



Workplace Gender Equality (Gender Equality Standards) Amendment Instrument 2025

I, Katy Gallagher, Minister for Women, make the following instrument.

Dated 28 March 2025

Katy Gallagher
Minister for Women

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1 Name

This instrument is the *Workplace Gender Equality (Gender Equality Standards) Amendment Instrument 2025*.

2 Commencement

- (1) Each provision of this instrument specified in column 1 of the table commences, or is taken to have commenced, in accordance with column 2 of the table. Any other statement in column 2 has effect according to its terms.

Commencement information		
Column 1	Column 2	Column 3
Provisions	Commencement	Date/Details
1. The whole of this instrument	Immediately after the commencement of the <i>Workplace Gender Equality Amendment (Setting Gender Equality Targets) Act 2025</i> .	4 April 2025

Note: This table relates only to the provisions of this instrument as originally made. It will not be amended to deal with any later amendments of this instrument.

- (2) Any information in column 3 of the table is not part of this instrument. Information may be inserted in this column, or information in it may be edited, in any published version of this instrument.

3 Authority

This instrument is made under section 19 of the *Workplace Gender Equality Act 2012*.

4 Schedules

Each instrument that is specified in a Schedule to this instrument is amended or repealed as set out in the applicable items in the Schedule concerned, and any other item in a Schedule to this instrument has effect according to its terms.

Schedule 1—Amendments

Workplace Gender Equality (Gender Equality Standards) Instrument 2023

1 Section 5 (note to the heading)

Repeal the note, substitute:

- Note: A number of expressions used in this instrument are defined in the Act, including the following:
- (a) designated relevant employer;
 - (b) gender equality indicators;
 - (c) gender equality standard;
 - (d) governing body;
 - (e) relevant employer;
 - (f) reporting period.

2 Section 5 (definition of *designated relevant employer*)

Repeal the definition.

3 Part 2 (heading)

Repeal the heading, substitute:

Part 2—Gender equality standards

4 Section 6 (heading)

Repeal the heading, substitute:

6 Gender equality standards

5 Subsection 6(1)

Omit all the words from and including “the minimum”, substitute “the gender equality standards set in subsection (3) of this section are set in relation to a designated relevant employer”.

6 Subsections 6(2) and (3)

Omit “minimum standards”, substitute “gender equality standards”.

7 In the appropriate position in Part 3

Insert:

8 Application of *Workplace Gender Equality (Gender Equality Standards) Amendment Instrument 2025*

The amendments made by the *Workplace Gender Equality (Gender Equality Standards) Amendment Instrument 2025* apply in relation to a reporting period that commences on a day after the day that instrument commences.