



Australian Government  
Australian Sports Commission

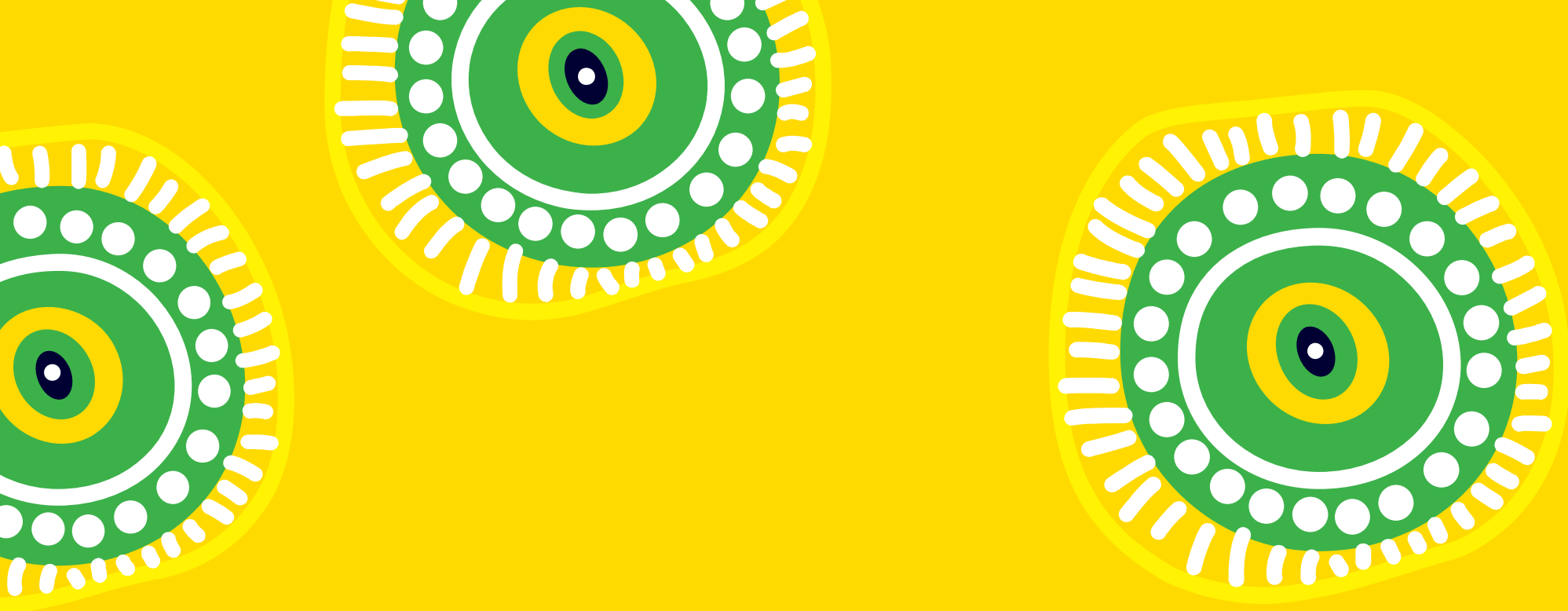


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# Employer Statement ASC WGEA Report

For reporting period: 1 January – 31 December 2023

Prepared by Erin Hatton  
For publication April 2025



### **Australian Sports Commission Acknowledgement of Country**

The Australian Sports Commission (ASC) acknowledges the Traditional Custodians of the lands where its offices are located, the Ngunnawal people and recognise any other people or families with connection to the lands of the ACT and region, the Wurundjeri Woi-wurrung people of the Kulin Nation, the people of the Yugambah Nation and the Gadigal people of the Eora Nation.

The ASC extends this acknowledgment to all the Traditional Custodians of the lands and First Nations Peoples throughout Australia and would like to pay its respects to all Elders past, present and future.

The ASC recognises the outstanding contribution that Aboriginal and Torres Strait Islander peoples make to society and sport in Australia and celebrates the power of sport to promote reconciliation and reduce inequality.

# BACKGROUND

Following amendments to the *Workplace Gender Equality Act 2012*<sup>1</sup>, the Australian Sports Commission (ASC) reports our gender pay gap data annually to the Workplace Gender Equality Agency (WGEA).

