

Our commitment

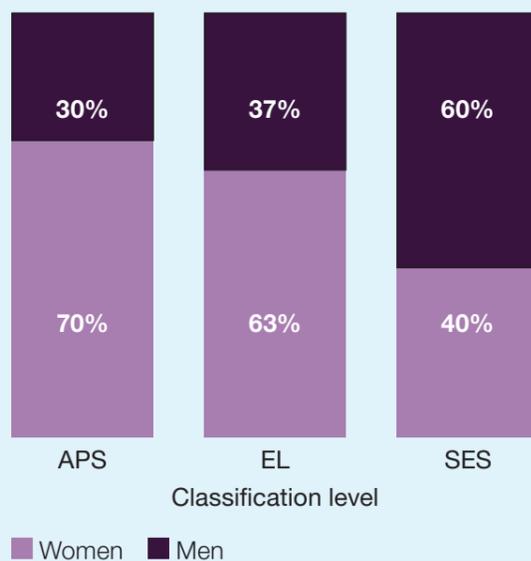
The Australian Electoral Commission (AEC) embraces an inclusive and diverse work environment that values and respects the contributions of our people from different backgrounds, experiences, and perspectives, and reflects the diverse community we serve.

As part of our commitment to transparency and continuous improvement, we have participated in the Workplace Gender Equality Agency (WGEA) survey since 2022.

Our gender profile

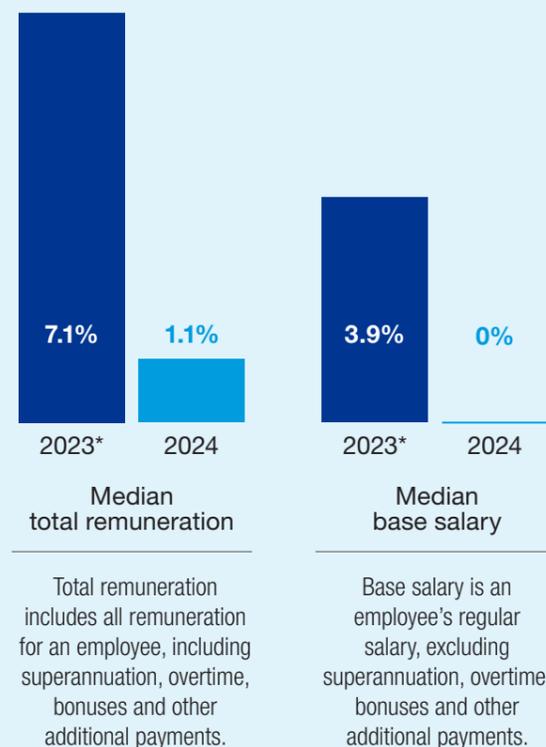
The AEC continues to promote gender equality in line with the **Australian Public Service Gender Equality Strategy 2021–26**, reflected in the high representation of women across our workforce. Data for the 2024 reporting period shows that we are maintaining a strong representation of women within Senior Executive Service (SES).

Additionally, it highlights that attaining a more balanced gender distribution across APS and EL classifications would contribute to greater equity in average earnings.



Gender pay gap

Our median gender pay gap for total remuneration is 1.1%.



*The gender pay gap calculations in 2023 do not include the remuneration for CEOs, Heads of Business and casually employed managers. It therefore is not directly comparable to 2024 gender pay gaps.

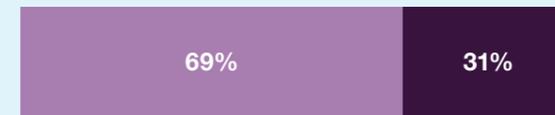
Composition by pay

The gender composition by pay quartile graphs reflect the agency's workforce profile in the lower middle quartile to upper quartile levels.

The difference in composition that can be seen in the lower quartile is a result of the large number of casual employees required to deliver the federal election across the nation. These casual roles attracted more women than men.

Total workforce

Average total remuneration: **\$88,000**



Upper quartile

Average total remuneration: **\$126,000**



Upper middle quartile

Average total remuneration: **\$79,000**



Lower middle quartile

Average total remuneration: **\$73,000**



Lower quartile

Average total remuneration: **\$73,000**



■ Women ■ Men

Total remuneration for part-time/casuals/part-year employees is converted to full-time equivalent amounts. Average total remuneration does not include voluntary salary data submitted for CEOs, and casual managers.

The average total remuneration is rounded to the nearest \$1,000.

Our journey

We are proud of the progress we have made over the last year and acknowledge there is work to continue to improve our gender pay gap.

In the last year we have driven several meaningful actions to support gender pay gap and gender equality in our agency. These include:

- Review and uplift of our Respect at Work Policy.
- Continuing the Gender Equality Network.
- Review of workplace adjustment resources to support gender equality.
- Maturing the gender workforce composition dashboard.

The agency will continue this work in the coming year through targeted actions to improve our gender equality.

Our ongoing commitment

Our ongoing commitment is to narrow the gender pay gap and improve gender equality outcomes for our people. We will continue to positively make a difference through our identified actions:

- Mature the flexible working arrangements policy.
- Review our approach to support employees who experience family domestic violence.
- Develop workplace adjustment resources to support gender equality.
- Mature our diversity sponsor program.
- Explore further opportunities to improve our gender workforce composition dashboard, reporting and governance.
- Actively work towards balancing gender representation at APS and EL classifications.
- Explore opportunities to achieve greater gender equity in technical roles, such as IT and data analytics.