**Workplace Gender Equality Agency**

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**Workplace Gender Equality Agency**

Section 1: Entity overview and resources

**1.1 Strategic direction statement**

The Workplace Gender Equality Agency (WGEA), established under the *Workplace Gender Equality Act 2012* (the Act), is charged with promoting and improving gender equality in Australian workplaces. WGEA’s vision is for women and men to be equally represented, valued and rewarded in the workplace.

Under the Act, non-public sector employers with 100 or more employees are required to submit a report annually to the Agency against six gender equality indicators (GEIs):

GEI 1: gender composition of the workforce

GEI 2: gender composition of governing bodies

GEI 3: equal remuneration between women and men

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

GEI 5: consultation with employees on issues concerning gender equality in the workplace

GEI 6: sex-based harassment and discrimination.

The Agency’s dataset is based on approximately 5,000 reports submitted on behalf of approximately 12,000 employers and covers almost 40 per cent of all employees in Australia. This dataset underpins initiatives to promote and improve workplace gender equality through:

the annual publication of key findings in *Australia’s gender equality scorecard*

the publication of aggregated competitive analyses/benchmark data on an interactive data centre on the Agency’s website

the provision to each employer of a confidential customised competitor analysis/benchmark report

the award to the WGEA Employer of Choice for Gender Equality citation to employers reflecting leading practice in gender equality

the development of educational tools and resources

partnering in research

engagement with business and the community to drive public awareness of gender equality issues.

The strategic priorities for WGEA in 2016–17 and the forward years are to increase our impact and reach, realise the potential of our data and to develop our team.

More information about the WGEA is available at [*www.wgea.gov.au*](http://www.wgea.gov.au)*,* where the WGEA Corporate Plan is also published.

**1.2 Entity resource statement**

Table 1.1 shows the total funding from all sources available to the entity for its operations and to deliver programs and services on behalf of the government.

The table summarises how resources will be applied by outcome (government strategic policy objectives) and by administered (on behalf of the government or the public) and departmental (for the entity’s operations) classification.

For more detailed information please refer to *Budget Paper No. 4—Agency Resourcing*.

Information in this table is presented on a resourcing (i.e. appropriations/cash available) basis, whilst the ‘Budgeted expenses by Outcome 1’ tables in Section 2 and the financial statements in Section 3 are presented on an accrual basis.

**Table 1.1: Workplace Gender Equality Agency resource statement—Budget estimates for 2016–17 as at Budget May 2016**



Prepared on a resourcing (i.e. appropriations available) basis.

Please note: All figures shown above are GST exclusive—these may not match figures in the cash flow statement.

(a) Appropriation Bill (No. 1) 2016–17.

(b) Estimated adjusted balance carried forward from previous year.

(c) Estimated retained revenue receipts under section 74 of the *Public Governance, Performance and Accountability Act 2013*.

(d) Departmental capital budgets are not separately identified in Appropriation Bill (No.1) and form part of ordinary annual services items. Please refer to Table 3.5 for further details. For accounting purposes, this amount has been designated as a 'contribution by owner'.

**1.3 Budget measures**

Budget measures in Part 1 relating to the Workplace Gender Equality Agency are detailed in Budget Paper No. 2 and are summarised below.

**Part 1: Measures announced since the 2015–16 Mid-Year Economic and Fiscal Outlook (MYEFO)**

The Workplace Gender Equality Agency does not have any new measures since the 2015–16 MYEFO. For this reason Part 1 of Table 1.2 is not presented.

**Part 2: Other measures not previously reported in a portfolio statement**



1. This measure was first published in the 2015–16 Mid-Year Economic and Fiscal Outlook.

Prepared on a Government Finance Statistics (fiscal) basis. Figures displayed as a negative (-) represent a decrease in funds and a positive (+) represent an increase in funds.

Section 2: Outcomes and planned performance

Government outcomes are the intended results, impacts or consequences of actions by the Government on the Australian community. Commonwealth programs are the primary vehicle by which government entities achieve the intended results of their outcome statements. Entities are required to identify the programs which contribute to government outcomes over the Budget and forward years.

