

WGEA Review – Consultations
Department of the Prime Minister and Cabinet
PO Box 6500
CANBERRA ACT 2600
Australia



Australian Gender
Equality Council
working for balance

23 November 2021

Attention: Assistant Secretary Catherine Hawkins

Dear Ms. Hawkins

Thank you for the opportunity to make a submission to the Review of the Workplace Gender Equality Act.

The Workplace Gender Equality Agency (WGEA) is extremely valuable and its work is of utmost importance. WGEA is widely recognised as providing one of the best datasets in the world with respect to gender equality in the workplace, providing transparency and comparability of performance over time.

The Australian Gender Equality Council (AGEC) is a non-government, not for profit organisation - a peak body across a wide range of industry and community sectors - advocating for gender equality with a collective membership of more than 500,000.

AGEC and its members rely on WGEA data to inform our campaigns and actions, and to highlight areas of gender equality that require attention and further initiatives.

Please find attached the Australian Gender Equality Council's submission.

Yours sincerely.

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Coral Ross AM

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Chair
Australian Gender Equality Council

November 2021

Submission to the Review of the Workplace Gender Equality Act 2012

Executive Summary

WGEA is widely recognised as providing one of the best datasets in the world with respect to gender equality in the workplace, providing transparency and comparability of performance over time.

The fact that many measures of gender equality in the Australian workplace (as demonstrated through WGEA data) have not significantly improved over time highlights the fact that WGEA's functions, powers and resourcing should be enhanced and strengthened to continue to improve outcomes.

AGEC and its members rely on WGEA data to inform our campaigns and actions, and to highlight areas of gender equality that require attention and further initiatives. WGEA data provides a critical, consistent and reliable dataset which measures outcomes and changes over time, and which is not publicly available through other means.

Increased resourcing for consultation with employers is essential to identify the metrics most useful to closing gaps in gender equality, and enable alignment between internal dashboards and the WGEA data explorer to prevent WGEA data being considered an 'overlay'. AGECE encourages WGEA to continue to make the reporting process as streamlined as possible, ideally aligned with other reporting processes to minimise the reporting burden on employers.

The Act currently covers just 40% of Australian employees. The definition of "relevant employer" should be expanded to include all employers with over 100 employees including Government owned entities and Commonwealth, State and Territory Public Sectors, and Local Government. SMEs should be incentivised and supported to get started with data collection and reporting.

The WGE Act is a critical plank of the Government's gender equality strategy. AGECE would be very concerned if there were any dilution of the quality or extent of data collected until gender equality is achieved in Australia.

Key Recommendations

- Acknowledgment of WGEA as a key plank of the Government's gender equality strategy and enhancement of its powers, funding and impact.
- No dilution of the quality or extent of data collected until gender equality is achieved in Australia.
- Stronger enforcement provisions including penalties for non-compliance with certain WGE Act reporting obligations and non-compliant employers should not be eligible for Government procurement contracts.
- Extension of the reporting obligations under the WGE Act to include public sector organisations (at Commonwealth, State & Territory, and Local Government) and political parties.
- Introduction of "light touch" reporting obligation for employers 50-100 employees. With incentives and funded support packages (potentially in collaboration with organisations such as those who are members of AGECE)
- Public reporting of the gender pay gap as a percentage by individual organisations. Introduce a requirement to notify any gap in Annual Reports for publicly listed companies.
- Enhancement of the minimum standards to require all employers with more than 500 employees to meet all minimum standards, and employers with over 100 employees to have strategies to address a majority of them.
- Expand the WGEA's role to include recommendations to the government on eliminating broader influencers of gender inequality (e.g. industry wage rates, school education, advertising and the media).
- For WGEA to use its data and resource base to engage and collaborate more actively with associations like AGECE, and its member organisations, to achieve improved gender equality in the workplace.
- WGEA funding sufficient to support a fit for purpose reporting platform for employers.
- Access to WGEA dataset for research organisations for gender equality research purposes.
- WGEA discretion to work with reporting employers on refinement of the dataset and enhancement of the reporting process.



