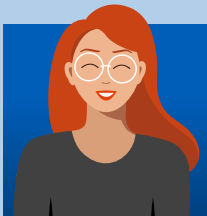


# Queensland public sector

## Gender pay equity dashboard 2025

Advancing gender pay equity is a key priority under the Public Sector Act 2022. This dashboard supports that commitment by providing insights into gender equity, gender equality and the gender pay gap.

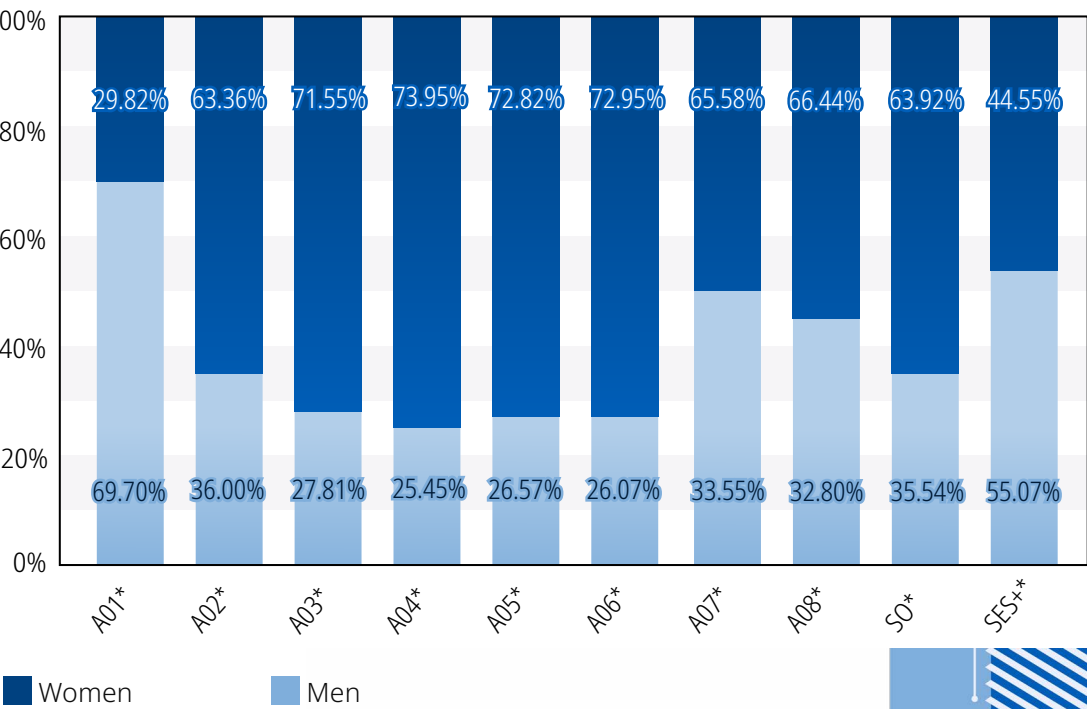


**68.91%**  
224,848

**31.09%**  
101,423

At June 2025, 68.91% of Queensland's 326,271 public servants identified as women.

