

MEDIA RELEASE

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# Equal Pay Day's call-to-action to end the gender pay gap

Equal Pay Day is a reminder that differences in pay, opportunities and outcomes between women and men in the workforce still need action to be addressed.

The day, which falls on 19 August 2025, marks the 50 extra days into the new financial year that women need to work, on average, to earn the same pay as men.

The number of additional days changes each year because it is calculated from ABS data based on the difference between the full-time base salary wages of women and men in the workforce – known as the national gender pay gap.

Research shows this gap is driven by 3 main things: gender segregation of occupations and industries, unequal distribution of caring and family responsibilities and discrimination in the workplace.

Employers have the power to accelerate change. This starts with a gender pay gap analysis to find out what's driving their pay gap and to identify and implement effective, evidence-informed actions to address it.

This year, WGEA published a [new calculator](#) that uses an employer's gender pay gap result to work out the individual Equal Pay Day date for that workplace. Thousands of people have already used it to find their employer's Equal Pay Day date.

WGEA CEO Mary Wooldridge said this year's campaign aims to draw attention to the gender pay gap at individual workplaces and to generate meaningful conversation about the actions to address it.

"Equal Pay Day is an important day to start a conversation about the gender pay gap at your workplace and the plans to reduce it," Ms Wooldridge said.

"Employees can now find out what your employer is doing to address the issues that drive your workplace's gender pay gap, why it exists and what can be done about it.

"For workplace leaders, Equal Pay Day is a chance to consult with your employees, let them know you are serious and discuss how to take meaningful action on gender equality."

Ms Wooldridge encouraged employees to use the calculator and to dig into their [employer's results on the WGEA Data Explorer](#). WGEA results show more than 8 in 10 Australian employers (84.7%) still have gender pay gaps outside the target range of +/-5%.

"Every industry in Australia, including those that are women-dominated or that are gender-balanced, has a gender pay gap in favour of men," Ms Wooldridge said.

"Recent legislative changes, including publishing individual employer gender pay gaps and to require large employers to select Gender Equality Targets, aim to motivate employers to understand their gender pay gap and take meaningful action to address it.

"Equal Pay Day reminds us that there is still significant work to do to achieve equal and fair workplaces for all people."

