



APS Gender Pay Gap Employer Statement

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.

The 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 2024. The data does not include Australian Defence Force (ADF) members noting that they aren't defined as employees per the definition in the *Workplace Gender Equality Act 2012*.

The 2023 WGEA Commonwealth Public Sector Gender Equality Scorecard indicates that women comprised 55 per cent of all employed persons in Australia. The Defence APS workforce is 48.7 per cent.

For the reporting period 1 January to 31 December 2024, the average total remuneration Gender Pay Gap for Defence APS employees was 6.4 per cent, which constitutes a reduction of 0.6 per cent since 2023 and comparatively lower than the national average of 21.1 per cent. The average base salary Gender Pay Gap for Defence APS employees was 5.3 per cent, compared to the national average of 16.1 per cent. In comparison with the national average, Defence is pleased to have made 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.

Gender Pay Gap 2024	Defence APS Employees	Comparable Public Sector Organisation of similar size	National Private Sector Employees
Average total remuneration	6.4%	4.8%	21.1%
Average base salary	5.3%	3.5%	16.1%

Our commitment

To advance equal remuneration between men and women Defence continues to implement 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 continued the NAVIGATE Program to improve 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. Between 2022 and 2024, 49 participants were female.

Defence is advancing gender equality and removing systemic barriers to women's participation and safety as part of broader cultural reform, a key component includes implementation of Respect@Work Action Plans and a positive duty policy.

