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| 2026 Progress report assessment rubric |
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# Background

The Public Sector Gender Equality Commissioner will use this assessment rubric to assess 2026 progress reports.

There are two types of assessment. The first is the assessment criteria that determine compliance. The second is a set of additional assessment standards. These capture components that do not automatically determine compliance. The Commissioner may choose to follow up with a duty holder who has not met the additional standards.

The [2026 Progress report guidance and template](https://www.genderequalitycommission.vic.gov.au/2026-progress-report-guidance) tell duty holders how to meet these criteria.

# 2026 Progress report assessment criteria

These standards must be met to achieve compliance.

Table 1: Progress report assessment criteria

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| Criterion | Template location | Outcome |
| **Criterion 1: Attestation**The head of organisation attests the accuracy of the progress report and confirms required gender impact assessments (GIAs) were undertaken (or explains why not). | Cover page | If Y = CIf N = NC |
| **Criterion 2: GIAs**For policies, programs, and services (with direct and significant impact on the public) subject to a GIA, the duty holder explains **either**:1. how they were developed or varied in response to the GIA to:
2. meet the needs of people of different genders
3. promote gender equality, and/or
4. address gender inequality.
5. **OR** adequately explains why no action was taken.
6. **OR** has a permitted reason for not reporting on any GIAs.
 | Step 1(a) Column G(b) Column H(c) Section 1.1 | If Y = CIf N = NC |
| **Criterion 3: Indicators – progress data**For each indicator, the duty holder includes progress data (column L). This must include audit data from 2023 and 2025, ideally using the [performance measures](https://www.genderequalitycommission.vic.gov.au/performance-measures) as a minimum. | Section 2.1: Column L | If Y = CIf N = NC |
| **Criterion 4: Indicators – progress explained**For each indicator, the duty holder has shown **either**:1. Progress was made, demonstrated through measurable change and supporting justification. **OR** the data was stable over the relevant period and did not reveal any gender inequality issues.
2. **OR** progress was not made, but the listed factors are used to justify why.
 | Step 2: Columns L, O, Q, R and/or S | If a or b = CIf neither = NC |
| **Criterion 5: Strategies listed against indicators**For strategies, the duty holder lists relevant strategies against each indicator (column S). | Section 2.2: Column S | If Y = CIf N = NC |
| **Criterion 6: Incomplete strategies explained**For strategies, the duty holder (section 3.1):1. explains if and why any strategies weren’t completed
2. **OR** confirms that all strategies were completed.
 | Section 3.1 | If Y = CIf N = NC |
| **Criterion 7: Resourcing**The duty holder adequately describes the resource allocation for the previous GEAP.If the resourcing was insufficient, the duty holder describes how this will be addressed in next GEAP. | Section 3.4 | If Y = CIf N = NC |

(C = Compliant; NC= Non-compliant)

## Workplace gender equality indicators

1. Gender composition of all levels of the workforce
2. Gender composition of governing bodies
3. Gender pay gap
4. Sexual harassment in the workplace
5. Recruitment and promotion practices
6. Leave and flexible working arrangements
7. Gendered segregation within the workplace

# Additional assessment standards

These standards do not impact compliance. But the Commissioner may ask for a resubmission or further information where relevant.

Tabel 2: Additional assessment standards

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| Standard | Template location | Outcome |
| **Standard 1: Required information supplied**All required components of the template were completed | NA | Y = NFAN = reach out to correct and resubmit |
| **Standard 2: Template use**The progress report was submitted using the 2026 progress report template | NA | Y = NFAN = reach out to correct and resubmit |
| **Standard 3: Timeliness**The duty holder submitted the progress report by the due date or with an approved extension. | NA | Yes = NFAN = Commissioner may reach out at her discretion |
| **Standard 3: Intersectionality on GIAs**For GIAs on policies, programs and services, the duty holder explains:1. where intersectionality was considered
2. **OR** explains why it wasn't considered.
 | Column I | Yes = NFAN = Commissioner may reach out at her discretion |

(NFA = no further action)