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**NGV GENDER EQUALITY  
ACTION PLAN  
2021 – 2025**

# INTRODUCTION

The National Gallery of Victoria (NGV) is committed to meeting its obligations under the *Gender Equality Act 2020*, including the gender equality principles outlined in section 6 of the Act.

These are:

- All Victorians should live in a safe and equal society, have access to equal power, resources and opportunities and be treated with dignity, respect and fairness.
- Gender equality benefits all Victorians regardless of gender.
- Gender equality is a human right and precondition to social justice.
- Gender equality brings significant economic, social and health benefits for Victoria.
- Gender equality is a precondition for the prevention of family violence and other forms of violence against women and girls.
- Advancing gender equality is a shared responsibility across the Victorian community.
- All human beings, regardless of gender, should be free to develop their personal abilities, pursue their professional careers and make choices about their lives without being limited by gender stereotypes, gender roles or prejudices.
- Gender inequality may be compounded by other forms of disadvantage or discrimination that a person may experience on the basis of Aboriginality, age, disability, ethnicity, gender identity, race, religion, sexual orientation and other attributes.
- Women have historically experienced discrimination and disadvantage on the basis of sex and gender.
- Special measures may be necessary to achieve gender equality.

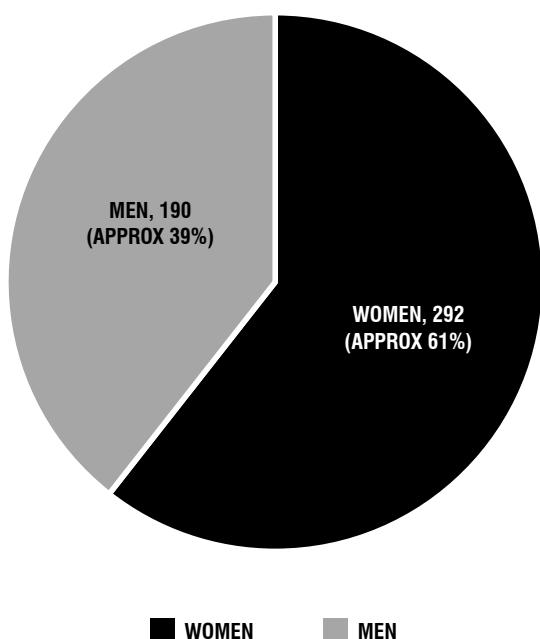
In line with the requirements set out by the Commission for Gender Equality in the Public Sector ('the Commission'), the NGV undertook an initial workplace gender audit. The audit used existing available data on the NGV's workforce (comprising 482 employees throughout 2020/21), as well as responses to specific questions (as determined by the Commission for Gender Equality) in the 2021 Victorian Public Sector Commission (VPSC) People Matter survey (of which 153 employees participated). The findings from this audit form the basis of the *NGV Gender Equality Action Plan 2021-2025* ('the GEAP').

As part of the development of this GEAP, the NGV has consulted with staff representatives, the Community and Public Sector Union (CPSU), and the NGV Council of Trustees. This consultation, in conjunction with the findings of the workplace gender audit, has allowed the NGV to identify actionable and achievable goals that will continue to progress the NGV's commitment to upholding the gender equality principles.

# OVERVIEW OF GENDER EQUALITY AT THE NGV

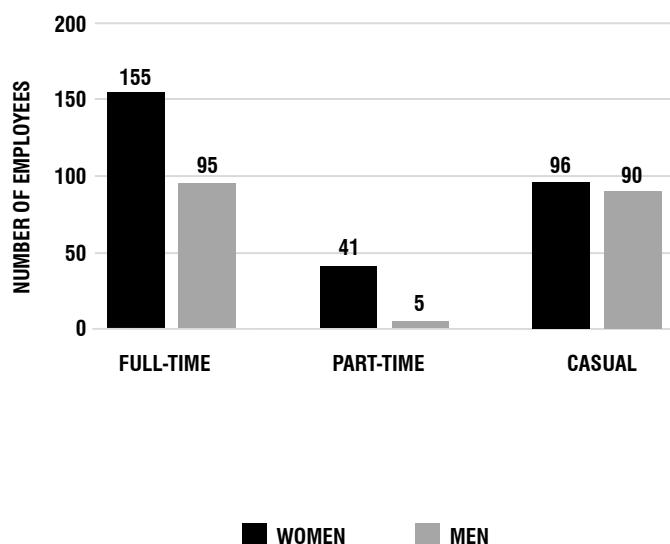
## WORKFORCE GENDER COMPOSITION

The workplace gender audit showed the Gallery's workforce comprises over 60% women, which is also reflected in the composition of the Council of Trustees.



