

Gender Equality Reporting Changes

Important things to know

To better understand the state of gender equality across Australian workplaces, there have been some changes to what you need to report to WGEA in 2024, covering 1 April 2023 to 31 March 2024 reporting period.

Here are the changes that will affect your 2024 WGEA reporting:

Questions that were previously voluntary and are now mandatory

- ✔ **Year of birth**
Employers will be required to report on the year of birth for each employee in their workplace profile.
- ✔ **Primary workplace location**
Employers will be required to provide the postcode of an employee's primary workplace location.
- ✔ **Remuneration of the CEO, Heads of Business, and casually employed managers**
Employers will need to report on the remuneration of the CEO or equivalent, Heads of Business, and casually employed managers. Pay information of individuals is confidential and not published by WGEA.
- ✔ **Sexual harassment, harassment on the ground of sex or discrimination**
Reporting requirements for sexual harassment have been expanded. Employers will need to report on preventative and accountability measures. This includes information about the frequency of leadership review of policies/strategies; training on sexual harassment; expectations communicated to employees about workplace conduct; workplace health and safety risk management process; supports for employees; and reporting and data collection processes on sexual harassment.
- ✔ **Term limits for the governing body**
Employers will indicate whether they have set term limits for Chairs and/or Members of the governing body.
- ✔ **Targets to address gender equality**
Employers will be asked if they set certain targets on gender equality in the Questionnaire. A list of targets will be provided, and employers can select those relevant to their workplace.

New mandatory question



Employees with access to employer-funded parental leave

Employers will indicate whether permanent, contract/fixed term, and/or casual employees have access to employer-funded paid parental leave.

New voluntary questions



Paid family and domestic violence leave

Employers will be asked to report on whether, and how many, employees have taken paid family and domestic violence leave in the reporting period. Employers will also be asked how many days of paid family and domestic violence leave were taken by employees in aggregate in the reporting period, and how many employees took the maximum leave entitlement.

This information is sought to inform Government about utilisation of family and domestic violence leave in the context of the new entitlement to 10-days paid family and domestic violence leave as a National Employment Standard under the Fair Work Act 2009. Deidentified data will be shared for this purpose and may also be released together with WGEA's public data release at aggregate level (meaning across the whole WGEA dataset and not at the organisational level).



For more information on upcoming changes, visit:

[Get future ready: A guide to understanding changes to WGEA's legislation](#)