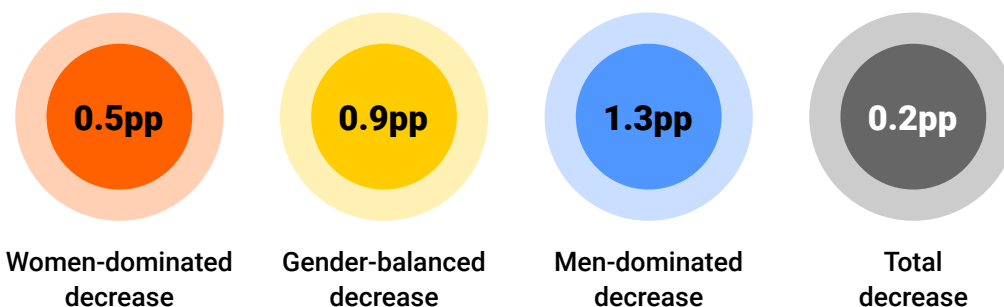
Additionally, the move to reporting employer corporate groups, subsidiaries and stand-alone employers does mean some employer gender pay gaps can not be compared.



Based on those that are comparable, slightly more employers have a median gender pay gap in the target range - up from 30% in 2022-23 to 31% in 2023-24.

This decrease has come from a reduction in the proportion of employers with a gender pay gap in favour of men - down from 62% last year. The proportion of employers with a median gender pay gap in favour of women has remained the same. Employers in men-dominated industries also saw the greatest reduction in the mid-point of their median gender pay gaps.

**FIGURE 23: Decrease in median total remuneration employer gender pay gaps**



However, 5 industries had an overall increase in employer gender pay gaps in the past 12 months.

**FIGURE 24: Change in mid-point of median total remuneration employer gender pay gaps**

Industry	Change in mid-point of median GPG 2022-23 to 2023-24 (pp)
Public Administration and Safety	-3.6
Electricity, Gas, Water and Waste Services	-3.0
Wholesale Trade	-2.4
Rental, Hiring and Real Estate Services	-2.3
Information Media and Telecommunications	-2.3
Mining	-1.6
Retail Trade	-1.4
Professional, Scientific and Technical Services	-0.7
Manufacturing	-0.6
Education and Training	-0.6
Health Care and Social Assistance	-0.4
Financial and Insurance Services	-0.1
Transport, Postal and Warehousing	-0.1
Administrative and Support Services	-0.1
Accommodation and Food Services	0.0
Construction	0.5
Agriculture, Forestry and Fishing	0.8
Arts and Recreation Services	0.8
Other Services	2.5

Women-dominated industries
  Gender-balanced industries
  Men-dominated industries



# Legislative context of enhanced data

WGEA's release of 2023-24 private sector employer gender pay gaps in March 2025 is a result of the 2023 amendments to the *Workplace Gender Equality Act 2012* and associated Legislative Instruments.

The Act amendments require WGEA to publish the gender pay gaps for private sector employers with 100 or more employees beginning in 2022-23. However, changes made in the Legislative Instruments, such as reporting CEO remuneration, required 12 months implementation.

Due to the staggered nature of the changes, WGEA's first publication of private sector employer gender pay gaps in 2024 had a more limited scope than this release.

## Enhanced data points

Following the 2023-24 Employer Census, WGEA has included CEO, Head of Business and Casual Manager remuneration into the gender pay gap calculation for the first time. This inclusion has allowed WGEA to publish the average gender pay gaps for each employer.

Alongside the employer gender pay gaps, WGEA is now able to publish the average total remuneration per pay quartile and the average remuneration for the workforce. This is a new addition to last year's quartile publication. Once again, this information, viewed alongside the gender pay gap, can provide insights into the drivers of each employer's gender pay gap.

WGEA's 2023-24 employer gender pay gap release includes:

- **average total remuneration employer gender pay gaps (new)**
- **average base salary employer gender pay gaps (new)**
- median total remuneration employer gender pay gaps
- median base salary employer gender pay gaps
- gender composition by pay quartile
- **average remuneration by pay quartile (new)**
- links to the voluntary [Employer Statement](#) which provide context for the employer results and explain the actions employers plan to take to address the gender pay gap.



## Inclusion of corporate groups

This report, and more detailed information on WGEA's Data Explorer, contain the gender pay gaps of **7,800 private sector employers and 1,700 corporate groups**.

This is different to how WGEA published employer gender pay gaps in the first round of publishing.

If some, or all, of a corporate group's subsidiaries have similar gender equality policies and strategies, these employers can report to WGEA as a 'submission group.' In 2024, WGEA published employer gender pay gaps for nearly 5,000 'submission groups', to ease the transition to publication for employers.

The move to publication by relevant employer including corporate groups, subsidiaries and standalone employers enhances transparency of overall corporate group and individual subsidiary performance. But it will mean, in this first transition period, some employer gender pay gaps will not be comparable to last year. WGEA has indicated where a subsidiary is part of a larger corporate group on the Data Explorer. The Agency has also indicated where an employer gender pay gap is not comparable year-on-year for this reason.

## Read the Employer Statements to hear from employers

Employers can provide a voluntary Employer Statement that gives context to their gender pay gap results, communicates the key drivers and explains how they plan to take action. The links to these statements will appear alongside the employer's gender pay gap and employers are encouraged to provide their link to WGEA prior to publication of the 2023-24 gender pay gaps. However, links can be provided or updated at any time.



Australian Government



Workplace  
Gender Equality  
Agency

## Additional information

For further information, please contact:

### Workplace Gender Equality Agency

Level 7, 309 Kent Street

Sydney NSW 2000

T: 02 9432 7000 or 1800 730 233

E: [wgea@wgea.gov.au](mailto:wgea@wgea.gov.au)

[www.wgea.gov.au](http://www.wgea.gov.au)

Follow us on social media



Workplace Gender Equality Agency



@wgeagency



Subscribe to our newsletter