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## **New Gender Pay Gap low driven by more women managers Most women including teachers are still earning less**

The newly released [Workplace Gender Equality Agency's Scorecard 2023](#) finds the average gender pay gap (GPG) has dropped to the lowest ever at 21.7%, an annual decrease of 1.1%.

**However, this new low in the GPG (total remuneration) means women are still on average earning \$26,393 less each year than men.**

The 2022-23 survey shows a pay gap larger than 5% in favour of men in every industry and in almost 3 in every 4 employers. The slow improvement in the pay gap has been driven by an increased proportion of women in management and upper pay brackets.

Across schools and pre-schools, women are still earning an average total remuneration of 5.9% less (down 1.6% over the last two years), and a median total remuneration of 8.9%, less than men.

Female teachers and education professionals earned an average \$2,735 less than men.

While women form 73.4% of the total workforce in schools and pre-schools, they comprise 76.6% of the lowest pay quartile, where they earn nearly \$20,000 less than the average total remuneration.

To date, only 38.2% of organisations in the schools and pre-schools sector have a policy for equal remuneration. Barely one in five education workplaces have taken action to address the GPG or even complete a gender pay analysis for their workforce.

WGEA's [Gender Equity Insights Report 2023](#) provides recommendations on how to accelerate a reduction in the gender pay gap. Effective progress on the pay gap in schools and pre-schools requires governments and employers to consistently and comprehensively consult with teachers and educators through their unions.

Unions will continue to drive [the agenda to address the GPG](#). Governments, and employers will need to take bold action to support pay equality for women everywhere, and for women teachers and education support staff in our schools and pre-schools.