



Australian Government



# Workplace Gender Equality Targets

## Gender Equality Targets Menu

February 2026

The **Gender Equality Targets Menu** contains the list of targets employers can select under the *Workplace Gender Equality Act 2012*.

The Act requires 'Designated Relevant Employers' (DREs) to select and commit to achieve and then meet or demonstrate improvement against 3 gender equality targets from this Targets Menu.

A DRE is defined as an employer who directly employs 500 or more employees.

The Targets Menu contains both numeric and action targets spanning each of the 6 gender equality indicators.

- Employers must select 3 different targets
- At least one target selected must be numeric
- When selecting numeric targets, employers must nominate a percentage point improvement they commit to meet. In the Targets Menu this is noted as '\_pp'.
- Action targets must constitute new entitlements or specify things that the employer's policies did not provide for in the baseline.

Employers have 3 years to meet or demonstrate improvement against each of the targets they select.

WGEA will assess whether an employer has met their targets or improved against each of them by comparing the information they report for their 3rd and final year of the target cycle to the information they report to WGEA in the **baseline year**.

**Select 3 targets – at least one numeric – 3 years to meet or demonstrate improvement on each target.**



## GEI1: Gender composition of the workforce

Target	Type of target	What target can be selected?
<b>Increased representation of non-managers</b>	Numeric	<p>Representation of [under-represented gender] in [one non-manager category] increased by [_pp].</p> <p>Non-manager category options:</p> <ul style="list-style-type: none"> <li>• Professionals</li> <li>• Technicians and Trades Workers</li> <li>• Community and Personal Service Workers</li> <li>• Clerical and Administrative Workers</li> <li>• Sales Workers</li> <li>• Machinery Operators and Drivers</li> <li>• Labourers</li> <li>• Graduates</li> <li>• Apprentices</li> </ul>
<b>Increased representation of managers</b>	Numeric	<p>Representation of [under-represented gender] in [one manager category OR for managers overall] increased by [_pp].</p> <p>Manager category options:</p> <ul style="list-style-type: none"> <li>• Key Management Personnel</li> <li>• Other executives and general managers</li> <li>• Senior managers</li> <li>• Other managers</li> </ul>
<b>Increased representation in promotions to manager</b>	Numeric	Representation of [under-represented gender] in promotions to manager increased by [_pp].
<b>Increased representation by pay quartile</b>	Numeric	<p>Representation of [under-represented gender] in [quartile] increased by [_pp].</p> <p>Quartile options:</p> <ul style="list-style-type: none"> <li>• upper</li> <li>• upper middle</li> <li>• lower middle</li> <li>• lower.</li> </ul>

## GEI2: Gender composition of the governing bodies

Target	Type of target	What target can be selected?
<b>Composition of governing body</b>	Numeric	Representation of [under-represented gender] on the governing body increased by [_pp].



### GEI3: Equal remuneration between women and men

Target	Type of target	What target can be selected?
<b>Reducing the gender pay gap</b>	Numeric	[Median OR average], [base salary OR total remuneration] gender pay gap closed by [__pp].
<b>Reducing the gender pay gap for managers or non-managers</b>	Numeric	[Median OR average], total remuneration gender pay gap for [either managers OR non-managers] closed by [__pp].
<b>Undertake gender pay gap analysis</b>	Action	If a comprehensive gender pay gap analysis has not been completed in the past 2 years: a. undertake comprehensive gender pay gap analysis annually; b. report the results of the analysis to the governing body of the employer.
<b>Equal remuneration and gender pay equity policies</b>	Action	Add 2 of the following to your policy: a. remuneration review processes without gender biases b. transparency about pay scales and salary bands c. managers being held accountable for gender pay equity outcomes.

### GEI4: 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

Target	Type of target	What target can be selected?
<b>Introduce employer-funded parental leave</b>	Action	Create an entitlement for employer-funded [primary parental leave OR parental leave that does not distinguish between primary/secondary carers].
<b>Increase the uptake of primary parental leave by the underrepresented gender</b>	Numeric	Representation of [under-represented gender] taking primary parental leave increased by [__pp].



**GEI4: 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**

Target	Type of target	What target can be selected?
<b>Improve employer funded parental leave</b>	Action	<p>Either</p> <p>1a. Extend the length of your existing employer-funded parental leave (either primary carers OR parental leave that does not distinguish between primary and secondary carers) AND</p> <p>1b. add 2 from the list (below) to your existing primary or, no distinction between primary or secondary carer, employer-funded parental leave</p> <p>OR add 3 from the list (below)</p> <p>2a. employer-funded parental leave is available for employees of all genders without a distinction between primary carers and secondary carers</p> <p>2b. the rate of pay for employer-funded parental leave is full salary replacement (independent of any statutory entitlements to paid parental leave)</p> <p>2c. employer-funded parental leave can be taken at any time in the 24-month period that begins the day a child is born or adopted by an employee</p> <p>2d. employer-funded parental leave is available in respect of still births, surrogacy and adoptions</p> <p>2e. no minimum service period applies to employer-funded parental leave entitlements</p> <p>2f. the employer pays superannuation contributions while an employee is on employer-funded parental leave</p> <p>2g. the employer pays superannuation contributions while an employee is on unpaid parental leave</p> <p>2h. an opt-out requirement for employer-funded parental leave, so that an employee who is taking employer-funded parental leave is assumed to be taking the employee's full employer-funded parental leave entitlement unless they specifically request otherwise.</p>
<b>Improve facilities or support for employees with carer responsibilities</b>	Action	<p>Add 2 of the following:</p> <p>a. breastfeeding facilities</p> <p>b. onsite childcare</p> <p>c. employer-subsidised childcare</p> <p>d. internal support networks for employees who are parents or carers</p> <p>e. access to priority places at local care centres to support employees with carer responsibilities.</p>



