Commonwealth Coat of Arms

Workplace Gender Equality (Minimum Standards) Instrument 2014

*Workplace Gender Equality Act 2012*

I, ERIC ABETZ, Minister for Employment, make the following instrument under subsection 19(1) of the *Workplace Gender Equality Act 2012*.

Dated 26th March 2014

ERIC ABETZ

Minister for Employment

1 Name of instrument

This instrument is the *Workplace Gender Equality (Minimum Standards) Instrument 2014.*

2 Commencement

This instrument commences on the day after it is registered.

3 Authority

This instrument is made under subsection 19(1) of the *Workplace Gender Equality Act 2012*.

4 Definitions

In this instrument:

***Act*** means the *Workplace Gender Equality Act 2012*.

***Employer*** means a *relevant employer* that is the employer of 500 or more employees in Australia.

Note: relevant employer is defined by subsection 3(1) of the Act.

Unless words are defined to the contrary in the definitions they have the same meaning as the Act.

5 Minimum Standards

(1) The minimum standards set by subsection 5(3) apply in relation to an Employer for the reporting period commencing 1 April 2015 and each subsequent reporting period.

(2) In relation to the reporting period commencing on 1 April 2014, the minimum standards set by subsection 5(3) apply to an Employer for the period 1 October 2014 to 31 March 2015.

(3) For subsection 19(1) of the Act, the following minimum standards are set:

(a) Employers must have in place policies or strategies to support one or more of the gender equality indicators specified in column 1 of the following table; and

(b) the policies or strategies put in place for paragraph 5(3)(a) must aim to achieve the particular objective for a gender equality indicator specified in the corresponding column 2 of the table.

| Item | Column 1  Gender equality indicator | Column 2  Objective |
| --- | --- | --- |
| 1 | Gender composition of the workforce | Supporting gender equality in the Employer’s workplace |
| 2 | Equal remuneration between women and men | In relation to employees of the Employer, equal remuneration between women and men |
| 3 | Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employees and to working arrangements supporting employees with family or caring responsibilities | Flexible working arrangements for employees of the Employer with caring responsibilities |
| 4 | Sex-based harassment and discrimination | Sex-based harassment and discrimination prevention in the Employer’s workplace |