Above: 61% of the workforce are women; 39% are men. The data held by the Gallery did not include any staff identifying as Self Described Gender.

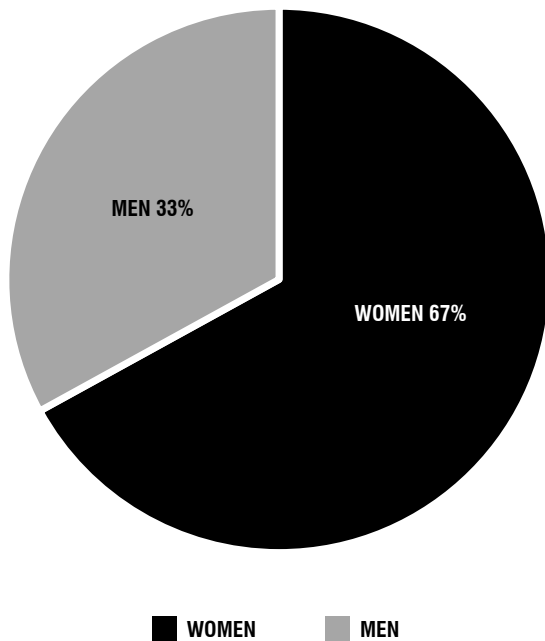
## WORKFORCE GENDER COMPOSITION (BY EMPLOYMENT BASIS)



Above: There are more women than men across each of the employment categories.

# OVERVIEW OF GENDER EQUALITY AT THE NGV

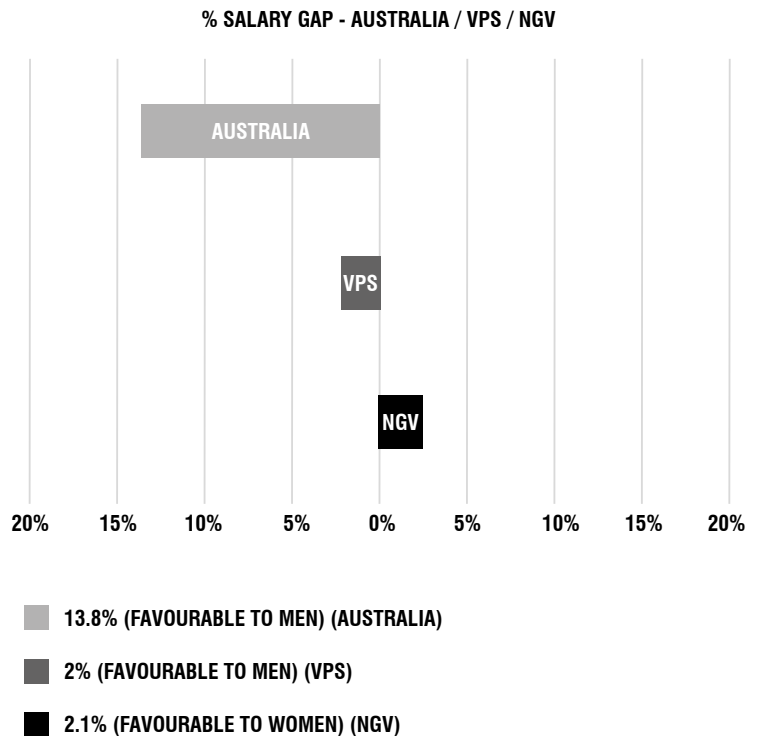
## COMPOSITION OF GOVERNING BODY (BY GENDER)



Above: Of the members of the NGV Council of Trustees, 67% of Trustees are women; 33% are men.

## SALARY GAP

The audit showed no significant salary gap between men and women.



Above: The median salary gap of the NGV workforce is 2.1% favourable to women. For comparison, the median salary gap of the Victorian Public Service workforce was 2.0% favourable to men in 2021 (as reported by the Victorian Public Sector Commission), and the average salary gap of the Australian workforce is 13.8% favourable to men (as reported by the Workplace Gender Equality Agency).

The audit did highlight that the intersectional data (such as Aboriginal/Torres Strait Islander identity, cultural identity, disability, religion, and sexual orientation) required by the Commission's reporting process exceeds that which the NGV currently collects for staff and Trustees.

