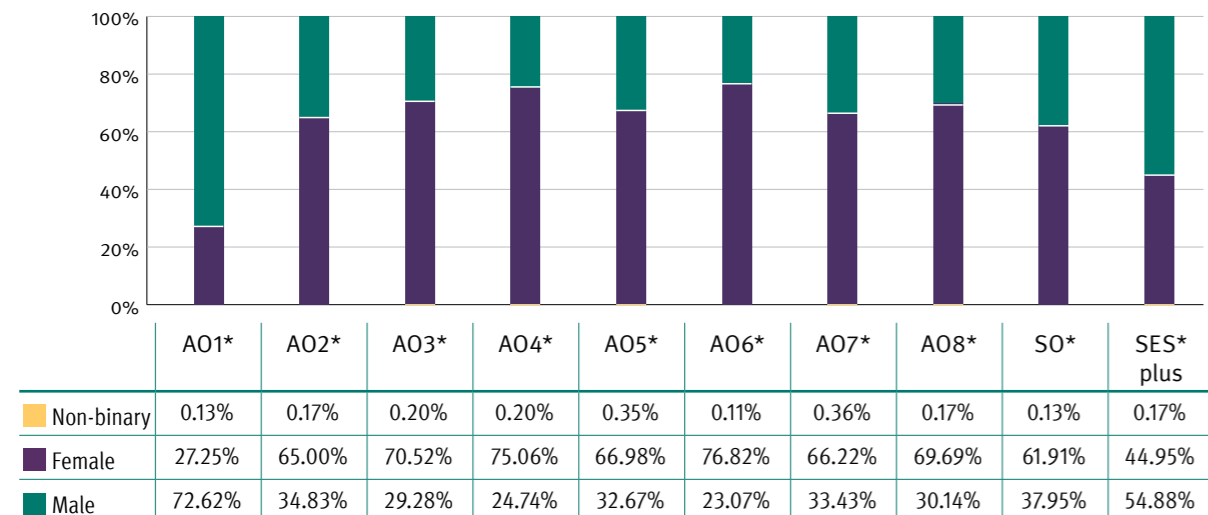


Queensland public sector Gender pay equity dashboard 2024

The Queensland public sector pay gap continues to narrow in the year to June 2024. For more information, you can read our report [here](#).

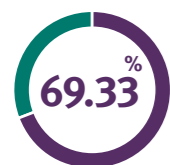
Gender disparity across levels^{1,2,3}

Percentage of total headcount – June 2024.



*salary equivalent

Women in leadership¹



two thirds of public sector employees are women, similar to 2022 & 2023



women in leadership roles at SO, SES and CE levels, being an increase from 53.70% in 2023

% of women in agencies¹

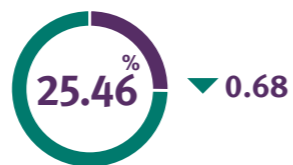
There is significant variation in the gender profile of agencies.

Highest
78.55%
Education

Lowest
19.42%
Queensland Fire and Emergency Services

Executive recruitment^{4,5}

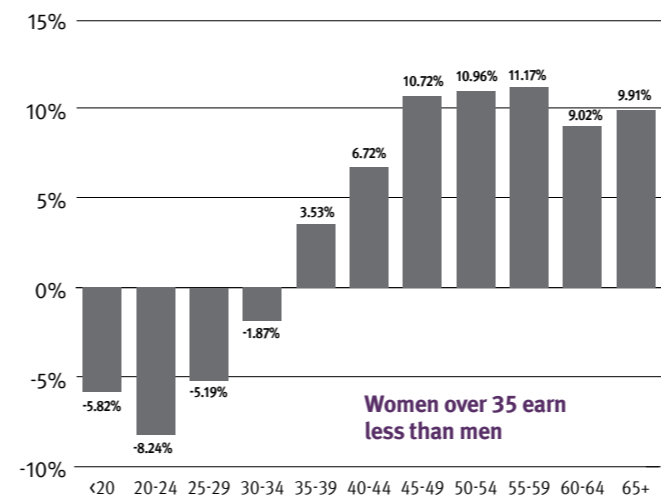
Women comprise around one-third of applicants, with the proportion approaching 40% for 2024. However, women comprise around 60% of successful appointments.



