

Queensland public sector Gender pay equity dashboard 2022

Australia is ranked 43 on the [Global Gender Gap index](#) – down from 6th place in 2002. The Queensland public sector is committed to achieving gender equality and gender pay equity and this dashboard provides a snapshot of performance.

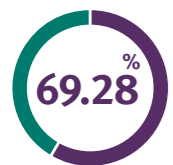
Gender disparity across levels^{1,2,3}

Percentage of total headcount as if working full time – June 2022



*equivalent

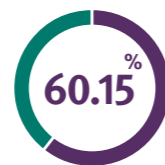
Women in leadership



two thirds of public sector employees are women



women in leadership roles at SO, SES and CE levels



of SO equivalent cohort are women



of SES equivalent and above cohort are women

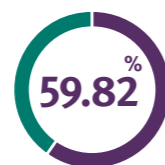
Executive recruitment differences – men vs women⁴



of applicants for SES roles are women

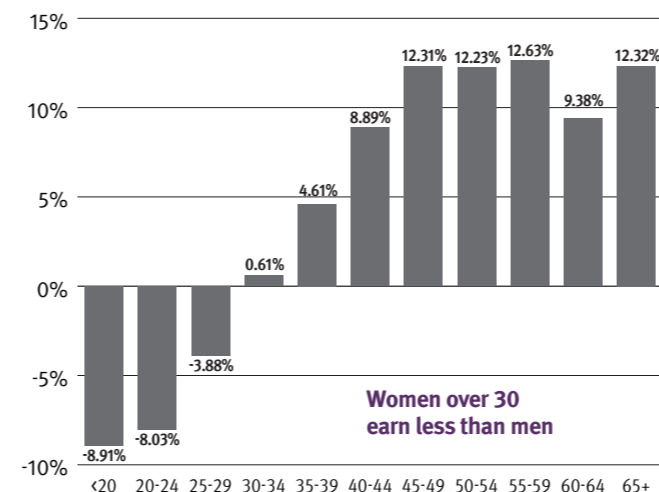


women are least likely to apply for SES roles in some agencies that might be perceived as having traditionally male occupations⁵



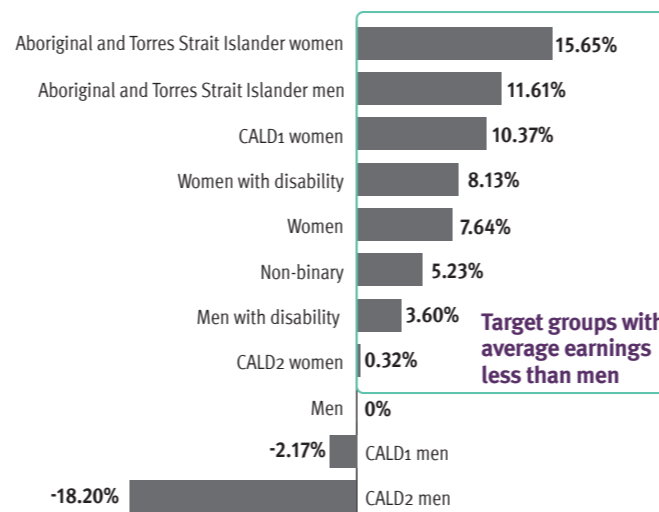
of appointments to SES positions are women⁶

