



July 2021

## Expressions of Interest - WGEA Research Partnership

The Workplace Gender Equality Agency (WGEA, the Agency) is seeking Expressions of Interest (EOI) from research institutions and/or organisations with significant analytical and research capacity to analyse the Agency's reporting data and produce a research report/s based on insights from the reporting data through an in-kind research partnership. Ideally, this would be a multi-year partnership for up to three years. The Agency anticipates that the partnership will commence in December 2021.

Using the Agency's longitudinal data, the research should contribute to improving gender equality in the workplace and provide further evidence 'on what works'.

There are two phases to the application process:

- Phase 1: an expression of interest outlining the proposed project, capabilities and experiences
- Phase 2: selected expression of interests will be invited to submit a more detailed proposal. The Agency will provide invited organisations with further detail about what the proposal requires.

### Research Partnership

The Agency is seeking a collaborative research partnership. WGEA will provide a clean reporting dataset (8 years) subject to legal and policy requirements outlined in the Agency's protocol on reporting data (legal agreement will outline the conditions for data use, storage and return of confidential data after the agreement expires) and advise on the data and interpretation of the data as required.

The partner organisation will be responsible for analysis of the annual reporting data and producing co-branded research reports. The report should be based on insights from the Agency's private sector reporting data and analysis of the relevant literature. In addition, data could be matched with other data sources and/or complimented with a qualitative analysis.

### Background on our data

The Agency is the Australian Government's key agency charged with promoting and improving gender equality in Australian workplaces. The Agency is established by the *Workplace Gender Equality Act 2012* (the Act). Under the Act, relevant non-public sector employers with 100 or more employees report annually to the Agency information with respect to six gender equality indicators (GEIs).<sup>1</sup> The six GEIs have been developed to address the most pressing contemporary challenges to gender equality in Australian workplaces.

The Agency is in its eighth reporting year and the annual census data covers over 13,000 organisations and over 4.3 million employees. The dataset includes information on workforce composition, employee movements, gender pay gaps, employer action on pay equity, gender equality strategies and policies, flexible work, support for carers at work, sex-based harassment and family and domestic violence. Findings

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<sup>1</sup> The six GEIs are: 1) Gender composition of the workforce; 2) Gender composition of governing bodies of relevant employers; 3) Equal remuneration between women and men; 4) Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities; 5) Consultation with employees on issues concerning gender equality in the workplace; 6) Any other matters specified by the Minister – sex-based harassment and discrimination.



from the Agency's public dataset from reporting periods 2013-14 to 2019-20 can be viewed on [data.gov.au](https://data.gov.au) and the [WGEA Data Explorer](#).

Subject to legal agreement, the Agency will provide a successful partner with access to a data set by organisation, including the base and remuneration data by employee (confidential data). In addition, for the 2020-21 reporting period, for the first time, some organisations have provided data, on a voluntary basis, that covers employee age and workplace location, as well as 4-digit ANZSCO classification.

## Evaluation criteria

EOIs will be assessed against the following criteria and should address each of the three criteria in order to be invited to submit a more detailed proposal.

- Research proposal
  - Research question(s)/project idea(s) that will result in meaningful contribution to knowledge and evidence about gender equality, including methodological approach, how the research project will draw on the WGEA dataset and how it will advance gender equality in the workplace
- Capability to deliver the requirements
  - Background and specialities/research interests of key project members
  - Capacity to deliver the project over a set timeframe (up to three years) with available resources, including preparation of a joint research report
  - Demonstrated experience in managing and developing collaborative research projects
  - Ability to receive and store data securely and observe strict security protocols around the access, use and maintenance of data
- Experience and expertise (Please provide two examples)
  - Strong research and data analysis skills, including conducting statistical analysis, producing charts, graphs and tables, and conducting literature reviews.
  - Ability to effectively summarise and communicate research to a public audience
  - Knowledge of and prior engagement with workplace gender equality issues

## Timeline for the EOI

EOI's must be submitted via email to [janin.bredehoeft@wgea.gov.au](mailto:janin.bredehoeft@wgea.gov.au) by 15 August 2021.

## Conditions of the EOI

The Agency reserves the right to:

- accept or reject any EOIs whether or not they are compliant
- seek additional information or clarification from respondents (including their sub-contractors or agents)
- select and negotiate with more than one respondent and reserve the right to enter into multiple research partnerships: or
- cancel, add-to or amend the information, timetable, criteria, conditions or processes set out in this EOI.

Neither the issue of this EOI by the Agency nor any response to it by any party commits, obligates or otherwise creates a legal relationship between the Commonwealth and that party. The Agency does not guarantee, warrant or otherwise represent that any business, revenue or other benefit or any minimum volume or value of business, revenue or other benefit will be earned or received by the successful respondent(s).

## Contact information

For further information about this EOI, please contact:

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