



Australian Government
**Department of Employment
and Workplace Relations**

Minute to: s 22(1) Deputy Secretary

Subject: Advancing Gender Equality in Gender Segregated Industries grant opportunity – Round 2

Date provided to Deputy Secretary's Office: 27 February 2026

Action Due date: 6 March 2026, to enable Community Grants Hub to issue grant agreements to successful applicants by 31 March 2026.

From: s 22(1) (Grant Assessment Committee Chair), Assistant Secretary, Equity, Entitlements and International Labour Branch Through: s 22(1) First Assistant Secretary, Employment Conditions Division Copy to: N/A	Contact: s 22(1) Phone:
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Recommendations – That you:

- | | |
|---|--------------------------------|
| <p>1. Approve, under the <i>Social Security (Specified Programs) Instrument (No 1) 2025</i> – which prescribes the Advancing Gender Equality in Gender Segregated Industries program (the Program) for the purposes of section 1062A of the <i>Social Security Act 1991</i>) – the making of 11 grants, with a total value of up to \$27,986,712 (GST exclusive), under Round 2 of the Program as recommended by the Grant Assessment Committee (Assessment Committee) and detailed in the report at Attachment A.</p> | <p>Approved / Not approved</p> |
| <p>2. Note that you must provide written advice of the basis for your decisions to approve or reject grant applications, along with details of any conflicts of interest relating to these decisions, in Attachment B, giving consideration to the Assessment Committee's advice on the merits of each application, in accordance with paragraph 4.5 of the <i>Commonwealth Grants Rules and Principles 2024</i> (CGRPs).</p> | <p>Noted / Please discuss</p> |
| <p>3. Agree that the Assessment Committee Chair will provide your decision to the Community Grants Hub (CGH) and direct it to enter into negotiations with successful applicants (including, without limitation, in relation to the terms and conditions of the draft grant agreement or any other matter), with the grant agreements for the above grants to be executed by an appropriate delegate in CGH in accordance with the <i>Department of Employment and Workplace Relations (Community Grants Hub – Multiple Programs) Delegation 2023</i>.</p> | <p>Agreed / Not agreed</p> |
| <p>4. Agree that the Assessment Committee Chair will provide your decision, on an embargoed basis, to the Minister's Office for information.</p> | <p>Agreed / Not agreed</p> |

- | | |
|---|------------------------|
| 5. Note that your decision be embargoed until public announcement, with details of an announcement to be settled with the Minister's Office. | Noted / Please discuss |
| 6. Note that the First Assistant Secretary, Employment Conditions Division, considered and approved an exemption from undertaking Financial Viability Assessments of the grant applicants for Round 2 of the Program, in accordance with the department's Financial Viability Policy and Guidelines. | Noted / Please discuss |
| 7. Note that the Assessment Committee Chair has determined that general feedback will not be provided on this grant round, provided that you approve the making of all 11 grants as recommended by the Assessment Committee and there are no unsuccessful grant applications. | Noted / Please discuss |
| 8. Note that the Assessment Committee Chair has determined that Victorian Trades Hall Council, s 22(1)
may be eligible for the grant round, notwithstanding their status as unincorporated associations. | Noted / Please discuss |

Signature: _____

___/___/2026

Comments:

Purpose

1. This brief seeks your approval to make grants for recommended projects under Round 2 (2025-26 to 2027-28) of the Advancing Gender Equality in Gender Segregated Industries grant program (the Program).
2. The Program derives its legislative authority from the *Social Security (Specified Programs) Instrument (No 1) 2025*, which prescribes the Program for the purposes of section 1062A of the *Social Security Act 1991*. You have been delegated the power to make a grant of financial assistance under s 1062A(1) of the *Social Security Act* under schedule 2A item 1 of the *Social Security (Administration) (Secretary of DEWR) Delegation (No. 3) 2025*.
3. The Program was established in 2025. Round 2 was launched as a closed non-competitive process on 28 January 2026, with applications closing on 4 February 2026. Applications were received from all 11 invited organisations, seeking a total of \$27,986,712 (GST exclusive) out of the available funding of \$28 million (GST exclusive).
4. This spending proposal has been defined as a grant, in line with the definitions set out in the *Commonwealth Grants Rules and Principles 2024* (CGRPs), paragraphs 2.3, 2.4, 2.5 and 2.6. It is therefore bound by the requirements of the CGRPs.