Gender pay gap by age^{1,7}



Women over 30 earn less than men

Earnings gap across target groups^{1,8}



Target groups with average earnings less than men

% of women in agencies

There is significant variation in the gender profile of agencies

Highest
78.53%
Education

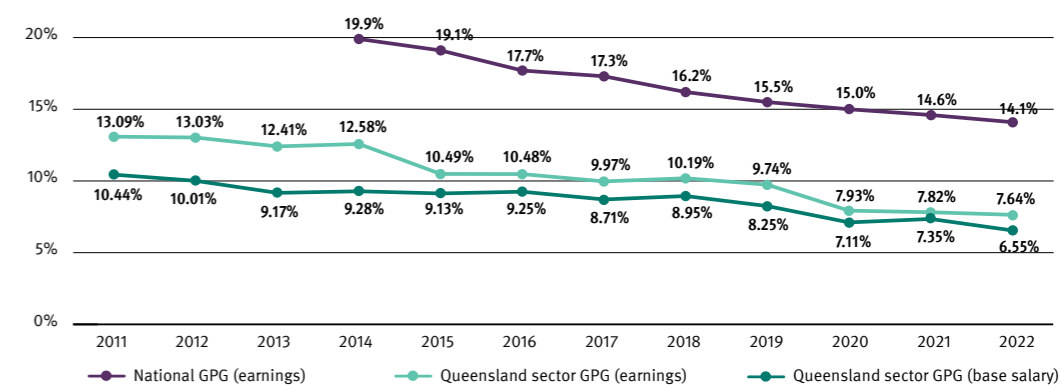
Lowest
19.89%
Queensland Fire and Emergency Services

Women's average superannuation balances are 26.33% lower than men's average superannuation balances

