



Australian Government

Fair Work
OMBUDSMAN

Gender Pay Gap Employer Statement

2026

Our 2026 Gender Pay Gap Employer Statement

Our Commitment to Gender Equality

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

We are committed to advancing gender equality in our workplace and, as Australia's workplace regulator, this commitment supports our purpose; to promote harmonious, productive, cooperative and compliant workplace relations in Australia.

Our Gender Pay Gap

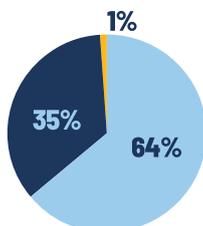
For the 2024 reporting period, the FWO recorded a Gender Pay Gap (GPG) of 1.7% (in favour of men), which is 1.8 percentage points lower than comparative Australian Public Service (APS) agencies, and well within the target range of ±5% set by the Workplace Gender Equality Agency.

Our Current Gender Profile



DEMOGRAPHICS

Our workforce is **64% women**, **35% men** and **less than 1%** people of a **gender diverse** identity.



LEADERSHIP



57% of our EL2s are women

61% of our SES are women

This meets the targets set out in our last Gender Equality Action Plan.

Our gender profile and low pay gap demonstrate the progress of our Gender Equality Action Plan, and commitment of our organisational leadership, gender equality network, and Diversity and Inclusion Team.

We are encouraged by these results, and this year, we are undertaking a deeper GPG analysis to help inform future targets and better understand the factors shaping our pay gap.

Looking Forward

In 2024, we released our Gender Equality Action Plan 2024-27, which outlined 34 actions to be taken over 3 years, and was developed through broad consultation across the Agency. The plan aligns with the APS Gender Equality Strategy 2021-26 and sets a clear commitment to improve gender quality outcomes.

This year, we have selected three targets from the WGEA target menu to guide our continued progress on gender equality. These are to

- ▶ continue to reduce the gender pay gap.
- ▶ undertake a detailed gender pay gap analysis to inform future target setting
- ▶ strengthen our policies for preventing, reporting and responding to sexual harassment



FLEXIBILITY & CARING

	Women	Men
Accessing part-time work	24%	9%
Accessed primary carer's parental leave	8%	1%
Accessed carer's leave	54%	53%

These targets will help us build a safer, more inclusive and more equitable workplace, and support our ongoing commitment to ensuring all employees can contribute equally and fully at the Fair Work Ombudsman.

Our Ongoing Commitment

Our commitment to gender equality is grounded in the APS value of respect, and supports our vision of Working for Fairer Workplaces. We believe all Australians deserve equal opportunities at work, and our gender equality initiatives form an important part of this commitment.