



Australian Government

Department of the Prime Minister and Cabinet

OFFICIAL

# Australia's Gender Pay Gap Reporting

Office for Women, Department of the  
Prime Minister and Cabinet

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## Workplace Gender Equality Act 2012

No. 91, 1986

### Compilation No. 20

<b>Compilation date:</b>	1 July 2016
<b>Includes amendments up to:</b>	Act No. 33, 2016
<b>Registered:</b>	25 July 2016

The following is a simplified outline of this Act:

- This Act requires various employers (*relevant employers*) to lodge reports each year containing information relating to various gender equality indicators (for example, equal remuneration between women and men).
- Those reports are available to the public, subject to some exceptions for information that is personal information, information relating to remuneration and information of a kind specified by the Minister.
- There is a Workplace Gender Equality Agency. Its functions include advising and assisting employers in promoting and improving gender equality in the workplace and undertaking research and programs for the purpose of promoting and improving gender equality in the workplace.
- There is a Director of Workplace Gender Equality, who manages the Agency.
- The Agency may review a relevant employer's compliance with this Act by seeking further information from the employer.
- If a relevant employer fails to comply with this Act, the Agency may name the employer in a report given to the Minister or by electronic or other means (for example, on the Agency's website or in a newspaper).

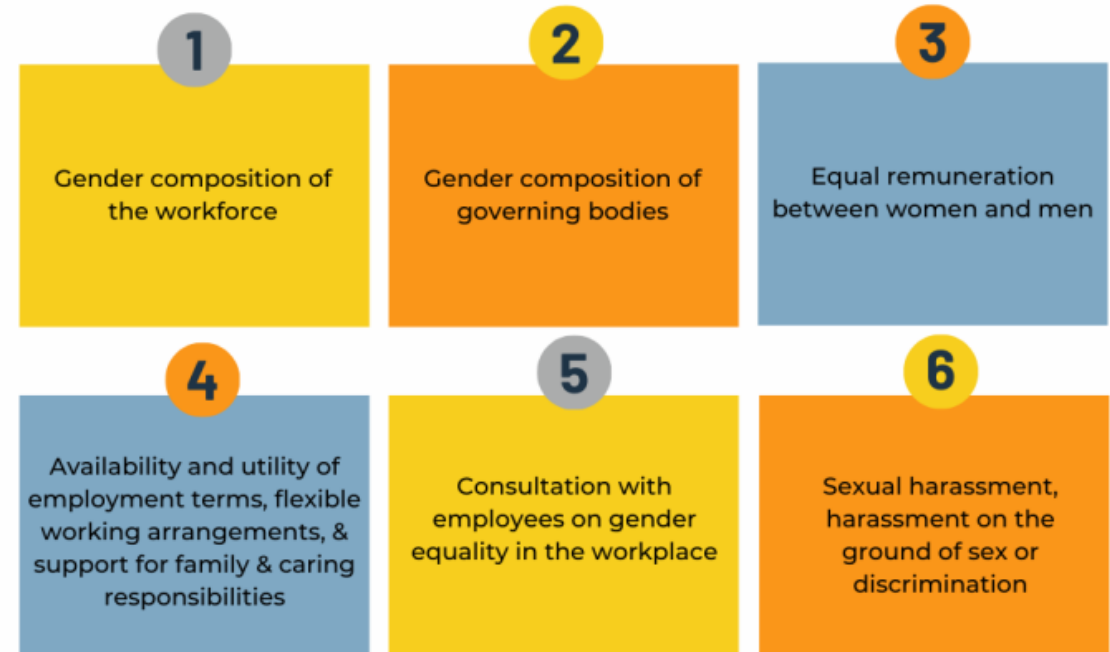
# Digital tool for Gender Pay Gap reporting

Welcome | WGEA

- The WGEA Gender Equality Reporting program is one of three programs in the [WGEA Portal](#). It is a mandatory program for all non-public sector 'relevant employers' under the *Workplace Gender Equality Act 2012* (the Act).
- This reporting program is different to the Gender Equality Report for the federal (Commonwealth) public sector, the guide for this program can be found on the side menu of this page.
- Organisations with over 100 employees report.
- are made in the WGEA Portal during the two-month submission period: **1 April to 31 May**.