Responses to Consultation Questions

Consultation question

1. Are the functions and powers of WGEA appropriate for promoting and improving gender equality in the workplace? How effective is WGEA in achieving its functions to promote and improve gender equality in the workplace including by enabling relevant employers to report on the gender equality indicators, developing benchmarks and reports, undertaking research, education and leading practice programs and contributing to the public discussion on gender equality?

We agree in large part that the WGEA has appropriate functions and powers for promoting and improving gender equality in the workplace, which should be retained and strengthened. However, the fact that many measures of gender equality in the Australian workplace (as demonstrated through WGEA data) have not significantly improved over time highlights the fact that WGEA's functions and powers should be enhanced and strengthened to improve outcomes.

As outlined in this submission AGEC recommends that the impact of the WGEA be enhanced through -

- enforcement provisions including penalties for non-compliance with certain WGE Act reporting obligations;
- extension of the reporting obligations under the WGE Act to include public sector organisations (at all levels of government) and political parties;
- public reporting of the gender pay gap of individual organisations against industry and whole of workforce benchmark;
- expansion of the WGEA's research and initiatives to include recommendations to the government on eliminating gender bias in industry wage rates, school education and gender bias in advertising and the media.

We also believe there is a huge opportunity for proactive collaboration with organisations such as AGEC in relation to the listed function *"Advising and assisting employers in promoting and improving gender equality in the workplace"*.

WGEA is highly effective in relation to collection and analysis of data, development of benchmarks and undertaking research. WGEA is widely recognised as providing one of the best datasets in the world with respect to gender equality in the workplace, providing transparency and comparability of performance over time.

AGEC would like to see WGEA share its data and resource base with associations like AGEC, and its member organisations, to engage and collaborate more actively to achieve improved gender equality in the workplace. Such collaborations could include initiatives that focus on workplace education and the promotion of public discussion about gender equality and what is necessary to achieve equality .

Supporting WGEA's resources to focus on data collection, analysis, compliance, recognition and awards, and advisory services in collaboration with other organisations working in the gender equality space (private and not for profit) will ensure greater aligned effort in purposeful initiatives that will ultimately be reflected in improvements in gender equality over time.

WGEA provides an invaluable service to reporting organisations in providing back to each reporting organisation an informative and user-friendly report on the performance of their organisation, which can then be used by management and Boards to form the basis for decisions and actions. For many smaller organisations, this is critical to their gender equality initiatives.



Consultation question

2. What is your experience of what works to improve gender equality in your workplace? How do you currently engage with WGEA and use the reporting process and their resources to improve gender equality? What changes, if any, would you like to see in the areas of future focus for WGEA to further promote and improve gender equality over the next ten years?

The AGECE Manifesto identifies 12 dimensions of gender equality, all of which are necessary for gender equality to be achieved. The Manifesto identifies the multifaceted nature of gender inequality in society, and AGECE's member organisations believe that all dimensions play a role in influencing gender equality outcomes in the workplace. **(Please refer to Appendix 1)**

AGECE strongly endorses the recommendations in the Employer of Choice for Best Practice – Leading Practice in Strategy, Policy and Implementation by the AIBE Centre for Gender Equality in the Workplace (UQ) as the definitive guide for employers as to what is required to improve gender equality in the workplace. However, only some actions necessary for gender equality are within the power of individual workplaces and Government, including the WGEA and others, are needed to act on other key factors that influence general equality outcomes.

AGECE relies on WGEA data to inform our campaigns and actions, and to highlight areas of gender equality that require attention and further initiatives. WGEA data is utilised by AGECE in our research (reference Reports), in research undertaken by our members (FINSIA), in initiatives by our members (example) and in ongoing education to organisations and industry groups. It provides a critical, consistent and reliable dataset which measures outcomes and changes over time, and which is not publicly available through other means. In the absence of WGEA data AGECE would have to implement its own data gathering and reporting tool with the membership, which would not have the reliability or accuracy of WGEA data nor the breadth of coverage.

Overall the dataset is well designed, employers are increasingly improving their data gathering and analysis processes making it easier for them to report to WGEA. We would encourage WGEA to continue to make the reporting process as streamlined as possible, ideally aligned with other reporting processes to minimise the reporting burden on employers, particularly those with very few internal resources for such reporting.