To increase transparency and accountability in addressing gender inequality, from 2025, WGEA will publish Commonwealth public sector employer gender pay gaps.

In 2025 WGEA will release:

- median total remuneration employer gender pay gaps
- median base salary employer gender pay gaps
- gender composition by pay quartile

This Employer Statement summarises the ASC gender pay gap data for the period 1 January – 31 December 2023<sup>2</sup>, our progress, and the work we are doing towards closing the gap.



1. The Act requires employers with 100 or more employees to report annually on gender, pay and occupation of each employee.

2. WGEA determine the reporting periods and timing of data release. WGEA published 2023 data and analysis for the private sector in March 2025, and the public sector in April 2025.

# ASC COMMITMENT

The ASC's Strategic Vision is for sport to have a place for everyone and deliver results that make Australia proud, and this starts with us internally.

The ASC is committed to providing safe, respectful and inclusive environment and experiences.

In striving for equity, diversity, and inclusion, we recognise that an integrated, holistic approach will accelerate our efforts toward lasting change and build a workplace and sector where behavioural and structural inclusion are the norm.

Ultimately our vision is not just about transforming our organisation – it's about the collective power of sport to create positive social change and create a more equitable and inclusive sporting system for generations to come.

Gender pay gaps are powerful aggregate measures of progress toward gender equality. The ASC welcome and support WGEA's publication of gender pay gap data to inform more effective strategies and actions to advance gender equality in the workplace and society.



# UNDERSTANDING THE GENDER PAY GAP

The WGEA gender pay gap metric is defined as the difference between the earnings for men and women, expressed as a percentage (%) of men's earnings. This year, WGEA will publish the **median** gender pay gap for **base salary** and **total remuneration**, and **gender composition by pay quartile**.

## Median Gender Pay Gap

The median gender pay gap is calculated as the difference between the middle earnings of men and the middle earnings of women after ranking them in order from lowest to highest, expressed as a percentage. The median is not skewed by high or low salaries, so it gives a good picture of typical earnings that exist within an organisation.



The **total remuneration** gender pay gap includes base salary, superannuation, overtime, bonuses and other additional discretionary payments. When employers have a large difference between the base salary and total remuneration gender pay gap, it indicates that one gender is obtaining greater financial benefit from these payments.

## Pay Quartiles

Pay quartiles divide employees into four groups, starting with the highest paid people in an organisation, through to the lowest paid.

The combination of pay and workforce composition provides important insights into what may be driving each employer's gender pay gap.



The gender pay gap is different to women and men being paid the same for the same (or comparable) job – this is equal pay.

Equal pay for equal work is a legal requirement in Australia.

# UNDERSTANDING THE GENDER PAY GAP cont.

## Target range

WGEA considers gender pay gaps within and including  $-5\%$  and  $+5\%$  as the target range. This range, also known as 'neutral', allows for normal fluctuations in the workforce with recruitment, promotions and resignations.

Employers with a *negative* gender pay gap, pay the median or average woman more than the median or average man. When they are less than  $-5\%$ , they are described as 'in favour of women'.

Employers with a *positive* gender pay gap, pay the median or average man more than the median or average woman. When they are greater than  $+5\%$ , they are described as 'in favour of men'.



			Target range				
Negative			'Neutral'		Positive		
In favour of women					In favour of men		
<b>-15%</b>	<b>-10%</b>	<b>-5%</b>	<b>0</b>	<b>5%</b>	<b>10%</b>	<b>15%</b>	

