

Gender equality targets: Compliance and beyond

Making the government-mandated **Workplace Gender Equality Agency (WGEA)** targets work for your business



WGEA targets: Understanding your team's new obligations

Recognising the moral, social, and economic necessity of fostering equitable workplace participation and progress for all genders, the Australian government is accelerating its efforts to promote gender equality in the workplace.

Since 2023, legislative changes have significantly enhanced reporting requirements for gender equality; all employers with 100+ employees are now required to report their gender equality data for it to be reviewed and publicly shared via the Workplace Gender Equality Agency (WGEA).

As of May 2026, **all employers with 500+ employees must also actively set and report on three specific gender equality targets — and report their progress to WGEA over a three-year period.**

Key information at a glance



Select three gender equality targets

Organisations must identify and commit to three specific areas for improvement in gender equality.



Track and publicly report progress

Progress is measured and publicly disclosed over a three-year period.



Submission dates

1 April - 31 May 2026



Ensure at least one is numeric

At a minimum, one target must involve quantitative metrics to demonstrate measurable progress.



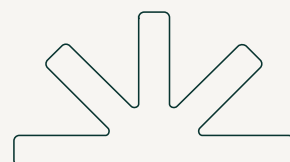
New initiatives only

Action targets cannot cover initiatives already implemented in your organisation.



Consequences of non-compliance

Public naming and potential ineligibility for government contracts.



“While the new legislation and potential consequences of non-compliance may seem daunting, **it’s actually an incredible opportunity for teams to gain the focus and support** needed to supercharge their gender equality efforts — and reap the rewards.”

Gemma Lloyd,
CEO and Co-founder
of WORK180



Employers must select three targets from these areas of focus:



Gender composition of workforce

Targets addressing the overall gender balance within your organisation across different levels and departments.



Equal remuneration

Targets aimed at identifying, addressing and eliminating pay disparities between genders for comparable work.



Employee consultation

Targets establishing or improving processes for gathering employee input on gender equality initiatives.



Gender composition of governing body

Targets focused on improving gender representation in boards, executive teams and senior decision-making positions.



Sexual harassment and discrimination policies

Targets strengthening prevention, reporting and response mechanisms for workplace harassment and discrimination.

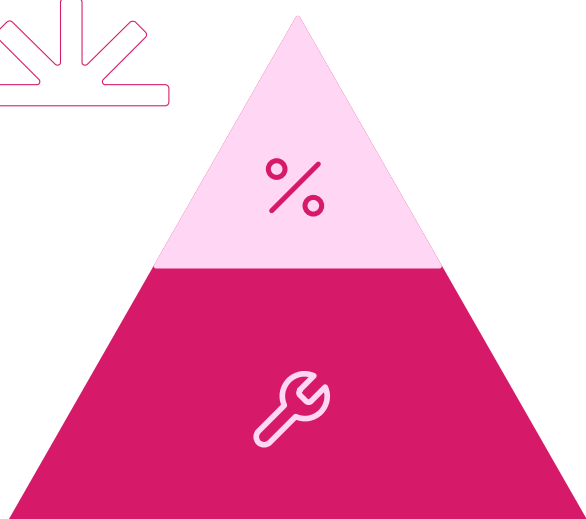
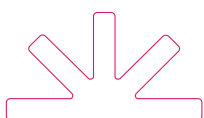


Flexible working, parental and caring supports

Targets to enhance policies that enable work-life balance and support employees with caring responsibilities.

Your company will be working on these targets for three years, and **you are required to demonstrate progress. As such, selecting the right targets is vital!** This means carefully identifying the areas where you can make a real, measurable impact and drive meaningful progress.

You must select three different targets. However, if you want to really hone in on one area, these targets can be from the same overall category. **And remember, at least one of your targets must be numeric.** It's also worth noting that percentage targets must aim to support underrepresented cohorts by fostering their increased representation (such as the examples given below).



Examples of numeric targets

- Percentage increase in women in leadership positions
- Percentage decrease in gender pay gap
- Increased uptake of parental leave by men
- Quantifiable improvements in gender representation

Examples of action targets

- Implementation of improved flexible work policies
- Annual staff consultation processes on gender equity
- Enhanced support systems for carers and parents
- Development of better sexual harassment prevention measures

The crucial first step: Identifying your company's current state

Understanding your organisation's current position on the gender equality journey is essential for setting appropriate targets and determining the level of support needed. At WORK180, we use the following framework to identify where you stand and what next steps make the most sense for your situation, provide the recommended support, and ensure teams confidently meet and exceed WGEA requirements.

Where is your company on the gender equality journey?

“We’re at the beginning of our gender equality journey and want to lay solid foundations.”