As previously mentioned AGECE would like to see a greater focus on collaborative effort with organisations actively providing services in the gender equality space – both commercial entities and not-for-profits. Key areas AGECE believes have a significant impact on workplace gender equality, and which are not currently with the scope of covered by WGEA activities, are -

- societal norms including gender biases in media and advertising
- embedded gender bias in wages and salaries levels in certain industries which contribute significantly to the gender pay gap and women's economic security
- gendered career preferences that emerge from our education system

AGECE believes that WGEA should be given a legislative mandate to play a more active role, in collaboration with other agencies and non-profit organisations, in recommending minimum standards and monitoring performance in these areas.



Consultation question

3. 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?

The Act currently covers just 40% of Australian employees. The definition of “*relevant employer*” should be expanded to include all employers with over 100 employees including Government owned entities and Commonwealth, State and Territory Public Sectors, and Local Government.

Local Government employs more than 55,000 people and in many areas is the largest employer. Political parties should also be subject to the WGE Act reporting.

Ideally these public sector organisations should provide at least two years' worth of data to enable a view of any change.

Small and medium-sized enterprises (SMEs) also employ a significant proportion of the Australian workforce. Consideration should be given to introducing a less onerous and well supported reporting regime for employers with 50-99 employees. There could be citation options for SMEs who wish to demonstrate their leadership in gender equality, as well as an opt-in incentive based model for SME's that included consulting support (through funded partnerships with organisations such as those who are members of AGEC).

Consultation question

4. Are the gender equality indicators (GEIs) in the Workplace Gender Equality Act, and the data collected with respect to the GEIs, appropriate to promote and improve gender equality? How could they be improved?

The GEI's largely align with the current powers and function of WGEA, and provide an appropriate reporting framework.

AGEC suggests that consideration should be given to adding a GEI to recognise gender as reflective of a spectrum, not just those who identify as women or men. Currently this dataset is limited to those employees who feel safe and able to identify as non-binary.

GEI 4 could be divided into two separate indicators, one pertaining to the availability of flexible working arrangements, and another to supporting employees with family or caring responsibilities. This would remove the emphasis on a correlation between the provision of flexibility and caring responsibilities, as this can tend to suggest that only carers seek or benefit from improved work flexibility.

The definitions of 'flexible work arrangements' may need to be revisited to ensure their alignment with the covid instigated evolution in this space. These definitions need to be clear to ensure that employers are not claiming to have flexible work when in fact they really don't, and also being able to differentiate between a truly flexible culture and having the opportunity to work flexibly if approved - which are two very different things.

AGEC also suggests consideration should be given to collection of the following data -

- Extent to which the employer's business activities (products and services) promote gender equality. For example, does the reporting organisation review its advertising for gender bias? Does the reporting organisation include gender equality measures in procurement?
- Age of employees and workplace, by gender and employment status.



- Involuntary work departures, voluntary and involuntary redundancies by gender and employment status.
- Employee data at first, second and third tier by gender and employment status - comparing both the gender break-down and pay rates.
- Employees who are paid superannuation for parental leave and if they do not return to work after parental leave.
- A specific question relating to what organisations do around the issue of supporting parents with childcare, be included.

Consultation question

5. In addition to gender, should WGEA collect other data on diversity and inclusion criteria on a mandatory basis, to enable a more nuanced analysis of men and women's experiences in the workplace? If yes, please specify criteria (e.g. cultural and linguistic diversity, disability, age, location of primary workplace). If not, why not?

AGEC recognises the need for improved workplace diversity in areas other than gender (e.g. cultural and linguistic diversity) and the importance of better insight into these nuances in men's and women's experiences. However, employers' ability to collect data in regard to these is currently limited and restricted by privacy and anti-discrimination legislation – and greater support needs to be provided to employers to overcome these barriers. Moreover, there is a risk that having WGEA attend to a broader mandate will result in a lack of focus on achieving gender equality, which remains a major issue in workplaces.

That said, an intersectional perspective of gender is fundamental to finding sustainable solutions. AGECE recommends initially employers be asked to identify CALD and Aboriginal and Torres Strait Islander representation in the defined tiers of leadership as a starting point (KMP, Other Executive/GM's, Senior Manager and Other Manager). Organisations should be maturing to the level to collect data on at least this group. Over time more aspects of intersectionality could be brought into focus such as LGBTQI+, NeuroDiversity and Physical Diversity, across more dimensions with the datasets.

