



Australian Government

Realising the benefits for all

Australian Public Service

Gender Equality Strategy 2021–26

Easy Read version



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How to use this strategy



A **strategy** is a plan for how we will do things in the future.



Australian Public Service wrote this strategy. When you see the word 'we', it means Australian Public Service.



We wrote this strategy in an easy to read way.

We use pictures to explain some ideas.

Bold
Not bold

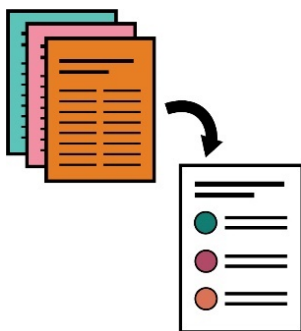
We have written some words in **bold**.

This means the letters are thicker and darker.



We explain what these words mean.

There is a list of these words on page 31.



This Easy Read strategy is a summary of another strategy. This means it only includes the most important ideas.



You can find the other strategy on our website at www.apsc.gov.au/working-aps/diversity-and-inclusion/gender-equality-0.



You can ask for help to read this strategy.
A friend, family member or support person may be able to help you.



We recognise Aboriginal and Torres Strait Islander peoples as the traditional owners of our land – Australia.



They were the first people to live on and use the:

- land
- rivers
- seas.

What's in this strategy?

About us	6
What is this strategy about?	8
Our vision	13
1. Leaders who speak up	15
2. Workplaces that respect everyone	17
3. Changing how we think about gender	19
4. Flexible ways of working	22
5. Collecting more information	27
6. Changing things outside the APS	28
Making sure our strategy works	30
Word list	31
Contact us	35
About the artwork on the cover	36

About us

The Australian Public Service (APS) is:



- part of the Australian Government



- made up of different organisations.



We look after a wide range of areas, including:

- employment
- education
- the environment
- health and aged care
- keeping the community safe.



We have over 150,000 people who work for us.

60%



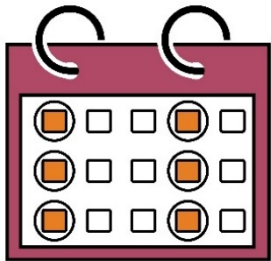
Around 60% of people who work at the APS
are women.



86%



Around 86% of people who work **part-time** are women.



38 hours ↓

Part-time is when you work less than 38 hours
each week.

14%

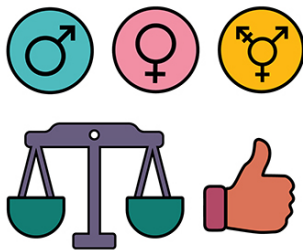


But around 14% of people who work part-time
are men.

What is this strategy about?



Our strategy talks about what we will do over the next 5 years.



Our strategy is about how we will make the APS equal for all **genders**.

Your gender can be:



- male
- female
- a combination of these
- none of these.



When we made this strategy, we asked people to share their ideas about how to do this.

These people shared their ideas by:



- taking part in interviews



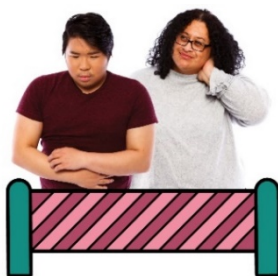
- answering questions online



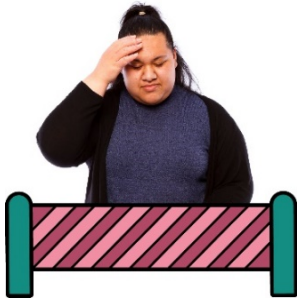
- meeting in groups to talk about their ideas.



People told us some things worked well to make the APS equal for all genders.



But other people told us there are some **barriers** to making the APS equal for all genders.



A barrier is something that stops you from doing something you:

- need to do
- want to do.



We included their ideas in our strategy.

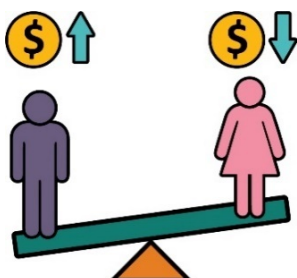
What challenges have we heard about?



People told us about the challenges they sometimes face in the APS.



There is a **gender pay gap** in the APS.



We call it a gender pay gap when there is a difference between the average amount:

- women are paid
- men are paid.



Some people in the APS have faced **discrimination** because of their gender.



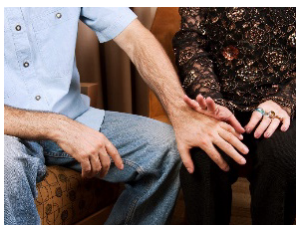
Discrimination is when you treat someone badly because of something about them they can't change.



Some people in the APS have experienced **harassment**.



Harassment is when someone treats you in a way that makes you feel uncomfortable.



Some people in the APS have experienced **sexual harassment**.

Sexual harassment is when someone:



- makes sexual comments about you



- acts in a sexual way towards you.

Our vision



Our **vision** is what we want the APS to be.

