



# **Gender Equality in Procurement Disclosure Clause**

**For the purposes of  
General Procurement Direction 2025/11**

July 2025

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### Publication information

This document is part of the suite of whole-of-government procurement resources designed for use by State agencies that are subject to the [Western Australian Procurement Rules](#) and other procurement connected policies and directions. Refer to the [Buying for government](#) page on [WA.gov.au](#) to access these resources.

This document is available on the [Gender Equality in Procurement](#) page on [WA.gov.au](#).

Publication date	Version	Review notes
July 2024	1	Release
July 2025	2	Public Sector Reform 2025 related minor edits and rebranding. No change to model clause or GPD requirements.

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# Background

As outlined in [Stronger Together: WA's Plan for Gender Equality](#), the Western Australian Government is committed to raising awareness of the importance and benefits of gender equality, including through procurement practices. This aligns with the [Western Australian Social Procurement Framework](#), of which one of the key objectives is to provide opportunities for gender equality.

In support of these objectives, the Department of Treasury and Finance (**DTF**) and the Department of Communities have worked collaboratively to promote gender equality principles and practices in government procurement activities. The Gender Equality in Procurement – Disclosure Clause is a result of this work.

## 1. General Procurement Direction 2025/11

General Procurement Direction 2025/11 - *Gender Equality in Procurement* (**GPD 2025/11**)<sup>1</sup> was issued on 1 July 2025. GPD 2025/11 was issued in connection with the WA Government's Public Sector Reform, and it revokes and replaces General Procurement Direction 2024/02.

GPD 2025/11 mandates the inclusion of a gender equality disclosure clause in approach to market documentation for the procurements of goods, services, works and community services with an estimated contract value of \$250,000 and above.

The disclosure clause asks Respondents to disclose whether they comply with requirements under the *Workplace Gender Equality Act 2012* (Cth).

## 2. Use of Disclosure Clause

State agencies are required to use the disclosure clause in the form prescribed at section 3 of this document.

This clause has been included in the relevant procurement templates managed by DTF since July 2024. It is set out in this document to assist agencies needing to incorporate the clause into their own agency templates.

Additional guidance on how to use the clause is available on the [Gender Equality in Procurement](#) page on WA.gov.au.

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<sup>1</sup> <https://www.wa.gov.au/government/document-collections/general-procurement-directions>

### 3. Disclosure Clause

For the purposes of General Procurement Direction 2025/11, the disclosure clause is:

<p>The Western Australian Government is committed to advancing gender equality in Western Australia as demonstrated by <a href="#">Stronger Together: WA's Plan for Gender Equality</a>. Further information on how to advance gender equality in your business/organisation is available <a href="#">here</a>.</p> <p>For further information about this disclosure clause, refer to the <a href="#">Gender Equality in Procurement Guideline</a>.</p>	
<p><b>Complete this disclosure clause if your business/organisation employs 100 or more people or select “Not applicable” below.</b></p> <p><input type="checkbox"/> Not applicable – business/organisation employs less than 100 people.</p>	
<p>The <i>Workplace Gender Equality Act 2012</i> (Cth) requires both non-public sector and Commonwealth public sector employers with 100 or more employees to submit a report annually to the Workplace Gender Equality Agency. Non-public sector employers can find further information about reporting requirements at <a href="#">Preparing to report   WGEA</a>.</p> <p><b>(A)</b> Does the Respondent's business comply with the Workplace Gender Equality Agency gender equality reporting requirements? (WGEA reporting requirements are available at <a href="#">Reporting Guide   WGEA</a>)</p>	
<p><b>Yes</b> <input type="checkbox"/></p>	<p><b>No</b> <input type="checkbox"/></p>
<p><b>(B)</b> Has the Respondent attached a letter of compliance with the <i>Workplace Gender Equality Act 2012</i> (Cth)? (Information about how to obtain a letter of compliance from WGEA is available from <a href="#">Eligibility &amp; compliance   WGEA</a>.)</p>	
<p><b>Yes</b> <input type="checkbox"/></p>	<p><b>No</b> <input type="checkbox"/></p>
<p>If you have answered No to (A) and/or (B) above, please provide reasons or explanation for doing so:</p>	