A copy of all reportable findings is available in Appendix 1.

# ACTIONS

# RESOURCING

## **WORKPLACE GENDER EQUALITY INDICATOR 1 – GENDER COMPOSITION OF ALL LEVELS OF THE WORKPLACE**

- Undertake an anonymous survey to establish baseline intersectional data and allow the NGV to perform a deeper analysis of the composition of its workforce.
- Identify opportunities for staff to voluntarily contribute additional intersectional information (for example, by editing their profile in the Employee Self-Service system), which will assist with the Gallery's obligations under the *Gender Equality Act*. Consideration will be made as to how we appropriately request data.

## **WORKPLACE GENDER EQUALITY INDICATOR 2 – GENDER COMPOSITION OF GOVERNING BODIES**

- Identify opportunities for Trustees to voluntarily contribute additional intersectional information, which will assist with the Gallery's obligations under the *Gender Equality Act*.

## **WORKPLACE GENDER EQUALITY INDICATOR 3 – EQUAL REMUNERATION FOR WORK OF EQUAL OR COMPARABLE VALUE ACROSS ALL LEVELS OF THE WORKFORCE, IRRESPECTIVE OF GENDER AND WORKPLACE GENDER EQUALITY INDICATOR 5 – RECRUITMENT AND PROMOTION PRACTICES IN THE WORKPLACE**

- Analyse more granular data to identify possible gender-based remuneration gaps and/or promotion practices.

## **WORKPLACE GENDER EQUALITY INDICATOR 4 – SEXUAL HARASSMENT IN THE WORKPLACE**

- Continue to support a positive culture of respectful behaviour from all staff by promoting awareness of relevant policies and processes, including those related to sexual harassment.

## **WORKPLACE GENDER EQUALITY INDICATOR 6 – AVAILABILITY AND UTILISATION OF TERMS, CONDITIONS AND PRACTICES RELATING TO FAMILY VIOLENCE LEAVE, FLEXIBLE WORKING ARRANGEMENTS AND WORKING ARRANGEMENTS SUPPORTING WORKERS WITH FAMILY OR CARING RESPONSIBILITIES**

- Investigate the possibility of differentiating carers leave from personal leave in the NGV payroll system, to enable better understanding of the utilisation of carers leave within the organisation.

## **WORKPLACE GENDER EQUALITY INDICATOR 7 – GENDERED SEGREGATION WITHIN THE WORKPLACE**

- Assign Australian and New Zealand Standard Classification of Occupations (ANZSCO) codes to roles, to provide further opportunities to analyse data relating to gender and diversity within occupation types and teams.

The NGV's Human Resources, and Governance, Policy and Planning departments will undertake the implementation of the GEAP, as part of their existing duties, and will also draw on the skills and expertise of colleagues across the organisation as required. In addition, the NGV will reserve the necessary funds required to undertake the anonymous staff survey identified as an action for Workplace Gender Equality Indicator 1.

# APPENDIX 1

## NGV WORKPLACE GENDER AUDIT REPORTABLE FINDINGS

The NGV's initial Workplace Gender Audit used existing available data on the NGV's workforce (comprising 482 employees throughout 2020/21), as well as responses to specific questions (as determined by the Commission for Gender Equality) in the 2021 Victorian Public Sector Commission (VPSC) People Matter survey (of which 153 employees participated).

### Workplace Gender Equality Indicator 1 – Gender composition of all levels of the workplace

61% of the workforce are women; 39% are men. The data held by the Gallery did not include any staff identifying as Self Described Gender.

WORKFORCE GENDER COMPOSITION (BY EMPLOYMENT BASIS)			
	FULL-TIME	PART-TIME	CASUAL
<b>Women</b>	155	41	96
<b>Men</b>	95	5	90
<b>Self Described Gender</b>	-	-	-

Of the 153 employees who participated in the 2021 Victorian Public Sector Commission (VPSC) People Matter survey:

- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'There is a positive culture within my organisation in relation to employees of different sexes/genders': 82% Women, 79% Men, 47% Other.

### Workplace Gender Equality Indicator 2 – Gender composition of governing bodies

67% of the NGV Council of Trustees are women; 33% are men.

### Workplace Gender Equality Indicator 3 – Equal remuneration for work of equal or comparable value across all levels of the workforce, irrespective of gender

The median salary gap of the NGV workforce is 2.1% favourable to women.