We want everyone who works for the APS to feel:



- safe



- respected



- equal to others.



This means people of any gender.



Our strategy has 6 goals.

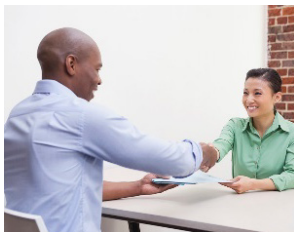


We have a list of things we must do to reach our goals.

For each of our goals, we talk about how we will make everyone who works for the APS feel:



- safe



- respected



- equal to others.

We talk about each goal in more detail on the following pages.

1. Leaders who speak up



Our leaders will make their **workplaces** equal for all genders with their:

- actions
- words.



A workplace is any place where you work, such as:

- an office
- outdoors
- from your own home.



Our leaders will think about how they can support all genders in their workplace.

Our leaders will talk to their team about:



- our strategy



- how they can make workplaces better for all genders.



Our leaders will work to understand the experiences of all genders.



Our leaders will work to understand the barriers people of different genders face.



Our leaders will write plans about how they'll make workplaces equal for all genders.

We will support our leaders to:



- keep track of how well this strategy works



- tell APS workers how well this strategy works.

2. Workplaces that respect everyone



We will make sure our workplaces are safe by stopping:

- harassment
- **bullying.**



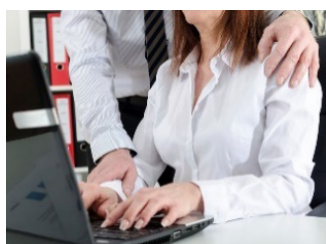
Bullying is when someone says or does something to make you feel bad over and over again.



We will also make everyone feel safe by stopping:

- sexual harassment
- **sexual assault.**

Sexual assault is when someone:



- makes you do sexual things you don't want to do
- does something sexual to you that you don't want them to do.



We will support anyone who experiences:

- harassment
- bullying
- sexual harassment
- sexual assault.



We will give our workers information about different types of:

- harassment
- bullying
- **assault.**



Assault is when someone hurts your body.



We will give our workers information about how to speak up about harassment.



We will look at how we include people of all genders in our:

- images
- documents.

3. Changing how we think about gender



We want to work with others to change how we hire people of all genders.

We want to give everyone who works for the APS more chances to:



- take time off work to look after new babies



- work in **flexible** ways.

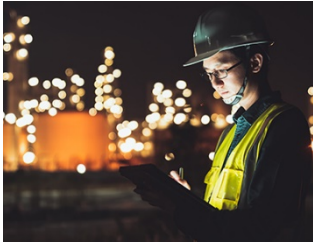


When your work is flexible, it means you can do your job in different ways.

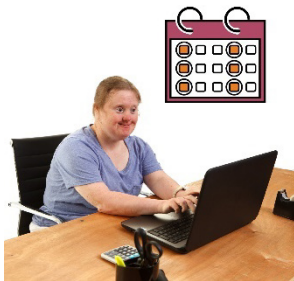
For example, you might:



- work at home sometimes instead of in an office



- start your day at a different time to other workers



- work part-time.



We want to have more people with different gender identities in certain jobs.



For example, we want more people with different gender identities to work in science.



We want to look at how we give parents time off work to look after their new baby.



This will help us support new parents who need time off work to look after a new baby.



We want to make it easier for new parents who return to work to take time off to look after their new baby.



We want to look at how we give carers who need time off work to look after someone else.

4. Flexible ways of working



We want to make sure everyone who works for us can work in a flexible way.



We will support anyone who is a carer – they look after someone else.

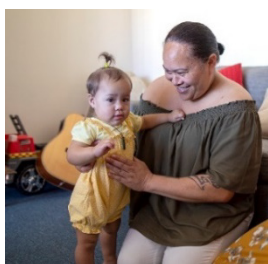
They might look after:



- a family member with disability



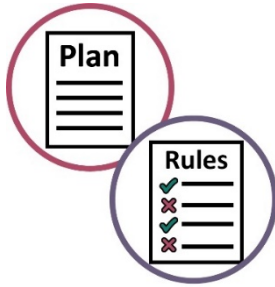
- an older family member



- a baby.



We will look at our **policies** to make sure they cover working in flexible ways.



Our policies are:

- our plans for how we must do things
- where our rules come from.

This can be:



- working some days in the office and other days at home



- working with other people to get a job done.

This can also be getting support:



- to work out of the office



- when you want to stop working.

We want to support all new parents with:



- private spaces to feed their baby



- time to feed their baby

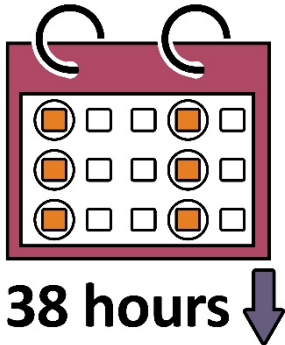


- extra help they need.



We will have team leaders to support flexible ways of working.

