



Australian Government
**Department of Industry,
Science and Resources**

Variation Contract

Advancing Gender Equality in Gender Segregated Industries AGEGSI000003

Details

Parties

The parties to this variation contract including any schedules and annexures ("Variation") are the parties to the grant agreement with number AGEGSI000003 executed on 4 March 2025 under Advancing Gender Equality in Gender Segregated Industries as varied from time to time ("Grant Agreement").

Definition

Unless otherwise specified or the context otherwise requires, terms that are defined in the Grant Agreement have the same meaning in this Variation.

Background

The Commonwealth and the Grantee have agreed to vary the terms of the Grant Agreement in accordance with this Variation.

Operative clauses

1. On and with effect from the date the last party signs this Variation, the Grant Agreement is varied as set out in Schedule 1 to this Variation.
2. The parties confirm all other provisions of the Grant Agreement as previously varied as indicated at Schedule 2 and, subject only to the amendments contained in this Variation, the Grant Agreement remains in full force and effect.
3. This Variation and the Grant Agreement as previously varied as indicated at Schedule 2 when read together, contain the entire agreement of the parties with respect to the parties' rights and obligations under the Grant Agreement.
4. This Variation may be executed in any number of counterparts. All counterparts, taken together, constitute one instrument. A party may execute this Variation by signing any counterpart.
5. This Variation is governed by the laws of the Australian Capital Territory.
6. Each party will pay their own costs associated with this Variation.



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Signatures

Executed as a contract:

Commonwealth

Signed for and on behalf of the Commonwealth of Australia as represented by the Department of Industry, Science and Resources by:

Name (print)	s 22(1)
Position (print)	Program Manager
Signature and date	s 22(1) 06/03/2026
Witness name (print)	s 22(1)
Signature and date	s 22(1) 06/03/2026

Grantee

Signed for and on behalf of Victorian Trades Hall Council:

Full legal name of the Grantee	VICTORIAN TRADES HALL COUNCIL ABN 57136432771
Authorised representative name (print)	s 22(1)
Capacity of authorised representative (print)	s 22(1)
Signature and date	s 22(1) 26/2/2026
Witness name (print)	s 22(1)
Signature and date	s 22(1) 26/2/2026



Schedule 1 - Variation to Grant Agreement

1. The Grant Details are varied
 - a. Clause C, Activity Completion Date is varied by deleting 31 March 2026 and replacing it with 30 June 2026.
 - b. Clause C, Agreement End Date is varied by deleting 7 September 2026 and replacing with 30 December 2026.
 - c. Clause C is varied by deleting the Activity Schedule and replacing it with the following:

Milestone number	Milestone name and description	Due date
001	Phase 1: Project implementation and scoping: Establishment and implementation of foundations including staff recruitment, training, relevant financial and management systems, data collection, early mapping and identify and contact working and women stakeholders, research to inform survey, develop focus groups and materials. The project will be fully scoped throughout this period. Key deliverables: -Financial, governance and project management procedures implemented -Suitable staff recruited and trained -Stakeholder outreach engagement plan developed and outreach commenced -Data, research and training development scoping proposal developed and commenced -Communication/publicity strategy developed -Project website launched -Reporting and communication	31/05/2025
002	Phase 2: Materials development and outreach Utilise evidence identified and commence formal outreach through surveys and focus groups to understand working women's experiences in target industries, complete development of materials for the report, gender audit materials, and relevant training. Deeper engagement with stakeholders will continue, and EWA peer network will be established. Key deliverables: -Surveys, focus groups conducted with working women and stakeholders -EWAs selected and peer network established -WFW Report launched and published	30/09/2025



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	-WFW gender audit toolkit developed, tested and launched -‘How to’ toolkit companion guide developed, tested and launched -New training module developed and tested -Project reporting and communication	
003	Phase 3: Delivery and training Promote and deliver formal training to increase awareness of the positive benefits of gender equality in target industries. EWAs, delegates, HSRs, union officials and employer managers will be trained in how to use the audit tool to assess gender equality at their workplace, best practice measures and entitlements, and how to use their role to increase awareness and build on minimum entitlements. Key deliverables: -WFW gender audit toolkit and companion guide published and accessible -Audience appropriate training delivered to workplace leaders (EWAs, delegates, HSRs, union officials and employers) -Pilot partnership assessment conducted -Project reporting and communication	31/01/2026
004	Strategic endeavours Continue to initiate, advocate for and contribute to strategic endeavours to advance gender equality in gender segregated industries. -Ongoing management and development of constructive stakeholder relationships relevant to achieving funding objectives -Consistent management of data and contacts, sharing of relevant information with funding body or other funding recipients, identifying trends -Opportunities to publicise and promote WFW Project, promote gender equality and gender desegregation of industries are identified and acted on (may include: speaking at conferences, achieving media coverage, specific advocacy to relevant bodies etc).	31/03/2026
005	Phase 4: Evaluation Extensive evaluation assessing all data collected, reach and engagement with project, value of activities, Project outcomes and case studies. Key outcomes and learnings will be assessed and summarised with recommendations for future action, proposals for	30/06/2026



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	further intervention by government, unions and other stakeholders. Key deliverables: -Project Evaluation report delivered measuring key outcomes of the project	
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e. Clause E is varied by deleting the clause and replacing it with the following:

The Grantee agrees to provide the following reports to the Commonwealth representative in accordance with the reporting requirements.

Report type	Period start date	Period end date	Agreed evidence	Due date
Ad hoc	1/04/2025	31/05/2025	Satisfactory updated/final project documentation post initial research/onboarding activities	30/06/2025
Progress	1/04/2025	30/09/2025	Satisfactory completion of the progress report template	31/10/2025
Final Report	1/04/2025	30/06/2026	Satisfactory completion of end of project report template. Activity Material.	30/06/2026
Independent Audit Report	1/04/2025	31/06/2026	Satisfactory report completed by an independent auditor	28/09/2026

During the Agreement period, the Commonwealth may ask the Grantee for ad-hoc reports on the project. The Grantee must provide these reports in the timeframes notified by the Commonwealth.

Schedule 2 – Previous amendments to the Grant Agreement

The Grant Agreement has been previously amended as set out below:

- Variation contract executed on 20 November 2025.