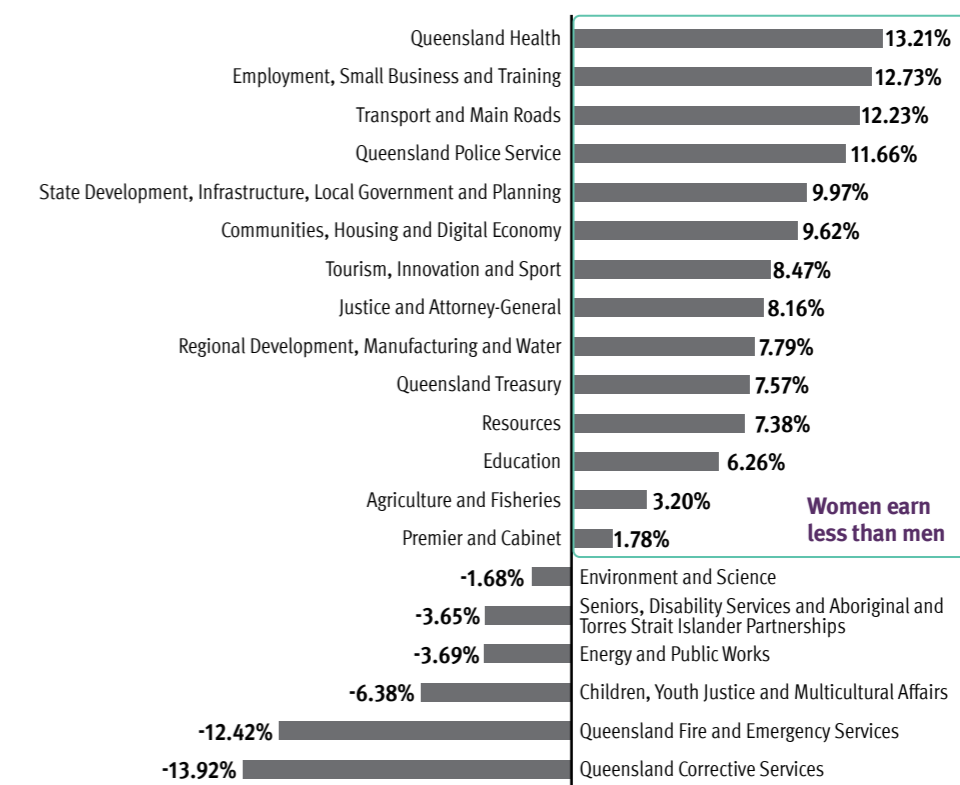
What causes the gender pay gap?⁹

- 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)^{1,9}



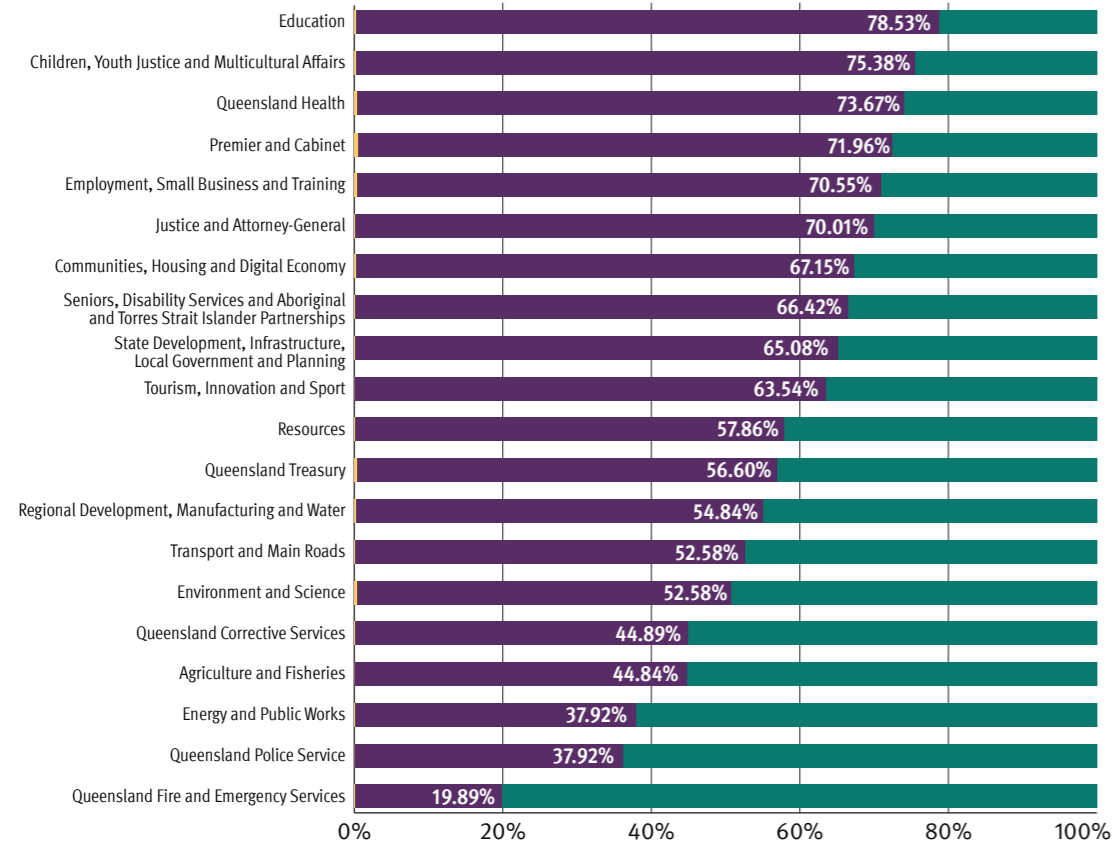
Gender pay gap by agency¹



Women earn less than men

% of women in agencies¹

Percentage of total headcount on base salary as if working full time – June 2022



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 2022 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 to date is low and this data is excluded in some graphs.
- 4 Based on a study of executive recruitment and selection reports and appointment information January 2019–August 2022
- 5 Women are least likely to apply for SES roles in some agencies perceived as having male occupations (such as Transport and Main Roads, Resources, Agriculture and Fisheries, and State Development).
- 6 This is consistent with research that women may not apply until they meet or exceed the criteria.
- 7 The gender pay gap varies across age groups, with younger women having higher average earnings than men up to around age 30, but a reversal after age 30. This is consistent with research findings about a parent penalty for women.
- 8 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.
- 9 [Workplace Gender Equality Agency – What drives the gender pay gap?](#)

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

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psc.qld.gov.au/osc