### Workplace Gender Equality Indicator 4 – Sexual harassment in the workplace

No formal sexual harassment claims were made during the audit reporting period of 1 July 2020 to 30 June 2021.

Of the 153 employees who participated in the 2021 Victorian Public Sector Commission (VPSC) People Matter survey:

- Percentage (%) of survey respondents in the organisation who experienced sexual harassment, by gender: 4% Women, 0% Men, 6% Other.

- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'I feel safe to challenge inappropriate behaviour at work': 55% Women, 71% Men, 17% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'My organisation takes steps to eliminate bullying, harassment and discrimination': 52% Women, 65% Men, 14% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'My organisation encourages respectful workplace behaviours': 67% Women, 71% Men, 36% Other.

### Workplace Gender Equality Indicator 5 – Recruitment and promotion practices in the workplace

Of the 153 employees who participated in the 2021 Victorian Public Sector Commission (VPSC) People Matter survey:

- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'My organisation makes fair recruitment and promotion decisions, based on merit': 48% Women, 50% Men, 17% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'I feel I have an equal chance at promotion in my organisation': 36% Women, 38% Men, 22% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'Gender is not a barrier to success in my organisation': 60% Women, 74% Men, 33% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'Being Aboriginal and/or Torres Strait Islander is not a barrier to success in my organisation': 67% Women, 76% Men, 31% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'Cultural background is not a barrier to success in my organisation': 61% Women, 79% Men, 31% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'Sexual orientation is not a barrier to success in my organisation': 86% Women, 91% Men, 58% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'Disability is not a barrier to success in my organisation': 51% Women, 62% Men, 19% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'Age is not a barrier to success in my organisation': 49% Women, 53% Man, 22% Other.

**Workplace Gender Equality Indicator 6 – Availability and utilisation of terms, conditions and practices relating to family violence leave, flexible working arrangements and working arrangements supporting workers with family or caring responsibilities**

14 women and 1 man had a formal flexible working arrangement in 2021.

14 employees took parental leave during 2020/21. 2 women voluntarily exited the organisation during parental leave in this period.

Of the 153 employees who participated in the 2021 Victorian Public Sector Commission (VPSC) People Matter survey:

- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'My organisation would support me if I needed to take family violence leave': 72% Women, 68% Men, 47% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'I am confident that if I requested a flexible work arrangement, it would be given due consideration': 51% Women, 62% Men, 19% Other.
- Percentage (%) of survey respondents who strongly agreed or agreed with the statement 'My organisation supports employees with family or other caring responsibilities, regardless of gender': 55% Women, 65% Men, 33% Other.

**Workplace Gender Equality Indicator 7 – Gendered segregation within the workplace**

No data is available for this reporting period.

**DEFINITIONS**

(Per the Commission for Gender Equality in the Public Sector *Workplace gender audit 2021: Guidance for defined entities*)

**ANZSCO codes**

ANZSCO codes are drawn from the *Australian and New Zealand Standard Classification of Occupations (ANZSCO) First Edition Revision 13*. ANZSCO codes are codes that the ABS assign to certain occupations.

**Gender**

Gender is part of how someone understands who they are and how they interact with other people. Some people understand their gender as 'woman', 'man', a combination of these or neither. Gender can be expressed in different ways, such as through behaviour or physical appearance. A person's gender does not necessarily mean they have particular sex characteristics or a particular sexuality, or vice versa.

**Gender pay gap**

The gender pay gap is the difference between women's or people of self-described gender's and men's average full-time base annualised salary earnings, expressed as a percentage of men's earnings.

**Governing Body**

A governing body is the most senior group of people governing the operations of a defined entity. The NGV's governing body is the Council of Trustees of the National Gallery of Victoria.

**Sexual harassment**

Sexual harassment is non-consensual or unwelcome sexual behaviour that could reasonably be expected to make a person feel offended, humiliated or intimidated. Sexual harassment may be physical, spoken or written (including through online spaces and social media platforms) and can be directed at, and perpetrated by, persons of any sex or gender. A single incident can constitute sexual harassment, as can a broader pattern of behaviour.

**Parental leave**

Parental leave refers to both paid and unpaid parental leave, which may be classified as Primary Carers / Maternity / Birth Parent Leave or Partner / Secondary Carers Parental Leave. This also includes adoption or surrogacy related leave.