Example targets for companies at this stage

- Conduct a comprehensive gender pay gap analysis
- Establish employee resource groups

Recommended support

Foundation building, baseline data collection, and initial policy development. (See our ‘Starting strong’ package on page 7.)

“We’ve identified key issues and want to take targeted action to address them.”



Example targets for companies at this stage

- Implement flexible work arrangements
- Establish regular consultation mechanisms

Recommended support

Gap analysis, policy recommendations, and implementation planning. (See our ‘Strategy shaper’ package on page 7.)

“We’ve set clear goals and now want to implement initiatives and make visible progress.”



Example targets for companies at this stage

- Increase women’s leadership representation by a specific percentage
- Introduce targeted development programmes

Recommended support

Implementation strategies, measurement frameworks, accountability systems. (See our ‘Putting plans into action’ package on page 7.)

“We have strong foundations in place and are now looking to lead with best practice and innovation.”



Example targets for companies at this stage

- Reduce pay gap below industry average
- Increase proportion of part-time managers

Recommended support

Advanced strategies, industry benchmarking, innovative approaches. (See our ‘Raising the bar’ package on page 7.)

“No matter where you are on your inclusion journey, there are challenges and opportunities. For most of our WORK180 Endorsed Employers - who have long been setting, progressing, and achieving targets - **the focus now is using the reporting requirements as a tool to take things to the next level, supported by tailored guidance.**”

Louise Rogers,
DEI Advisor at
WORK180



How we can help: Confidence, compliance & more

With over a decade of experience supporting employers to advance gender equality, we use a proven, practical approach to help companies set, meet, and exceed their targets. Our process is tailored to suit organisations of all sizes, industries, and stages of the DEI (diversity, equity, and inclusion) journey — and it's **helping employers increase gender representation up to 12 times faster than their national industry average!**

Combined with our deep understanding of the Australian regulatory landscape, we transform WGEA compliance from a box-ticking task into a strategic opportunity for meaningful workplace progress.

Our tailored WGEA support packages at a glance

Starting strong

For organisations at the beginning of their inclusive journey who need data and support to select achievable targets.

- DEI Assessment to establish a baseline
- 6 months access to Progress Hub
- Market benchmarking and tailored target recommendations
- Monthly advisory sessions (6 hours total)
- Access to gender equity policy templates and guides

Investment: **From \$5,000 + GST**

Strategy shaper

For organisations who are ready to move beyond compliance and need support setting meaningful targets and following through.

- Diagnostic consulting to explore what's driving current gaps
- Comprehensive DEI assessment (if needed)
- Employee voice research (focus groups, surveys, interviews)
- Guidance to select meaningful, achievable targets
- Expert advice aligned with your business priorities

Investment: **Price on application**

Putting plans into action

Best for organisations with targets and a strategy in place who need support implementing and achieving outcomes.

- Benchmark targets against industry and national standards
- Implementation support for strategy, policy and career pathways
- Internal communications planning to embed change
- Measurement frameworks to track progress and impact
- Risk evaluation and accountability system design

Investment: **Price on application**

Raising the bar

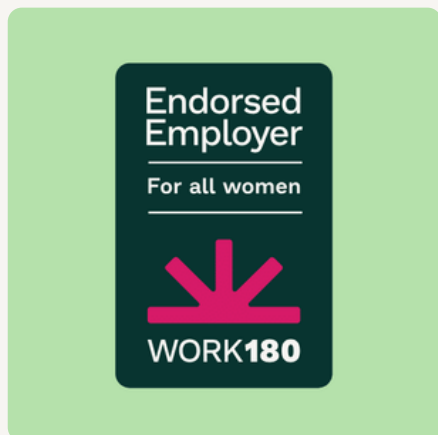
For high-performing organisations ready to lead and publicly demonstrate their commitment to equity.

- Benchmarking to highlight advanced progress
- Strategic guidance to extend impact beyond compliance
- Employer branding to position you as a leader in equity
- Support to become a WORK180 Endorsed Employer
- Visibility as an employer of choice for diverse talent

Investment: **Price on application**

Customised packages can be arranged on request.

Beyond WGEA: How we're helping teams build and benefit from diverse workforces



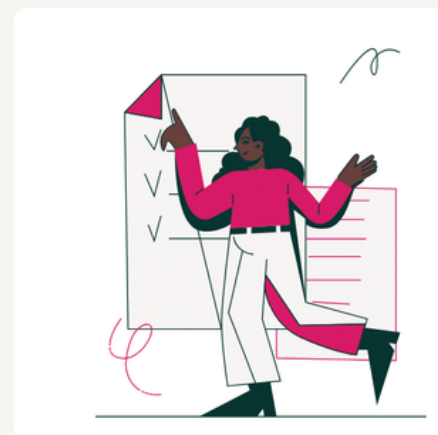
Endorsement

Having met our minimum standards for endorsement, your team can use our trusted endorsement badge on your job ads to increase candidate interest by up to 25%.



