



Australian Government

Australian Public Service Commission

Drivers of the decreasing APS Gender Pay Gap: 2024 update

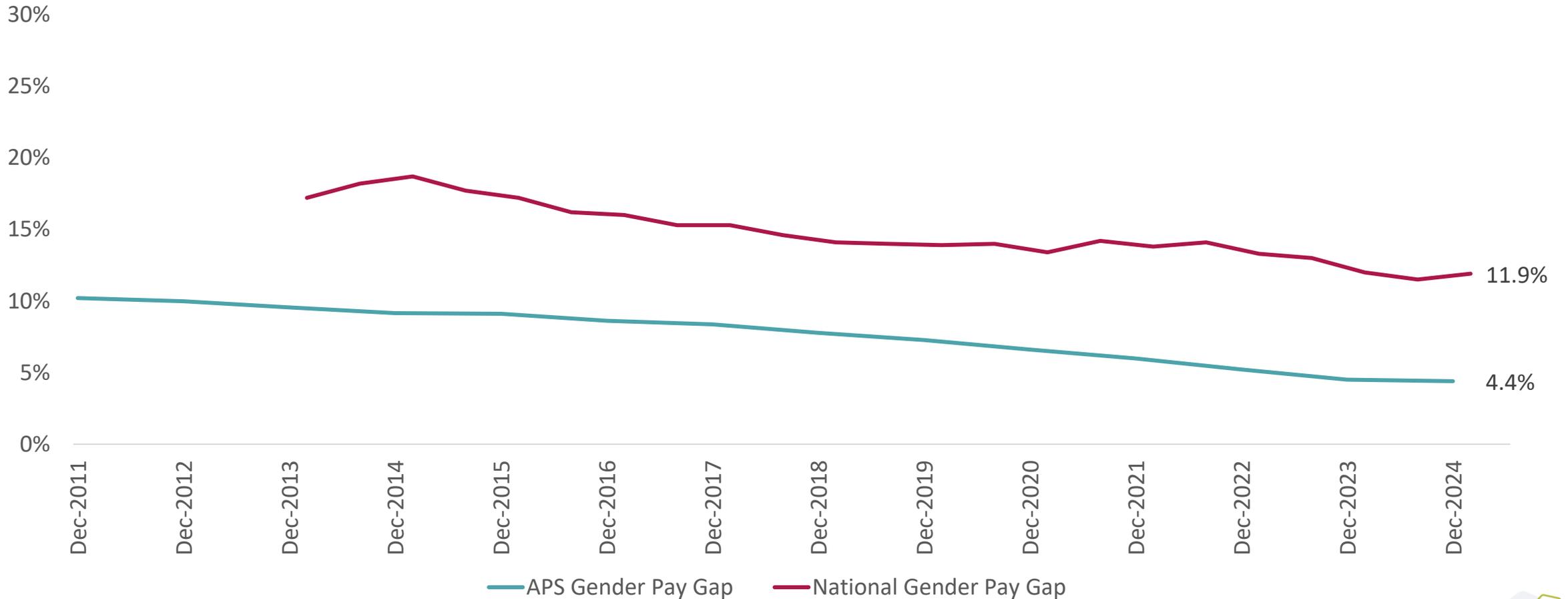
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Research Note 01-26



The APS Gender Pay Gap has fallen to 4.4% in 2024, the lowest since remuneration data was first collected in 2011 and less than half the National Gender Pay Gap