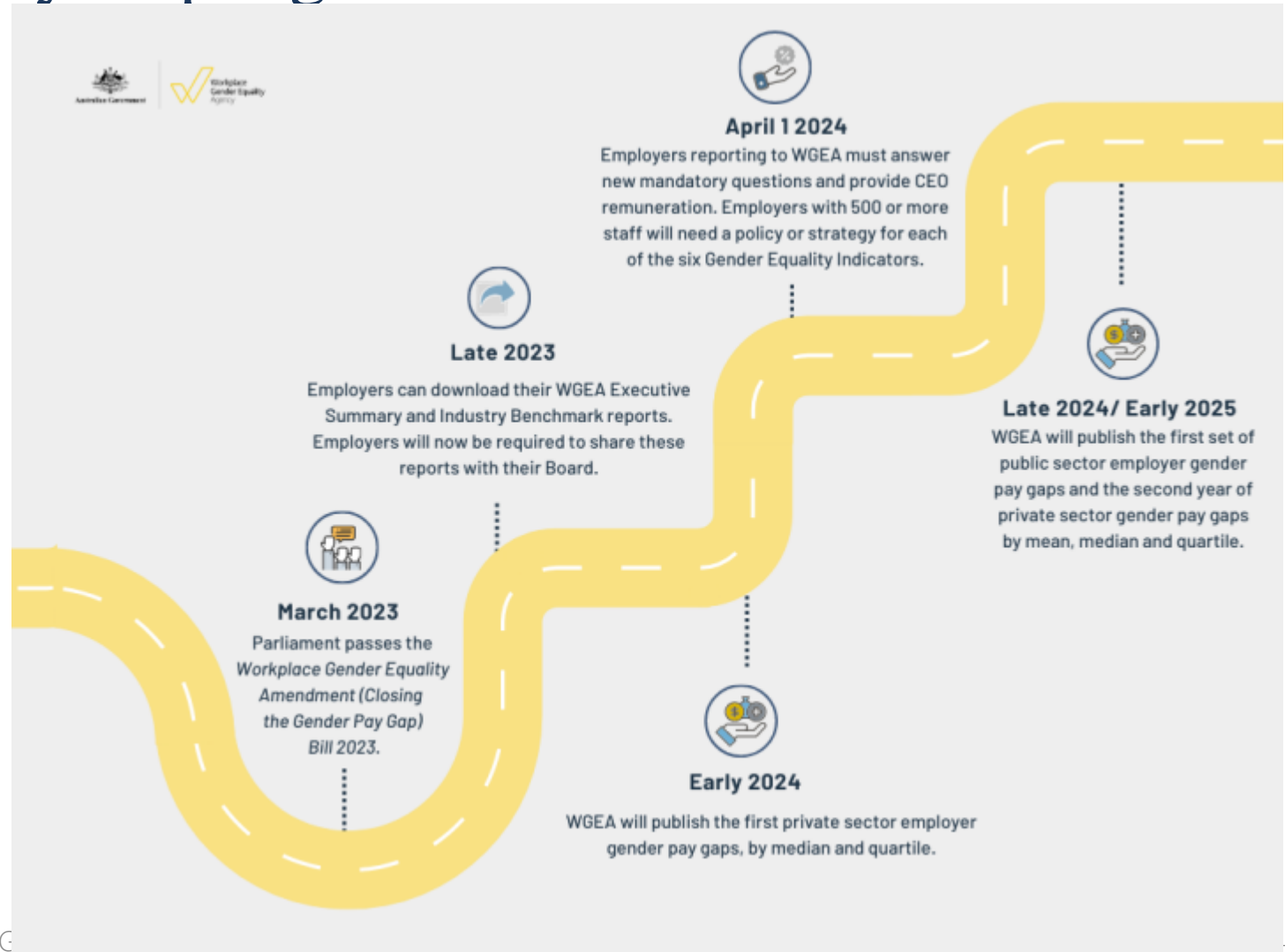


## THE SIX Gender Equality Indicators



# Closing the Gender Pay Gap legislation

- The *Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023* made amendments to the *Workplace Gender Equality Act 2012* (*WGE Act*).
- The WGEA reform package also included changes to the associated Legislative Instruments (*Workplace Gender Equality (Gender Equality Standards) Instrument 2023* and the *Workplace Gender Equality (Matters in relation to Gender Equality Indicators) Instrument 2023*).
- The [2021 Review of the WGE Act](#) made 10 recommendations to accelerate change for workplace gender equality. The reforms in this Bill, and the remade Legislative Instruments, deliver either in full, or in part, on six of the 10 recommendations.



