

## Minimum Standards

From the 2015-16 reporting period, the first minimum standard in relation to specified gender equality indicators (GEI) as set by the Minister in the *Workplace Gender Equality (Minimum Standards) Instrument 2014*, came into effect.

To meet the minimum standard, relevant employers with 500 or more employees must have a policy or strategy in place that specifically supports gender equality in relation to one, or more, of the following:

1. GEI 1 – gender composition of the workforce (referable to questions 1.1 to 1.10 in the reporting questionnaire), or
2. GEI 3 – equal remuneration between women and men (referable to reporting questionnaire questions 3 AND 3.1), or
3. GEI 4 - 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 (referable to question 10 in the reporting questionnaire), or
4. GEI 6 - any other matters specified by the Minister: sex-based harassment and discrimination (referable to question 16 in the reporting questionnaire).

Information contained in an organisation's annual compliance report will be assessed by the Agency to determine whether the relevant employer has met this minimum standard

### Your organisation's performance against the minimum standard

Based on your organisation's responses to the reporting questionnaire for 2015-16, your organisation, together with all other entities in your corporate structure that may have been included in your report, has met the minimum standard as outlined above.

If your organisation has not met the minimum standard, it has a further two reporting periods to improve before it may be non-compliant with the Act. The Agency offers assistance to help improve against the minimum standard. You can visit our website at [www.wgea.gov.au](http://www.wgea.gov.au) or call (02) 9432 7000 and ask to speak with a senior advisor.