APS and National Gender Pay Gaps

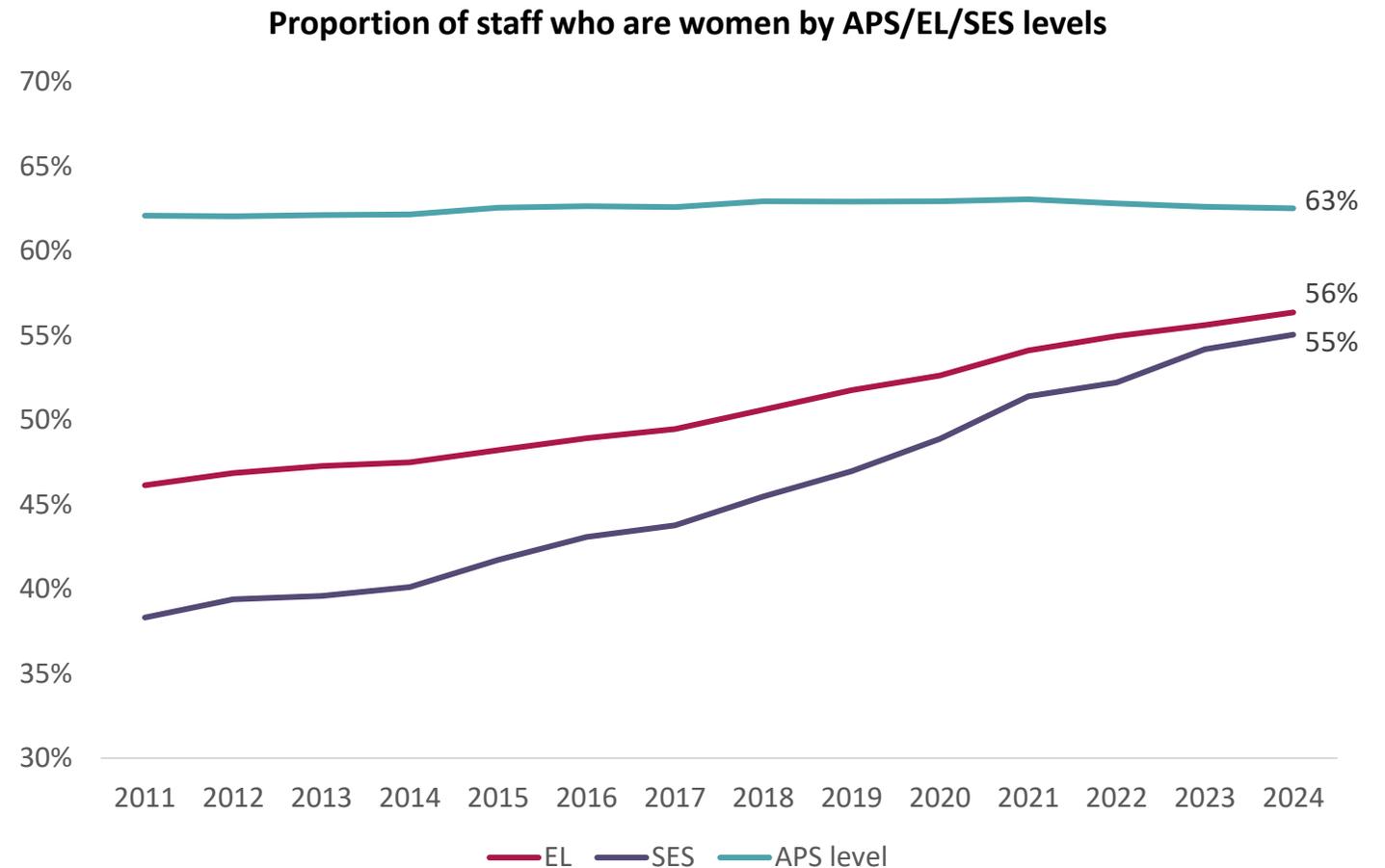


Source: APS Remuneration Survey 2011-2024, WGEA 2025.



More women at higher levels combined with a steady proportion of women at lower levels has seen the APS Gender Pay Gap continue to fall

- A range of factors that could impact on base salaries, and hence the APS Gender Pay Gap, were analysed.
- Classification level was the strongest predictor of base salaries, as would be expected in the APS where pay is predominantly determined from level.
- Since 2011, increased women's representation at higher levels over time, combined with a steady proportion of women's representation at lower levels, has seen average base salaries for women rising. This in turn has led to the APS Gender Pay Gap falling.

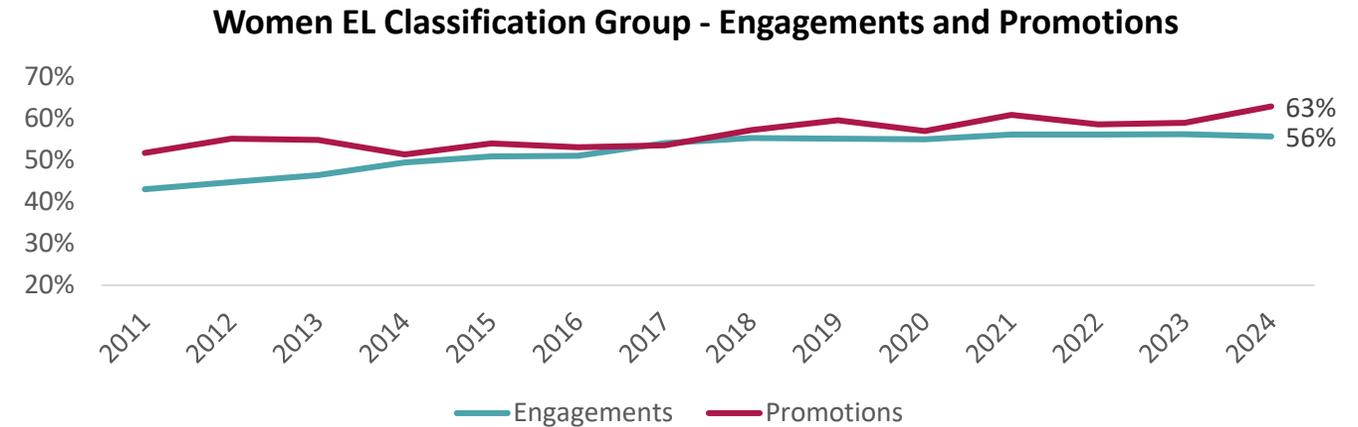


Source: APS Employment Database December 2024.

