

# Supporting your workplace gender equality journey

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**ACT Small Agencies HR Forum**

9 October 2025

# **Acknowledgement of Country**

In the spirit of reconciliation, the Workplace Gender Equality Agency acknowledges the Traditional Custodians of the country throughout Australia and their connections to the land, sea and community. We pay our respects to their Elders past and present and extend that respect to all Aboriginal and Torres Strait Islander peoples today.

# Session overview

- Who is the Workplace Gender Equality Agency (WGEA)?
- Gender Equality Indicators
- Commonwealth Public Sector Scorecard
- Supporting organisations through gender equality
- Tools, training, and resources



# Poll

1. How confident are you in progressing gender equality in your workplace?
2. Which WGEA tools and resources have you used to support progressing gender equality in your workplace?



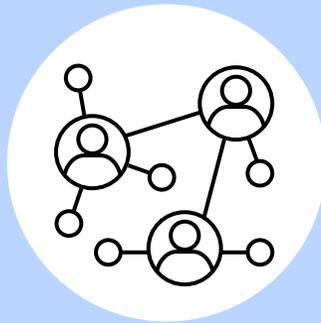
# Workplace Gender Equality Agency

The Workplace Gender Equality Agency is an Australian Government statutory agency created by the *Workplace Gender Equality Act 2012*.



## Annual reporting

Employers with 100+ employees in Australia report to us against 6 gender equality indicators (GEIs)



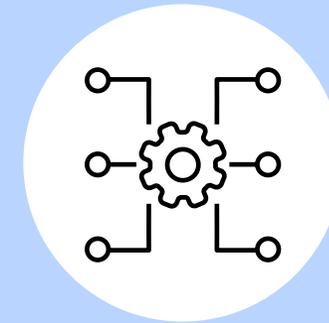
## 5.3 million employees

Women, men and non-binary employees at more than 9,000 employers, across 19 industries



## The gender pay gap

How we value the contribution of women and men in the workforce



## Capacity building

Direct intervention and targeted support programs that equip employers to accelerate change

# Gender Equality Indicators

**1**

**Gender composition of the workforce**

**2**

**Gender composition of governing bodies**

**3**

**Equal remuneration between women and men**

**4**

**Availability and utility of employment terms, flexible working arrangements, and support for family and caring responsibilities**

