

Statement on the Gender Pay Gap at the Australian Human Rights Commission

The Australian Human Rights Commission is committed to gender equality and transparency in our workplace. This statement responds to the Workplace Gender Equality Agency (WGEA) gender pay gap data for our organisation. It provides context to help interpret the figures and sets out the actions we are taking to reduce our gender pay gap.

About the gender pay gap

WGEA measures gender pay gaps by calculating the difference between the median and average earnings of men and women in an organisation. The [WGEA gender pay gap data](#) shows overall inequality in pay between men and women, not whether men and women are paid the same to do the same job.

The Commission's gender pay gap

The gender pay gap reported by WGEA for the Commission was:

- A 13.5% gender pay gap in the median total remuneration
- A 13.7% gender pay gap in the median base salary

This is higher than the public sector average. The WGEA scorecard shows that the average gender pay gap for the Commonwealth public sector is 6.4%. The equivalent in the private sector is 21.1%.

The WGEA data does not include gender-diverse people. We will continue to work with WGEA to advocate for their inclusion in WGEA data collection.

Why does the Commission have a gender pay gap?

The Commission's workforce is predominantly women. The WGEA report shows the Commission has the highest percentage of women (85%) in our workforce out of the 120 listed public service employers.

The Commission has high percentages of women in senior roles. The WGEA report shows the Commission has the highest percentage of women (80%) in the top pay quartile out of the 120 listed public service employers.

However, the gender pay gap data shows that women in our organisation are less likely to be in higher paid roles and more likely to be in lower paid roles. This needs to change.

To illustrate the gender pay gap in our organisation, the following table shows the gender distribution across our pay levels (this was at December 2023 which was the data analysed for the WGEA report):

	Gender				Proportion per Level		
Level	Female	Male	Non-Binary	Total	Female	Male	Non-Binary
APS 3	2			2	100%	0%	0%
APS 4	29	4		33	88%	12%	0%
APS 5	13	1		14	93%	7%	0%
APS 6	52	8	1	61	85%	13%	2%
EL 1	47	12	1	60	78%	20%	2%
EL 2	22	4		26	85%	15%	0%
SES Band 1	1	1		2	50%	50%	0%
SES Band 2	1			1	100%	0%	0%
Total	167	30	2	199	84%	15%	1%

The Commission has eight statutory office holders; a President and seven Commissioners. The remuneration data for these positions was not included in the latest WGEA gender pay gap calculation. We understand it will be included in future years. Five of the eight positions (62.5%) are currently held by women.

What are we doing to reduce our gender pay gap?

The Commission is committed to reducing our gender pay gap. We are already taking steps to reduce the gender pay gap by:

- **Providing flexible work practices:** Through flexible working arrangements including hybrid working, compressed work weeks and flexible hours of work, the Commission aims to improve gender diversity in employment and leadership.
- **Recruitment and selection:** The Commission uses diversity and inclusion recruitment practices including those required by the *Public Service Act 1999*.
- **Leadership development:** The Commission is committed to leadership development through providing promotional opportunities, learning and development and executive coaching.

What else will we do?

- **Barriers to employment:** The Commission will examine roles at each level to better understand barriers to recruitment and retention.
- **Workforce planning:** We will continue to monitor the workforce composition and effectiveness of recruitment and selection, flexible work practices and development leading to promotion opportunities.
- **Regular reporting and data analysis:** As a public sector employer, the Commission reports to the Public Service Commissioner with employment data for the Australian Public Service Employment Database. The Commission's annual report also includes information about the Commission's structure, executive remuneration and employee statistics by gender.

These actions are aligned to the objectives of the *APS Gender Equality Strategy 2021-2026*, which seeks to drive gender equality across the Australian Public Service.