



The Department of Infrastructure, Transport, Regional Development, Communications, Sport and the Arts is committed to achieving gender equality by creating a safe, inclusive and respectful workplace where everyone has fair access to opportunities and career progression.

Gender equality strengthens:



leadership
capability



workforce
sustainability



service delivery
outcomes

The department is committed to taking sustained, evidence-based action to improve gender equality outcomes and reduce gender pay gaps over time.

For the 2024 reporting period, the department recorded an average total remuneration gender pay gap of 4.6 per cent, with men earning more on average than women.



This gap is comparatively low within the Commonwealth public sector and reflects workforce composition factors, including the distribution of women and men across roles, seniority levels, employment arrangements and pay quartiles.

The 2024 results also reflect changes to reporting arrangements, including the inclusion of senior executive remuneration for the first time. The results do not indicate unequal pay for equal or comparable work, which is determined through the Australian Public Service remuneration framework.

The department has strong representation of women across the workforce, including at executive and senior leadership levels, and continues to see positive trends in promotion and leadership pathways. Flexible and part-time work arrangements are widely used, particularly by employees with caring responsibilities, and these patterns influence average earnings outcomes across the workforce.

The department is addressing the structural drivers of the gender pay gap through ongoing action.

This includes:

- embedding flexible and hybrid work as standard practice
- supporting greater uptake of parental and carers' leave by men
- ensuring part-time and flexible workers have equitable access to development, promotion and higher value work
- closely monitoring workforce data through ongoing Workplace Gender Equality Agency reporting and analysis.

Closing the gender pay gap requires sustained leadership, transparency and continuous improvement. The department remains committed to accountability and practical action to further narrow the gender pay gap and strengthen gender equality outcomes across the workplace.