The gender superannuation gap has improved slightly from 26.14% in 2023 to 25.46% in 2024.⁹

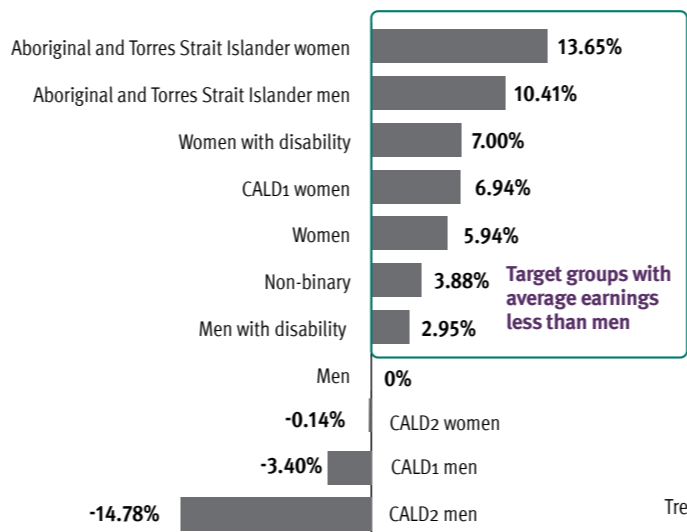
Gender pay gap by age^{1,6,7}

The earnings gap has improved for women in all age groups except for 60-64 year olds, with 55-59 year olds remaining the same as 2023.



Earnings gap across target groups^{1,7}

The earnings gap has slightly improved across every target group since 2023. In 2024, men who identify as CALD2 remained in positive territory, and women in the same cohort decreased from last year, now only slightly above parity.



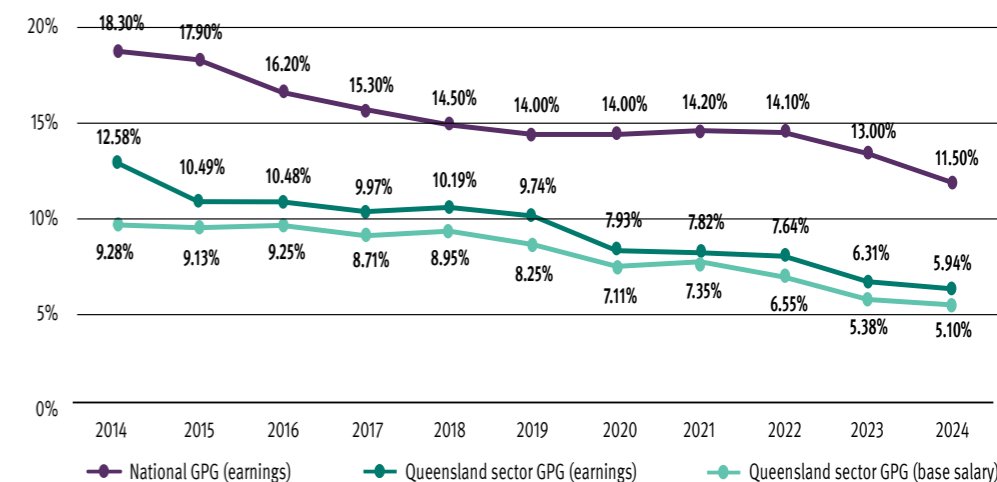
Our [State of the sector report](#) provides more information on the diverse target groups.

What causes the gender pay gap?⁸

- Conscious and unconscious discrimination and bias in hiring decisions
- Female-dominated industries historically attracting lower wages
- Lack of workplace flexibility
- Higher rates of part-time work for women
- Women may spend more time out of the workforce for caring responsibilities
- Women may have a disproportionate share of unpaid caring and domestic work

