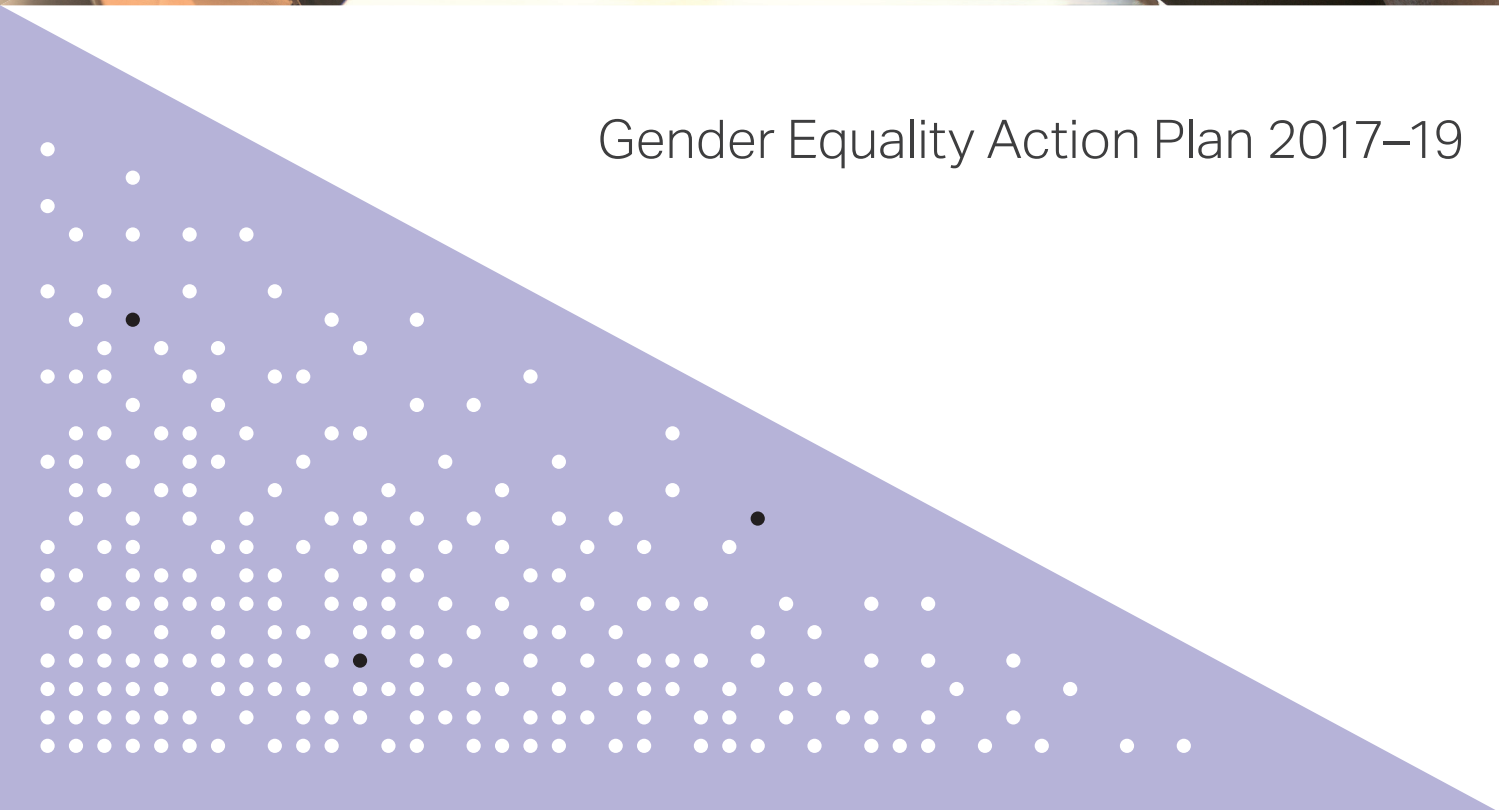




Australian Government
Department of Finance



Gender Equality Action Plan 2017–19



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Department of Finance
One Canberra Avenue
FORREST ACT 2603
AUSTRALIA

Email: corporateengagement@finance.gov.au

Background

In May 2016, the Australian Public Service Gender Equality Strategy 2016–19 was launched to address gender imbalance, and position the APS as a leader in gender equality.

It provides a platform to develop and implement strategies to generate workforce participation and career development for women.

The strategy states that the “APS will set the pace on gender equality” through four specific actions:

- driving a supportive and enabling workplace culture
- achieving gender equality in APS leadership
- working innovatively to embed gender equality in employment practices
- increasing take-up of flexible work arrangements by both men and women.

In January 2017, Finance used the Workplace Gender Equality Agency (WGEA) strategy: diagnostic toolkit to assess itself as being at the programmatic stage of the Gender Equality Roadmap. The roadmap identified areas where the organisation is performing more or less effectively, which assisted in developing our action plan.

We have developed this Gender Equality Action Plan and its reported statistics to help benchmark data in a strategic and structured way. This will assist in setting department-specific targets to drive improvements in our gender equality indicators and performance, and reporting regularly on our progress.

