



Australian Government



Workplace
Gender Equality
Agency

Employer Gender Pay Gaps Snapshot

27 February 2024



Introduction

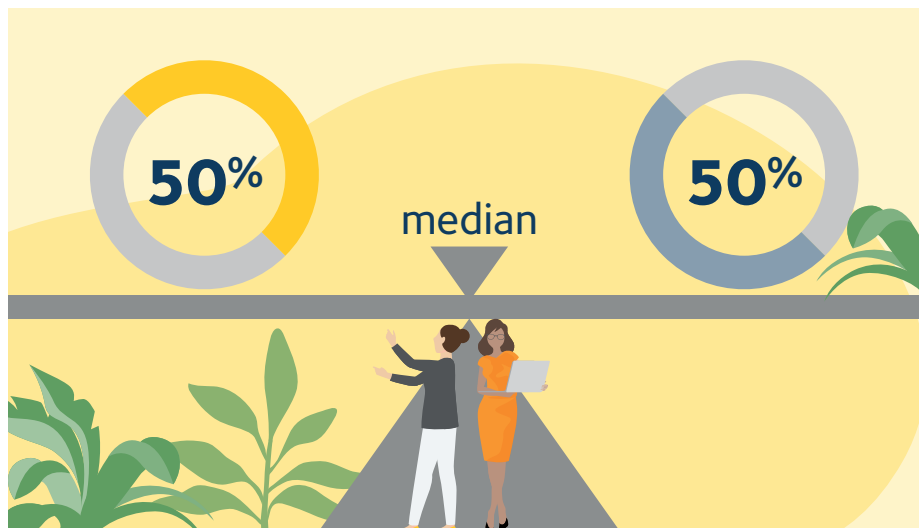
The WGEA *Employer Gender Pay Gaps Snapshot* compares employer gender pay gaps by industry, by the proportion of women in leadership, by whether employers operate in a male-dominated, mixed-gender or female-dominated industry and by the size of the employer.

WGEA has published the median gender pay gaps of private sector employers with 100 or more employees, as required by the amendments to the *Workplace Gender Equality Act* passed in 2023. Publishing employer gender pay gaps aims to help accelerate employer action to close the gender pay gap.

Employers can use the information in this *Snapshot* to gauge how their gender pay gap compares to other employers nationally and within their industry. WGEA has also noted several trends that resulted in lower gender pay gaps for some employers. These trends can help employers and policymakers identify areas of focus in taking action to reduce the gender pay gap.

What is the median?

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 a man is paid and the median of what a woman is paid within an organisation. Unlike the average, the median is not skewed by extreme values at either end.



Key context



Gender pay gap calculations: WGEA used remuneration information supplied by employers in the 2022-23 Employer Census to calculate employer gender pay gaps. Part-time and casual salaries are converted into annualised full-time equivalent earnings. This year, the data excludes salaries of CEOs, Heads of Business, Casual Managers, employees who were furloughed, and employees reported as non-binary as this comparison is between women and men. See *WGEA's Employer Gender Pay Gap Technical Guide* for further information on how WGEA calculates employer gender pay gaps.



In favour of women, neutral and in favour of men gender pay gaps: Employers with negative gender pay gaps below -5% pay the 'median woman' more than the 'median man'. These gaps are described as 'in favour of women'. Employers with a gender pay gap above +5% pay the 'median man' more than the 'median woman'. These gaps are described as 'in favour of men'. WGEA considers gender pay gaps within and including -5% and +5% as neutral, meaning they do not significantly favour either women or men.



Submission group: The majority of employers that report to WGEA are single employers. However, a proportion are corporate groups with multiple subsidiaries that may report to WGEA in their own right. If some, or all, of these subsidiaries have similar gender equality policies and strategies, these subsidiaries can report to WGEA as a 'submission group'. Where this is the case, this year, WGEA will report the submission group gender pay gap.



Total remuneration gender pay gap: Where stated, this 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.



Male-dominated, female-dominated and mixed-gender industries: WGEA classifies industries where 60% or more employees are men as 'male-dominated' and industries where 60% or more employees are women as 'female-dominated'. Mixed-gender industries have between 40% and 60% men and women employees.

