

WGEA GENDER PAY GAP EMPLOYER STATEMENT

2024 -
2025

AUSTRALIAN FOOTBALL LEAGUE



OVERVIEW

Following amendments to the *Workplace Gender Equality Act 2012*, and as part of the Workplace Gender Equality Agency (WGEA) requirements, the AFL is required to report on gender pay gap data for all employees across all entities within the AFL Group.

For 2024-2025, both the average (mean) and median total remuneration and base salary employer gender pay gaps will be released.

Ongoing reporting and visibility are important.

This is reinforced in the work of the AFL Workforce Gender Equity Action Plan 2025-2027, which sets out a clear vision for achieving true gender equity and inclusion at the AFL.

The employer gender pay gaps published by WGEA in 2026 cover the period 1 April 2024 to 31 March 2025.





COMMITMENT STATEMENT

The AFL's vision is for everyone to love and connect with Australia's game.

To realise this vision, we're focused on fostering a workplace culture that promotes a deep sense of belonging and engagement, and is reflective of the rich diversity of the communities in which our game is played.

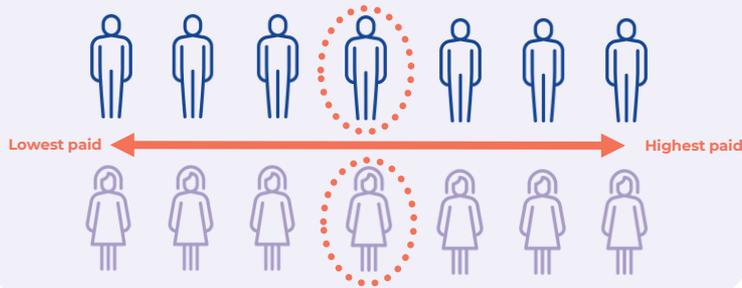
UNDERSTANDING THE GENDER PAY GAP



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

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.



Both the average and median gender pay gaps are expressed as a %, representing the difference between men's and women's earnings.

Average (Mean) Gender Pay Gap

The average gender pay gap compares the average earnings of men to the average earnings of women in the reporting group.

This is calculated as the difference between:



A positive percentage (greater than 0%) indicates the average or median earnings for men is higher than the equivalent earnings for women.

A negative percentage (greater than 0%) indicates the average or median earnings for women is higher than the equivalent earnings for men.

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.

OUR PROGRESS



“ Whilst we have made significant progress, there is still more work to do.

In 2019, the AFL launched its inaugural Workforce Gender Equity Action Plan (GEAP), laying foundations and progress made across our workforce representation.

In 2022, we launched our second GEAP which focused on accelerating change to increase the number of women in leadership and across our overall workforce.

Our third GEAP 2025–2027, aims to achieve true gender equity and inclusion at the AFL.

The AFL's journey has seen a shift from a male dominated organisation to one that is far more inclusive and equitable for women. Today, within the AFL core workforce:

- **51% of Senior Leaders are now women**
- **Women now make up 48% of the core workforce**
- **Women and men are equally engaged – meaning they have an equally positive experience working at the AFL**

OUR PROGRESS: SNAPSHOT



We have continued to make strong progress, since the development of our first Gender Equity Action Plan.



51% of Senior Leaders are women



Women in Football Program – developing pipeline



58% of new starters were women in 2025



48% of AFL core workforce are women – up from 38% in 2021



AFL Pride Plan – fostering inclusion for LGBTQI+ team members



Women and men equally engaged at the AFL



AFL Graduate Program – attracting and retaining diverse talent across the industry.



Targeted Talent Programs to accelerate progression – Women in Leadership, Accelerator and GenW



Annual AFL Industry Women's Summit



Scholarships to further education and career aspirations – **Jill Lindsay and Ray Gunston**



0% median pay gap



26 weeks **Parental Leave** for primary carer with no qualifying period and ongoing superannuation payments



AFL Podcast – profiling senior women across the AFL Industry



Established AFL Industry **Diversity Dashboard**



Men's Health Series to promote healthy masculinity

AFL GROUP

Our WGEA reportable workforce is the **AFL Group** which includes approximately **4,000 employees** – full-time, part-time and casual employees.

A breakdown of the AFL Group for 2024-2025 data

In addition to our permanent AFL workforce, the AFL Group includes:

- Talent Pathway casual employees
- Game Development casual employees delivering community and school programs across AFL and AFL state entities
- All AFL, AFLW, VFL, VFLW and Coates League umpires and match officials
- Casual employees at Melbourne Stadiums Limited (Marvel Stadium)



OUR RESULTS



Our median gender pay gap remains zero (-0.2)% compared to 16.4% across Australia (total remuneration).

Our average (mean) total remuneration pay gap is 4.3% and we are continuing our efforts to reduce this.

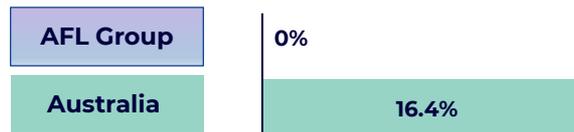
Our pay gap remains within the WGEA target range (+/- 5%), with minor changes due to Award increases, Umpire CBA increase and the ongoing inclusion of CEO data.

“ Both our median and mean pay gaps remain under 5%, which is considered leading practice by Australian standards. With WGEA indicating that -5% to +5% is within the target range.

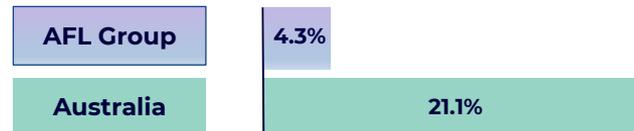
Note: AFL Clubs and their employees are reported separately and are not included in the AFL Group data.

The tables shows the WGEA metrics when applied to our **AFL Group** data and compared to the overall Australian pay gap figures.

Median total remuneration



Average (mean) total remuneration



OUR ONGOING COMMITMENT

Our AFL Workforce Gender Equity Action Plan 2025–2027 has four pillars to help us achieve true gender equity and inclusion at the AFL.

- **Culture of belonging:** The culture of the AFL is one in which difference is truly valued, and women and men feel equally engaged, respected and supported.
- **Gender balance:** Equal representation and opportunities for women and men at the AFL to realise their full potential.
- **Visibility and connection:** Women and men equally visible, recognised and connected within and outside of the AFL. The AFL is a leading employer in Australia.
- **Inclusive practices:** Inclusive systems, processes, policies and structures in place that address barriers to gender equity.



[View our AFL Workforce Gender Equity Action Plan](#)



Our focus

Some of the ongoing initiatives that will support this include:

- **Parental leave:** increasing our non-primary parental leave from 6 weeks to 8 weeks (effective from 1 June 2025).
- **Gender balance:** creating more pathways and development opportunities in legacy male dominated areas, including Football and Game Development.
- **Inclusive leadership:** Rolling out inclusion training for all people leaders and new team members.
- **Career progression:** continuing to conduct our women's talent programs – GenW – Executive Leadership, Women in Leadership, Women in Football, Women in Game Development.
- **Men being at their best:** Men's Health Series and establishment of a Men's Advisory Committee.

