



# Drivers of the decreasing APS Gender Pay Gap

October 2023

Research Note 16-23

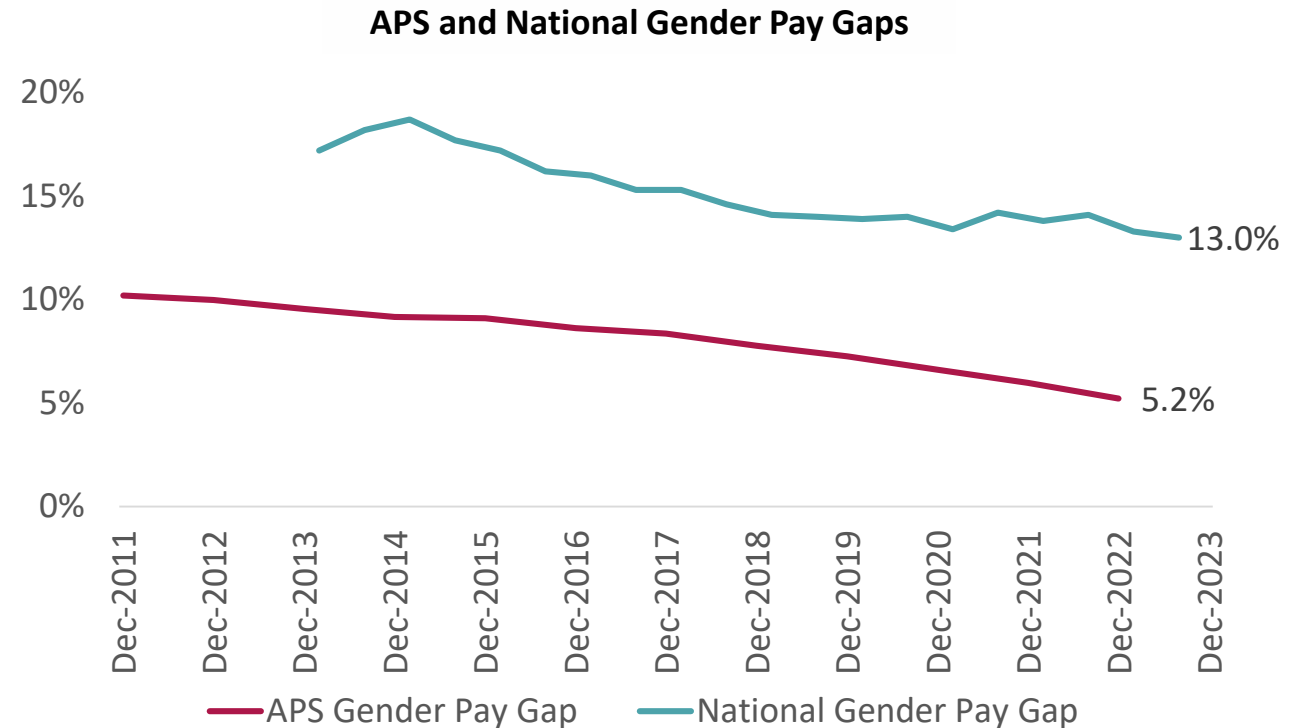


# The APS Gender Pay Gap has fallen from 10.2% in 2011 to 5.2% in 2022

The APS Gender Pay Gap is the difference between the annualised base salary of men and women, expressed as a percentage of men's earnings.

- Annualised means that part time base salaries are converted into equivalent full time base salaries.
- This is to allow comparison with the National Gender Pay Gap calculated by the Workplace Gender Equality Agency.

The APS Gender Pay Gap is the lowest it has been since remuneration data was collected by the APSC in 2011. It is less than half the current National Gender Pay Gap of 13.0%.



Source: APS Remuneration Survey 2011-2022, WGEA 2023

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

A range of factors that could impact on base salaries, and hence the APS Gender Pay Gap, were analysed.