The national picture

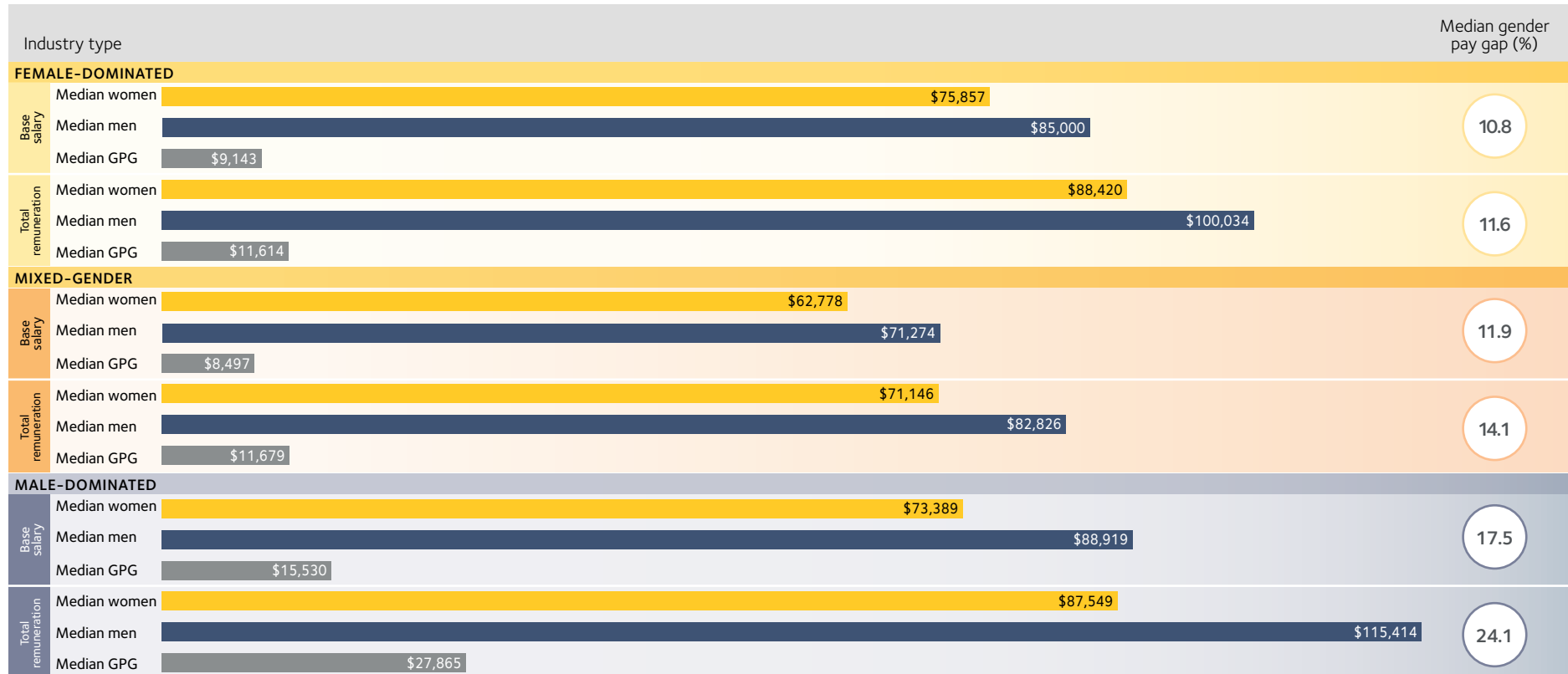
Nationally, the WGEA median total remuneration gender pay gap is 19%. This means, that over the course of a year, the median of what a woman is paid is \$18,461 less than the median of what a man is paid.

Salary type	Median women	Median men	Median GPG	Median GPG (%)
Base salary	\$68,071	\$79,613	\$11,542	14.5
Total remuneration	\$78,484	\$96,945	\$18,461	19.0

Additional payments above base salary account for more than a third (37.4%) of the WGEA median total remuneration gender pay gap, or \$6,919 each year. These additional payments – such as bonuses, overtime and sales incentives – are both more common, and larger, in male-dominated industries. They also tend to benefit employees in the highest-paid roles, who are more likely to be men.

The *Employer Gender Pay Gaps Snapshot* includes information from 4,962 reporting employers, covering 4,931,902 employees. The Snapshot dataset varies slightly from the dataset used for the *WGEA Gender Equality Scorecard*, released in November 2023. This is because a small number of employers who reported subsequently are included and only employers who reported to WGEA with 100 or more employees are included.

01| Base salary and total remuneration gender pay gaps by industry type



Every industry has a median gender pay gap in favour of men

In every industry in Australia, the median of what a woman is paid is less than the median of what a man is paid for both base salary and total remuneration. Industries with higher pay rates tend to have higher gender pay gaps.

Construction has the largest median total remuneration gender pay gap at 31.8% and Accommodation and Food Services has the lowest at 1.9%.

In industries with the largest reliance on bonus payments and overtime, the size and unequal distribution of bonus payments significantly increases the gender pay gap. In both Transport, Postal and Warehousing and Electricity, Gas, Water and Waste Services, the size of these payments more than doubles the gender pay gap.

02| Median base salary and total remuneration for women and men and the GPG by industry

Industry	Median base salary women	Median base salary men	Median base salary gender pay gap	Median base salary gender pay gap (%)	Median total remuneration women	Median total remuneration men	Median total remuneration gender pay gap	Median total remuneration gender pay gap (%)
Construction	\$72,727	\$97,236	\$24,509	25.2	\$82,875	\$121,437	\$38,562	31.8
Financial and Insurance Services	\$87,550	\$114,660	\$27,110	23.6	\$103,308	\$139,845	\$36,537	26.1
Professional, Scientific and Technical Services	\$85,973	\$114,359	\$28,387	24.8	\$98,000	\$132,600	\$34,600	26.1
Information Media and Telecommunications	\$82,812	\$106,836	\$24,024	22.5	\$96,359	\$127,075	\$30,716	24.2
Transport, Postal and Warehousing	\$67,553	\$75,000	\$7,447	9.9	\$79,764	\$100,165	\$20,401	20.4
Electricity, Gas, Water and Waste Services	\$92,447	\$102,105	\$9,658	9.5	\$111,776	\$139,914	\$28,138	20.1
Manufacturing	\$69,619	\$79,868	\$10,249	12.8	\$82,824	\$101,072	\$18,249	18.1
Rental, Hiring and Real Estate Services	\$73,222	\$81,016	\$7,794	9.6	\$85,718	\$102,731	\$17,014	16.6
Mining	\$113,807	\$129,768	\$15,961	12.3	\$148,246	\$174,590	\$26,344	15.1
Other Services	\$66,793	\$74,999	\$8,206	10.9	\$79,000	\$92,252	\$13,252	14.4
Wholesale Trade	\$69,384	\$77,100	\$7,716	10.0	\$81,903	\$95,353	\$13,450	14.1
Agriculture, Forestry and Fishing	\$58,020	\$62,500	\$4,480	7.2	\$69,122	\$76,976	\$7,854	10.2
Retail Trade	\$55,328	\$58,910	\$3,582	6.1	\$61,938	\$66,688	\$4,750	7.1
Health Care and Social Assistance	\$67,727	\$70,879	\$3,152	4.4	\$79,560	\$84,692	\$5,132	6.1
Administrative and Support Services	\$64,398	\$67,998	\$3,601	5.3	\$73,032	\$77,296	\$4,264	5.5
Education and Training	\$95,310	\$99,905	\$4,595	4.6	\$108,550	\$114,537	\$5,987	5.2
Arts and Recreation Services	\$63,702	\$66,905	\$3,202	4.8	\$71,752	\$75,246	\$3,493	4.6
Public Administration and Safety	\$60,762	\$62,106	\$1,344	2.2	\$69,194	\$70,832	\$1,638	2.3
Accommodation and Food Services	\$52,244	\$52,852	\$608	1.2	\$59,331	\$60,453	\$1,122	1.9