5. If you approve the making of grants, you are approving the provision of funding under the grants. You can only approve this expenditure if you are satisfied, after making reasonable inquiries, that the expenditure would be a proper use of relevant money in accordance with section 23(1) of the *Public Governance, Performance and Accountability Act 2013* (PGPA Act).
6. Please provide the reasons for your decision in **Attachment B**, including if your approval is not given or is made conditional on the applicant meeting additional obligations.
7. Applications were assessed in line with the Grant Opportunity Guidelines (**Attachment C**) and the Grant Assessment Plan (**Attachment D**). The Grant Assessment Committee (Assessment Committee) reviewed all eligible applications provided by the Community Grants Hub (CGH) commencing from 10 February 2026. It convened on 16 and 18 February 2026 to finalise its recommendations.
8. The Assessment Committee assessed the applications against criteria set out in the Grant Opportunity Guidelines approved by the Minister (**MS25-000831** refers). It concluded that 4 applications strongly meet the assessment criteria overall and 7 applications sufficiently meet the assessment criteria overall. There were no applications which did not meet the assessment criteria.

Issues

Compliance and eligibility issues

9. CGH identified the following compliance and eligibility issues:

- a. s 22(1)

- b. Victorian Trades Hall Council, s 22(1) were identified by CGH
as unincorporated associations, s 42(1)

. The Assessment Committee Chair determined that the department could proceed with assessing these organisations' applications s 42(1)

s 42(1)

10. s 22(1)

Issues identified during the grant assessment process

11. Common issues which were identified by the Assessment Committee across the applications include:

- a. Proposed project budgets lacked detail, with some applications allocating costs to potentially ineligible expenditure under the Grant Opportunity Guidelines. Equity, Entitlements and International Branch (EEI) proposes to mitigate this risk by developing a Grant Operational Guidelines document which will set out further guidance on eligible expenditure and ensuring that successful applicants provide a detailed breakdown of costs in Activity Work Plans that will be negotiated with the department.
- b. Applications lacked specific metrics or targets, with only a few applications providing measurable outputs. EEI will provide guidance to successful applicants to set up Activity Work Plans that contain clear deliverables and milestones.

12. s 22(1)

13. Given that context, a restriction on advocacy for legislative and/or regulatory change has not been proposed for inclusion in the grant agreements. The Grant Opportunity Guidelines do provide that grant funds must not be used for activity that could be perceived to be directed at promoting party political interests (see section 5.4 of the Grant Opportunity Guidelines at **Attachment C**). This addresses activities of highest risk in ensuring that grant funds are used in a non-partisan manner. To ensure clarity, EEI proposes to provide further guidance to successful applicants on advocacy activities in the Grant Operational Guidelines, to ensure that grantees do not misuse grant funds for party political advocacy.

Exemption from undertaking Financial Viability Assessments

14. Under the department's Financial Viability Policy and Guidelines, Financial Viability Assessments (FVAs) are usually required for grants of \$400,000 (GST inclusive) or above. FVAs identify an entity's financial capacity to undertake the proposed arrangements and verify the legal capacity of an entity to enter into a contract.
15. An exemption from undertaking FVAs of grant applicants for Round 2 of the Program was considered and approved by the First Assistant Secretary, Employment Conditions Division, on 21 January 2026, under schedule 2A item 1 of the *Social Security (Administration) (Secretary of DEWR) Delegation (No. 3) 2025*.
16. The exemption was sought for the following reasons.

- a. Time constraints – Undertaking FVAs, either internally through the department’s Financial and Credential Risk team or through CGH’s external provider, would have pushed out the grant round timeframes, as it would have delayed completion of the grant assessment process.
- b. Applicants are known entities – The 11 eligible organisations that could apply for Round 2 of the Program are existing grantees, as well as known to the department as peak employer and employee representative organisations. In accordance with the Financial Viability Policy and Guidelines, EEI sought the Financial and Credential Risk team’s advice on whether any of the entities has prior history with the department or other agency for which records are held, including a previous financial viability risk rating.
 - i. Of the 5 entities which had a previous financial viability risk rating, s 22(1)
- c. CGH undertook standard checks – CGH’s Vendor Checks included verifying the grant applicant’s legal entity type, bank account details, and Indigenous and/or not-for-profit status. CGH also undertook checks against the eligibility criteria in the Grant Opportunity Guidelines, and compliance with Workplace Gender Equality Agency and National Redress Scheme requirements.

