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From: [name supplied]

Sent: Tuesday, 22 January 2013 3:46 PM

To: Women

Subject: Workplace Gender Equality Act consultation [SEC=UNOFFICIAL]

I am writing to submit my comments on the Workplace Gender Equality Act consultation.

I believe that you need to include some data on age and family makeup in the first gender equality indicator: Data on recruitment, exits and retention of employees by gender; And in the fourth indicator:

Part-time and casual work by gender

Promotion of part time workers by gender

Employees taking parental leave

Return to work from parental leave

Rates/quantum of parental leave

I have heard anecdotal evidence from the hospitality sector that young women of a childbearing age that have yet to have children have been discriminated against in that they were not hired for a position that they were found suitable because of the likelihood that they would leave on maternity leave in the near future. I have also heard from friends in the teaching sector that young newly married women teachers are passed over for promotion or extra duties for the same reason (that they would soon leave on maternity leave).

In the second criteria and fourth criteria, under job classifications by gender and return to work from parental leave, it might also be worthwhile to ask employees for job satisfaction ratings. I have again heard from a variety of sources that when returning from parental leave and requesting part time work that the person's previous position had been filled and that they had been moved sideways into an undesirable position.

I have also been at the receiving end of discrimination where I was verbally offered a position with a government department, but when I told the recruitment officer that I was only available in a few months because I was on maternity leave, the offer of employment was withdrawn.

My sister, who is in the medical profession, was also told not to apply for a preferred rotation (short term position) by her direct supervisor because she would not be there to complete it because of planned maternity leave. She did however ignore his "advice".

I wish you all the best with the consultation,

Regards,

Name supplied