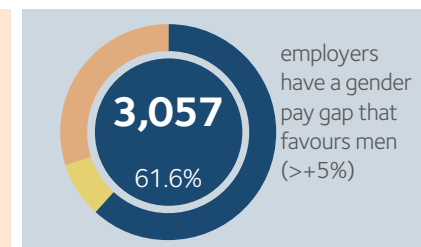
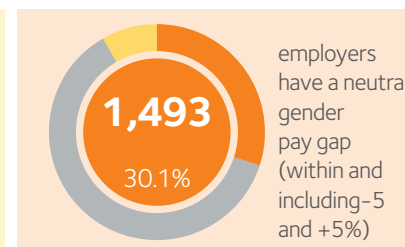
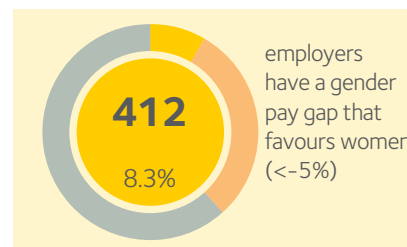
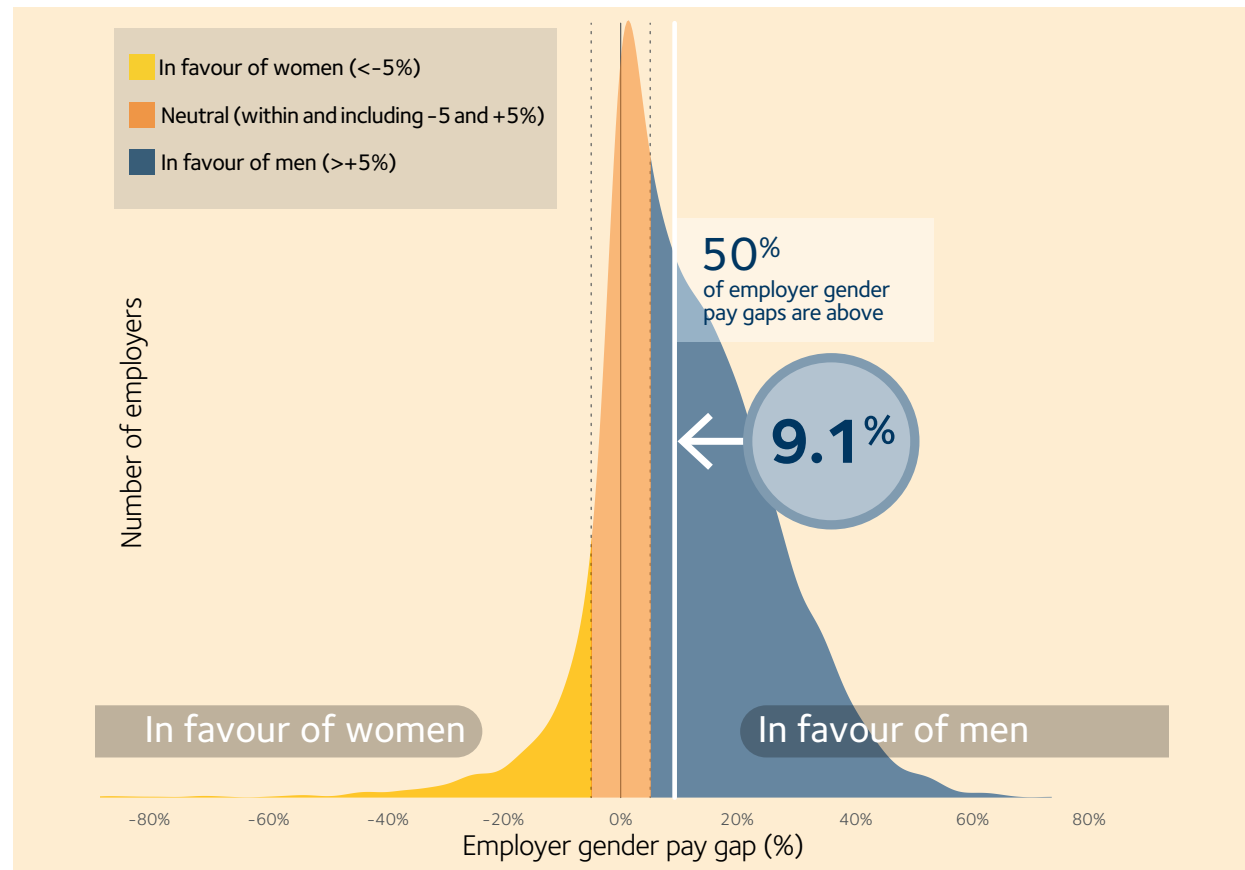
Employer gender pay gaps

The trend information in this section of the *Snapshot* weights each private sector employer equally, regardless of their median remuneration amounts and number of employees. This is different to the median industry gender pay gaps shown previously, which combine all women and men within each industry and industry type. Employer gender pay gaps do not reflect the macro effects of gender imbalance and salary differentials between industries and the weighting caused by more employees working in organisations with higher gender pay gaps or higher overall remuneration rates.

Delve in deeper

This *Snapshot* should be used in conjunction with the employer gender pay gap data on [WGEA's Data Explorer](#). Employers also have the opportunity to provide an Employer Statement to give context to their gender pay gap. Links to these Statements are available on each employer's Data Explorer landing page.