Next steps

- 17. Your decision, including any conditions to be imposed on grant agreements, will be provided to CGH and CGH instructed to enter into negotiations with successful applicants, including, without limitation, in relation to the terms and conditions of the agreements or any other matter.
- 18. EEI will also provide your decision to the Minister’s Office for noting and advise that, for probity reasons, the decision should be embargoed, until public announcement by the Minister or via GrantConnect. The details of the announcement will be settled with the Minister’s Office.
- 19. The Grant Opportunity Guidelines state that a general feedback summary will be published on the CGH website to provide information about the grant selection process and the main strengths and areas for improving applications. Provided you approve the making of all 11 grants and there are no unsuccessful grant applications, the Assessment Committee Chair has decided that general feedback will not be provided on this grant round, as there is limited utility in feedback for improvement purposes when there were no applications that did not meet the criteria and noting that the department will continue to engage with grantees, including in the context of developing Activity Work Plans.
 - a. Individual feedback will be available upon request. The Grant Assessment Committee Report at **Attachment A** will be used to inform any feedback requested by applicants.

Background

- 20. The Program aims to advance gender equality in gender segregated industries, occupations and workplaces. This is in line with priority area 3 (economic equality and security) of the Australian Government’s gender equality strategy, *Working for Women*. It was established as a 12-month pilot program (the Pilot Program) in 2024–25, and extended for an additional 2 years from 2025–26 to 2027–28.

21. The grant opportunity was closed non-competitive. Eleven organisations were eligible to apply for Round 2, as the grantees that received grant funding under the Pilot Program. No other organisations were invited to apply as the intention of Round 2 is to build on existing initiatives from the Pilot Program.
22. Under section 1062A(1) of the *Social Security Act 1991*, the Secretary has the power to make, vary or administer an arrangement for the making of payments by the Commonwealth and grants of financial assistance in respect of this grant program. The former Secretary delegated her powers under section 1062A(1) with respect to the grant, including the power to approve successful applicants, to you as Deputy Secretary, Workplace Relations Group. The DEWR grants team confirmed that this delegation remains in effect following the appointment of a new Secretary.
23. CGH will administer the grant on behalf of the department. CGH can lawfully administer the program on the department's behalf under the *Department of Employment and Workplace Relations (Community Grants Hub – Multiple Programs) Delegation 2023*.

Financial implications

24. In MYEFO 2025–26, the government provided \$28.5 million over 2025–26 to 2026–27 to extend the Program, comprising:
 - a. \$28 million in administered funding, and
 - b. \$0.5 million in departmental funding for grants hub administration and evaluation costs.

Consultation

25. The Procurement and Grants Advisory Services Team and the Commercial Law - Corporate, PALM and Workplace Relations Team were consulted in the development of this grant opportunity and relevant documentation.
26. No other stakeholders, including the grant applicants, were consulted in the development of this grant opportunity.
27. Neither the Minister nor her office has had any involvement in the grant assessment process or the Assessment Committee's recommendations. None of the recommended grantees are headquartered in the Minister's electorate.

Legal Advice

28. Legal advice has been sought from the Commercial and Information Law Branch in relation to the development of this grant opportunity, s 42(1)

Summary of attachments

Attachment A	Grant Assessment Committee Report
Attachment B	Applications recommended for funding
Attachment C	Grant Opportunity Guidelines
Attachment D	Grant Assessment Plan
Attachment E	CGH Eligibility Outcomes

Attachment F	Eligible applications
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Australian Government
Department of Employment
and Workplace Relations

Minute to: s 22(1) Deputy Secretary

Subject: Advancing Gender Equality in Gender Segregated Industries grant opportunity – Round 2

Date provided to Deputy Secretary's Office: 27 February 2026

Action Due date: 6 March 2026, to enable Community Grants Hub to issue grant agreements to successful applicants by 31 March 2026.