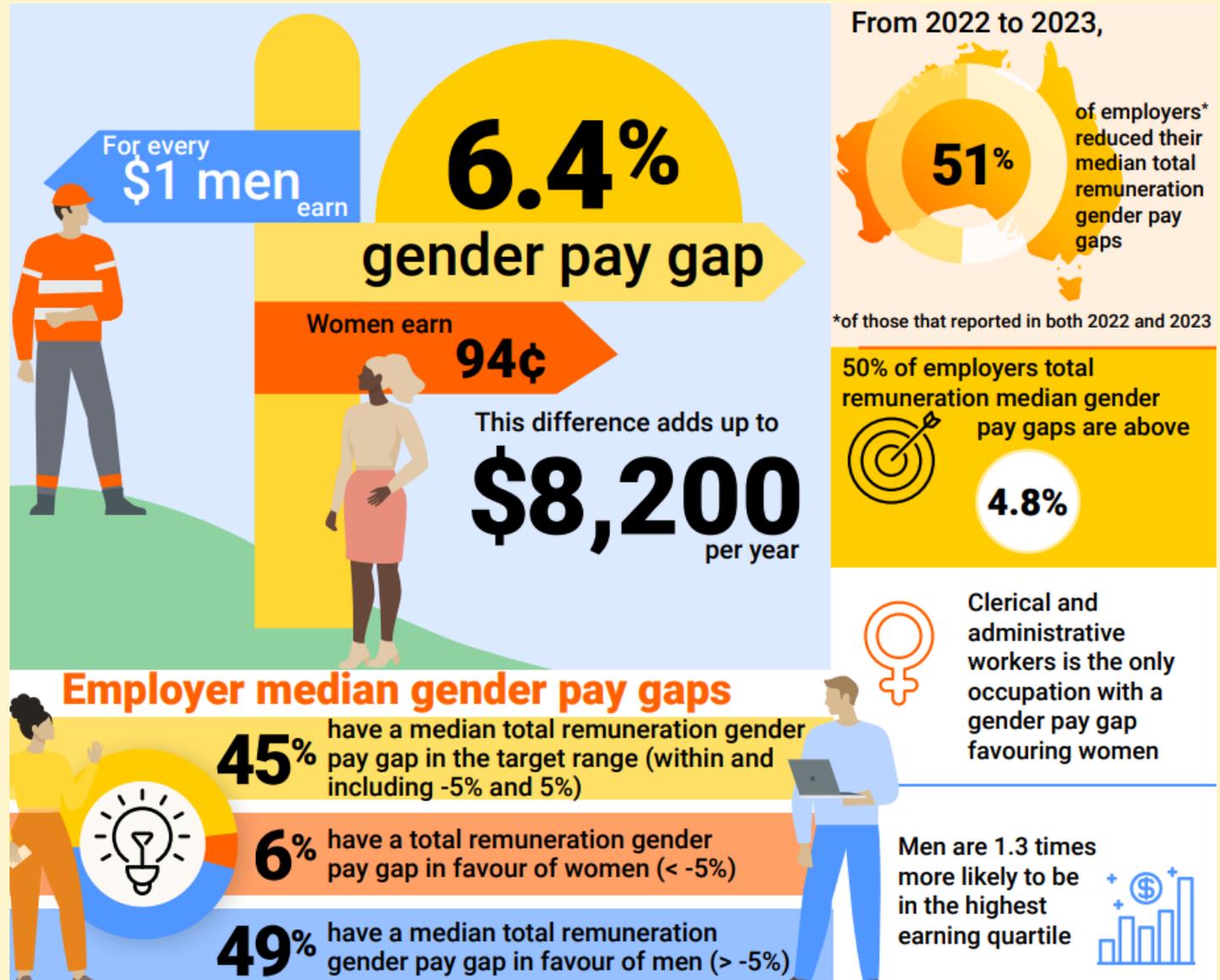
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**Consultation with employees on gender equality in the workplace**