03| Distribution of employer median gender pay gaps



Almost one third of employers have a neutral gender pay gap, with a median gender pay gap within and including -5% and 5%. This is encouraging. A gender pay gap of +/-5% allows for normal business fluctuations and employee movements, while signifying that an employer has a focus on gender equality and is taking action to ensure there is gender equality at all levels of their organisation. The largest gender pay gap in favour of men is 73.1%. The largest in favour of women is -444.8%.*

In 2024, WGEA has only published median employer gender pay gaps due to the exclusion of CEO and Head of Business remuneration. From 2024 reporting, when this pay information is included, WGEA will also report average employer gender pay gaps.

Measuring gender pay gaps by median allows us to understand the remuneration experience of the typical employee at a workplace, as it is not skewed by exceptionally high or low salaries.

The average gender pay gap is a good measure of the collective remuneration of a group. As the average is skewed by exceptionally high or low salaries, it will show if earnings are particularly concentrated for one gender, for example, more men in higher earning positions.

Of the nearly 5,000 employers in this *Snapshot*, half have a median employer gender pay gap lower than 9.1% and half have a gender pay gap higher than 9.1%. Gender pay gaps differ widely across industry types.

04| The mid-point of employer gender pay gaps

50% of employer gender pay gaps are above this point, and 50% are below			
All employers	Female-dominated industries	Mixed-gender industries	Male-dominated industries
9.1%	2.9%	10.0%	15.2%
2,481 private sector employers have a gender pay gap higher than 9.1%	630 private sector employers in female-dominated industries have a gender pay gap higher than 2.9%	1,104 private sector employers in mixed-gender industries have a gender pay gap higher than 10%	746 private sector employers in male-dominated industries have a gender pay gap higher than 15.2%

Note: Due to rounding of the mid-point the number of employers above 9.1% is not equal to 50% The actual midpoint of employer gender pay gaps is 9.145963%.

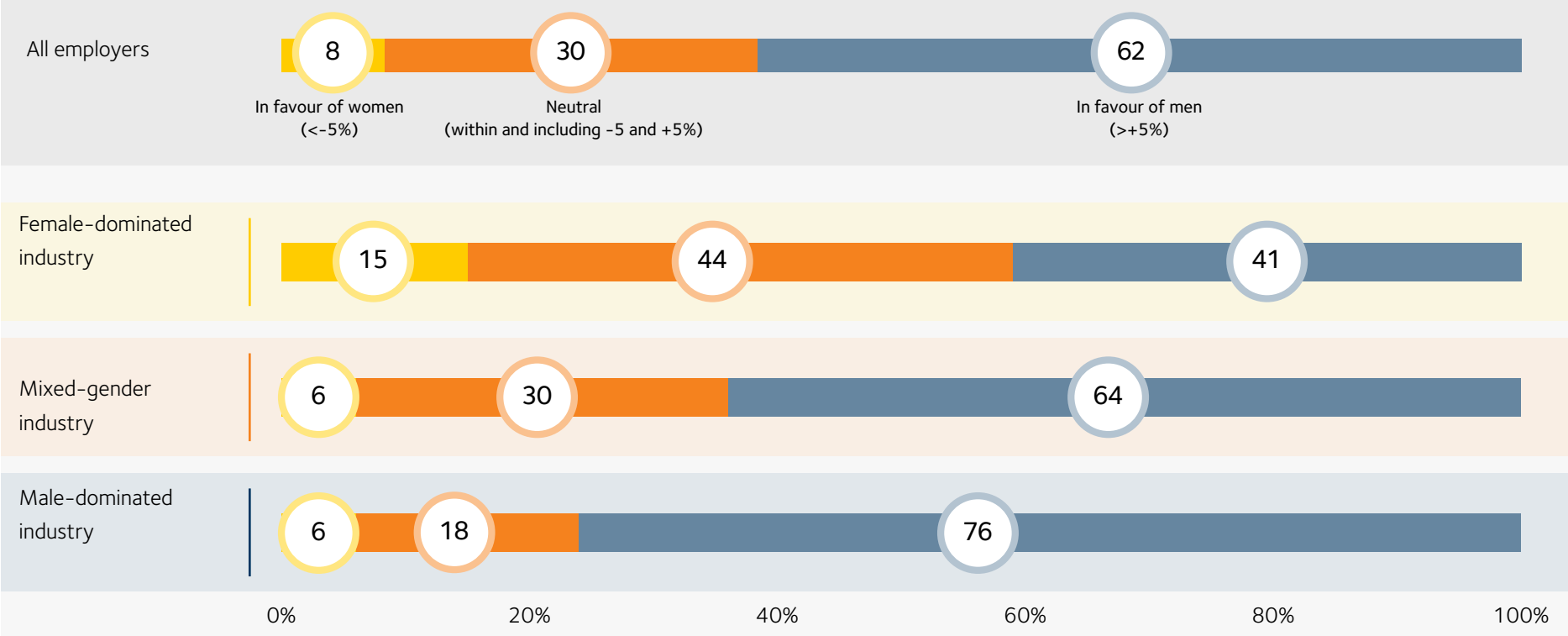
* A gender pay gap is calculated as a percentage with men's pay used as the reference group. When women earn less than men at an organisation the maximum value for a gender pay gap is 100%. This limitation doesn't apply when women earn more than men at an organisation.

Employers in female-dominated industries have smaller gaps

Employees in female-dominated industries are the most likely to work for an employer with a neutral gender pay gap.

Of the 1,267 employers operating in female-dominated industries, 563 (44%) have a neutral gender pay gap, compared to 30% in mixed-gender industries and 18% in male-dominated industries. Employers in female-dominated industries are also the most likely have a gender pay gap in favour of women.