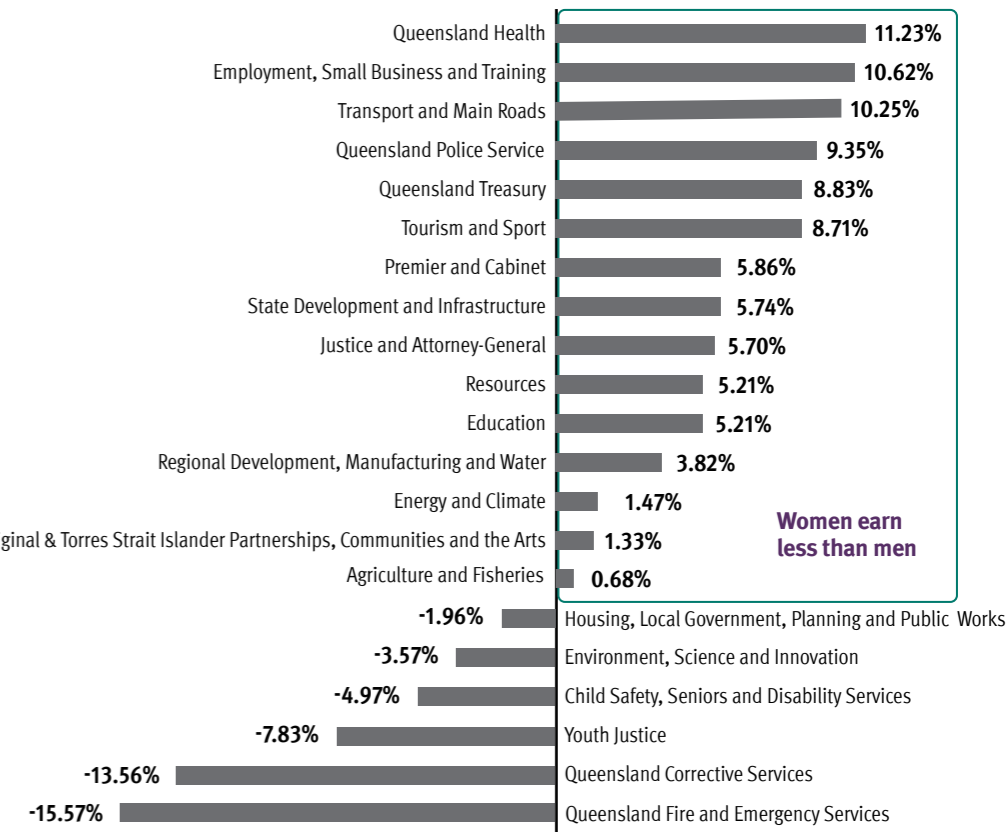
Gender pay gap (as if working full-time)^{1,7,8}

The gender pay gap continues to narrow, and the sector gender pay gap is half that of the national gender pay gap of 11.5%.