### Gender disparity across levels



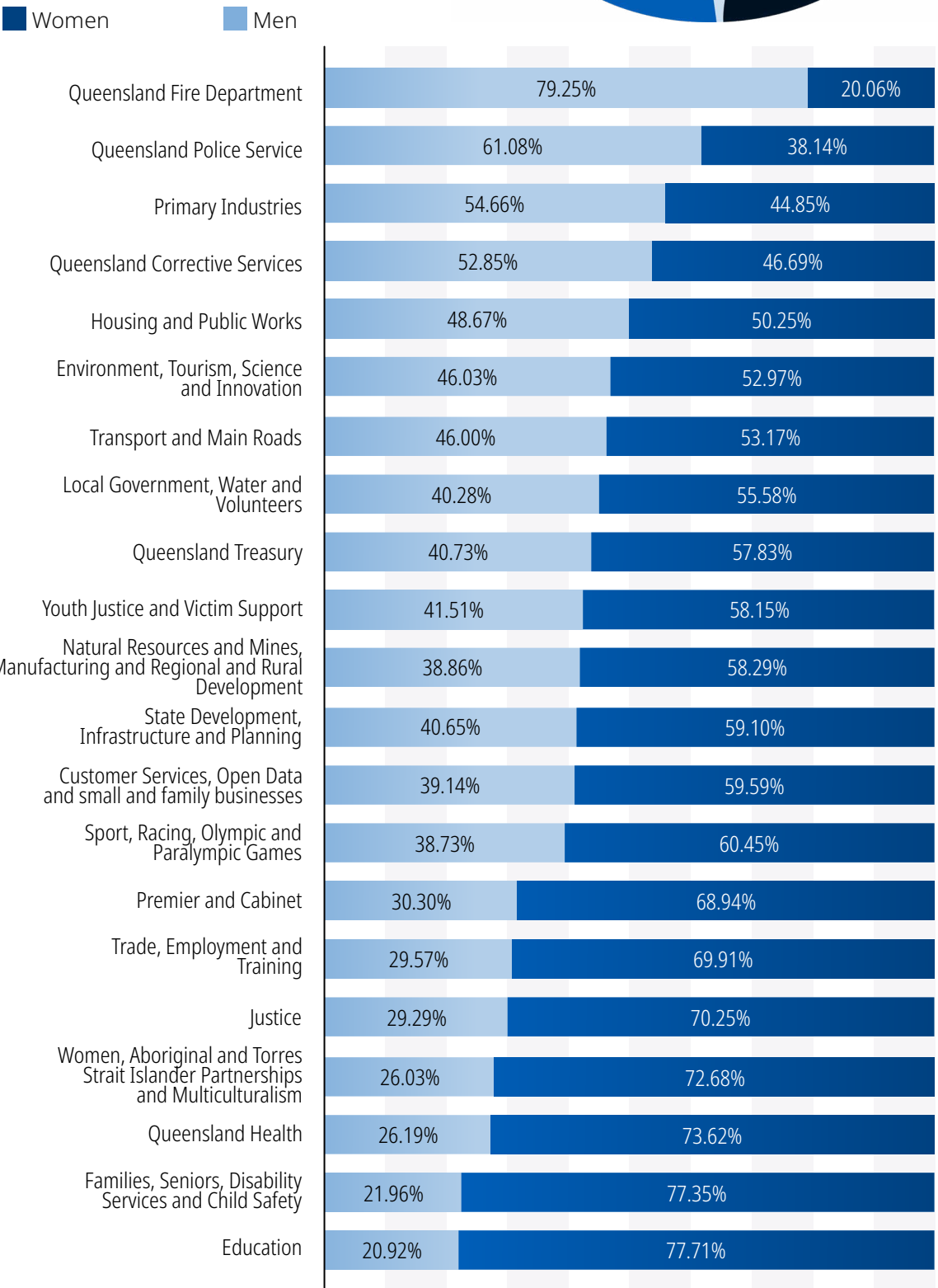
While women occupy more than 70% of roles at the AO3-AO6 level, this proportion drops in the higher classifications. The proportion of women in SES and equivalent roles falls to 44.55%.

\*salary equivalent



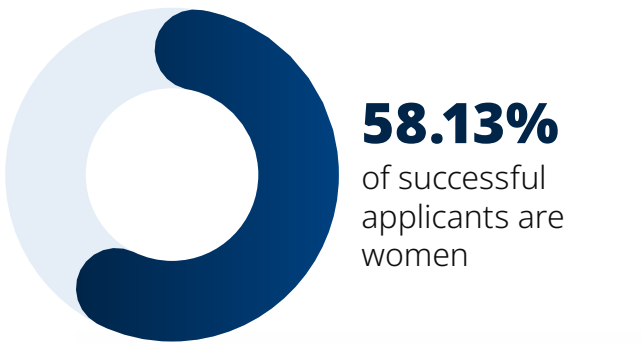
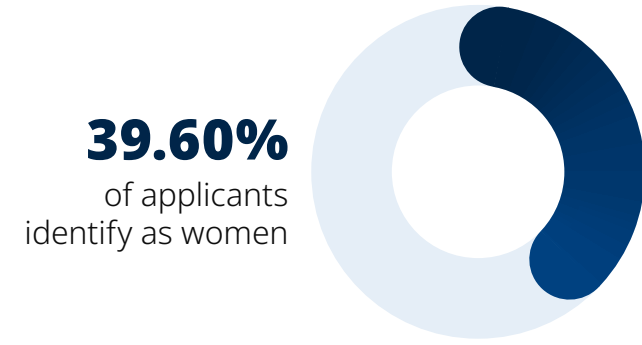
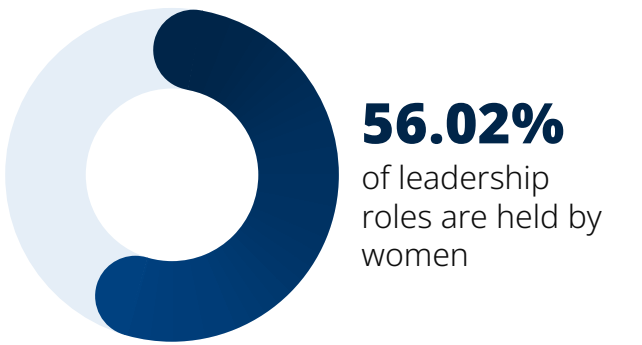
### Workforce composition

The highest representation of women is in education, health, and the Department of Family, Seniors, Disability Services and Child Safety.



