



THE UNIVERSITY OF
SYDNEY
—
Business School

The Gender Equality @ Work Index Going Global

The Australian Centre
for Gender Equality
and Inclusion @ Work

Women and men do not enjoy the same opportunities or rewards from work. While gender equality at work is improving, progress is too slow.

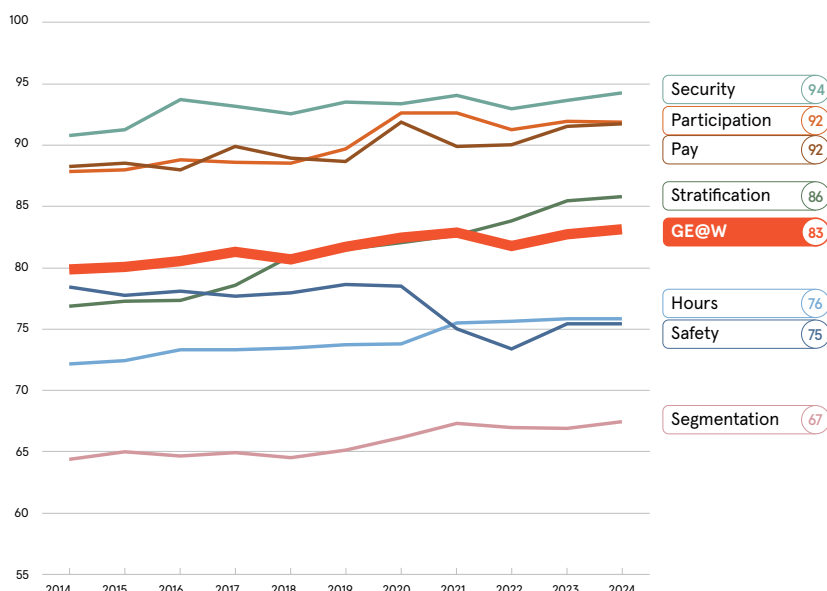
Around the world, women are better educated than ever before but have lower participation rates, work fewer hours and at more junior levels in less secure 'women's jobs' and industries for lower pay and with poorer levels of safety than men.

To fix this problem, the Australian Centre for Gender Equality and Inclusion at Work has developed the first ever comprehensive measure of gender equality at work.

We now want to scale up the academically rigorous and innovative Gender Equality @ Work Index for global impact and need your help.

The GE@W Index provides policy makers, governments and employers with rich data driven insights on the root causes of inequality at work and the precise areas requiring urgent action.

Gender Equality @ Work Index, Australia, 2014-2024



About the Australian Index

The Gender Equality @ Work Index tracks whether women and men are equal across seven dimensions of workplace gender equality – participation, pay, hours, job level and type, security and safety. The Index and each dimension is expressed as a value between 0 and 100, where 100 indicates equality.

The 2025 GE@W Index reveals that over the last 10 years, gender equality at work in Australia has improved by just 3 points to a score of 83 – still 17 points away from gender equality.

The 2025 GE@W Index shows that women and men are closer to equality in participation, Pay and Security, but significant inequalities remain in Segregation, Safety, Hours and Stratification.

We are seeking foundational partners to fund the development of the global GE@W Index. Together, we can deliver a tool that will accelerate measurable progress toward gender equality at work.



A global index to drive progress

Global organisations like the Organisation for Economic Cooperation and Development (OECD), the International Labour Organisation and UN Women are watching the development of the innovative Australian Index with interest (ILO).

To catalyse action on gender equality at work on a global scale, the Australian Centre for Gender Equality @ Work wants to work with these partners to design and embed the first ever Global Index for Gender Equality @ Work.

Why it matters

1

Holistic and comparable:

The index moves us beyond single metrics to a comprehensive view of equality outcomes across the workforce.



2

Built for action:

The index translates data into clear priorities for reform and investment across sectors and countries.



3

Public good infrastructure:

The index establishes a trusted, global evidence base to guide policy, corporate practice and social dialogue.



For more information please contact us:

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To make this happen, the Centre needs your support to:

- Collaborate with international partners and researchers to build support, identify suitable data and establish a methodology to compare cross-country data
- Incorporate data from global sources into the existing Index to produce country-level and global measures of gender equality at work, starting with OECD countries and scaling over time to all countries committed to action
- Identify and implement a global launch opportunity.

The Global Index will:

- Accelerate progress in gender equality at work across the global economy
- Offer governments and international organisations the data and insights they need to measure, track and understand the dynamics of gender equality at work
- Deliver the evidence base for targeted action in countries that are lagging, for the benefit of women and men across the globe.