Broader diversity related data collection may be better achieved through specific WGEA initiated research projects, in conjunction with other agencies, and with the more progressive and better-resourced reporting employers. This would enable other employers to learn and progress without having increased complex reporting requirements put upon them.

Consultation question

6. How could data be better collected and/or used by WGEA to promote and improve gender equality? Should there be some form of pay transparency – should remuneration data in some form be public?

AGEC fully supports pay gap transparency and strongly recommends that WGE Act be amended to require the gender pay gap to be reported publicly by employers in line with reporting obligations in other countries. For example, the UK, France and Germany employers must publicly report their gender pay gap data, and in various European countries, formal board reports are required to demonstrate measures taken to address the gender pay gap. In addition, countries like France require employers to take "corrective measures" including implementing a financial "catch-up" to level the gender pay gap. Public reporting of standardised measures at a whole of organisation level (rather than individual job levels) ensures an appropriate balance between principles of transparency and commercial in confidence.



Consultation question

7. Are there changes that could be made to the Workplace Gender Equality Act that would help reduce the regulatory burden on relevant employers while continuing to enable WGEA to promote and improve gender equality? Should other data sources, such as Single Touch Payroll data, be used by WGEA instead of employers providing the same data to two Government agencies?

Whilst AGECE respectfully accepts that the WGEA reporting process places some additional reporting burden on employers, we must not lose sight of the extraordinary benefits of collecting accurate and reliable data to fix a systemic and significant imbalance in gender equality in this country. Regulatory burden must not be accepted as an excuse for not doing the hard work of analysing problems and driving change.

AGECE strongly advocates for WGEA making the reporting process as streamlined and useful for employers as possible. As noted earlier in this submission, as well as the publicly available Data Explorer, the individualised reporting back to employers is a key benefit that the WGEA Reporting regime provides to reporting organisations to assist their understanding of their performance against GEs in their organisation.

However, access to the dataset should also be utilised more broadly on a de-identified basis for further research by other organisations on gender equality across sectors and the whole economy. We believe there should be increased funding to support improved data governance of this valuable resource and technological effort put into ensuring an efficient and effective use of the data, by WGEA, employers and others.

AGECE believes it is critical that WGEA is asking for data that employers will be motivated to collect, and believe will help them inform their approach to inclusion and diversity strategy. We agree the less onerous the process, and a streamlined approach and utilisation of other sources of data should be investigated.

AGECE supports in principle the proposal for WGEA to be able to access data available from other sources, such as Single Touch Payroll (STP) data, to avoid duplication of effort by employers. However, it would be necessary to ensure that the STP data is able to be mined by WGEA, and incorporated into their analytics for such a proposal to be effective. STP data is collected by the ATO, a separate government agency, and subject to its own legislation and privacy and confidentiality considerations. These issues would need to be fully explored and addressed, and a technology solution provided to ensure the efficiency gain was achievable before implementation.

AGECE would caution against any material changes to the reporting regime established under the WGEA, or any significant reduction in the data collected by WGEA on gender equality in the workplace. We request that if any changes to data collection is proposed, that consultation be undertaken on the specific reporting and data changes to ensure that the utility of the data remains sound, and that there are no unintended consequences or loss of important information on gender equality.

Consultation question

8. Could the minimum standards be expanded to improve the way they drive practical gender equality outcomes in workplaces? What would employers need to do to implement these changes in their workplace? Should Minimum Standards apply to all reporting employers, not just those with 500 or more employees?

We would also recommend that all employers with over 500 employees be required to have strategies in place to address all minimum standards - overall gender composition, flexible work, and gender equitable



care for children and elders, and prevention of sexual harassment and discrimination on an “if not, why not” basis, similar to the ASX Corporate Governance Principles.

AGEC recommends that the instrument require ALL employers with over 100 employees to, at a minimum have strategies in place for Equal Remuneration and Prevention of sex-based harassment and discrimination, and for there to be transparent listing of companies who fail to address them.