05| Distribution (%) of employer gender pay gaps by industry type

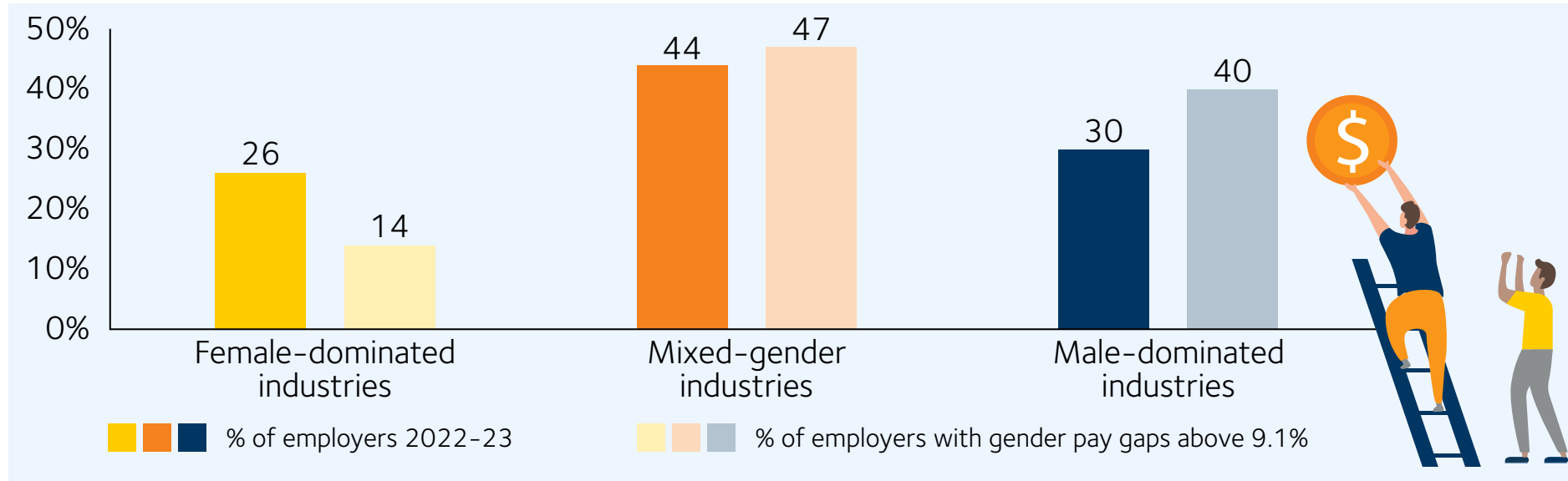


76% of employers in male-dominated industries have gender pay gaps in favour of men, compared to 64% in mixed-gender industries and 41% in female-dominated industries.

Employers in male-dominated industries are more likely to have larger gaps

A disproportionate number of employers in male-dominated industries have gender pay gaps in the top 50% of employer gender pay gaps. 30% of employers operate in male-dominated industries, but these employers account for nearly 40% of employers above the employer gender pay gap mid-point of 9.1%.

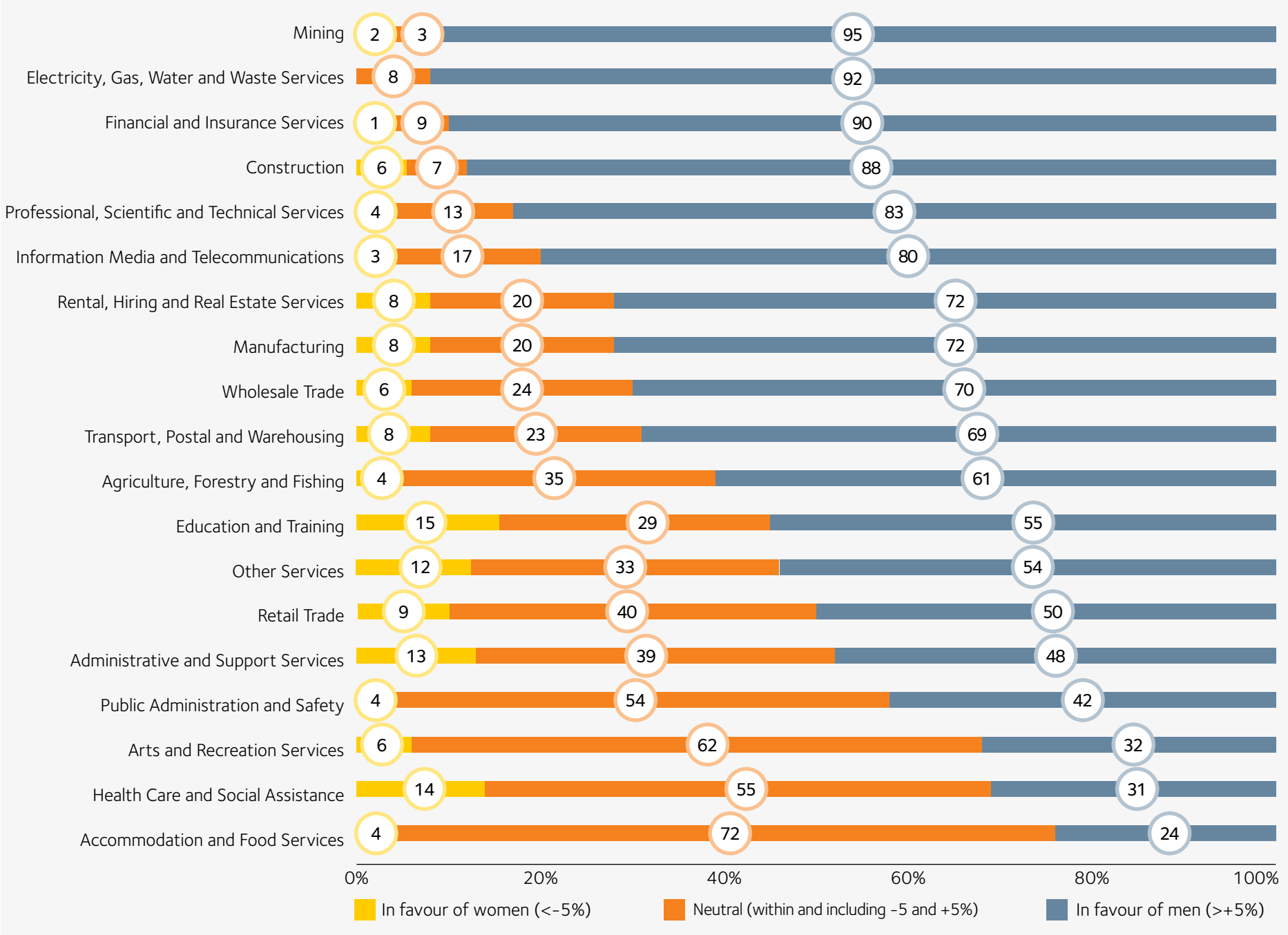
06| Proportion of employer gender pay gaps by industry type



