

Victoria's Gender Equality Act 2020 — Mandatory Workplace Gender Audits and Pay-Gap Reporting for ~300 Public Bodies

Gender Equality · Good practice · Australia

Quality score: 74/100

Evidence strength: Strong

Summary

Victoria's Gender Equality Act 2020 obliges ~300 public bodies (450,000+ workers) to audit pay and workforce data, publish action plans and show progress every two years; 2021 mean gap 15.6%, 2023 median gap 9.1%.

Key dimensions

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

Evaluated by C-NAPSE

Data sources

[C-NAPSE web research](#) — accessed 2026-10-04

[Commission for Gender Equality in the Public Sector \(Victoria\)](#) — accessed 2026-10-04

[Commission — Victoria leads the way with gender equality audit \(2022\)](#) — accessed 2026-10-04

[Commission — Key insights from 2023 audits](#) — accessed 2026-10-04

[Commission — Workplace gender audit evaluation](#) — accessed 2026-10-04

[Victoria Legal Aid — 2023 audit data](#) — accessed 2026-10-04

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