Furthermore, employers with more than 100 employees should be encouraged to have strategies in place in at least two out of the three remaining minimum standards. Failure to do so should not attract penalties for non-compliance, but rather questioning and support to close the gaps.

AGEC wants to see minimum standards retained and does not believe employers should be able to set their own minimum standards. Changing the reporting requirements to hourly rates, rather than weekly rates, will capture part-time and casual employees.

Consultation question

9. Are the compliance mechanisms in the Workplace Gender Equality Act, and consequences for non-compliance, effective to promote and improve gender equality? If not, how could they be improved?

AGEC supports increased powers under the Act for instigating consequences for non-compliance.

Non-compliance with the Act should have the same status of reporting obligations as for ACNC or ASIC reporting obligations and attract penalties similar to those for non-compliance with ACNC or ASIC reporting obligations.

The WGEA Reporting obligations have been in operation for over 5 years, and followed similar requirements under the former EOWA Act. To the extent that the current approach to penalties was adopted to allow a “settling in” period, AGECE believes that it is now time for these obligations to have the same standing and be respected as minimum public reporting obligations, and attract similar penalties.

Many of the organisations currently listed as non-compliant have persistently refused to acknowledge their obligations under the Act. Public disclosure of their non-compliance has not resulted in any change to their approach. Only with an appropriate penalty regime, and responsibilities at the Director level, will these organisations change their position and become compliant.

We believe that employers who are non-compliant with the Workplace Gender Equality Act should not be eligible for government contracts and therefore the Commonwealth Procurement Act should be aligned with the WGE Act.

We also believe that AGECE should have the power to undertake spot audits and issue improvement notices for employers whose gender equality performance is inadequate.

A system similar to that used by the ACNC, that blackmarks non-compliant organisations. Listed public company Boards should be notified in writing of their compliance status and cited in the Annual Reports.

Additionally, in relation to EOCGE organisations we recommend that WGEA agree to a set of metrics (from a range of possible metrics) to which the citation holder agrees to hold themselves accountable. The citation holder would have a period of time (3-5 years) to meet the metric set or lose its EOCGE status.

A similar time-bound approach could be applied to gaps that are identified in the mandatory reporting process. For example, if a pay audit is completed and nothing is done for 3 years - then serious questions are asked.



Consultation question

10. Are there any other matters you want to comment on in relation to the Workplace Gender Equality Act and improving and promoting gender equality in the workplace in Australia?

We would very much like to see WGEA working hand in hand with the Respect at Work Council to ensure that organisations are taking their responsibilities for providing harassment-free workplaces seriously, and following the recommendations of the Respect@Work report. We believe WGEA could be taking a stronger compliance role in relation to this specific GEI.

We further believe that sexual harassment should be one of the minimum standards and part of the reporting framework. And employers should report on the provision and frequency of workplace training on sexual harassment.

AGEC would also like to eliminate the confusion in regard to the data relating to total remuneration and base pay gap. We recommend that the ABS stop reporting on a gender pay gap different from WGEA, as the methodology creates confusion and enables 'gender pay gap sceptics' to continue to stall progressive problem solving.



About the Australian Gender Equality Council (AGEC)

AGEC is a non-government, not for profit organisation – a peak body across a wide range of industry and community sectors advocating for gender equality. We use an evidence-based approach to highlight the facts, the benefits of change, and to ensure initiatives achieve long-term, sustainable change. We have a strong social media and online presence that focuses on building awareness across the community of the need for change with messages that connect with everyone. Our members include Engineers Australia, FINSIA, Women in Aviation, the National Rural Women’s Coalition, Women in Construction, Women in Banking & Finance, Australian Women Lawyers, Women in Technology and many others. We operate on an entirely voluntary basis and rely on grassroots and in-kind funding. For more information on AGEC see our website www.agec.org.au