**5**

**Sexual harassment, harassment on the ground of sex or discrimination**

# Commonwealth Public Sector Gender Equality Scorecard



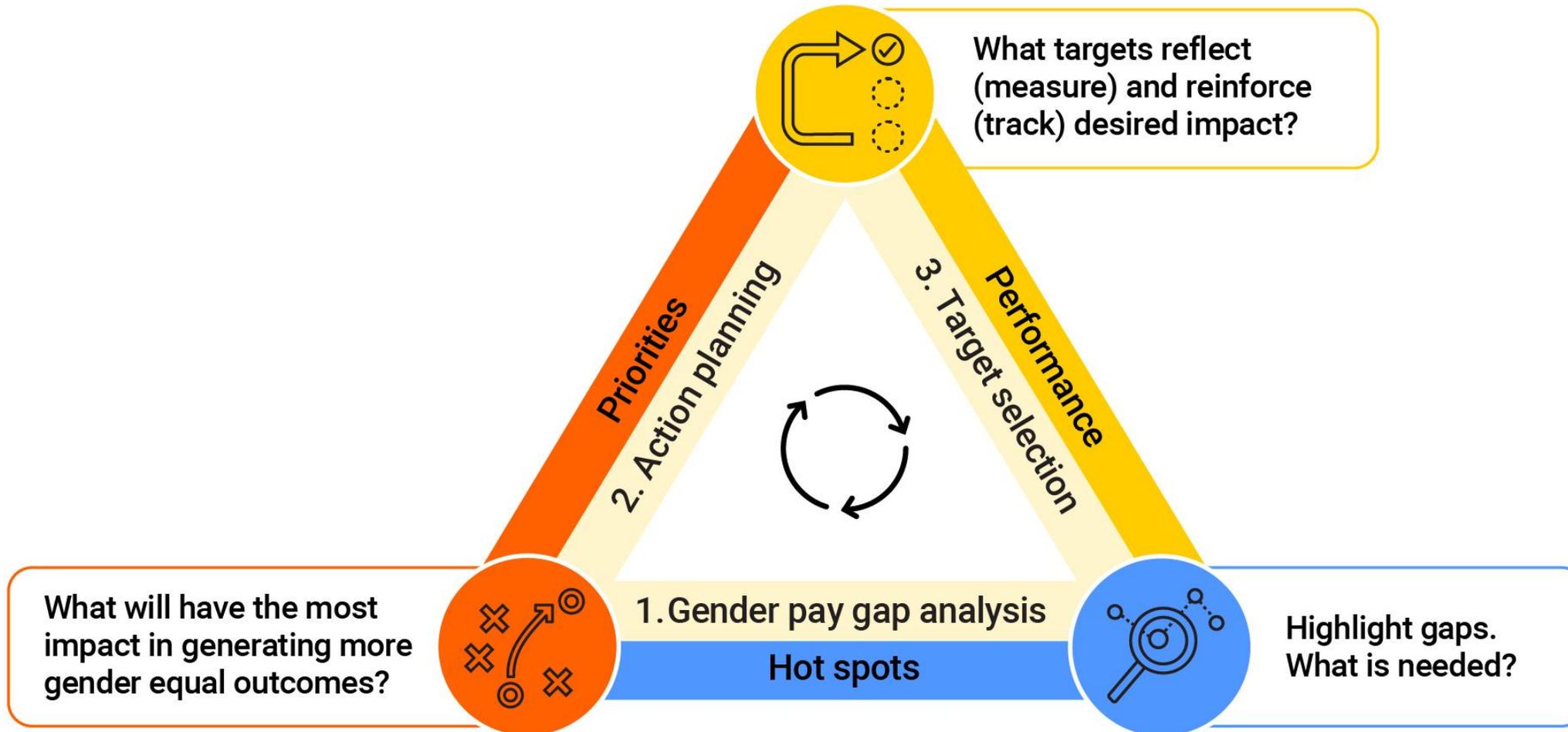


# How can WGEA help you on your gender equality journey?

# “Never mistake motion for action”

Ernest Hemingway

# WGEA's triangle of success

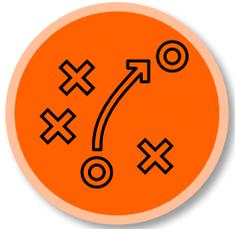


# WGEA resources



## Step 1: Comprehensive Gender Pay Gap Analysis

- Gender Pay Gap Analysis Masterclass
- [Gender Pay Gap Analysis Guide: Find the cause of your gender pay gap](#)



## Step 2: Action Planning

- Gender Equality Action Planning Masterclass
- [Workplace Gender Equality Action Planning Playbook](#)
- [WGEA Action Planning Tool | Create a gender equality action plan](#)



## Step 3: Target Selection

- Target Selecting for Workplace Gender Equality Masterclass
- [Targets Hub](#)

# WGEA support

## Sign up

- Register for WGEA Masterclasses or request a Direct Advisory Session: [WGEA's Masterclasses and Learning Events](#)

## Contact information

- Our team inbox for Commonwealth public sector enquiries: [insightsandcapability@wgea.gov.au](mailto:insightsandcapability@wgea.gov.au)
- Inbox for all target-related enquiries: [targets@wgea.gov.au](mailto:targets@wgea.gov.au)

# Poll

1. How confident do you feel to take next steps to progress gender equality in your workplace?
2. Which supports or resources would help you in taking these next steps?



# Questions

# Thank you



[www.wgea.gov.au](http://www.wgea.gov.au)



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