In three industries, Mining, Electricity, Water and Waste Services and Financial and Insurance Services, 90% or more employers have a gender pay gap in favour of men and more than 80% of those employers have a gender pay gap above 9.1%



07| Distribution (%) of employer gender pay gaps by industry



Note: Percentages shown may not add up to 100% due to rounding of decimal place

08| Employer gender pay gaps by industry

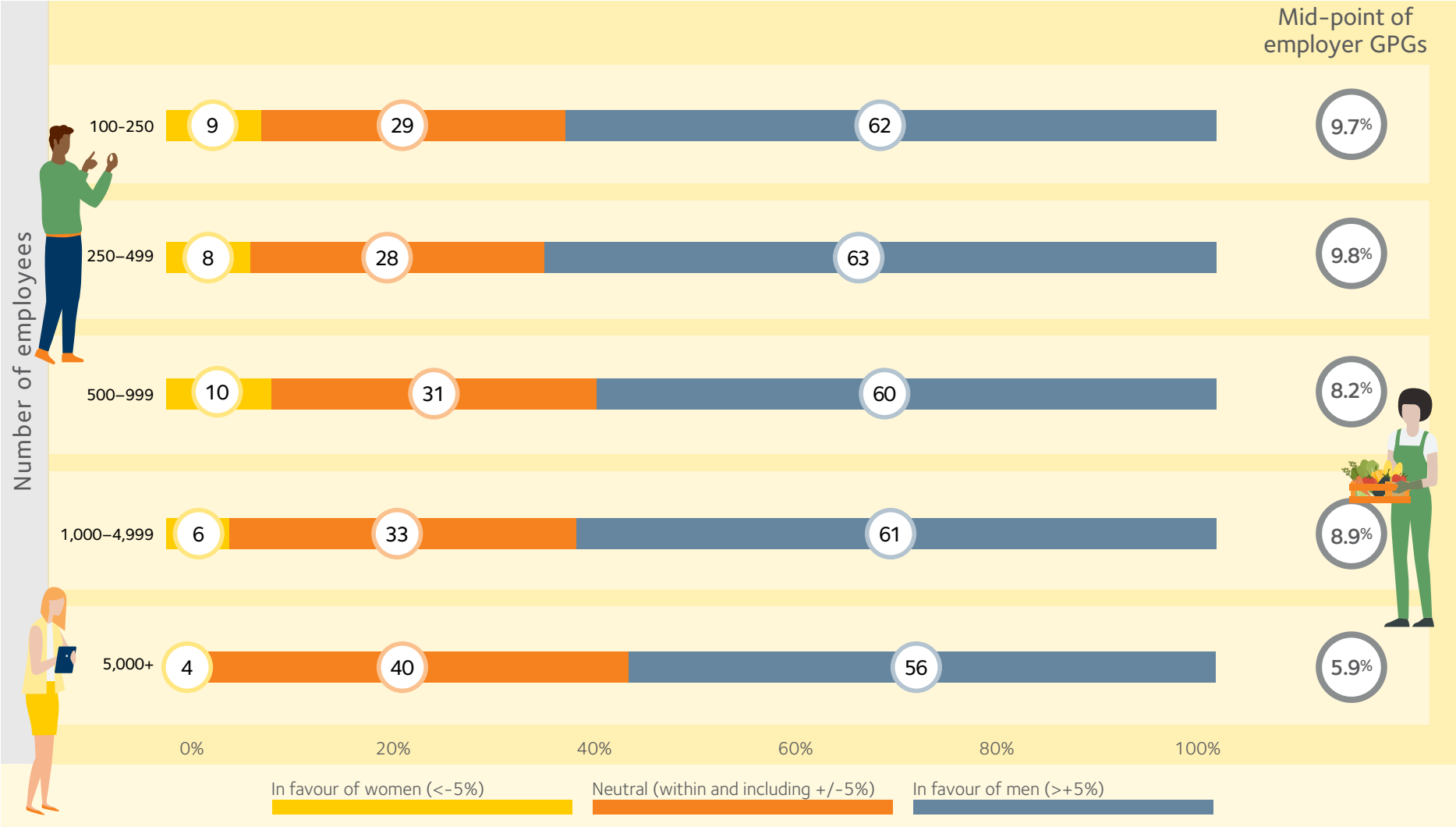
Industry	Number of employers	Employers with a neutral GPG (number)	Employers with a neutral GPG (%)	Employers with a GPG larger than 9.1% (number)	Employers with a GPG higher than 9.1% (%)	Mid-point of employer GPGs (base salary) (%)	Mid-point of employer GPGs (total rem) (%)
Electricity, Gas, Water and Waste Services	51	4	8	47	92	16.5	23.4
Mining	123	4	3	113	92	17.5	21.5
Construction	228	15	8	193	85	19.4	25.8
Financial and Insurance Services	302	27	9	254	84	20.1	22.3
Professional, Scientific and Technical Services	631	83	13	461	73	15.0	16.1
Information Media and Telecommunications	120	20	17	82	68	11.5	12.9
Rental, Hiring and Real Estate Services	86	17	20	55	64	11.5	18.5
Wholesale Trade	325	77	24	198	61	10.0	14.0
Manufacturing	524	105	20	314	60	6.4	11.7
Transport, Postal and Warehousing	173	40	23	101	58	4.6	12.0
Agriculture, Forestry and Fishing	46	16	35	20	43	4.6	7.7
Other Services	169	56	33	69	41	6.5	5.9
Education and Training	537	158	29	216	40	6.4	6.6
Administrative and Support Services	290	114	39	105	36	3.3	4.4
Retail Trade	266	107	40	87	33	2.1	5.1
Public Administration and Safety	24	13	54	6	25	3.7	4.3
Arts and Recreation Services	102	63	62	20	20	2.1	2.0
Health Care and Social Assistance	730	405	55	125	17	0.7	1.5
Accommodation and Food Services	235	169	72	22	9	1.2	1.6
All employers	4,962	1,493	30	2,488*	50	10.2	9.1

