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# WOMEN AT WORK

**Getting a fair deal.**



**WOMEN AT WORK: Getting a fair deal.**

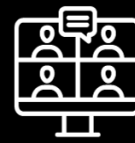
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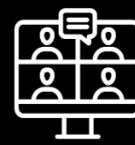
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# Acknowledgement of Country





1. Introduction
2. Women at work: Getting a fair deal  
*Guest presenter: Claire Gray-Starcevic*
3. Info & resources
4. Q & A



## INTRODUCTION

The information provided today is about laws that have been developed to promote the equal rights of women at work. The information provided is relevant to all women and gender diverse people, including trans and non-binary people.



**If you are unsafe:**

**1800RESPECT**

National Sexual Abuse and Redress Support Service

**1800 211 028**

**Where to get support:**

Rainbow Sexual, Domestic and Family Violence

Helping – **1800 497 212**

Lifeline – **13 11 14**

## What laws protect women at work?



There are both **state** and **federal** laws that protect women at work



## **What laws protect women at work?**

Each state and territory has their own  
**Equal Opportunity or  
Anti-Discrimination Acts.**



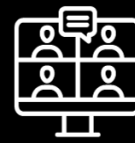
## **What laws protect women at work?**

Federal laws include:

**Australian Human Rights Commission Act 1986**

**Sex Discrimination Act 1984**

**Fair Work Act 2009**



## **How laws protect women at work**

These laws prohibit:

