# Workplace Equality and Respect

## Workplace gender equality indicators

**Acknowledgements**

Our Watch acknowledges the Traditional Owners of the land across Australia on which we work and live. We pay our respects to Aboriginal and Torres Strait Islander peoples past and present, and we value Aboriginal and Torres Strait Islander histories, cultures, and knowledge.

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 Australian Government

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Each organisation will require different types of information to prioritise and plan strategies for change. The *Workplace gender equality indicators* will help you assess your organisation’s engagement with the [*Workplace Equality and Respect Standards*](https://workplace.ourwatch.org.au/tools-and-resources/). These indicators have been selected from the Workplace Gender Equality Agency’s (WGEA) list of gender equality indicators. You may already collect data on *Workplace gender equality indicators* for WGEA reporting. Extracting and analysing some of this data will help you establish a benchmark and provide information that can be discussed in the employee focus groups.

**Table 1:** Workplace gender equality indicators list

| **Our Watch** | **WGEA** |
| --- | --- |
| **Gender composition of employees overall and by department teams** | [GEI 1 | Gender composition of the workforce](https://wgea.aristotlecloud.io/steward/default-steward-for-default-site-name/browse/comet/indicatorset) |
| **Gender composition of:**   * Staff at the executive level * Staff at the senior management level * Staff at the middle management level * Board members * Board chair | [GEI 1 | Gender composition of the workforce](https://wgea.aristotlecloud.io/steward/default-steward-for-default-site-name/browse/comet/indicatorset)  [GEI 2 | Gender composition of governing bodies of relevant employers](https://wgea.aristotlecloud.io/steward/default-steward-for-default-site-name/browse/comet/indicatorset) |
| **Gender composition by level and department of:**   * New hires * Internal promotions | [GEI 1 | Gender composition of the workforce](https://wgea.aristotlecloud.io/steward/default-steward-for-default-site-name/browse/comet/indicatorset) |
| **Base and remuneration gaps by sex and gender overall, by department** | [GEI 3 | Equal remuneration between women and men](https://wgea.aristotlecloud.io/steward/default-steward-for-default-site-name/browse/comet/indicatorset)  Base salary gender pay gap  [Remuneration Gender Pay Gap](https://wgea.aristotlecloud.io/item/549/indicator/remuneration-gender-pay-gap?) |
| **Gender composition of staff who:**   * Access flexible work arrangements * Access paid parental leave * Access non-leave based measures to support employees with families and caring responsibilities * Access domestic violence leave * Return from parental leave with continued employment for 12 months | [GEI 4 | Flexible working arrangements and working arrangements supporting carers](https://wgea.aristotlecloud.io/steward/default-steward-for-default-site-name/browse/comet/indicatorset) |
| **Changes in staff perception of workplace culture as measured by annual staff survey** | WGEA does not have an indicator for this measure, however, you can use the [*People survey tool*](https://workplace.ourwatch.org.au/tools-and-resources/) and [*Employee focus group tool*](https://workplace.ourwatch.org.au/tools-and-resources/) to gather data. |
| **Reported incidence of sex-based discrimination and sexual harassment** | [GEI 6 | Sex-based harassment and discrimination](https://wgea.aristotlecloud.io/steward/default-steward-for-default-site-name/browse/comet/indicatorset) |