

GEARS

A COMPREHENSIVE TOOL FOR ASSESSING
GENDER EQUALITY IN WORKPLACES



WHAT IS GEARS?

GEARS (Gender Equality Assessment, Results, and Strategies) is a diagnostic tool tailored for the ASEAN market to help businesses assess and improve gender equality in the workplace. Developed in partnership with Australia's Workplace Gender Equality Agency (WGEA) and partners in Indonesia, Myanmar the Philippines and Vietnam, with the support of Investing in Women, an initiative of the Australian Government, GEARS allows organizations to identify gaps, strengths and opportunities related to gender diversity and inclusion.

KEY COMPONENTS



Strategies And Policies Questionnaire

A self-administered diagnostic covering 13 gender equality areas, each scored to show your organisation's standing from "meeting minimum requirements" to "leading practice."



HR Data Tables

On employment, employee movements, board composition and occupational mix which inform action plan recommendations.



Employee Perception Survey

An optional employee survey that complements GEARS data and more deeply informs employers.

FOCUS AREAS

MANDATORY

FA1: Strategic Alignment – Aligning gender equality with business priorities

FA2: Leadership and Accountability – Building commitment at all levels

FA3: Gender Pay Equity

FA4: Workforce Gender Composition

FA5: Mainstreaming Flexible Work

FA6: Harassment and Discrimination Prevention – including sexual harassment and domestic violence

FA7: Professional development, mentoring, sponsorship

FA8: Recruitment and Promotion

FA9: Talent management and succession planning

FA10: Workplace gender equality training

OPTIONAL

FA11: Accessibility and Accommodations

FA12: LGBTQIA+ inclusion

FA13: Gender in supply chains

WHY INVEST IN WORKPLACE GENDER EQUALITY?



Improved Business Outcomes



Increased Market Value



Enhanced Business Performance



Increased Customer Base

GEARS IS A STEP IN YOUR WGE JOURNEY

A GEARS assessment includes a WGE report customized for your company, offering detailed recommendations to improve WGE performance. This analysis helps you review gender balance and employee movements and compare your policies with best practices.