From:	s 22(1) : (Grant Assessment Committee Chair), Assistant Secretary, Equity, Entitlements and International Labour Branch	Contact: s 22(1) Phone:
Through:	s 22(1) First Assistant Secretary, Employment Conditions Division	
Copy to:	N/A	

Recommendations – That you:

1. **Approve**, under the *Social Security (Specified Programs) Instrument (No 1) 2025* – which prescribes the Advancing Gender Equality in Gender Segregated Industries program (the Program) for the purposes of section 1062A of the *Social Security Act 1991* – the making of 11 grants, with a total value of up to \$27,986,712 (GST exclusive), under Round 2 of the Program as recommended by the Grant Assessment Committee (Assessment Committee) and detailed in the report at **Attachment A**. (Approved) / Not approved
2. **Note** that you must provide written advice of the basis for your decisions to approve or reject grant applications, along with details of any conflicts of interest relating to these decisions, in **Attachment B**, giving consideration to the Assessment Committee's advice on the merits of each application, in accordance with paragraph 4.5 of the *Commonwealth Grants Rules and Principles 2024* (CGRPs). (Noted) / Please discuss
s 22(1)
3. **Agree** that the Assessment Committee Chair will provide your decision to the Community Grants Hub (CGH) and direct it to enter into negotiations with successful applicants (including, without limitation, in relation to the terms and conditions of the draft grant agreement or any other matter), with the grant agreements for the above grants to be executed by an appropriate delegate in CGH in accordance with the *Department of Employment and Workplace Relations (Community Grants Hub – Multiple Programs) Delegation 2023*. (Agreed) / Not agreed
4. **Agree** that the Assessment Committee Chair will provide your decision, on an embargoed basis, to the Minister's Office for information. (Agreed) / Not agreed

5. **Note** that your decision be embargoed until public announcement, with details of an announcement to be settled with the Minister's Office. (Noted) / Please discuss

6. **Note** that the First Assistant Secretary, Employment Conditions Division, considered and approved an exemption from undertaking Financial Viability Assessments of the grant applicants for Round 2 of the Program, in accordance with the department's Financial Viability Policy and Guidelines. (Noted) / Please discuss
Please see decision 2, above

7. **Note** that the Assessment Committee Chair has determined that general feedback will not be provided on this grant round, provided that you approve the making of all 11 grants as recommended by the Assessment Committee and there are no unsuccessful grant applications. (Noted) / Please discuss

8. **Note** that the Assessment Committee Chair has determined that Victorian Trades Hall Council, s 22(1) may be eligible for the grant round, notwithstanding their status as unincorporated associations. (Noted) / Please discuss
s 22(1)
Please see request of 05-03-26 on this issue. Want confirmation that person entering into agreement is authorised to do so.
05/03/2026

Signature: _____

Comments:

Purpose

1. This brief seeks your approval to make grants for recommended projects under Round 2 (2025-26 to 2027-28) of the Advancing Gender Equality in Gender Segregated Industries grant program (the Program).
2. The Program derives its legislative authority from the *Social Security (Specified Programs) Instrument (No 1) 2025*, which prescribes the Program for the purposes of section 1062A of the *Social Security Act 1991*. You have been delegated the power to make a grant of financial assistance under s 1062A(1) of the *Social Security Act* under schedule 2A item 1 of the *Social Security (Administration) (Secretary of DEWR) Delegation (No. 3) 2025*.
3. The Program was established in 2025. Round 2 was launched as a closed non-competitive process on 28 January 2026, with applications closing on 4 February 2026. Applications were received from all 11 invited organisations, seeking a total of \$27,986,712 (GST exclusive) out of the available funding of \$28 million (GST exclusive).
4. This spending proposal has been defined as a grant, in line with the definitions set out in the *Commonwealth Grants Rules and Principles 2024* (CGRPs), paragraphs 2.3, 2.4, 2.5 and 2.6. It is therefore bound by the requirements of the CGRPs.



Australian Government
Department of Employment
and Workplace Relations

Grant Assessment Committee Report

Advancing Gender Equality in Gender
Segregated Industries Grant Opportunity
(Round 2)

Purpose

The purpose of this Grant Assessment Committee (**Assessment Committee**) Report is to:

- a) Outline the process used to assess the applications for the Advancing Gender Equality in Gender Segregated Industries (Round 2) Grant Opportunity (**Grant**).
- b) Provide the Assessment Committee's recommendations regarding successful applicants.

Details of the Grant

About the Grant

The Grant program commenced in March 2025 as a 12-month pilot program (**Pilot Program**). Round 2 will extend the program until 30 June 2028. The Commonwealth of Australia, as represented by the Department of Employment and Workplace Relations (**department**), is the responsible entity for this Grant.

The Grant is intended to advance gender equality in gender segregated industries, occupations, and workplaces. This is in line with priority area 3 (economic equality and security) of [Working for Women](#), the Australian Government's gender equality strategy.