### Women in leadership classifications

The Queensland public sector has exceeded its 50% target for women in leadership, reaching 56.02% in June 2025. While only 39.60% of applicants for executive roles are women, they make up 58.13% of successful appointments.

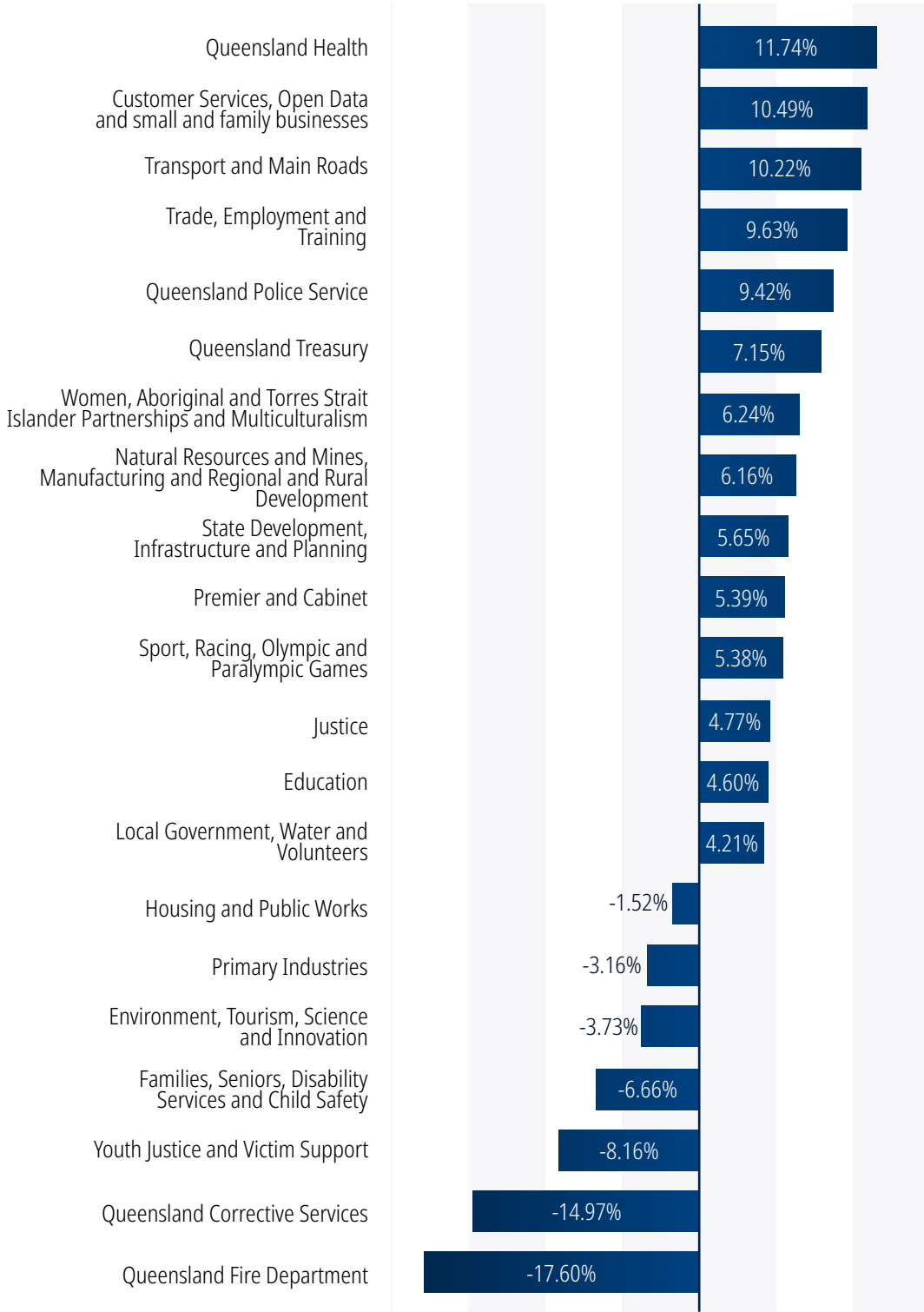


#### Please note

- All data sourced from Minimum Obligatory Human Resource Information June 2025
- People who identified their gender as non-binary or another term, or who did not disclose, have been withheld from these graphs. These responses were too few to include meaningfully.

