

Review of the Workplace Gender Equality Act 2012

The Australian Local Government Women's Association would like to make a submission to the above review

Our submission relates to the question: Should the coverage of the Workplace Gender Equality Act be further changed? Specifically, should the definition of 'relevant employer' be expanded? If so, would additional considerations need to be factored in for new reporting employers?

We believe that the relevant employer should be expanded to include all employers with over 100 employees in particular local government, Commonwealth, State and Territory owned entities. It is vitally important that local governments are included as a workplace reporting under the Act. Local governments in Australia employ more than 55,000 people, the majority of whom are women. In many towns and regions, the local municipality is the largest employer.

We further submit that ideally public sector organisations should provide at least two years' worth of data to enable a view of any change.

Additionally, we believe that sexual harassment should be one of the minimum standards and be part of the reporting framework. Employers should report on the provision and frequency of workplace training on sexual harassment.