**GEI4: 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**

Target	Type of target	What target can be selected?
<b>Improve flexible work offerings for employees</b>	Action	<p>Ensure that 6 of the following are in place for all employees:</p> <p>1a. flexible hours (including flexible start and finish times)  1b. reduced hours or part-time work  1c. job-sharing arrangements  1d. compressed work weeks  1e. purchased leave  1f. time-in-lieu  1g. remote work.</p> <p>AND add 4 of the following to your policy:</p> <p>2a. training on flexible working and remote and hybrid teams for managers  2b. training on flexible working and remote and hybrid teams for all employees  2c. a business case for flexible working established and endorsed at the leadership level  2d. leaders to be held accountable for increasing take-up and approval of workplace flexibility  2e. all employees to be surveyed on whether they have sufficient flexibility  2f. the impact of flexibility to be measured and evaluated  2g. metrics on the use of, and the impact of, flexibility measures to be reported to key management personnel and the employer's governing body  2h. the ability to job-share to be incorporated into job design and the advertising of new roles  2i. flexible work arrangements to be available to all employees, with a default bias towards approval  2j. all team meetings to be offered online.</p>
<b>Proportion of managers who are part-time</b>	Numeric	Proportion of managers working part-time increased by [__pp] at the end of the target cycle.



## GEI4: 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

Target	Type of target	What target can be selected?
<b>Improve supports for employees experiencing family and domestic violence</b>	Action	<p>Add 4 of the following entitlements:</p> <ul style="list-style-type: none"> <li>a. protection for employees from adverse action or discrimination on the grounds that the employee disclosed family and domestic violence</li> <li>b. access to unpaid family and domestic violence leave</li> <li>c. access to paid family and domestic violence leave (in addition to the paid family and domestic violence leave provided for by the National Employment Standards)</li> <li>d. emergency accommodation assistance to employees experiencing family and domestic violence</li> <li>e. mechanisms for employees experiencing family and domestic violence to request to move to a different workplace location</li> <li>f. financial support for employees experiencing family or domestic violence</li> <li>g. an employee assistance program for employees who are experiencing family and domestic violence</li> <li>h. training for key personnel in supporting employees experiencing family and domestic violence</li> <li>i. workplace safety planning to support employees experiencing family and domestic violence</li> <li>j. procedures for referring employees experiencing family and domestic violence to support services.</li> </ul>

## GEI5: Consultation with employees on issues concerning gender equality

Target	Type of target	What target can be selected?
<b>Employee consultation on gender equality issues</b>	Action	<p>Consult annually with one of the following bodies:</p> <ul style="list-style-type: none"> <li>1a. diversity committee or equivalent</li> <li>1b. an employee representative group or network.</li> </ul> <p>AND undertake annual consultation of all staff on gender equality in the employer's workplace using 2 of the following methods:</p> <ul style="list-style-type: none"> <li>2a. experience survey</li> <li>2b. employee focus groups</li> <li>2c. exit interviews.</li> </ul>



## GEI6: Sexual harassment, harassment on the ground of sex or discrimination

Target	Type of target	What target can be selected?
<b>Improve policies regarding preventing, reporting and responding to sexual harassment</b>	Action	<p>Add 4 of the following to policies:</p> <ol style="list-style-type: none"> <li>leadership accountabilities and responsibilities for preventing and responding to sexual harassment</li> <li>training for managers and non-managers on respectful workplace conduct and preventing and responding to sexual harassment</li> <li>options for disclosing (internally and externally), and processes for investigating and managing sexual harassment</li> <li>processes for anonymously disclosing complaints of sexual harassment</li> <li>processes relating to the use of non-disclosure or confidentiality agreements in relation to sexual harassment</li> <li>requirements relating to the frequency and nature of reporting to the governing body and management on sexual harassment</li> <li>access to trained, trauma-informed support staff or contact officers</li> <li>access to confidential external counselling to support employees involved in and affected by sexual harassment</li> <li>protection for employees from adverse action or discrimination on the grounds that the employee disclosed sexual harassment or discrimination</li> <li>a system for monitoring outcomes of disclosures of sexual harassment, including employment outcomes for those affected and any respondents</li> <li>reasonable adjustments to work conditions to support employees involved in and affected by sexual harassment</li> <li>a process for the development and review of the employer's policies relating to sexual harassment, which includes consultation with employees, unions or industry groups.</li> </ol>
<b>Mechanisms for reporting to employer's CEO, key management personnel and the governing body on sexual harassment</b>	Action	<p>Expand reporting practices to the CEO, KMP and governing body to include 3 of the following:</p> <ol style="list-style-type: none"> <li>identified risks of sexual harassment</li> <li>prevalence of sexual harassment</li> <li>the nature of sexual harassment</li> <li>analysis of trends in sexual harassment</li> <li>action taken by the organisation to prevent and respond to sexual harassment</li> <li>outcomes of reports of sexual harassment</li> <li>consequences for perpetrators of sexual harassment</li> <li>any use of non-disclosure agreements or confidentiality clauses as an outcome of disclosure of sexual harassment.</li> </ol>





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## Additional information

For further information, please contact:

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