

MEDIA RELEASE

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WGEA confirms 4 March for next release of employer gender pay gaps

The Workplace Gender Equality Agency (WGEA) has announced it will publish the next set of Australian private sector employer gender pay gaps on 4 March 2025.

Australians will be able to search and compare the gender pay gaps of more than 9,200 private sector employers when their 2023-24 results are published on the Agency's website in the interactive [Data Explorer](#) dashboard and in a *WGEA Employer Gender Pay Gaps Report*.

Legislative changes in 2023 enable WGEA's second release of employer gender pay gaps to include more detailed insights on the state of gender equality in Australian workplaces.

On 4 March, WGEA will again publish employer gender pay gaps **by median, for total remuneration and base salary**, and the **gender composition of the workforce, by pay quartile**.

The inclusion of CEO remuneration in employer gender pay gap calculations for the first time means WGEA will also publish each individual **employer's average gender pay gap, for total remuneration and base salary**, and their **average remuneration, by pay quartile**.

WGEA Chief Executive Officer Mary Wooldridge said publishing individual results each year is an important catalyst for employers to take action to end their gender pay gap.

"In Australia, we have a strong sense of fairness and the right to a fair go, but a national gender pay gap of 21.8% means women earn, on average, just 78 cents for every \$1 men earn," Ms Wooldridge said.

"The gender pay gap limits women's ability to meet costs of essentials like groceries, fuel or rent or the ongoing costs of children's education. This financial pressure has a flow-on effect.

"With less money left over after paying for daily essentials, a woman's ability to build long-term financial security for themselves and their family is reduced. They also have less money to put aside extra savings to invest for retirement, but we know that women, on average, live longer than men.

"Employers are in a unique position to take action to create environments where all people are fairly represented and equally valued and rewarded in the workplace.

"Employers aren't alone in working to this goal. WGEA has a comprehensive suite of tools and resources on the [Take Action page of our website](#) to support employers to investigate and act on their gender pay gap as well as personalised advice at our gender equality masterclasses and 1:1 direct advisory sessions."

In 2025, WGEA will publish the 2023-24 employer gender pay gaps for corporate groups, subsidiaries of corporate groups and standalone employers, where each organisation has 100 or more employees. This is more comprehensive than how WGEA published employer gender pay gaps in 2024 when results were published by how corporate groups submitted their data to WGEA.

More details about what WGEA will publish on 4 March is available on the ['Gender pay gap publishing 2025 FAQ' webpage](#) on the WGEA website at www.wgea.gov.au/about/our-legislation/publishing-employer-gender-pay-gaps.

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About the Agency: *The Workplace Gender Equality Agency (WGEA) is an Australian Government statutory agency charged with promoting and improving gender equality in Australian workplaces. Explore the gender equality data for your industry or employer on [WGEA's Data Explorer](#) at www.wgea.gov.au*