# Future directions: automating reporting process and public sector

## WGEA Review 2021 recommendation 1:

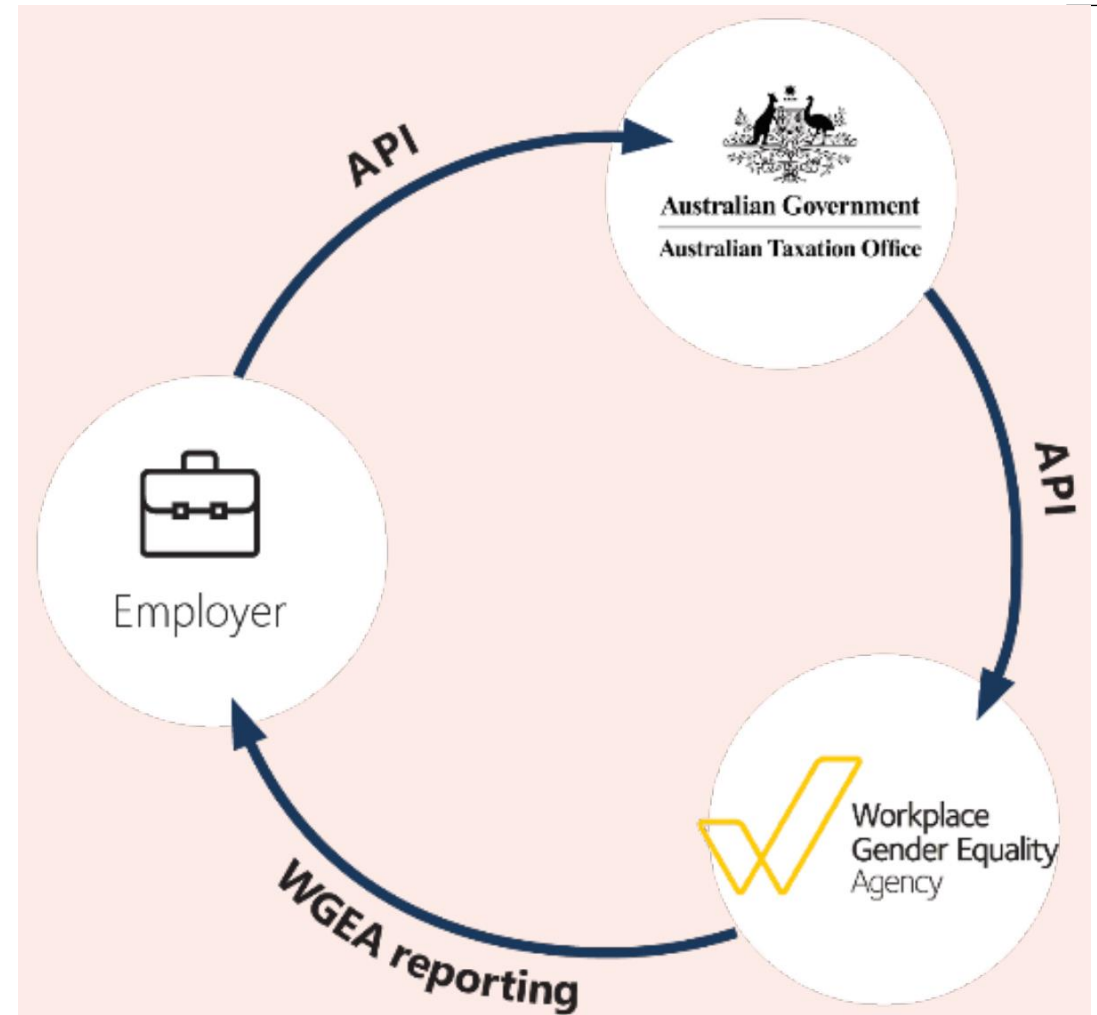
- 1.1 Improve the quality of data reported to WGEA, and reduce the regulatory burden for employers, by tasking a new Gender Data Steering Group (Recommendation 1.2) to drive and oversee research and stakeholder consultation (including with both human resources and payroll Digital Service Providers) to identify how to:
  - a. enable WGEA to use data employers have already provided to government and
  - b. invest in a way to assist employers to extract other data from their own employer systems using a digital solution where possible.
- 1.2 Improve the sharing of gender data among WGEA, other departments and agencies by establishing a Gender Data Steering Group under the Deputy Secretary Data Group.





# Application Program Interfacing (API)

- Developing a digital solution to make it easier for employers to extract data from their own systems is a major way to decrease the regulatory burden of reporting to WGEA. Streamlining the reporting process for employers will mean they can spend less time on form-filling and more time identifying and acting on the best way to improve gender equality in their workplaces.
- To make it easier for employers to report to WGEA, it is **recommended that** the new Gender Data Steering Group (Recommendation 1.2) drive and oversee research and stakeholder consultation **to invest in a way to assist employers to extract other data from their own employer systems using a digital solution where possible** (Recommendation 1.1.b).



# Thank you

Freya.Jansens@pmc.gov.au