**Discrimination**

**Adverse Action at work**

**Sexual harassment**



## **How can we enforce our rights?**

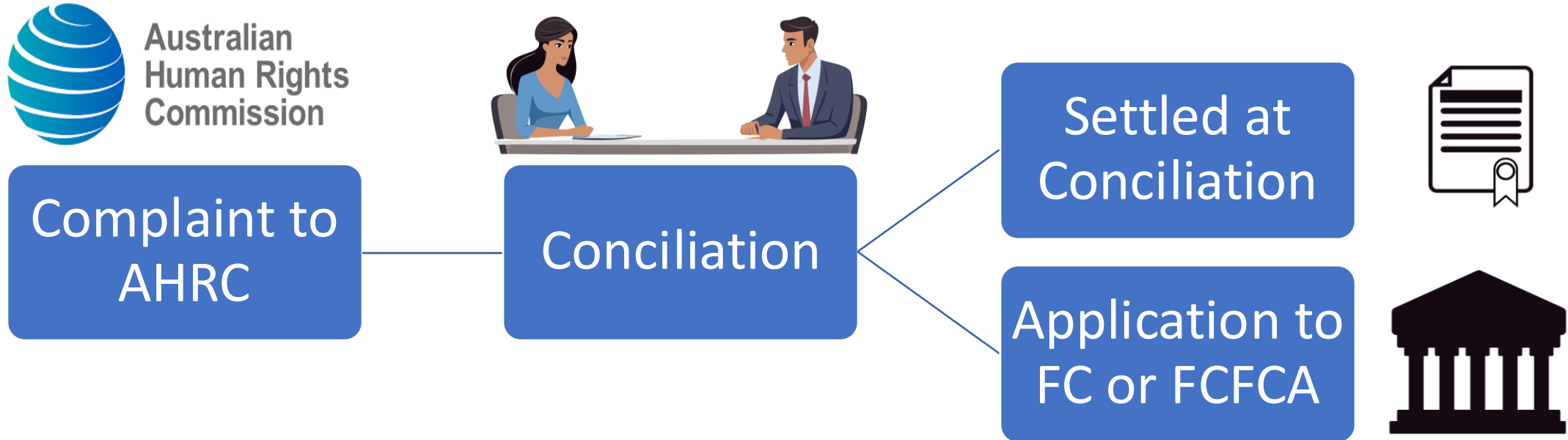
State-based Tribunals

**Australian Human Rights Commission (AHRC)**

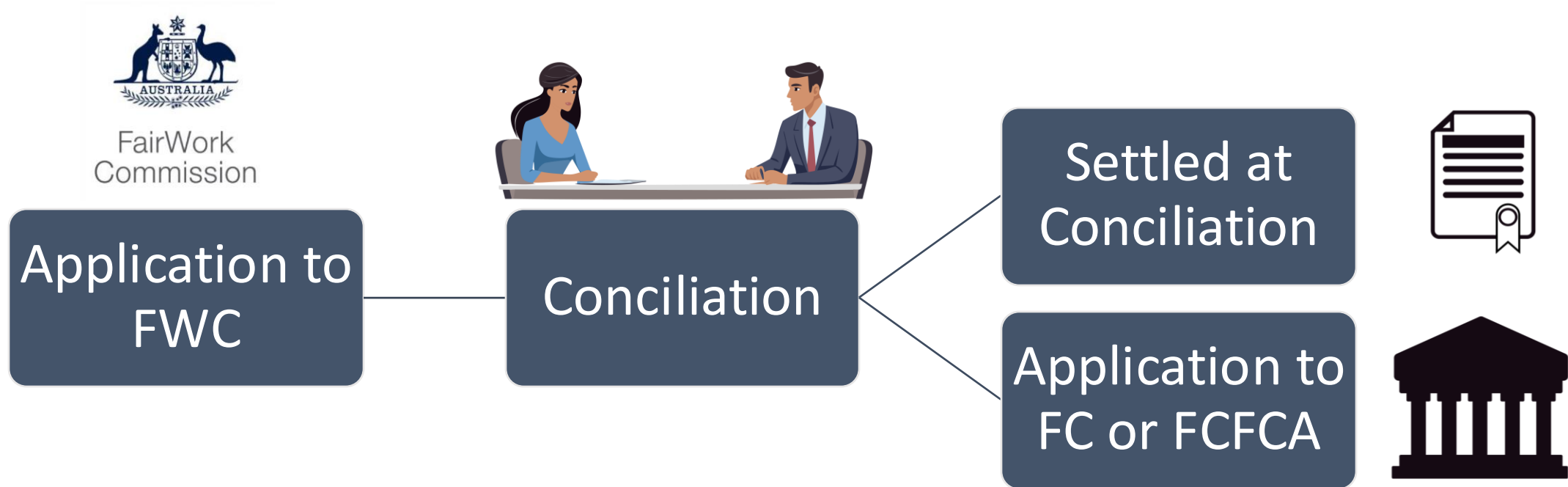
**Fair Work Commission (FWC)**

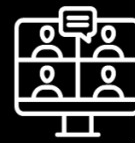
**Federal Court or Federal Circuit and Family Court of  
Australia (FC or FCFCA)**

## Discrimination: what is the process?



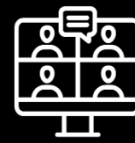
## Adverse action: what is the process?





## **What is sexual harassment?**

**Sexual harassment** is unwelcome sexual behaviour where the victim feels **offended, intimidated or humiliated** and it is reasonable in the circumstances to feel that way.



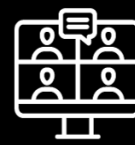
## **What laws protect women at work?**

**'Positive Duty'** is a new right  
aimed at *preventing* sexual harassment

# JUGGLING

# LIFE & WORK

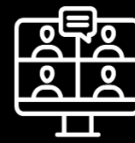




## Juggling life and work

What are my rights  
when I'm **pregnant?**





## **Juggling life and work**

**Pregnancy rights and entitlements:**

Parental leave

Safe job or leave for no-safe job

Discrimination protections



## **Juggling life and work**

What are my rights and entitlements if I have  
**caring responsibilities?**





## **Juggling life and work**

Carer's leave for  
'immediate family or household members'



## **Juggling life and work**

**IF YOU ARE A PERMANENT EMPLOYEE,  
YOU ARE ENTITLED TO A MINIMUM OF**

**10 DAYS**

**OF SICK & CARER'S LEAVE P/YEAR (PRO RATA)**



## **Juggling life and work**

**CASUAL EMPLOYEES ARE ENTITLED TO**

**2 DAYS**

**OF *UNPAID* CARER'S LEAVE**



## **Juggling life and work**

**What is a flexible working arrangement (FWA)?**

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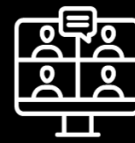
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## **Juggling life and work**

**YOU MUST HAVE BEEN WITH YOUR EMPLOYER FOR**

**12 MONTHS**

**TO REQUEST A FLEXIBLE WORK ARRANGEMENT.**



## **Juggling life and work**

The request for the FWA must be made to your employer **in writing** and include the details of the **proposed change** to your work and the **reasons for the change.**



## Juggling life and work

If your boss refuses your FWA request,  
you can lodge a dispute with the  
**Fair Work Commission (FWC).**



## **Juggling life and work**

You can now notify your employer of your intention to change from **casual employment** to **permanent employment**.

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**FAMILY AND DOMESTIC VIOLENCE (FDV)**

**LEAVE**



## **Family and Domestic Violence (FDV)**

Family and domestic violence means **violent, threatening or other abusive behaviour** by a **close relative**, a current or former **intimate partner** or a member of the employee's household that seeks to **coerce or control or cause harm or fear.**

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## **Family and Domestic Violence (FDV)**

**ANYONE EXPERIENCING FAMILY  
VIOLENCE IS ENTITLED TO**

**10 DAYS**

**OF DV LEAVE PER YEAR.**



## **Family and Domestic Violence (FDV)**

Apply for family and domestic violence leave using  
**normal process** of leave applications.

The employer can **reasonably request** evidence.

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## **Family and Domestic Violence (FDV)**

Help is available.  
**1800RESPECT**

# 4.



## WHAT IS THE GENDER PAY GAP?



## What is the gender pay gap?

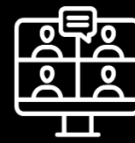


The Workplace Gender Equality Agency (WGEA) publishes the gap between women's and men's wages each year.

**For The Year 2023-2024, The Gender Pay Gap was**

**21.8%**





## What is the gender pay gap?

New provisions regarding **gender equity**  
have been written into the  
**Fair Work Act**

## What is the gender pay gap?

Historically, work done by women has been **undervalued**, resulting in **lower pay rates**.



## What is the gender pay gap?

**UWU and Labor have pressured for higher wages in feminised industries, such as Aged Care, ECEC and Disability Support workers.**





## Maintaining Your Union Membership

Being a union member is critical when...

- You need to access your leave entitlements and your **employer is refusing**
- You're **returning to work** and **need flexibility**
- You're changing roles or jobs and unsure about a **new dodgy contract**
- You want to access exclusive **union membership benefits** (eg discounts)
- You want to stay connected to union actions – **we are stronger together**



## Maintaining Your Union Membership

What if I'm experiencing **financial hardship** – how can I afford to be a member?



Contact **UWU Membership Services Team**

Ask about

- **available options**
- **how to remain a member**
- **how to stay connected**

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# **YOUR QUESTIONS ANSWERED**





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## Thanks for watching!

- Visit our webinar program online [www.unitedworkers.org.au](http://www.unitedworkers.org.au)
- We want your feedback – look out for our webinar feedback survey via email.