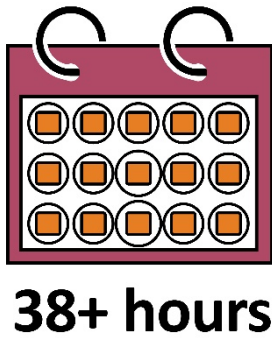
We want to let people know if they can work in a new job:



- part-time



- full-time.

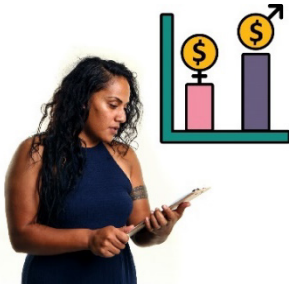


Full-time is when you work 38 hours each week or more.



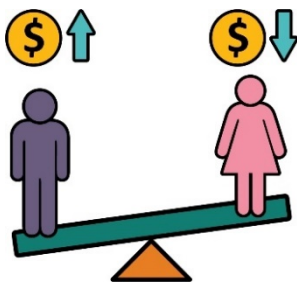
We will let people know if a new job lets you work with other people to get a job done.

5. Collecting more information



We want to find out more about the gender pay gap.

We want to keep track of information about:



- the gender pay gap



- how many people of different genders work for us.

We will work with other organisations to help them:



- collect information about people of all genders



- understand this information.



We will make sure we give people of different genders the same chances as everyone else.



We want to find out about:

- who our people are
- where our people are
- what they do.



We will work with other organisations to do our research.

6. Changing things outside the APS

We want to make sure we treat people of all genders equally:



- at work



- in our everyday lives.

This includes thinking about how we

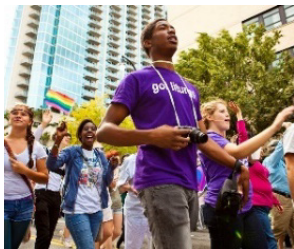


- write our policies



- give different services.

We want to make sure people of all genders are treated like equals:



- in the community



- at public events



- when we work with other organisations.

Making sure our strategy works



We will keep track of how well our strategy works.

We will make sure it:



- includes what we need to do to reach our goals



- stays up to date



- meets the needs of people of all genders.

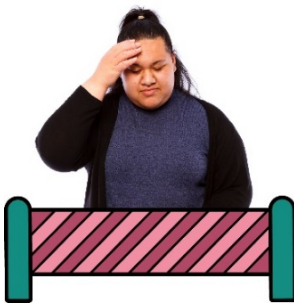
Word list

This list explains what the **bold** words in this strategy mean.



Assault

Assault is when someone hurts your body.



Barriers

A barrier is something that stops you from doing something you:

- need to do
- want to do.



Bullying

Bullying is when someone says or does something to make you feel bad over and over again.



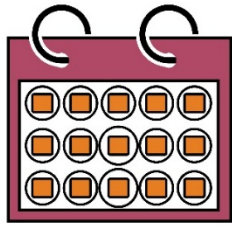
Discrimination

Discrimination is when you treat someone badly because of something about them they can't change.



Flexible

When work is flexible, it means you can do your job in different ways.



38+ hours

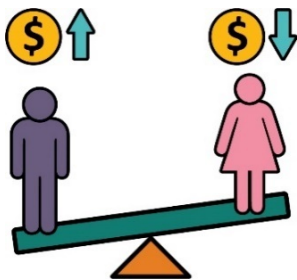
Full-time

Full-time is when you work 38 hours each week or more.

Gender

Your gender can be:

- male
- female
- a combination of these
- none of these.



Gender pay gap

We call it a gender pay gap when there is a difference between the average amount:

- women are paid
- men are paid.



Harassment

Harassment is when someone treats you in a way that makes you feel uncomfortable.



Part-time

Part-time is when you work less than 38 hours each week.

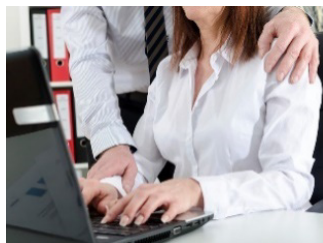


Policies

Our policies are:

- our plans for how we must do things
- where our rules come from.

Sexual assault



Sexual assault is when someone:

- makes you do sexual things you don't want to do
- does something sexual to you that you don't want them to do.



Sexual harassment

Sexual harassment is when someone:

- makes sexual comments about you
- acts in a sexual way towards you.



Strategy

A strategy is a plan for how we will do things in the future.



Vision

Our vision is what we want the APS to be.



Workplaces

A workplace is any place where you work, such as:

- an office
- outdoors
- from your own home.

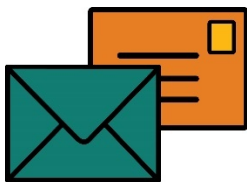
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About the artwork on the cover

Theo Papathomas is an artist from Melbourne.

Theo painted the art on the cover of this strategy.

It is a landscape painting with:

- sky
- clouds
- water
- petals.



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