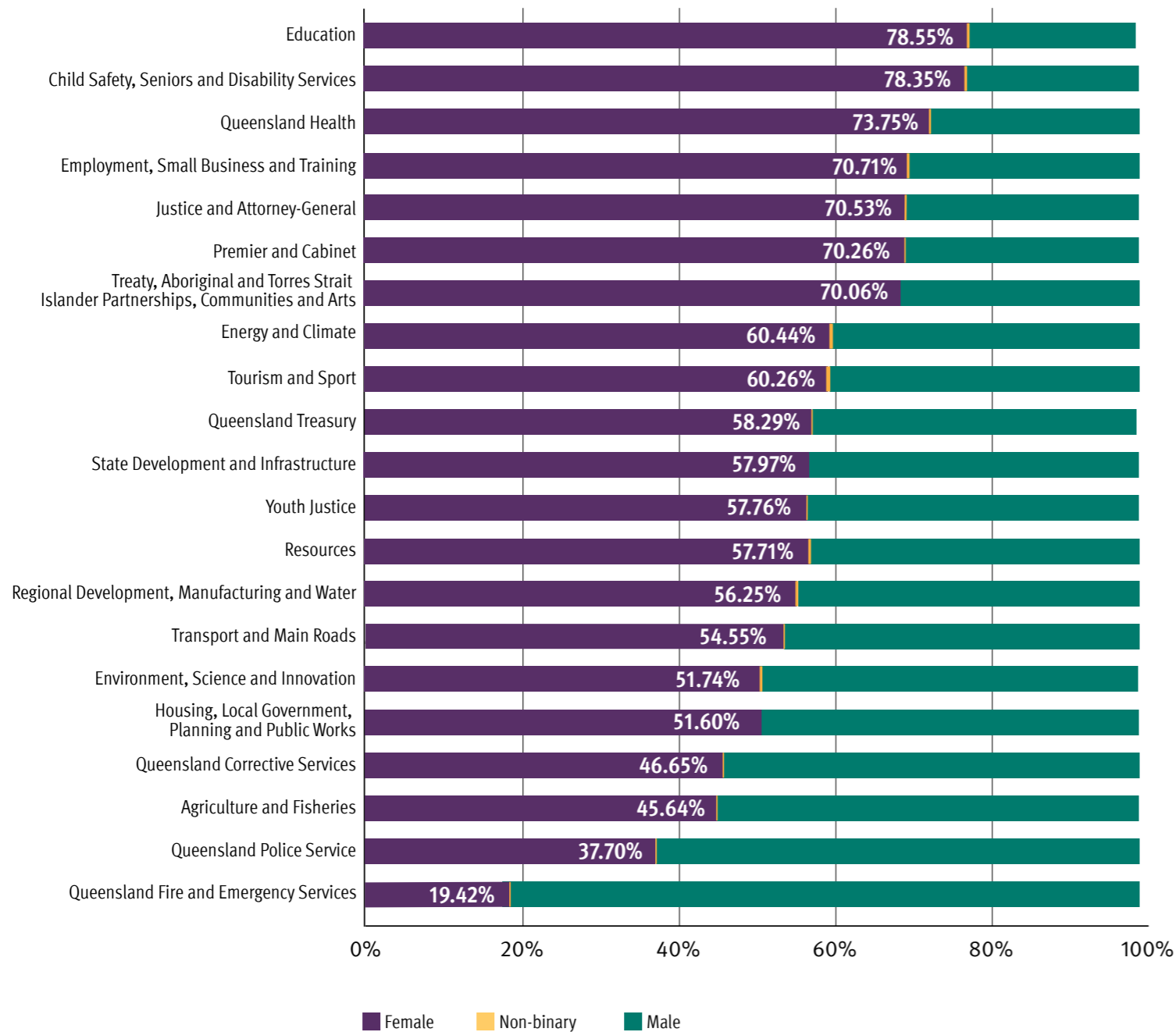
Gender pay gap by agency^{1,7}

Agencies not impacted by significant machinery-of-government changes in 2023 have narrowed their gender pay gap, with the exception of Queensland Health and Queensland Treasury.



% of women in agencies¹

Percentage of total headcount – June 2024.



Definitions

Base salary	Base salary refers to the average salary of employees over a year period and does not include allowances.
Earnings	Earnings are calculated on the salary and regular allowances paid to employees, typically including SES motor vehicle allowances, locality allowances and higher duties. Shift allowances and penalty rates can be regular allowances but not always. Average annual earnings do not include one-off or sporadic payments such as travelling allowances. Information on earnings is collected as at the quarterly snapshot date and is extrapolated over a 12-month period.
Gender pay gap	The methodology for gender pay gap in the Queensland public sector is the difference between the average annual earnings for male and female employees, as a proportion of male average annual earnings. Earnings includes base salary and regular allowances. Earnings reflect employees' full-time earnings (regardless of whether the employee works part-time).
Minimum Obligatory Human Resource Information (MOHRI)	MOHRI is the methodology used for the collection and reporting of data on a quarterly basis. It is used to provide information on the Queensland public sector workforce profile, including (but not limited to) data on age, gender, occupation, employment status, location and leave. forgov.qld.gov.au/minimum-obligatory-human-resource-information-mohri
SO, SES and CE classification levels	SO, SES, and CE are acronyms that are used within the Queensland public sector if referring to senior officers, senior executive service and chief executive level.
CALD	Culturally and linguistically diverse.
CALD1	Born overseas.
CALD 2	Speak a language at home other than English.

References

- 1 MOHRI June 2024 workforce data.
- 2 Queensland public sector figures are based on equivalent classifications across administrative (AO), operational (OO), technical (TO) and professional (PO) streams.
- 3 Non-binary identification to date is low and this data is not visible in some graphs.
- 4 Based on a study of executive recruitment and selection reports and appointment information January 2019 – June 2024.
- 5 This figure is for around half of the competitive recruitment processes where gender data was centrally available. The finding is consistent with research that women may not apply until they meet or exceed the criteria.
- 6 The gender pay gap varies across age groups, with younger women having higher average earnings than men up to around age 35, but a reversal after age 35. This is consistent with research findings about a parent penalty for women.
- 7 Average annual earnings for men compared with women, and men and women in other target groups, represented as a proportion of male average annual earnings.
- 8 [Gender indicators | Australian Bureau of Statistics](https://www.abs.gov.au/australian-bureau-of-statistics). The ABS data collection has a slightly different formula, excluding part-time employees, while the Queensland public sector data collection calculates income for part-time employees as if they were working full-time.
- 9 Australian Retirement Trust June 2024 superannuation data.

Produced by the
Office of the Special Commissioner, Equity and Diversity

Find out more

psc.qld.gov.au/osc