This Grant supports development of initiatives that promote gender equality in gender segregated industries, occupations or workplaces, to develop innovative solutions to create more gender equitable industries. Continuing the tripartite approach of the pilot program, grant funding is available to the state and territory Trades and Labour Councils (TLCs) and peak employer organisations that received grant funding under the Pilot Program.

The Grant is administered by the Community Grants Hub (CGH) within the Department of Social Services. The Secretary of the department made the *Department of Employment and Workplace Relations (Community Grants Hub – Multiple Programs) Delegation 2023* on 2 August 2023, which allows CGH to lawfully administer the program on the department's behalf.

Objectives and intended outcomes of the Grant

The objectives of the Grant are to:

- build on existing initiatives from the Pilot Program and continue to drive development of innovative solutions to address gender equality and industry segregation
- provide longer-term evidence-based learnings to inform future actions to address gender equality and industry segregation
- carry momentum from recent workplace relations reform into industries and workplaces including increasing workplace flexibility, inclusion and safety.

The intended outcomes of the Grant are:

- industry and employers continue to invest in gender equality initiatives and best practice activities because they are aware of their obligations, and the positive impacts of gender equality on workers and business, while also having the capacity to take action
- targeted industry level initiatives are developed that, beyond the term of the Grant, can be scaled up to help remove barriers to workforce participation for certain worker cohorts, or tailored to the specific needs of individual workplaces.

Key dates

Activity	Timeframe
Grant round open	28 January – 4 February 2026
Vendor checks and eligibility assessment (CGH)	5 February – 17 February 2026
Assessment of applications	16 February – 23 February 2026
Approval of successful applicants	6 March 2026
Notification to successful applicants	18 March 2026
Grant agreements issued to successful applicants	31 March 2026
Grant activity start date	As negotiated with successful applicants
Grant activity end date	30 June 2028
Grant agreement end date	31 October 2028

Grant application assessment – eligibility

Organisations eligible to apply

The Grant Opportunity Guidelines (**Guidelines**) specify that grant funding is available to the state and territory TLCs and peak employer organisations that received funding under the Pilot Program, in keeping with the program's tripartite approach. Specifically, the maximum funds available to each organisation under the Guidelines are:

Organisation	Maximum grant amount
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s 22(1)

Victorian Trades Hall Council (VTHC)	\$3 million
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s 22(1)

s 22(1)

These entities have been identified as eligible organisations because of their:

- extensive knowledge of relevant workplace laws and issues
- coverage of key industries and understanding of the key gender equality challenges and barriers in those industries
- stakeholder networks
- unique ability to engage directly with Australian workers and/or businesses, and
- history of government collaboration and workplace initiative delivery.

Joint applications are acceptable, between TLCs and/or with the Australian Council of Trade Unions (ACTU). This is conditional on there being a lead organisation being identified who is the main driver of the project and is eligible to apply.

Applications received from eligible organisations

The following organisations submitted applications:

s 22(1)

- VTHC (in partnership with ACTU)

s 22(1)

Applications assessed as eligible by CGH

CGH is responsible for managing the initial screening and eligibility assessment. CGH assessed eligibility against:

- section 4 of the Guidelines
- section 5 of the Guidelines, and
- conformance with the mandatory project proposal template as outlined at section 6 of the Guidelines.

The following organisations were assessed by CGH as submitting eligible applications:
s 22(1)

VTHC, s 22(1) were identified by CGH as unincorporated associations, s 42(1)

However, the Assessment Committee Chair was satisfied that the identified risks are relatively low and the Assessment Committee could proceed with assessing these organisations' applications. This was having regard to government's intent to engage these specific organisations because of their expertise and connections, s 42(1)

Additionally, the Assessment Committee noted s 22(1)

The Assessment Committee noted s 22(1)

s 22(1)

Grant application assessment – merit assessment and value with money

The Assessment Committee considered applications identified as eligible as above. To ensure consistency with the Guidelines and the Grant Assessment Plan, the Assessment Committee considered applications against:

- the merit assessment criteria as at section 6 of the Guidelines, and
- whether the application provides value with money as at section 8.2 of the Guidelines.

The Assessment Committee notes these criteria draw in other relevant factors from across the Guidelines, including section 2, which sets out the objectives and outcomes of the grant opportunity. These were considered by the Assessment Committee in its assessment.

