

Reproductive Health and Wellbeing Leave — Victoria's Paid Public-Sector Entitlement for Menopause, Menstruation and Fertility Care

Gender Equality · Good practice · Australia

Quality score: 52/100

Evidence strength: Descriptive / self-reported

Summary

Victoria's 2024 Public Service Enterprise Agreement introduced up to 5 paid days a year of Reproductive Health and Wellbeing Leave for menopause, menstruation, endometriosis, PCOS and fertility treatment — one of Australia's first binding public-sector entitlements of its kind.

Key dimensions

Dimension	Score
Transferability / replicability	2/3
Impact on gender equality	0/1
Effectiveness	0/1
Efficiency	0/1
Evaluated outcomes	0/1
Sustainability	1/1
Achievement / evidence	1/1
Gender-mainstreaming embedding	1/1
Curator validation	1/1

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-09-13

[Victorian Government / Department of Treasury and Finance; CPSU Victoria](#) — accessed 2026-09-13

[Victoria Government: Reproductive Health and Wellbeing Leave policy](#) — accessed 2026-09-13

[CPSU Victoria: VPS 2024 reproductive leave explainer](#) — accessed 2026-09-13

[Women's Agenda coverage](#) — accessed 2026-09-13

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