

Australia's WGEA Employer-Level Gender Pay Gap Disclosure (2024)

Gender Equality · Good practice · Australia

Quality score: 96/100

Evidence strength: Observational / pre–post

Summary

First public disclosure of median gender pay gaps for ~5,000 Australian employers (100+ staff), published 27 Feb 2024. Median employer gap: 9.1%; 62% paid men >5% more. Annual statutory mechanism; 51% of employers reduced gaps in 2024-25.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	1/1
Effectiveness	1/1
Efficiency	1/1
Evaluated outcomes	1/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-06-21

[Workplace Gender Equality Agency \(WGEA\)](#) — accessed 2026-06-21

[WGEA: Employer gender pay gaps published for the first time \(Feb 2024\)](#) — accessed 2026-06-21

[Minister Gallagher: Employer gender pay gaps published for the first time](#) — accessed 2026-06-21

Cite this — Evidoria. *Australia's WGEA Employer-Level Gender Pay Gap Disclosure (2024)*. Persistent ID: 44b818d6-d28a-4c1a-b604-05840ecbd601.