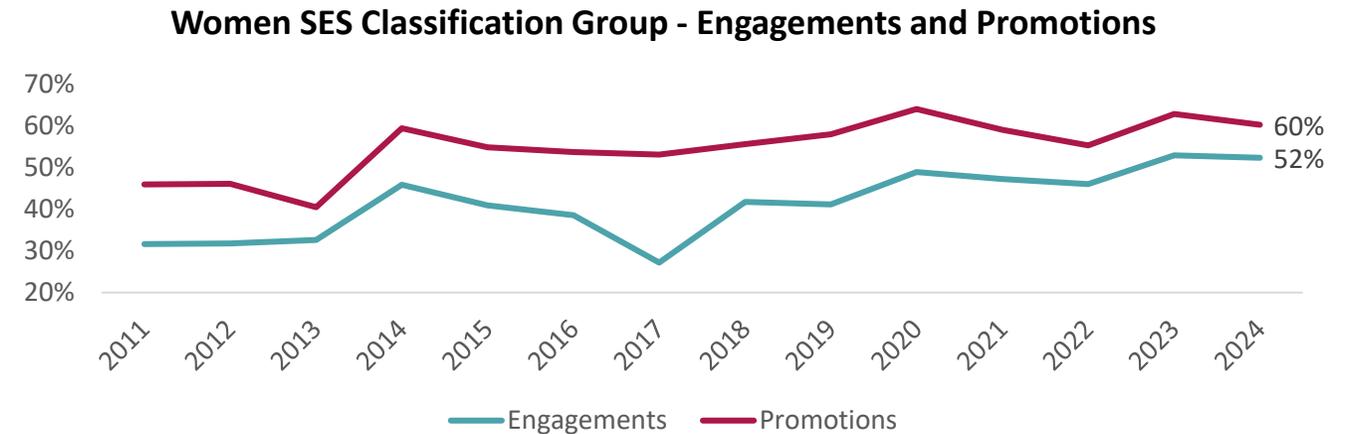


There continues to be more engagements and promotions of women into higher levels over time

- EL and SES engagements favoured men in 2011. By 2024, women now equal or exceed the engagements of men at these levels.
- Promotion rates for EL 2 and above in 2011 favoured men. By 2024, promotion rates for EL 1 and above favoured women.
- Women at the EL 1 to SES 1 levels are between 18% to 42% more likely to be promoted than their male counterparts.
- These likelihoods are higher than for APS 3-6 women, who are 9% to 12% more likely to be promoted compared to their male counterparts.



Source: APS Employment Database December 2024.

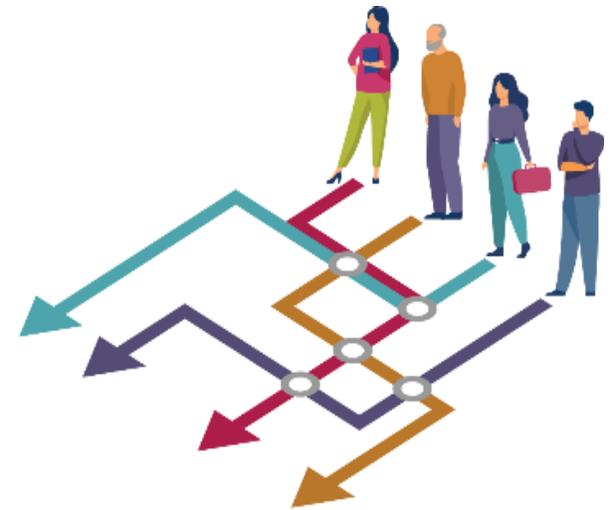


Source: APS Employment Database December 2024.



Across the service, pay is driven by classification level, which in turn is associated more with age, work location, and central agency experience than with gender

- Regression modelling into the drivers of the gender pay gap found that classification level was the strongest predictor of average base salary, with pay increasing as classification level increases.
- Age was generally the strongest predictor of classification levels up to EL2, with increased age associated with higher classification levels.
- Location was also a strong predictor of classification levels up to APS6, with working in a non-ACT city or regional location generally associated with lower classification levels than working in the ACT.
- For SES 1 to SES 3 level staff, the strongest predictor of classification levels was having central agency experience.
- Working fulltime, having central agency experience, being an ongoing employee, or having taken part in a graduate program, were other strong predictors of higher classification levels.
 - Gender, First Nations status, disability status, and CALD status did not predict classification level as strongly.



This report provides an update to [RN16-23 Drivers of the decreasing APS Gender Pay Gap](#), which used 2022 data.

For further information on the statistical analyses within this report please contact:

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