

GENDER EQUALITY FACTSHEET

Gender equality is a human right and precondition to social justice, which benefits all Victorians regardless of gender.

The Victorian Gender Equality Act (2020) requires that public sector agencies, including councils and water authorities, AUDIT, PLAN and REPORT on their progress towards gender equality. Publicly funded organisations must show leadership and take action on gender equality. Commencement date is March 2021.

ASU has been working hard to promote gender equality over many years, resulting in great wins for Local Government and Water employees such as early delivery of employer paid parental leave, introduction of flexible working arrangements and becoming world leaders in providing family violence leave. Your union also delivered the historic equal pay win in the social and community services sector.

Our members can take great pride in their part in this new legislation and the opportunities it brings to our industries. A more equal gender balance is good for everyone.

Delegates and HSRs must be consulted in the development and implementation of Gender Impact Assessments and Gender Equality Action Plans. A starting point is to put gender equality on the agenda for consultative committees, delegate's meetings, member's meetings and HSR meetings. It would also be useful to feedback any information to the ASU. ASU has been pursuing a suite of clauses for inclusion in Agreements, which have been reviewed to improve Gender Equality. Speak to your delegates, HSRs or organiser to obtain these clauses.

We believe this legislation offers a once in a generation opportunity to advance gender equality by addressing systemic discrimination and inequality and by providing dispute resolution processes (through the Gender Equality Commissioner).

What can I do?

- 1.** Inform delegates, HSRs and members about GE Act & how it represents a positive opportunity to improve all workers conditions
- 2.** Organise delegates, HSRs and members in readiness for workplace consultation
- 3.** Work with delegates, HSRs and members to identify issues in their workplace that relate to GE such as casualisation, contract work, gender segregation, discrimination etc.
- 4.** Develop workplace-based claims on issues to promote workplace gender equality.

For more information on the Gender Equality Act (2020) follow this link.

<https://www.legislation.vic.gov.au/as-made/acts/gender-equality-act-2020>