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Australia releases toolkit to advance gender equity across wine sector

27 October 2025 | News

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A new online toolkit is helping individuals and grape and wine businesses take practical steps towards achieving gender equity. At a time when Australiaâ??s wine sector faces significant economic and structural challenges, improving diversity and inclusion remains essential to building a strong, sustainable workforce for the future.

Developed by Wine Australia and Australian Grape & Wine (AGW), the Australian Wine Industry Gender Equity Toolkit (the Toolkit) provides guidance, resources and real-world examples to support change across workplaces of all sizes.

The Toolkit was developed in response to research into gender equity in the wine sector and key attraction and retention workforce priorities identified in the One Grape & Wine Sector Plan released in 2024. It was funded by Wine Australia, initiated by AGWâ??s Diversity, Equality and Inclusion in Wine (DEIW) Committee and jointly conducted by Charles Sturt University and the University of New South Wales.

Covering areas such as recruitment, retention, flexible work arrangements, parental leave, training, mentoring, leadership development and equal pay, the Toolkit helps businesses assess their current practices and identify opportunities for improvement. It was informed and developed by extensive consultation across the sector, including women and gender-diverse employees and contains actionable, sector-specific resources for individual employees and small, medium and large enterprises.

Wine Australia CEO Dr Martin Cole said the Toolkit is a pivotal resource for the wine sector in improving gender equity.

â??Gender equity isnâ??t just about fairness; itâ??s about unlocking the full potential of our sectorâ??s current and future workforce. Diverse, inclusive wine businesses are stronger, more innovative and better positioned for long-term success,â? Dr Cole said.