Each outcome is described below together with its related programs. The following provides detailed information on expenses for each outcome and program, further broken down by funding source.

**Note:**

From 1 July 2015, performance reporting requirements in the Portfolio Budget Statements sit alongside those required under the enhanced commonwealth performance framework. It is anticipated that the performance criteria described in Portfolio Budget Statements will be read with broader information provided in an entity’s corporate plans and annual performance statements—included in Annual Reports from October 2016—to provide an entity’s complete performance story.

**2.1 Budgeted expenses and performance for Outcome 1**

|  |
| --- |
| **Outcome 1: Promote and improve gender equality in Australian workplaces including through the provision of advice and assistance to employers and the assessment and measurement of workplace gender data.** |

**Budgeted expenses for Outcome 1**

This table shows how much the entity intends to spend (on an accrual basis) on achieving the outcome, broken down by program, as well as by Administered and Departmental funding sources.

**Table 2.1.1: Budgeted expenses for Outcome 1**



1. Estimated expenses incurred in relation to receipts retained under section 74 of the PGPA Act.
2. Expenses not requiring appropriation in the Budget year are made up of depreciation expenses, amortisation expenses and audit fees.

Note: Departmental appropriation splits and totals are indicative estimates and may change in the course of the budget year as government priorities change.

**Table 2.1.2: Performance criteria for Outcome 1**

Table 2.1.2 below details the performance criteria for each program associated with Outcome 1. It also summarises how each program is delivered and where 2016–17 Budget measures have created new programs or materially changed existing programs.

|  |  |
| --- | --- |
| **Outcome 1—Promote and improve gender equality in Australian workplaces including through the provision of advice and assistance to employers and the assessment and measurement of workplace gender data.** | |
| **Program 1.1—Workplace Gender Equality**  The Workplace Gender Equality Agency will deliver on Outcome 1 by assisting relevant employees to report to the Agency; educating employers on improving gender equality outcomes; promoting and contributing to understanding, acceptance and public discussion of gender equality in the Australian workplace; using gender equality data to improve workplace gender equality and fostering compliance with the reporting and transparency provisions of the Act. | |
| Purpose | The purpose of the Workplace Gender Equality Agency is to promote amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters, to foster workplace consultation between employers and employees on issues concerning gender equality in employment and in the workplace; to improve the productivity and competitiveness of Australian business through the advancement of gender equality in employment and in the workplace; and to remove barriers to the full and equal participation of women in the workplace. |
| Delivery | Key activities to support the purpose of the Agency are:   1. advising and assisting employers to promote and improve gender equality in the workplace including providing advice and assistance on the collection and analysis of workplace data   undertaking research, educational and other programs designed to promote and improve gender equality in the workplace  promoting and contributing to understanding, acceptance and public discussion of gender equality in the workplace  reviewing compliance with the Act by relevant employers. |

|  |  |  |
| --- | --- | --- |
| **Performance information** | | |
| **Year** | **Performance criteria (a)** | **Targets** |
| 2015–16 | Educating employers on improving gender equality outcomes | Increase in education participants.  Assessment: Target of 1419 has been exceeded and forecast is 2316.  Increase in visits to Agency website.  Assessment: On track—target of 210,000 has almost been achieved and forecast is 250,000. |
|  | Promoting understanding, acceptance and public discussion on gender equality issues | Maintaining the number of speeches and events delivered.  Assessment: Target of 52 has been achieved and forecast is 56 based on events already scheduled. |
|  | Using gender equality data to improve gender equality in workplaces | Increasing the number of Employer of Choice for Gender Equality organisations (EOCGEs)  Assessment: Target of 88 has been exceeded. There are currently 90 EOCGEs |
| 2016–17 | Increasing our impact and reach on gender equality issues through leveraging and development of our networks | Increase in speaking engagements and event participation |
|  | Realising the potential of gender equality data by optimising its collection, analysis and release | Improve the ease of reporting and increase the means by which the data is communicated |
|  | Communicating effectively on gender equality matters by reviewing our channels and audience | Increase our media presence and third party advocacy and increase industry roundtables |
| 2017–18 and beyond | Increasing our impact and reach on gender equality issues through development and delivery of educational tools and resources to inform and equip | Review and refresh of educational resources and toolkits |
|  | Realising the potential of gender equality data by mining for evidence to add value and generate insights | Establish additional research partnerships and influence the research agenda on gender equality |
|  | Communicating widely on gender equality matters in consumable forms which tell the story. | Refresh of website content to include increase in case studies and result in more visits to the site |
| **Material changes to Program 1.1 resulting from the following measures:**  Nil | | |