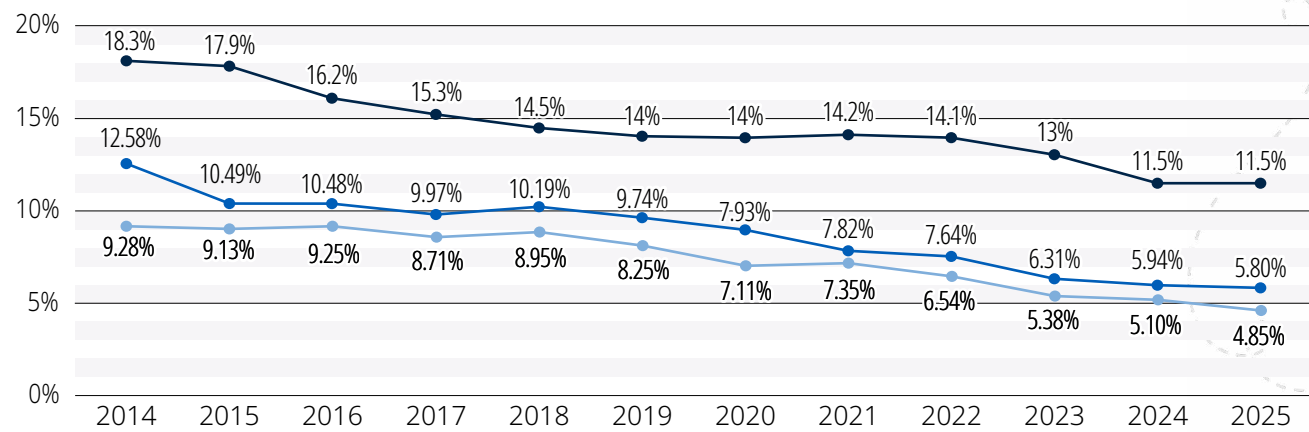
# Gender pay gap by department

The gender pay gap is largest in the Queensland Fire Department and it also represents an organisation where women earn more than men. In contrast, the Queensland Health workforce is predominantly women (73.62%), but has the lowest gender pay gap of 11.74%.



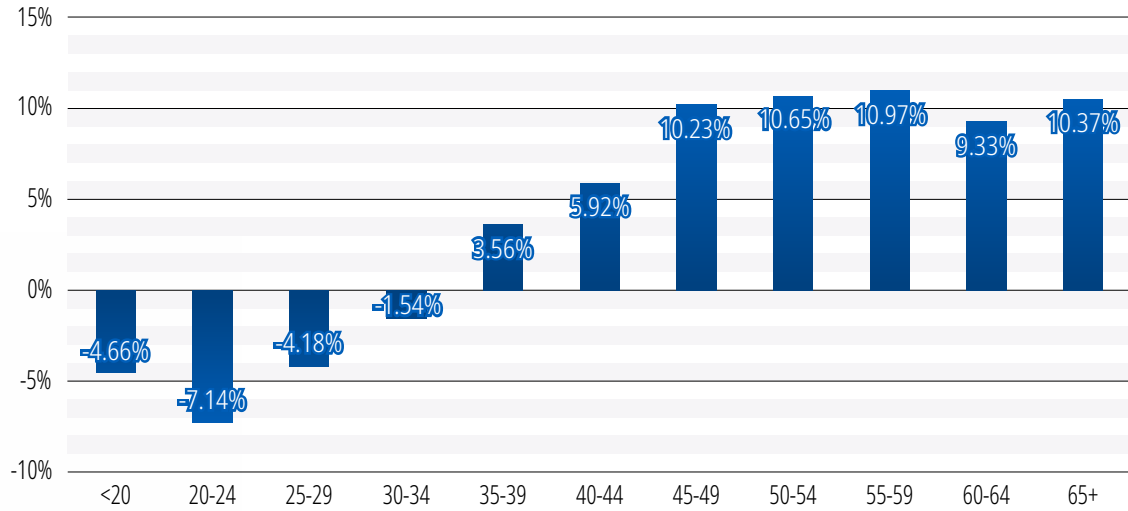
# Gender pay gap (as if working full-time)

The gender pay gap calculates the difference between the average pay of men and women across the workforce. In Queensland's public sector, the gap has narrowed to 4.85%, significantly below the national average of 11.5%, showing strong progress in gender equality efforts.



# Gender pay gap by age

The pay gap commences at 35-39, and continues to grow until the 55-59 age group, drops in the 60-64 age gap, before increasing again.



# Learn more

The gender pay gap is caused by a combination of factors including discrimination in hiring, lower wages in female-dominated industries and limited workplace flexibility. Additionally, women are more likely to work part-time and take on unpaid caring responsibilities, which can impact their earning potential.

To read our full report or to see detail on the gender pay equity for people who identified their gender as non-binary or another term visit [psc.qld.gov.au](https://psc.qld.gov.au) and search 'gender pay equity dashboard' or scan the QR code on the right.

All information is correct as of 14 October 2025.