Member organisations of the Australian Gender Equality Council

Australasian Women in Emergencies Network (AWEN)
Australian Centre for Leadership for Women (ACLW)
Australian Federation of Business & Professional Women (AFBPW)
Australian Local Government Women’s Association (ALGWA)
Australian Women Lawyers (AWL)
Australian Women in Resources Alliance (AWRA)
Economic Security for Women (eS4W)
Elevate Her (Lean in)
Engineers Australia
Financial Services Institute of Australasia (FINSIA)
National Association of Women in Construction (NAWIC) Women in Super (WIS)
National Association of Women in Operations (NAWO)
National Rural Women's Coalition (NRWC)
Older Women’s Network (OWN)
Tradeswomen Australia (TWA)
Transport Women Australia (TWA)
Women and Leadership Australia (WLA)
Women for Election Australia (WFEA)
Women in Automotive (WinA)
Women in Aviation Australian Chapter (WAI)
Women in Banking and Finance (WIBF)
Women in Digital (WID)
Women in Gaming & Hospitality (WGA)
Women in Super (WIS)
Women in Technology (WIT)

MANIFESTO OF THE AUSTRALIAN GENDER EQUALITY COUNCIL



ECONOMIC SECURITY

Gender should no longer be a factor in unequal levels of economic security during working life or in retirement.

WHAT?

- > The full time equivalent total remuneration of all genders is equal.
- > The superannuation savings and retirement incomes of all genders is equal.

HOW?

- > Eliminate underpayment of female dominated industries through award changes.
- > Employers must disclose their gender pay gap.
- > Supplement superannuation contributions of carers.
- > Introduce a women's budget impact statement.
- > Value unpaid work such as caring through direct financial or tax subsidy means.
- > All legislation introduced into both State and Federal Government must be reviewed for gendered consequences. A legal right to equal pay must be established.



WORKFORCE REPRESENTATION

Participation and representation in the Australian economy, at all levels, should be representative of the gender composition of society.

WHAT?

- > Our workforce has gender balance in full-time, part-time and casual roles and across all industries, sectors, functions and levels of leadership including public utilities/authorities and ASX200 company boards.
- > All people have equal workplace rights and benefits.

HOW?

- > Set targets or quotas for recruitment and promotion.
- > Eliminate gender stereotypes from the Australian psyche.
- > Undo job role biases and inform career choice through early childhood education.
- > Eliminate structural barriers to equal participation of people in all industries.



WORKPLACE FLEXIBILITY

All workplaces should operate under flexible work arrangements, which are accessed equally, regardless of gender.

WHAT?

- > Flexible workplaces are the norm.
- > People access flexible work arrangements equally.
- > There is no discrimination against employees who work flexibly based upon full time equivalency.

HOW?

- > Incentivise groups that presently do not access flexible work arrangements to do so.
- > Adopt workforce organisation design and technology to facilitate working from anywhere.
- > Adopt policies that normalise flexible working.



FAMILY & CARING RESPONSIBILITIES

Parents should share equally in the caring of children and must have access to free, universal, quality, accessible, all-hours early childhood education and care.

WHAT?

- > Parents must have access to and use parental and caring leave equally.

- > There is universal quality affordable early education and care for early childhood, before and after school, and vacation care, during primary school years.

HOW?

- > Government funding and changes to early education policy provides universal free quality childcare through subsidy, tax incentives or extension of primary school education to 0-5-year olds.
- > Employers or government provide equal access to leave for parenting and other carer responsibilities.
- > Parental leave available to all parents (regardless of gender) and should be on a "use it, or lose it" basis.



SAFETY & RESPECT

All people must be respected and be safe from the threat of violence and sexual harassment.

WHAT?

- > People feel respected and safe at home, at work and everywhere in the community.
- > Everyone has freedom to express their gender in the way they wish without fear of discrimination or ridicule.
- > No gender should suffer disproportionately from partner abuse.

HOW?

- > Free access to resources to flee violent relationships.
- > Education for domestic violence perpetrators & society generally.
- > Infrastructure to support safety [e.g. lighting].
- > Tougher penalties for violence, harassment and abuse.
- > Call out disrespectful behaviours before they become abuse.

- > Primary, secondary and tertiary education programs include units on respectful relationships and behaviours.



GOVERNMENT & DEMOCRACY

Parliaments and local governments must reflect the gender mix of the communities they represent.

WHAT?

- > Gender balanced representation in all Local Governments and State and Federal Parliaments, including cabinets.
- > Political campaigns and policies reflect the needs of all genders equally.
- > Politicians are treated with equal respect in the media, and in Parliament regardless of gender.