Section 3: Budgeted financial statements

Section 3 presents budgeted financial statements which provide a comprehensive snapshot of entity finances for the 2016–17 budget year, including the impact of budget measures and resourcing on financial statements.

**3.1 Budgeted financial statements**

**3.1.1 Differences between entity resourcing and financial statements**

The Workplace Gender Equality Agency has nil differences to report.

**3.1.2 Explanatory notes and analysis of budgeted financial statements**

The Workplace Gender Equality Agency is budgeting for an operating loss equal to the unappropriated depreciation and amortisation expense of $0.57 million for the 2016–17 financial year.

Total revenues are estimated to be $4.9 million and total expenses $5.6 million.

Total assets at the end of the 2016–17 financial year are estimated to be $2.9 million. The majority of the assets represent receivables (appropriation receivables) and intangible assets.

Total liabilities for 2016–17 are estimated at $1.2 million. The largest liability items are accrued expenses and accrued employee entitlements.

**3.2.1 Budgeted financial statements tables**

**Table 3.1: Comprehensive income statement (showing net cost of services) for the period ended 30 June**



**Table 3.1: Comprehensive income statement (showing net cost of services) for the period ended 30 June (continued)**

Note: Impact of net cash appropriation arrangements



1. From 2010–11, the Government introduced net cash appropriation arrangements where Bill 1 revenue appropriations for the depreciation/amortisation expenses of non-corporate Commonwealth entities (and select corporate Commonwealth entities) were replaced with a separate capital budget (the Departmental Capital Budget, or DCB) provided through Bill 1 equity appropriations. For information regarding DCBs, please refer to Table 3.5 Departmental Capital Budget Statement.

Prepared on Australian Accounting Standards basis.

**Table 3.2: Budgeted departmental balance sheet (as at 30 June)**



\* Equity is the residual interest in assets after deduction of liabilities.

Prepared on Australian Accounting Standards basis.

**Table 3.3: Departmental statement of changes in equity—summary of movement (Budget year 2016–17)**



Prepared on Australian Accounting Standards basis.

**Table 3.4: Budgeted departmental statement of cash flows (for the period ended 30 June)**



Prepared on Australian Accounting Standards basis.

**Table 3.5: Departmental capital budget statement (for the period ended 30  June)**



1. Does not include annual finance lease costs. Includes purchases from current and previous years’ Departmental capital budgets (DCBs).

Prepared on Australian Accounting Standards basis.

**Table 3.6: Statement of asset movements (Budget year 2016–17)**



1. ‘Appropriation ordinary annual services’ refers to funding provided through Appropriation Bill (No. 1) 2016–17 for depreciation/amortisation expenses, DCBs or other operational expenses.

Prepared on Australian Accounting Standards basis.

**Table 3.7: Schedule of budgeted income and expenses administered on behalf of Government (for the period ended 30 June)**

WGEA has no income and expenses administered on behalf of government. For this reason Table 3.7 is not presented.

**Table 3.8: Schedule of budgeted assets and liabilities administered on behalf of Government (as at 30 June)**

WGEA has no administered assets and liabilities. For this reason Table 3.8 is not presented.

**Table 3.9: Schedule of budgeted administered cash flows (for the period ended 30 June)**

WGEA has no administered cash flows. For this reason Table 3.9 is not presented.

**Table 3.10: Administered capital budget statement (for the period ended 30  June)**

WGEA has no administered capital budget. For this reason Table  3.10 is not presented.

**Table 3.11: Statement of administered asset movements (Budget year   
2016–17)**

WGEA has no administered non-financial assets. For this reason Table 3.11 is not presented.