

Amendment to General Business Notice of Motion No 1202.

As listed on page 17-18 of today's Notice Paper in the name of Senator Waters

To move—That the Senate—

(a) notes that:

- (i) the Workplace Gender Equality Agency (WGEA) annual data, released on 13 November 2018, shows the gender pay gap is still unacceptably high at 16.2%,
- (ii) men earn \$25,717 or 21.3% more than women each year on average, in full-time work across all jobs, including overtime and bonuses,
- (iii) financial and insurance services remains the industry with the highest total remuneration gender pay gap at 30.3%,
- (iv) construction is the industry with the second-highest gender pay gap at 29.4%,
- (v) the female-dominated industry of health care and social assistance saw a second annual increase in its gender pay gap to 16.1%,
- (vi) more than half of employers do not analyse their pay data for gender pay gaps,
- (vii) 41.5% of employers who did a pay gap analysis took no action to address it,
- (viii) only 17.9% of organisations that conducted a gender pay gap analysis are actually reporting pay equity metrics up to the boards and governing bodies,
- (ix) when it comes to Paid Parental Leave, women account for 94.9% of all primary carer's leave utilised, with men accounting for only 5.1%, and
- (x) less than 2 in 100 companies have set targets for men's engagement in flexible work; and

(b) calls on the Federal Government to:

- (i) increase the resourcing for WGEA, ~~and expand~~ **strengthen** its powers ~~to, and force~~ **require large** employers to ~~take action to close~~ **publicly report the their** gender pay gap, and
- (ii) prohibit the use of pay gap clauses in private employment contracts, which clauses disguise the gender pay gap in the private sector.