



Gender Diversity in the Workplace

22nd April 2024

TYPES OF DIVERSITY IN THE WORKPLACE AND CHALLENGES

1. Cultural diversity
2. Linguistic diversity
3. Socioeconomic diversity
4. Racial diversity
5. Gender diversity
6. Sexual orientation diversity
7. Geographical diversity
8. Disability diversity
9. Religious and spiritual beliefs diversity
10. Age and generation diversity

Why Gender Diversity?

- Good for business

Attract and retain diverse talent	Decrease lost productivity
Increase profitability	Creativity
Diverse workforce to service the diverse community	Build Reputation

Why Gender Diversity?

- Legal Requirements - Federal

Age Discrimination Act 2004	Australian Human Rights Commission Act 1986
Disability Discrimination Act 1992	Racial Discrimination Act 1975
Sex Discrimination Act 1984	<u>Workplace Gender Equality Act 2012</u>
Fair Work Act 2009	

- Legal Requirements - State WA

Equal Opportunity Act 1984

Work Health and Safety Act 2020

Victoria – one step further

Local Government and Gender Equality Acts 2020

The new Gender Equality and Local Government Acts, put gender equality, diversity and inclusion as a key priority for councils and their staff.

The Gender Equality Act (VIC)

Purposes

The main purposes of this Act are—

- (a) to require the public sector, Councils and universities to take positive action towards achieving workplace gender equality; and
- (b) to require the public sector, Councils and universities to promote gender equality in their policies, programs and services; and
- (c) to establish the Public Sector Gender Equality Commissioner

*Workplace Gender Equality Act 2012

The Act requires employers with 100 or more employees to report annually against seven gender equality indicators. In 2022, the application of the Act was extended to the Commonwealth public sector. Submission to extended to LG.

The principal objects of this Act are:

- (a) to promote and improve gender equality in employment and in the workplace; and
- (b) to support employers to remove barriers to the full and equal participation of women in the workforce,
- (c) to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment
- (d) to foster workplace consultation between employers and employees on issues concerning gender equality in employment
- (e) to improve the productivity and competitiveness of Australian business through the advancement of gender equality

8A Workplace Gender Equality Agency

(1) The Workplace Gender Equality Agency is established (WGEA)

Reporting uses seven workplace gender equality indicators:

1. Gender composition of governing bodies	5. Gender pay equality
2. Gender composition at all levels of the workforce	6. Leave and flexibility
3. Gendered work segregation	7. Workplace sexual harassment
4. Recruitment and promotion	

Gender Pay Gap 21.7% - 2024

WA Public Sector Commission Workforce Diversification and Inclusion Strategy

Strategies

1. Educate and empower
2. Attract and develop
3. Lead and build
4. Account and celebrate



Template discussion to follow.