



Evaluation Report 1 July 2022 to 30 June 2023 - Snapshot

The Gender Equality in Procurement: WA Public Sector Pilot (the Pilot) is the first step in implementing gender responsive procurement in WA.

The Pilot aims to raise awareness about the benefits of workplace gender equality and normalise the language of gender equality within the procurement process. By introducing questions into the disclosure section of procurement documents, the Pilot collects data about the extent to which organisations are implementing workplace gender equality measures.

Nineteen agencies participated in the Pilot and were surveyed on their experience of participating and their understanding of workplace gender equality issues. The responses are summarised below.

Findings

Figure 1. Contracts including the gender equality clause awarded 1 July 2022 to 30 June 2023

Total value of contracts



\$193,264,319

Goods and Services contracts

(Note: this includes community services)

62.7%

165 supplier contracts

37.3%

Works contracts

(Note: there may be multiple supplier contracts under each contract)

Number of contracts



120

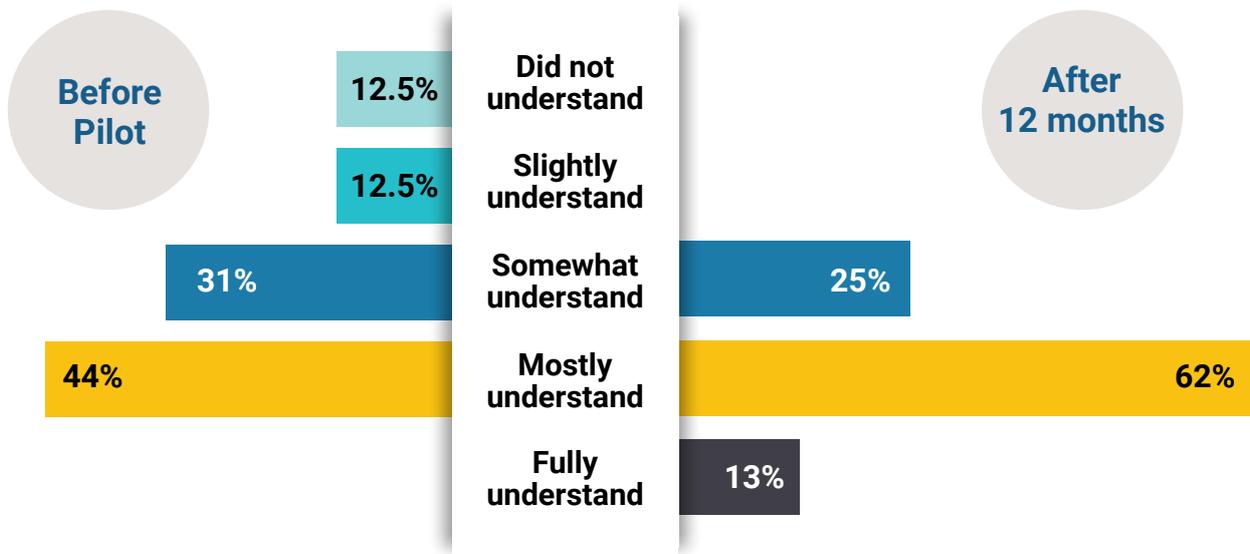
57 contracts with suppliers with 100 or more employees



108 contracts with suppliers with fewer than 100 employees



Figure 2. Agency survey – how would you assess your level of understanding of workplace gender equality now compared with before the Pilot?



The response to the Pilot has been predominantly positive and data indicates there is a constructive approach to agency and supplier participation. The Pilot evaluation has shown that the inclusion of gender equality questions in procurement documents contributed to both suppliers and agency staff being introduced to gender equality language which may be new to them.

However, some survey responses indicate that imprecise assumptions may still exist around the meaning of the term gender equality. For example, beliefs that workplace gender equality simply means aiming for equal numbers of men and women, and that introducing quotas is an inevitable response to inequality. These assumptions may represent a level of resistance to progressing gender equality through procurement. Taken as a whole though, the responses show that in the first year of the Pilot, a positive impact has been made on increasing awareness and improving understanding of workplace gender equality.

Lessons learned

The Department of Communities (Communities) and Department of Finance (Finance) will continue to work together to explore options to improve the survey response rate from suppliers, and will look at ways to manage resistance to change.

More frequent communication with participating agencies will be undertaken to ensure that officers are comfortable raising any queries or issues as they arise.

Next steps

The Pilot, with all existing agencies, will continue until 30 June 2024 when a second evaluation will be undertaken.

Next steps will be based on the evaluation findings and will be informed by current work being progressed at a national level and by other jurisdictions.

