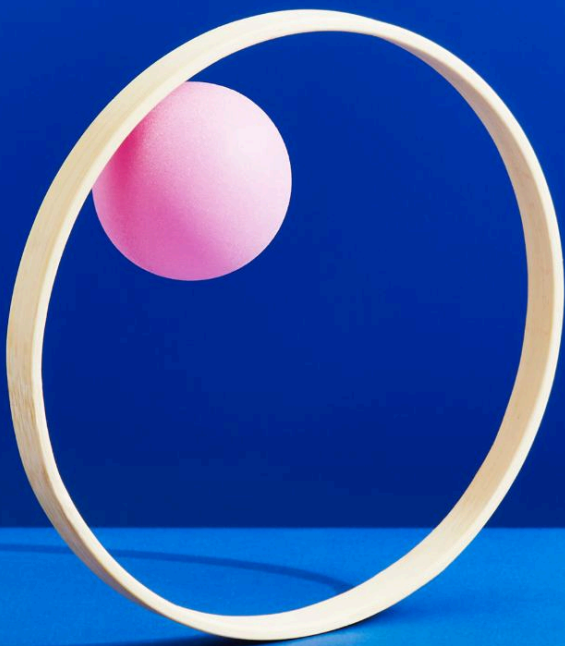


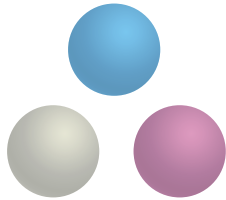
How to
**set gender
equality targets**
per new WGEA requirements



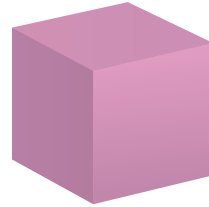
Starting next year, Australian employers with 500 or more employees will be required to select and work towards specific gender equality targets.

The reforms impact close to 2000 employers, who will have to choose three targets from a set list that includes both numerical goals and action-based initiatives.

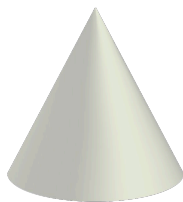
TARGET SELECTION REQUIREMENTS



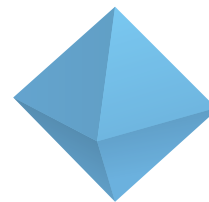
Choose 3 different
targets



At least 1 numeric
target



Employers can select more
than one target from the same
Gender Equality Indicator



Employers cannot select a
target that commits to actions
already in place

TYPES OF TARGETS

- Gender composition of the workforce
- Gender composition of the governing body
- Equal remuneration between women and men
- 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
- Consultation with employees on issues concerning gender equality
- Sexual harassment, harassment on the ground of sex or discrimination

ACTION VERSUS NUMERIC TARGETS

1

NUMERIC TARGETS

These involve setting measurable, quantifiable goals, usually expressed as a percentage point.

EXAMPLES:



Increase representation of under-represented gender among non-managers, managers, or promotions



Increase representation of under-represented gender on the governing body



Reduce the gender pay gap (overall or by role) by a specific percentage point



Increase proportion of part-time managers



Increase uptake of primary parental leave by the under-represented gender

2

ACTION TARGETS

These focus on implementing or improving specific policies, practices or initiatives that support gender equality.

EXAMPLES:



Annual employee consultation on gender equality with surveys, focus groups or exit interviews



Improve flexible work offerings including remote work, compressed weeks, job sharing and manager training on flexibility



Supports for employees experiencing family and domestic violence (e.g., leave entitlements, safety planning)



Improve employer-funded parental leave (e.g. by extending the length of leave or eliminating minimum service period)



Improve policies on sexual harassment prevention and response (e.g. through leadership training and access to trauma-informed support)

SELECTING YOUR TARGETS

When do employers need to select their targets?

Private sector employers will choose their targets during the 2025-26 gender equality reporting period, between 1 April and 31 May 2026.

Public sector employers will do the same from 1 September to 31 October 2026.

How will success be measured?

At the end of a three-year cycle, achievement/improvement is assessed against the **Baseline Report** (the results from the year before the target cycle commenced).

How can employers decide which targets to choose?

In preparation for the changes, WGEA is encouraging employers to undertake a **comprehensive gender pay gap analysis** to identify the unique drivers of specific gender imbalance in their workplace, and therefore which targets are best suited for the specific employer.

The targets vary in complexity, and it's crucial to ensure your chosen goals are realistic and achievable within the given timeframe, as employers will **not** be allowed to change or abandon targets once they have been set.

What if an employer does not set or make progress on their targets?

Employers who fail to select or make progress on their targets within three years risk being publicly named by WGEA.

Non-compliant employers will also not receive a **certificate of compliance**. Whether an employer has this certificate is considered by the Australian government when assessing an employer's eligibility to contract with it.

In this situation, the employer will have the opportunity to provide a **reasonable excuse**. If WGEA accepts the excuse as reasonable, the employer will not be named as non-compliant.



SOURCES

[Workplace Gender Equality Agency: Guidance on Selecting Targets](#)

[HRM article: Large employers will soon be required to set gender equality targets, says WGEA](#)