



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	In relation to employees of the

Section 5

Item	Column 1 Gender equality indicator	Column 2 Objective
	and men	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