*The number of employers above the median is not equal to 50% due to rounding of the mid-point in this table. The actual midpoint of employer gender pay gaps is 9.145963%.

Larger employers generally have smaller gaps

Employers with 5,000 or more employees are more likely to have a neutral gender pay gap.

09| Distribution (%) of employer gender pay gaps by employer size



Note: Percentages shown may not add up to 100% due to rounding of decimal place

However, a closer look at the employers by both size and industry type shows this is less likely if the employer is in a male-dominated industry, particularly transport construction and utilities.

In male-dominated industries, employers with 5,000 or more employees have the largest gender pay gaps, the mid-point of employer gender pay gaps being 17.3%.

10| Mid-point of employer gender pay gaps by employer size

Employer size	Male-dominated industry (%)	Mixed-gender industry (%)	Female-dominated industry (%)	All industries base salary (%)	All industries total remuneration (%)
100-250	15.3	11.1	3.4	7.6	9.7
250-499	16.5	10.3	3.5	7.6	9.8
500-999	14.4	9.0	2.0	5.2	8.2
1,000-4,999	13.2	9.6	2.5	5.9	8.9
5,000+	17.3	5.3	3.2	4.5	5.9
All employers	15.2	10.0	2.9	6.8	9.1

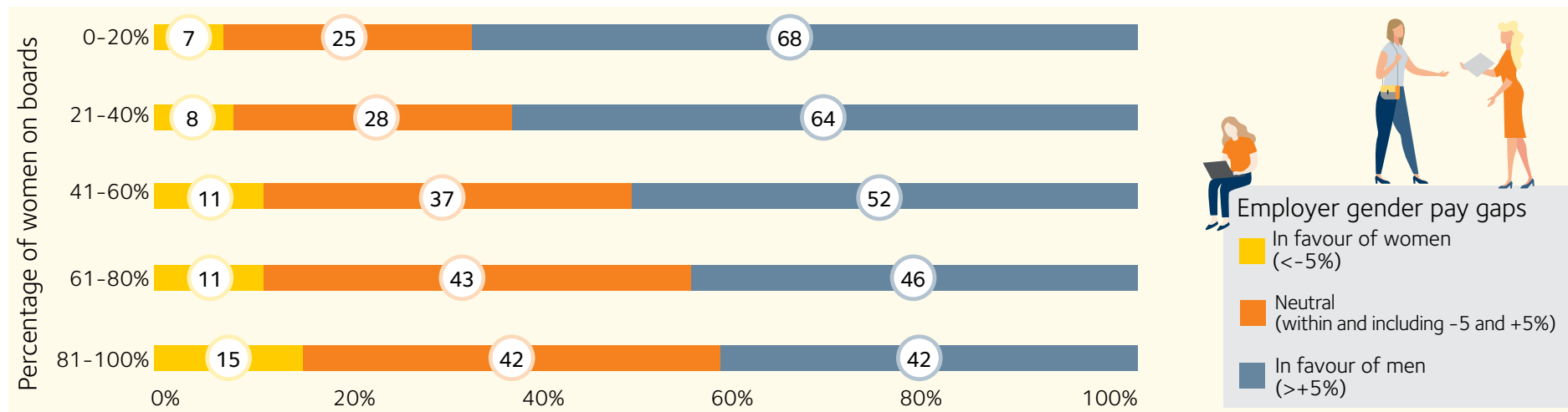
The influence of women in leadership

Evidence shows that increasing the number of women in executive leadership positions, such as Directors, CEOs and Key Management Personnel, improves company performance, productivity and profitability.¹ There is also a clear link between more women in leadership and a lower gender pay gap, even when the remuneration of those roles (CEOs and Directors) is not included in the gender pay gap calculation.

Boosting women on boards could help reduce the gender pay gap

Board members are also not included in the WGEA employer gender pay gap calculations. However, employers with a higher proportion of women on boards are more likely to have gender pay gaps in the neutral range.