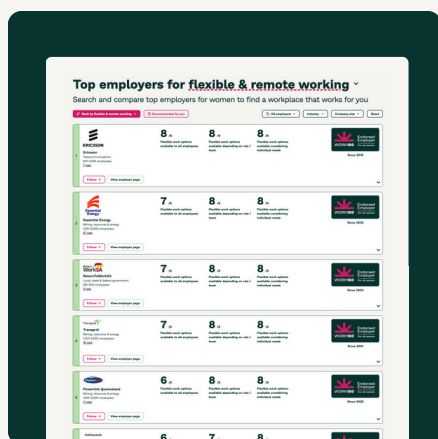
DEI assessment, report and benchmarking

Our DEI assessment tool asks a series of questions about important drivers of DEI. The result is a practical report and key metrics allowing you to understand and benchmark your current performance.



DEI action plan

The data from your assessment will assist your Account Manager to develop your tailored action plan for your organisation. This includes custom recommendations, clear achievable goals and best practice guidance.



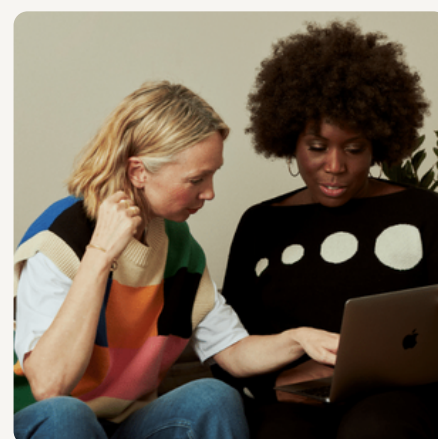
Employer branding and talent attraction

We are specialists in establishing employers of choice for women and marginalised groups. Once endorsed, amplify your reach by listing jobs on our employer directory, connecting with millions actively seeking workplaces aligned with their values.



1:1 Support, training, and resources

Receive ongoing support from your dedicated DEI Account Manager and access to valuable resources, templates, and guides. Plus, tap into the expertise of DEI Advisors for in-depth assistance and implementation support.

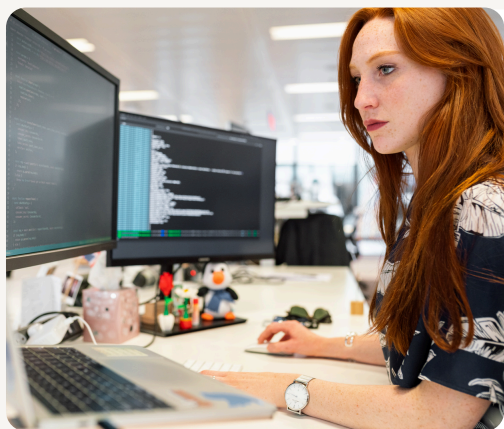


DEI consulting, workshops and project services

Whether you're striving to meet ambitious DEI targets or navigating the complexities of evolving gender equity compliance legislation, our expert team can support you across any aspect of your DEI journey.

Want to see what this support could look like for your business in particular?
Book a complimentary discovery call at work180.com/request-a-call.

Results our clients rave about



Exa Product Development has partnered with WORK180 since 2020. In that time, they have gone from **0% women to 45% women within their engineering team.**

+45%



Since partnering with WORK180 in 2022, IGO has achieved a year-on-year increase in women employees — **and a 5% increase in applications from women.**

+5%



A few months into their partnership, Urban Utilities hired three women into frontline roles in just one month — **breaking norms in a traditionally male-dominated field.**

x3



“WORK180's approach has provided us with a framework to understand our strengths and opportunities specific to gender equity - enabling us to define our gender roadmap with confidence.”

Andrew Baker
Value Lead - Career Experiences: E2E Operation

[More testimonials](#)

About WORK180

WORK180 began operations in February 2015 and is a privately held organisation with team members across Melbourne, Sydney, Perth, Adelaide, Brisbane and Hobart. WORK180 specialises in gender equity and ensures an intersectional lens across all its work.

Our DEI Advisory Services team comprises DEI and HR experts who partner with workplaces to support their progress towards gender equity. When engaging WORK180, organisations leverage the collective skills and experience of the entire WORK180 team, as well as our extensive data and benchmarking capabilities. This includes our in-depth knowledge of best practice policies, building DEI strategies, data collection, analysis and workshop facilitation.



A few key numbers

+1.5 Million

The number of people visiting our transparent career platform each year.

220,116

The number of women positively impacted by our work with employers in 2023.

+7%

The overall increase in the number of women across our Endorsed Employers in 2023.

The globally trusted choice for hundreds of leading employers