The Assessment Committee rated responses against the merit assessment criteria set out in the Guidelines, being:

- strongly meets the criterion
- sufficiently meets the criterion
- does not meet the criterion.

Each of these criteria were underpinned by a series of sub-criteria.

For an application to be assessed as meritorious, it must at least sufficiently meet all of the criteria. The Assessment Committee took a holistic approach in considering whether responses met each criterion, assessing on balance whether a response made a satisfactory case against each criterion, having regard to the elements highlighted in associated sub-criteria.

The Assessment Committee's assessment of the applicants against the criteria is set out in full at Attachment A.

Recommendations

The Assessment Committee confirms the following applicants were assessed as meritorious and providing value with money as set out in the Guidelines. The Assessment Committee recommends you **agree** the following organisations be found successful and **agree** to commit the relevant grant funding (excl GST) to each successful applicant:

s 22(1)

s 22(1)

5. VTHC (in partnership with ACTU) – \$2,999,630

s 22(1)

The Assessment Committee notes the following general considerations that informed its approach:

- Different applicants have achieved differing levels of progress in the Pilot Program. Given the intention of the extension is to build on work done in the Pilot Program, this necessarily had some impact on the proposals that were put forward in this grant round. The Assessment Committee accounted for this in its assessment of proposals, assessing the value proposition of each project in the context of the current status of projects.
- Successful applicants will be required to establish Activity Work Plans, which will include detailed milestones and deliverables and a detailed budget. This will help to mitigate some of the risks identified by the Assessment Committee as outlined at [Attachment A](#).
- The department will develop a Grant Operational Guidelines document to provide further guidance to successful applicants, including in relation to eligible expenditure and eligible activities under the Grant. This will help to mitigate some of the risks identified by the Assessment Committee as outlined at [Attachment A](#), as well as to address feedback and questions received from grantees under the Pilot Program.
- Opportunities to draw on, and connect with, existing government-funded projects to leverage insights and learnings and explore opportunities for collaboration – such as those funded under DEWR's [Building Women's Careers](#) Program – will be negotiated with successful applicants as part of the development of Activity Work Plans. This collaborative approach will support outcomes more broadly and will be particularly important for those successful applicants where the Assessment Committee has identified some capability gaps.
- Applicants submitted proposed project schedules, with all projects proposed to end on 30 June 2028 but multiple proposed project start dates. The Assessment Committee will direct CGH to ask successful applicants to select one of 3 potential project start dates: 1 April 2026, 1 May 2026 or 15 June 2026. This will align with the grant agreement shells that CGH has prepared, and ensure that payments can be made in 2025-26 in line with the administered funding allocated for this program.

By signing the below, the Assessment Committee confirms:

- the Commonwealth Grants Rules and Principles 2024, *Public Governance, Performance and Accountability Act 2013* and Accountable Authority Instructions have been fully complied with during the conduct of this assessment process to the best of their knowledge
- this assessment process has been conducted in accordance with the Grant Assessment Plan and the Guidelines and was objective, fair and ethical
- the Probity Plan has been complied with, and the Assessment Committee has received probity briefings and completed probity training as required
- risks have been managed in accordance with the Risk Management Plan (ID: 002371)
- each member has completed a Conflict-of-Interest Declaration in FMCS and a confidentiality acknowledgement (for departmental staff this is completed on engagement), and
- relevant records have/will be saved in the department's document management system.

All Assessment Committee members have signed this report as below.

Signature of Assessment Committee members

Name	s 22(1)
Position	Assessment Committee Chair Assistant Secretary, Equity, Entitlements and International
Signature	s 22(1)
Date	24/02/2026

Name	s 22(1)
Position	Assessment Committee Member Director, Pay Equity and Participation
Signature	s 22(1)
Date	24/02/2026

Name	s 22(1)
Position	Assessment Committee Member Assistant Director, Building Women's Careers
Signature	s 22(1)
Date	24/02/2026

Attachments

- Attachment A – Assessment tables

Attachment A: Assessment tables

Applications assessed as eligible, meritorious and value with money

s 22(1)

Parts of document 3 (pages 20 to 37) deleted under section 22(1) of the FOI Act.

Victorian Trades Hall Council

The Assessment Committee found the Victorian Trades Hall Council's (VTHC) application, in partnership with the Australian Council of Trade Unions (ACTU), meritorious and found it provides value with money against the criteria set out in the Guidelines.