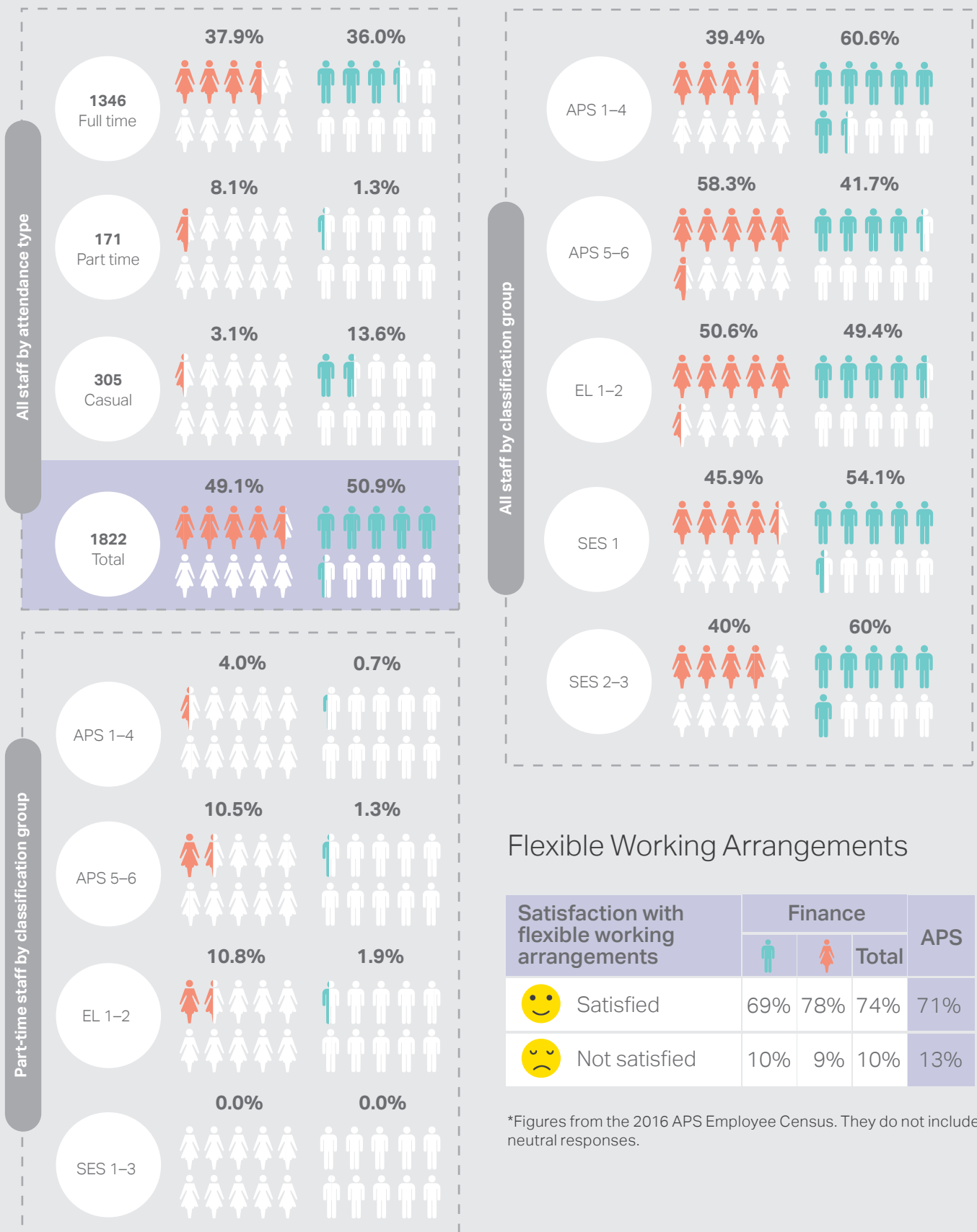
2017 Gender Equality Targets

1. At least 20 per cent of Finance staff to regularly access flexible working arrangements (including at the SES level) by 30 June 2018, including an increase in the number of male officers accessing flexible working arrangements.
2. Responses to “how satisfied are you with the access to flexible working arrangements” in the APS employee census to be over 80 per cent positive for 2018.
3. All staff to have access to unconscious bias awareness workshops or eLearning, with all SES to complete the workshop by the end of 2017.
4. Fifty per cent of executive committee positions will be held by women, with at least 40 per cent representation of women and 40 per cent men on individual committees.
5. Maintain a 40:40:20 balance for all classification groupings.

Who we are

The figures below represent the department's staff profile as at 1 May 2017.

Finance Employment Status



Flexible Working Arrangements

Satisfaction with flexible working arrangements	Finance			APS
			Total	
Satisfied	69%	78%	74%	71%
Not satisfied	10%	9%	10%	13%

*Figures from the 2016 APS Employee Census. They do not include neutral responses.



Gender Equality Action Plan 2017–19

ACTION AREAS (aligned with DIVERSITY@FINANCE)	DEPARTMENT OF FINANCE ACTION ITEMS
Driving a supportive and enabling workplace culture	The Finance Gender Equity Network will co-host events throughout the year to encourage all Finance staff to participate and be involved in achieving gender equity
	Implement a Domestic and Family Violence Policy Framework
Achieving gender equality in APS leadership	Conduct Gender Equity Network meetings every second month for members and the broader department
	Attend Gender Equity APS-wide network meetings frequently
	SES to actively engage in flexible work practices and attend related events and training
Working innovatively to embed gender equality in employment practices	Analyse Finance's human resource policies to identify barriers to gender equality
	Ensure mechanisms are in place for employees on maternity/paternity leave to 'keep in touch'.
Increasing take-up of flexible work arrangements by both men and women	In line with the Finance Transformation Program, develop a pilot flexible working arrangement policy, practices and options that are available to all staff
	Promote access to flexible working arrangements
Measuring and evaluating actions	Provide quarterly reports on progress against the Gender Equality Action Plan
	Monitor number of attendees at the Gender Equity Network's related events
	Monitor 40:40:20 targets at classification groupings