HOW?

- > All political parties set targets and quotas for candidate recruitment and pre selection.
- > All candidates are given equal campaign funding support by their parties.
- > Political campaigns are measured for their impact on gender equality.
- > Parliaments enforce respectful standards of behaviour.
- > Mandate that all Cabinets must contain a gender balance in line with the composition of the society they represent.





HEALTH & WELLBEING

Reproductive rights are inviolable and there must be unimpeded access to healthcare to ensure control over these rights.

WHAT?

- > Freedom to control reproductive rights, access to safe and affordable reproductive healthcare.
- > The removal of gendered taxation of female health and well-being related products.

HOW?

- > Decriminalization of abortion in every State and Territory.
- > Access to gender related healthcare information
- > Subsidies for female sanitary products.
- > Equal research funding and subsidised care for male and female diseases, e.g. prostate cancer and breast cancer.



EDUCATION

Access, participation and outcomes, at all levels of education, should not be affected by a student's gender. There must be equal recognition of all genders in educational curricula.

WHAT?

- > Equal gender representation in primary, secondary and tertiary education class and courses, and in all fields of study.
- > All subjects offered by primary and secondary schools must be undertaken equally, regardless of gender.
- > Curricula must represent the achievements of all genders.
- > Non gender-based uniforms.
- > Students participate in all extra-curricular activities equally regardless of gender (sport, household chores, leadership etc).

HOW?

- > Early career counselling to promote non-gender traditional job roles.
- > All schools must offer non gendered uniform options.
- > Intake targets for disciplines and subjects dominated by one gender to achieve gender balance.
- > Primary and secondary curriculums have mandatory diversity and inclusion education for students and parents.



MEDIA

The gender composition of society must be reflected in the proportional air-time of presenters as well as the reporting and representation of all media content including sport, news media, the arts, entertainment and community.

WHAT?

- > All genders receive equal media coverage in the news, entertainment and social media.
- > People are treated equally in the media regardless of gender.
- > The faces of all genders are seen and voices heard equally in all domains of the media, and in ensuring that they are presented in non-traditional roles.

HOW?

- > Media outlets set targets for coverage of women sports people, commentators and entertainers.
- > Call out gender biased advertising and programming, and sexist media.
- > Promote and reward exemplar organisations that demonstrate gender balance.
- > Media watchdogs to develop and enforce a policy toolkit for fair gender representation in the media.
- > A focus on undoing gender role stereotypes through a national advertising campaign.



INFRASTRUCTURE

Infrastructure for work and community facilities must reflect the needs of all genders for equal participation and safe access.

WHAT?

- > Workplaces provide infrastructure (including toilets) that caters to the unique needs of all genders.
- > Safety equipment, work uniforms and clothes, tools and other equipment are suitable for use by all genders.
- > Public facilities provide safe access for all genders at all times.

HOW?

- > Change planning laws to mandate consideration of the needs of all genders.
- > Gender diverse consultation is required for all infrastructure decisions at Federal, State, Local and organisational (where privately approved or contracted by Government to provide services) levels.



SOCIETAL NORMS

No institution, secular or religious, is permitted to differentially value or deny opportunities on the basis of gender and should use inclusive language in all communications and interactions with society.

WHAT?

- > Equal access to community facilities regardless of gender.
- > All jobs have gender neutral titles (Police Officer not Policeman).
- > Job role images are gender balanced and gender neutral.

- > No institution, secular or religious, is permitted to differentially value or deny access to roles on the basis of their gender.

HOW?

- > Call out outdated gender norms and behaviours.
- > Public education campaigns on the negative impact of stereotypes, bias and non-gender-neutral language.
- > School curriculum review to eliminate gendered language.
- > Develop gender neutral toolkits and writing style guides.



SPORT

There should be equal access to and participation in professional and recreational sport, regardless of gender.

WHAT?

- > Sport at school is equally safe and accessible for all genders.
- > People have equal pay and conditions in professional sport, regardless of gender.
- > Sporting facilities have equal priority and access, regardless of gender.

HOW?

- > Set gender-neutral standards for pay and conditions in all professional sporting codes.
- > There must be gender proportional media coverage of sports.