As set out in the proposal, the project, *Workplaces for Women*, builds directly on VTHC's pilot program learnings and includes the following activities:

1. Targeted research and reporting – VTHC will use qualitative research methods including surveys and focus groups alongside qualitative methods.
2. Workplace Gender Equality Audit Tool Program – VTHC will expand and enhance the Workplaces Gender Equality Audit Tool, building on the pilot.
3. Equal Workplace Advocate (EWA) Training Program – The three-day women-only EWA program is a cornerstone of Workplaces for Women. It builds women's leadership, confidence and capability to advance gender equality initiatives at workplace and industry levels while fostering cross-industry networks in a supportive environment.
4. Ally Training Program – In response to Pilot feedback, VTHC will develop and deliver an Ally Training Program for workplace leaders and representatives to drive accountability and embed cultural change.
5. Workplaces for Women Forums and Conference – VTHC will continue to grow engagement, visibility, cross-industry network-building and knowledge sharing through regular forums and an annual conference.
6. Practical Industrial and Gender Equality Resources – Building on 25 Equality at Work fact sheets, Bargaining for Equality Guide and supporting tools developed during the Pilot, VTHC will shift to more targeted and practical supports and providing direct support for unions, delegates and workers.
7. Women-led Communications Strategy and Campaign – VTHC will challenge gender segregation in the workforce through a women-led communication strategy that amplifies women's voices, makes their leadership visible and normalises women thriving in historically male-dominated industries.
8. State-wide and National Collaboration – VTHC will collaborate with funded organisations, Trades and Labour Councils and the ACTU to share learnings, reduce duplication and contribute to a national evidence base to address industry gender segregation.
9. Evaluation – VTHC will continuously assess and evaluate the program's impacts, deliver findings and make recommendations.

s 47C(1)

The full assessment is as below:

No.	Assessment Criteria	Assessment	Comments
1	Criterion 1: Pilot Program extension or new project approach This criterion assesses how the applicant has used the experience from the Pilot Program to strengthen their proposed project. When addressing the criterion, applicants should demonstrate: • how the project builds on work delivered under the Pilot Program, or represents a new project informed by the Pilot Program • how the project applies learnings from the Pilot Program • how the approach will improve outcomes or address gaps identified in the Pilot Program • how the applicant will collect data and evidence to support evaluation of the grant.	The application strongly meets the criterion.	s 47C(1)

No.	Assessment Criteria	Assessment	Comments
			s 47C(1)
2	Criterion 2: Meeting project grant objectives This criterion assesses how strongly the proposed project aligns with the purpose of the grant and the extent to which it is likely to achieve meaningful outcomes. When addressing the criterion, applicants should: • outline the need or problem the project aims to address • demonstrate how the project aligns with the program objectives and intended outcomes (outlined in section 2) • outline the expected benefits for the target community or sector • demonstrate value for money, including whether the expected outcomes justify the level of funding sought, and avoid duplication with other Commonwealth-funded measures intended to promote workplace gender equality and address gendered occupational segregation.	The application strongly meets the criterion.	

No.	Assessment Criteria	Assessment	Comments
3	Criterion 3: Organisational Capacity and Capability This criterion assesses the organisation's demonstrated capacity and capability to successfully deliver the project. When addressing the criterion, applicants should describe: • relevant organisation experience, including past delivery of similar projects, services or activities • key personnel, including their roles, skills, and experience relevant to the project • access to resources, partnerships or infrastructure necessary to deliver the proposed activities.	The application strongly meets the criterion.	s 47C(1)

No.	Value with money	Assessment	Comments
1	Whether it provides value with money This includes having regard to: • the overall objectives to be achieved in providing the grant • whether the proposed project is in scope • the relative value of the grant sought • the extent to which the evidence in the application demonstrates that it will contribute to meeting the outcomes/objectives of the grant opportunity	The project is assessed as providing value with money.	s 47C(1)

	• how the grant activities will target groups or individuals • the risks, financial, fraud and other, that the applicant or project poses for the Commonwealth.	s 47C(1)
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Parts of document 3 (pages 43 to 69) deleted under section 22(1) of the FOI Act.