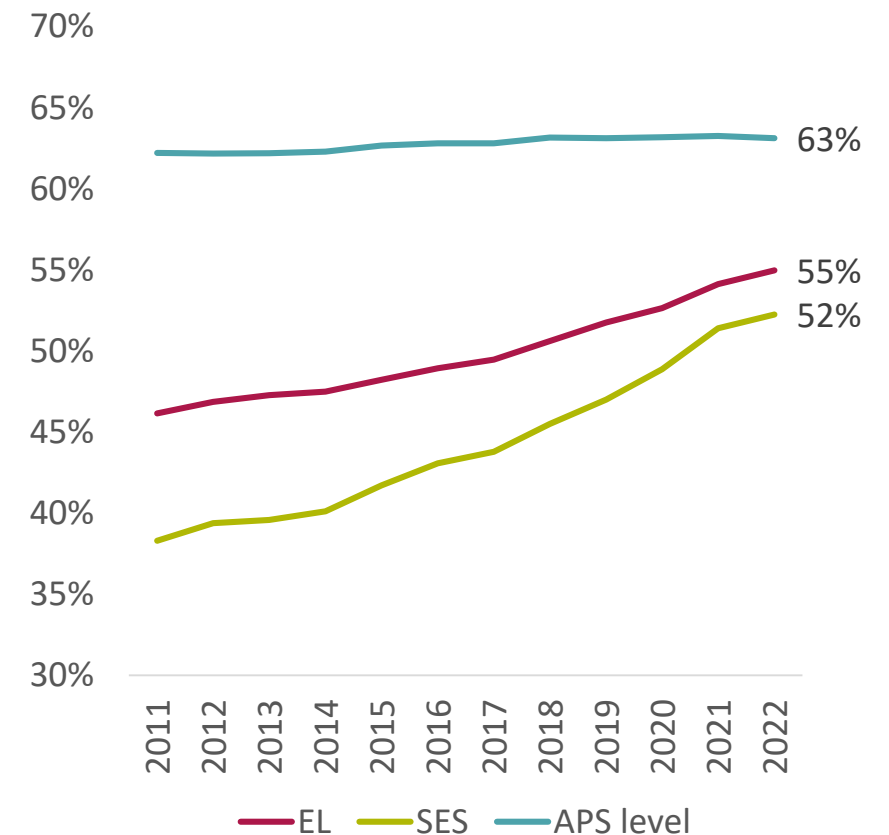
Classification level was found to be the strongest predictor of base salaries, as would be expected in the APS where pay is directly based on level.

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 the APS Gender Pay Gap fall, because average base salaries for women are rising.

- In 2011, the majority of EL 1 to SES 3 roles were occupied by men. By June 2023, the APS has reached gender parity at all levels except SES 3 (where the service is four women away from parity).

While previous analysis showed that the dominance of women at the APS 3 to APS 5 levels drove the 2021 Gender Pay Gap, it appears that over time, more women at EL and SES levels has overcome the continuing dominance of women at lower APS levels.

Proportion of staff who are women by APS/EL/SES levels



Source: APS Employment Database December 2022, APS Remuneration Survey 2011-2022

# More women at higher levels is in turn being driven by both more engagements and promotions of women into those levels

EL and SES engagements used to favour men in 2011. By 2022, women now equal or exceed the engagements of men at these levels.

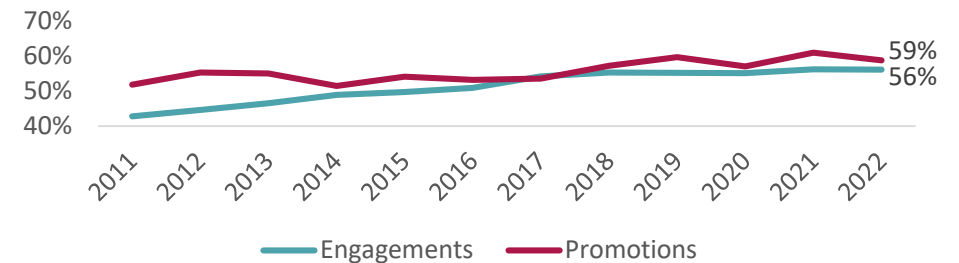
- The exception is at SES 1, where women's engagements were 42% of engagements at this level in 2022.

Promotion rates for EL 2 and above in 2011 favoured men. By 2022, EL 2 to SES 2 promotion rates favoured women.

- For SES 3s, women's promotions were close to parity: women were 47% of promotions to this level.

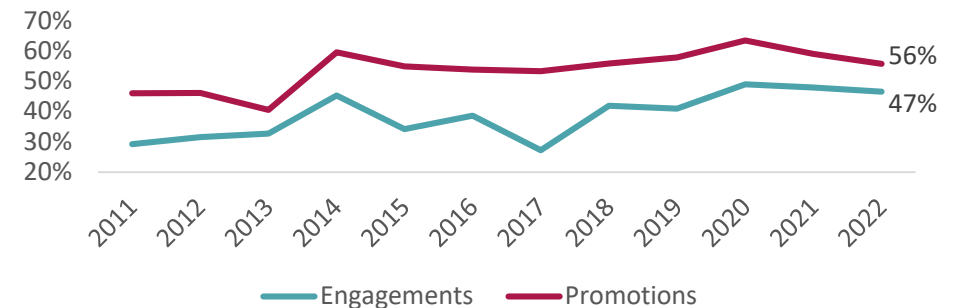
Promotions likelihood analysis of past data suggests that EL 1s to SES 1s who were women were between 17% to 50% more likely to be promoted than their counterparts who were men. These likelihoods were higher than for APS 3-6 women, who were only 8% to 15% more likely to be promoted compared to their counterparts who were men.

