

## **2026 Gender Pay Gap Employer Statement**

### **Introduction**

Food Standards Australia New Zealand (FSANZ) participates in the Workplace Gender Equality Agency (WEGA) public sector reporting program. This initiative aims to identify gender equality concerns and implement strategies to address them.

This Gender Pay Gap Employer Statement (the Statement) outlines FSANZ's commitment to ensuring gender equality in the workplace and identifies the actions it will take to tackle difference in pay between genders.

The Statement was endorsed by Christel Leeimhus (she/her), acting FSANZ Chief Executive Officer on 29 January 2026.

### **Our current workforce gender composition**

For a number of years, FSANZ has maintained a proportionally greater female workforce across the agency, the senior executive team and the Board. Across the total employee cohort, women represent 70% of our workforce, 75% of the Senior Executive team and 58% of the Board.

This strong representation is across both manager and nonmanager roles (Table 1). Over the last year, 82% of appointments to manager roles and 74% of appointments to nonmanager roles were women. Additionally, 88% of our employees take advantage of flexible working arrangements in some way, with more women accessing parttime work arrangements than men (Table 2), which goes some way to explain the differences in median pay outcomes.

*Table 1*

	<b>Managers</b>	<b>Non-Managers</b>
<b>Women</b>	65%	75%
<b>Men</b>	35%	25%

*Table 2*

	<b>Full Time</b>	<b>Part Time</b>	<b>Casual</b>
<b>Women Managers</b>	81%	16%	3%
<b>Men Managers</b>	100%	0%	0%
<b>Women non - managers</b>	71%	27%	2%
<b>Men non - managers</b>	80%	20%	0%

### **Our current median gender pay gap**

Our gender pay gap is reported as the median, meaning the mid-point or middle value of the remuneration lowest to highest figures. The median is the preferred comparator calculation as it reduces the skew of any figures. Skew of figures can be attributed to highly paid and/or part-time staff and/or the accessing of paid parental leave at reduced pay levels over an extended period.

A positive percentage means that men earn more than women, while a negative percentage shows that women earn more than men. The goal is to eliminate the gender pay gap entirely, so for the purposes of Tables 3 and 4, a gap closer to zero is ideal.

Our 2024 results for the median total remuneration (15.4%) and the median base salary (18.4%) remain steady against 2023 results. These results show a median pay gap that *favours men* (Table 3).

Table 3

	2023	2024
Median total remuneration	15.3%	<b>15.4%</b>
Median base salary	18.4%	<b>18.4%</b>

## Our current average overall total remuneration gender pay gap

When considering the average overall total remuneration pay gap at the agency level, the FSANZ 2024 gender pay gap is 4.2% (favouring men), showing improvement against the 2023 result of 6.9%. The 2024 results are 2.5 percentage points better than the Industry Comparison Group result of 6.7%. Deeper analysis of the manager and non-manager data shows *negative* results, meaning the average overall total remuneration gender pay gap is *favouring women* (Table 4).

Table 4

	2023	2024	2024 Industry Comparison Group (Public Sector Agency <250 employees)
FSANZ	6.9*%	4.2%	6.7%
All Managers	0.2%	-2.1^%	6.2%
All Non-Managers	0.5%	-1.3%	1.9%

\*a positive result demonstrates favour of men's pay.

^a negative result demonstrates favour of women's pay.

## Our Commitment to Closing the Gender Pay Gap

FSANZ remains firmly committed to reducing pay disparities over the next 12 months and will continue to focus on the equality challenge through the:

- ongoing implementation of our Workforce Strategy which is underpinned by a focus on Diversity and Inclusion principles and practices
- fostering an organisational culture of respect and inclusivity, where diversity is celebrated, and all employees feel valued
- ongoing conversation amongst our leaders at all levels regarding their responsibility to advocate and take accountability for inclusion and diversity
- continuous reviews of our recruitment and selection processes to ensure they represent APS best practice, are contemporary and fit for purpose and remove any unconscious biases that may impact recruitment outcomes
- training for hiring managers to ensure the right person being hired for the right role, regardless of gender, consistent with the APS Employment Principles
- continuous promotion of flexible working arrangements, maintaining support for women to work flexibly and encouraging all staff, including men, to take up part time roles where applicable
- monitoring of developments across the APS for other actions that may be suitable to FSANZ and would positively impact our gender pay gap.