ATTACHMENT B

APPLICATIONS RECOMMENDED FOR FUNDING

						For completion by Delegate	
Recipient legal name	Description of proposed project	Requested \$ (GST exclusive)	Recommended \$ per financial year (GST exclusive)	Reason for recommendation	Assessment category	Approved for funding	Basis for approval decision

s 22(1)

s 22(1)

						For completion by Delegate	
Recipient legal name	Description of proposed project	Requested \$ (GST exclusive)	Recommended \$ per financial year (GST exclusive)	Reason for recommendation	Assessment category	Approved for funding	Basis for approval decision

						For completion by Delegate	
Recipient legal name	Description of proposed project	Requested \$ (GST exclusive)	Recommended \$ per financial year (GST exclusive)	Reason for recommendation	Assessment category	Approved for funding	Basis for approval decision
s 22(1)							
Victorian Trades Hall Council	The proposed project, Workplaces for Women, builds directly on VTHC’s pilot program learnings and includes the following activities: 1. Targeted research and reporting 2. Workplace Gender Equality Audit Tool Program 3. Equal Workplace Advocate (EWA) Training Program 4. Ally Training Program 5. Workplaces for Women Forums and Conference 6. Practical Industrial and Gender Equality Resources 7. Women-led Communications Strategy and Campaign 8. State-wide and National Collaboration 9. Evaluation	\$2,999,630	FY 2025-26: \$1,500,000 FY 2026-27: \$1,499,630 Total: \$2,999,630	s 47C(1)	It is the view of the Assessment Committee that this proposal strongly meets the assessment criteria overall.	Yes	The application was assessed as being of strong merit in relation to the Grant Opportunity Guidelines and the key principle of achieving value with relevant money.

s 22(1)

Parts of document 4 (pages 73 to 75) deleted under section 22(1) of the FOI Act.

s 22(1)

						For completion by Delegate	
Recipient legal name	Description of proposed project	Requested \$ (GST exclusive)	Recommended \$ per financial year (GST exclusive)	Reason for recommendation	Assessment category	Approved for funding	Basis for approval decision

Declaration of conflict of interest –

I am aware of the obligations outlined in DEWR’s Conflict of Interest Policy in relation to conflicts of interest and have no conflict/s of interest to declare.



2025-5533 – Advancing Gender Equality in Gender Segregated Industries
Summary of Vendor Check results

Attention Decision Maker

You are required to supply a brief explanation (Column I) regarding your decision to approve or deny the applicants listed below. E.g.

Applicant does not meet the legal entity requirements outlined in the GOGs and did not demonstrate a strong enough application to warrant waiving eligibility requirements.
The legal entity requirement has been waived as the applicant has shown that they can deliver the outcomes anticipated for this round.

Please Note: The above wording are examples only and each applicant may require alternative wording depending on the round and the reasons behind the relevant decision.

Ineligible Entity Types as per the GOG									
Ref Number	Application Id	Application Submission Reference	ABN	Legal Entity Name	Applicant Selected Entity Type	Hub Determined Entity Type	Vendor Check Findings/Ineligible Entity as per the GOG	Grant Opportunity Delegate Decision <i>The Grant Opportunity Delegate is to advise on a decision for each applicant's Legal Entity details. Please select a decision from the drop down.</i> <i>If the decision maker advises that more time/additional action be taken with an applicant, please select a dropdown option below and then enter free text with information i.e.;</i> Waive eligibility requirement for this applicant. The Hub is to seek additional entity information for two weeks (17/07/2025). If the information has not been supplied by this time then the applicant will be	Grant Opportunity Delegate Justification
s 22(1)									

ODM validation information for consideration and action									
Ref Number	Application Id	Application Submission Reference	ABN	Legal Entity Name	Applicant Selected Entity Type	Hub Determined Entity Type	Additional Applicant Information	Grant Opportunity Delegate Acknowledgement	Grant Opportunity Delegate Justification
1	4-LQ7KP6C	MNM3WP9	57136432771	Victorian Trades Hall Council	Unincorporated Association	Unincorporated Association	The Hub has validated the applicant organisation and confirm that they are an invited entity listed in section 4.1 of the Grant Opportunity Guidelines. The Hub notes that the organisation has been validated as an Unincorporated Association which is considered Contract Non-Legal and cannot enter into legally binding contracts with the federal government. If Policy wishes to progress the applicant they may need to seek a representative to sign on behalf of the invited organisation, or, identify the appropriate contract legal entity associated with the invitee. ACTION REQUIRED: Delegate - please advise if you are comfortable proceeding with the invited organisation, noting their entity type of Unincorporated Association		

s 22(1)