



Fair Work
OMBUDSMAN

Gender Pay Gap Employer Statement 2025

Our 2025 Gender Pay Gap Employer Statement

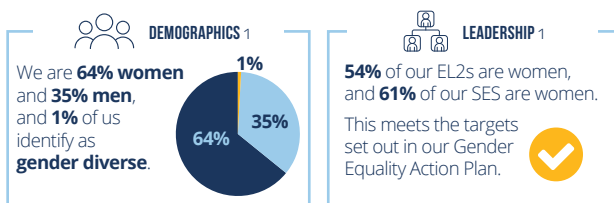
At the Fair Work Ombudsman (FWO), we believe that everyone should have access to the same opportunities and pay – regardless of gender.

We are committed to supporting gender equality in our workplace and, as Australia’s workplace regulator, this commitment aligns with our purpose; to promote harmonious, productive, cooperative and compliant workplace relations in Australia.

Our Gender Pay Gap

For the 2023 reporting period, the FWO had a Gender Pay Gap (GPG) of 1.6% (in favour of men), which is 3.8 percentage points lower than comparative Australian Public Service (APS) agencies, and well within the target range of ±5% set by the Workplace Gender Equality Agency.

Our Current Gender Profile



Our GPG and gender profile reflect the success of our Gender Equality Action Plan, and the dedication of our organisational leadership, gender equality network, and Diversity and Inclusion Team.

We are encouraged by the progress we have made, and each year we undertake a GPG analysis to better understand the drivers of our pay gap and take action to address these, with a current focus being to increase the take-up of part-time work, parental leave and carer’s leave by men.

FLEXIBILITY & CARING		
	Women	Men
Accessing part-time work ¹	27%	9%
Accessed primary carer’s parental leave ²	10%	0%
Accessed carer’s leave ²	56%	56%

1: As of 28 February 2025
 2: Data for the 2024 calendar year

Looking Forward

Building on our achievements, in 2024 we released our new **Gender Equality Action Plan 2024-27**, which includes 34 actions to be taken over 3 years. The plan was developed by a working group of employees, who consulted widely across the agency, and lays out a roadmap to progress gender equality in our workplace. This plan aligns with the **APS Gender Equality Strategy 2012-26** and is focused on 6 action areas:

- Leadership and accountability** that progresses gender equality through individual and collective action.

- Respectful workplaces and empowered people** that prioritise our people’s safety and wellbeing.

- Shifting gender stereotypes** to support the career and life choices of our people.

- Flexible ways of working** to give our people more choice and enhance their contributions at work.

- Gender data** that ensures our efforts are informed by the evidence base and progress is visible.

- Leveraging our external influence** to champion gender equality in our everyday work.

Our Commitment

Our commitment to gender equality is part of a fundamental commitment to our people, based on the APS value of **respect**, and aligned with our vision of ‘Working for Fairer Workplaces’. We believe that all Australians deserve equal opportunities at work, and our action toward gender equality is one step towards realising this belief.