**Women EL Engagements and Promotions**



Source: APS Employment Database December 2022

**Women SES Engagements and Promotions**



Source: APS Employment Database December 2022

# Other important drivers of the APS Gender Pay Gap are years worked at level, central agency experience, and ongoing employment

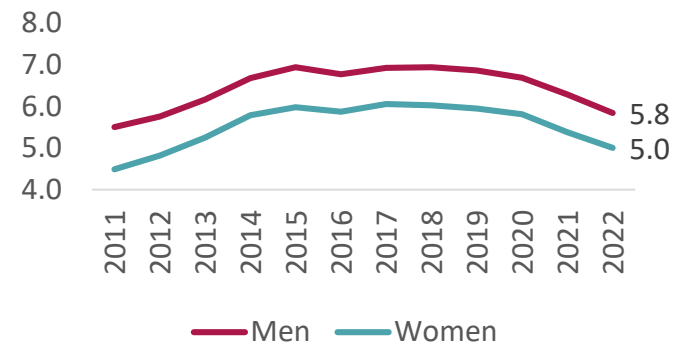
Years worked at level, central agency experience, and ongoing employment were all associated with higher remuneration rates.

Representation of women among employees with central experience and those in an ongoing position has increased over time.

Average years worked at level for women (adjusted for maternity and long term leave taken) is lower than that for men, which may be contributing to the APS Gender Pay Gap.

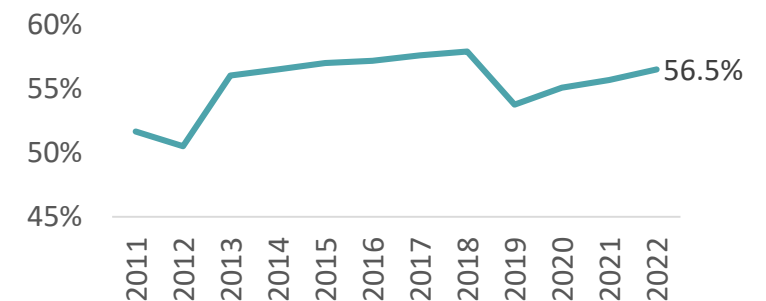
However the difference between the averages for women and men are relatively steady over time, and so this difference is not likely to be contributing to the decreasing APS Gender Pay Gap.

### Average years worked at level



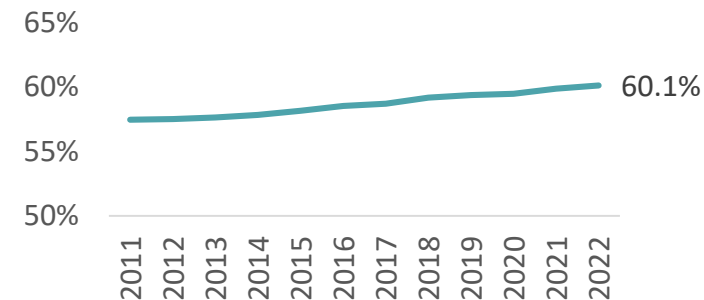
Source: APS Employment Database December 2022

### Proportion of employees with central agency experience who are women



Source: APS Employment Database December 2022

### Proportion of ongoing employees who are women



Source: APS Employment Database December 2022



# Job type and location did not explain much variance in base salaries once classification levels are taken into account



Previous analysis (“Drivers of the 2021 APS Gender Pay Gap”) highlighted that future work would consider:

- whether the type of work being undertaken by women and men helped explain the APS Gender Pay Gap
- whether there were interactions between the types of jobs that women worked in and where they live, that could explain why more women worked in non-ACT, non-policy roles.

Further analysis has shown that employees who are women are over-represented in workplaces based in regional areas and in service delivery roles. Regional service delivery roles in turn feature lower base salaries, because of a concentration of APS 3 and APS 4 roles in these jobs compared to the rest of the service.

Note though that regional service delivery APS-level women did not impact on the overall APS Gender Pay Gap in a significant way because they only formed 7.8% of the entire APS women’s workforce.



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