# ASC GENDER PAY GAP

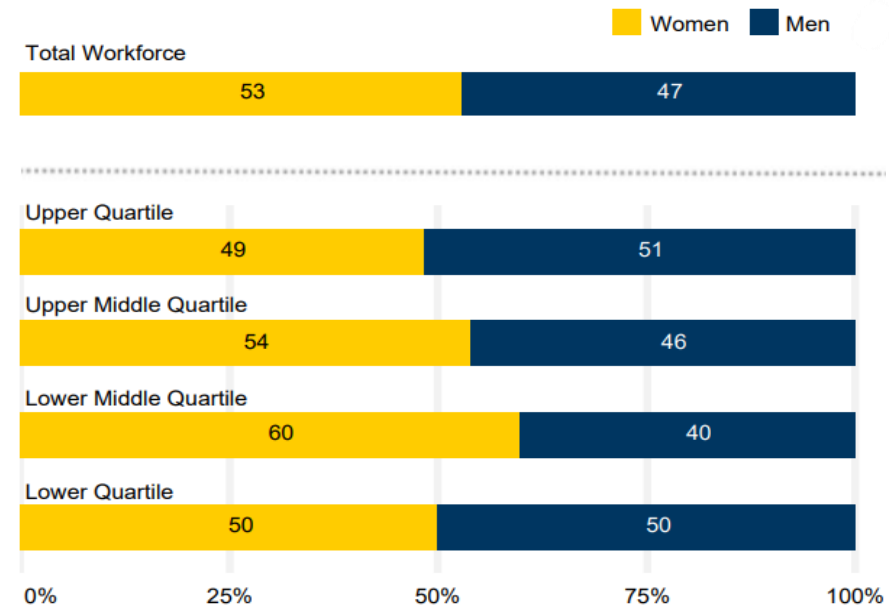
ASC employees	2023	Result	Industry Comparison Group <sup>3</sup>
<b>Median total remuneration</b>	<b>3.7%</b> In favour of men	Neutral	4.8%
<b>Median base salary</b>	<b>3.5%</b> In favour of men	Neutral	3.8%

## Gender Composition by Pay Quartile

The ASC's total workforce gender composition is neutral and identical to that of our Comparison Group (53% women and 47% men).

We have gender balance in three of four pay quartiles (upper, upper-middle and lower quartiles). An over-representation of women (60%) in the lower-middle pay quartile is primarily attributed to a concentration of women (full-time and part-time) in two job categories: Community and Personal Service Workers (83% women), and Clerical and Administration (65% women).

For the 2023 reportable period, the ASC's median gender pay gaps fall into the desired target range of +/- 5% of 0, indicating we have **achieved a neutral gender pay gap** for both median total remuneration and median base salary.



3. The Industry Comparison Group are Public Sector organisations with 500-999 employees

# OUR PROGRESS TO 2025

Since our previous WGEA report (that captured data from 1 January – 31 Dec 2022) the ASC has:



## Representation

- Maintained Board gender balance and led by female Chairs
- Strong representation of women in senior leadership
- Achieved gender balance in manager roles (51% women) and non-manager roles (54% women)



## Employment systems

- Enhanced parental leave, flexible work, and cultural leave in the Enterprise Agreement 2024-27
- Adopted or enhanced various policies including Family and Domestic Violence Policy, Preventing and Responding to Sexual Misconduct Policy, and initiatives that enhance our Positive Duty
- Continued delivery and strengthening of the ASC Restorative Program, Child Safety, Safeguarding and Integrity work



## Organisational capacity

- Designed an ASC Equity, Diversity and Inclusion Strategy
- Released an Intersectionality Roadmap (Jan 2025) 'An all-inclusive approach to governance and leadership in Australian sport'
- Supported employee education on equity, diversity and inclusion, positive duty, bystander action and inclusive leadership



## Voice and visibility

- Established an employee Equity, Diversity and Inclusion Network
- Through our CEO, been an active Member of the Champion of Change Sport Group and participated in the Coalition's annual Impact Reporting
- Released Equity, Diversity and Inclusion Data Standards for the Australian Sport System





# FUTURE ACTIONS AND PRIORITIES

Whilst the ASC's 2023 results show neutral headline gender pay gaps and a largely gender balanced workforce, it does not mean we can become complacent.

## ASC priorities

1. Conduct a deeper gender pay gap analysis to further understand any gender imbalances and their drivers and identify solutions to address them.
2. Apply intersectionality principles to recruitment and retention policies and practices.
3. Work towards greater diversity in senior leadership.
4. Support managers and leaders to apply practical inclusive leadership behaviours and decision-making.
5. Engage leaders and the workforce in the gender equality and inclusion action through sharing gender pay gap data, insights and plans.