

# NSW Secretaries Board Leadership Statement

The NSW public sector is committed to ensuring that everyone, including women, men and gender diverse people, have equitable access, treatment and opportunities in the workplace and the community.

As the most senior leadership group for the NSW public sector, advancing gender equality within the NSW Government and the broader community is a priority.

To ensure our workplace and communities are inclusive, safe, respectful, and free from discrimination, we are implementing Gender Equality Action Plans across the NSW Government. All Departments will aim to have a Gender Equality Action Plan (GEAP) in place in 2025.

It is important to acknowledge that gender inequality is not experienced in the same way by all people and may be shaped by a person's First Nations identity, age, race, disability, geographical location, cultural background, gender identity and/or sexual orientation. Therefore, Departments are required to apply an intersectional approach to this work that aims to identify and respond to intersecting forms of discrimination and disadvantage to ensure better outcomes for everyone.

Underpinning the GEAP will be a NSW Government Gender Equality Network. This sector-wide network will support the implementation of the GEAPs by building the capability of the sector to support and facilitate workplace gender equality and gender responsive policy making.

Working towards gender equality requires a collective effort from NSW public sector employees of all genders in order to effect change.

We have made some great strides in recent years.

This includes increasing numbers of women in leadership positions. In 2023, 43.2% of the sector's senior executives were women, with a strong pipeline of emerging talent. This has increased from 30.6% in 2014.

We have also enhanced workplace flexibility in some key areas to support women, men and gender-diverse people, including changes to parental leave provisions to provide greater access to paid parental leave to all eligible public sector employees, regardless of gender.

An approach to gender-based budgeting has been established in NSW, including the release of an annual Gender Equality Budget Statement

There is a requirement for all agencies to implement a policy to prevent and respond to sexual harassment from 1 March 2024.

The NSW Women's Strategy 2023-2026 includes key actions and work across government to improve the economic, social and physical wellbeing of women and girls across NSW.

Despite these achievements, gaps in outcomes and opportunities between men, women and gender-diverse people remain.

There is more to do, and having a GEAP in place will ensure organisations proactively champion gender equality in their workforce through its policies, programs, services, and functions.

The key to success will be a long-term commitment to change with clear actions and measures to combat intentional, unintentional and reinforced gender inequality.

Together we can make real and lasting changes to ensure all people, regardless of gender, live and work in a safe and fair society where they are treated with respect and dignity.