



Defence APS WGEA Gender Pay Gap Employer Statement for 2023 reporting period

People are and remain Defence's most important capability. To meet skill requirements, Defence needs to recruit from the broadest possible spectrum of the Australian population.

This Defence WGEA Gender Pay Gap covers the Australian Public Service (APS) workforce within the Department of Defence for the reporting period 1 January to 31 December 2023. The Defence data does not include the Australian Defence Force (ADF) as ADF members are not employees as per the definition in the *Workplace Gender Equality Act 2012*. Defence and WGEA are working together to identify how we can report on the Gender Pay Gap for the ADF in the future.

The 2022 WGEA Report indicated that women comprised 47.9 per cent of all employed persons in Australia. The Defence APS workforce is 48.5 per cent, which largely reflects this whole of Australia representation.

For the reporting period 1 January to 31 December 2023, the average total remuneration Gender Pay Gap for Defence APS employees was 7.0 per cent, compared to the national average of 21.8 per cent. The average base salary Gender Pay Gap for Defence APS employees was 6 per cent, compared to the national average of 16.7 per cent.

Gender Pay Gap 2023	Defence APS Employees	National Private Sector Employees
Average total remuneration	7.0%	21.8%
Average base salary	6.0%	16.7%

In comparison with the national average, Defence has made significant progress to reduce the Gender Pay Gap, and is moving towards the Gender Pay Gap target range of -5 per cent to +5 per cent.

To advance equal remuneration between men and women Defence has implemented initiatives to increase women in leadership roles including mentoring and training programs, offering flexible working practices; offering leave for employees with caring responsibilities and encouraging women's representation on selection panels.

Defence has commenced the NAVIGATE Program to improve our access to high calibre mid-career researchers, bolstering female representation at the mid-to-senior levels of the organisation, offering a unique opportunity for high performing STEM professionals.

Defence is continuously implementing cultural reform, to attract and retain a workforce that embraces achieving the Defence mission and implementing the 2024 National Defence Strategy and the 2024 Defence Workforce Plan.