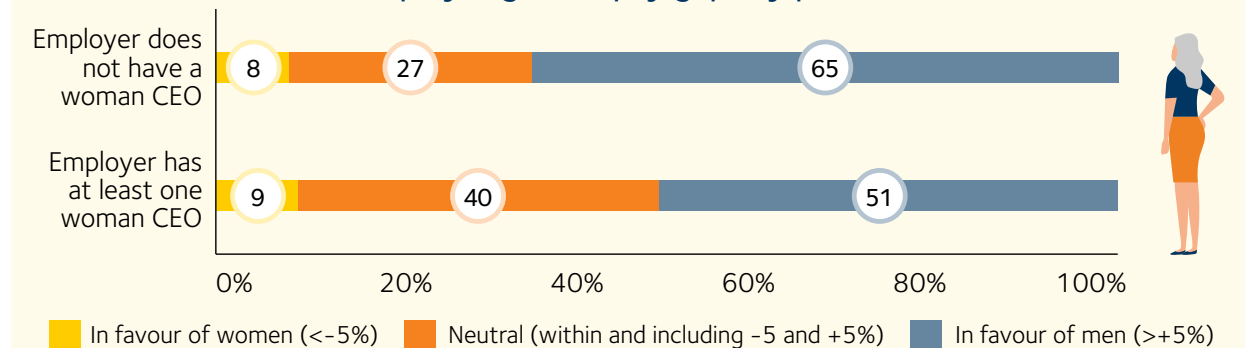
11| Distribution (%) of employer median gender pay gaps by percentage of women on boards



Women CEOs linked to reduced gender pay gaps

CEO remuneration is not currently included in the WGEA gender pay gap calculation. However, there is a link between having at least one woman in the CEO position and a lower employer gender pay gap. The mid-point of employer gender pay gaps for employers with at least one woman CEO is 5.4% compared to 10.9% for employers with no women CEOs.²

12| Distribution (%) of employer gender pay gaps by presence of women CEOs

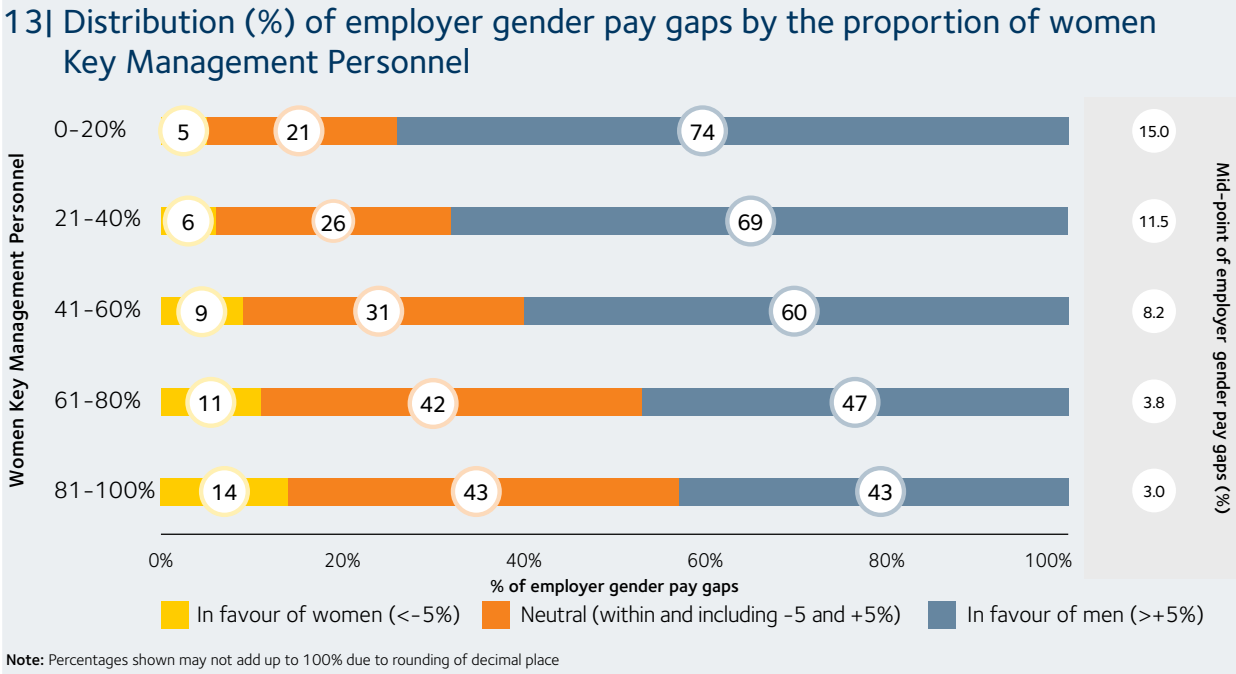


¹ Cassells R and Duncan A (2020), Gender Equity Insights 2020: Delivering the Business Outcomes, BCECIWGEA Gender Equity Series, Issue #5, March 2020

² Employers can report as a submission group, where a corporate group consists of multiple subsidiary organisations. Each of these subsidiaries may have a CEO. In such instances employers may have reported more than one CEO for a submission group.

Employers with more women Key Management Personnel are more likely to have a neutral gender pay gap

Employers with gender balance in Key Management Personnel, at least 40% women and 40% men, were 50% more likely to have a neutral gender pay gap compared to employers with fewer than 20% women in these leadership positions. These employers were also more likely to have a gender pay gap in the lower half of all employer gender pay gaps, with a mid-point of 8.2%. Not surprisingly, there is a dramatic drop in the gender pay gap as the proportion of women in the most senior positions increases.



Employers with more women in management have lower gender pay gaps

Employer gender pay gaps decrease as the proportion of women in management increases. The goal for employers should be gender-balance in management, that is at least 40% women and men.

Employers with this gender-balance in management are twice as likely to have a neutral gender pay gap as employers with 0%-20% women in management.

Women in management (%)	Number of employers	Employers with a GPG above 9.1% (%)	Mid-point of employer GPGs (%)	Employers with a GPG in favour of women (%)	Employers with a neutral GPG (%)	Employers with a GPG in favour of men (%)
0 – 20	1,025	73	17.7	5	14	81
21 – 40	1,452	61	13.2	6	12	72
41 – 60	1,283	43	6.9	10	34	57
61 – 80	877	26	2.6	12	48	41
81 – 100%	288	20	0.7	18	51	30