



Changes to Workplace Gender Equality Reporting

On 25 February 2015, Senator Eric Abetz, the Minister for Employment and Senator Michaelia Cash, the Minister Assisting the Prime Minister for Women, announced changes to workplace gender equality reporting requirements. These changes followed a public consultation process undertaken by the Department of Employment, in collaboration with the Office for Women in the Department of the Prime Minister and Cabinet.

The gender equality framework is unchanged

There are no changes to the Workplace Gender Equality Act 2012. Registered higher education providers and private sector employers with 100 or more employees are still required to report annually to the Agency.

Employers will continue to provide information against six gender equality indicators:

- gender composition of the workforce
- gender composition of governing bodies
- equal remuneration between men and women
- availability and utility of employment terms, conditions and practices relating to flexible working arrangements
- consultation with employees on issues concerning gender equality in the workplace
- sex-based harassment and discrimination in the workplace.

Reporting requirements will change from 1 April 2015

Changes to reporting requirements will start in the 2015-16 reporting period, which begins on 1 April 2015. Reports for this period are due to be lodged with the Workplace Gender Equality Agency (the Agency) between 1 April and 31 May 2016. Reporting requirements for the 2014-15 reporting period, which are due to be lodged with the Agency between 1 April and 31 May 2015, are unchanged (employers will report on the same issues as last year).

Information employers will continue to provide

Employers will continue to report on:

- the number of employees by gender, manager or non-manager occupational category and employment status
- managers grouped into existing management categories and the reporting distance from the Chief Executive Officer
- annualised average full-time equivalent base salary and total remuneration for employees
- the gender composition of governing bodies.

Employers will also continue to provide information on:

- the employers' parental leave provisions and the take-up of these provisions by primary and secondary carers
- the availability, conditions and practices relating to flexible working arrangements
- consultation undertaken with employees on workplace gender equality
- grievance processes and manager training on sex-based harassment and discrimination prevention
- the existence of strategies or policies to support
 - gender equality in the workplace
 - selection for governing body members
 - equal remuneration between men and women
 - flexible working arrangements for employees with family or caring responsibilities
 - employees experiencing family or domestic violence
 - the prevention of sex-based harassment and discrimination in the workplace.

New information employers will provide

From the 2015-16 reporting period, employers will provide data regarding:

- appointments, promotions and resignations for managers and non-managers
- the proportion of employees that ceased employment following parental leave for managers and non-managers.

Information employers will no longer be required to provide

The reduction in reporting requirements will reduce the complexity of the reporting while collecting key data to allow employers to identify and address gaps in gender equality in their workplace and to benchmark against like organisations. Employers will not be required to provide data on:

- remuneration of Chief Executive Officers or equivalent, key management personnel above the Chief Executive Officer and managers employed on a casual basis
- workers engaged on a contract for services basis (eg independent contractors who run their own business and negotiate their own fees)
- annualised average full-time components of total remuneration
- information on the number of applications received and interviews conducted
- the number of requests made, and approvals granted, for extensions to parental leave