



Public report

2018-19

Submitted by

Legal Name:

Automotive, Food, Metals, Engineering, Printing & Kindred Industries Union





Organisation and contact details

Submitting organisation details	Legal name	Automotive, Food, Metals, Engineering, Printing & Kindred Industries Union
	ABN	59459725116
	ANZSIC	S Other Services 9552 Labour Association Services
	Business/trading name/s	Australian Manufacturing Workers' Union
	ASX code (if applicable)	
	Postal address	PO Box 160 GRANVILLE NSW 2142 AUSTRALIA
	Organisation phone number	(02) 8868 1500
Reporting structure	Number of employees covered by this report	253



Workplace profile

Manager

	On of lovel seithers of	or to to the control of the		Z	No. of employees
Manager occupational categories	Reporting level to CEO	Employment status	F	M	Total employees
		Full-time permanent	0	1	
		Full-time contract	0	0	0
CEO/Head of Business in Australia	0	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	12	13
		Full-time contract	0	0	0
Key management personnel	7-	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	1	2	8
		Full-time contract	0	0	0
Other executives/General managers	-2	Part-time permanent	0	0	0
		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	2	9	8
		Full-time contract	0	0	0
Senior Managers	ဇှ-	Part-time permanent	1	0	
•		Part-time contract	0	0	0
		Casual	0	0	0
		Full-time permanent	3	9	6
		Full-time contract	0	0	0
Other managers	4	Part-time permanent	2	0	2
		Part-time contract	0	0	0
		Casual	0	0	0
Grand total: all managers			10	32	42



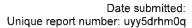
Workplace profile

Non-manager

		No. of employees (excluding gra	ees (excluding graduates and apprentices)	No. of graduates (if applicable)	s (if applicable)	No. of apprentices (if applicable)	s (if applicable)	Total amplanta
Non-manager occupational categories	Employment status		Δ	Н	M	F.S.	M	i otal employees
	Full-time permanent	29	85	0	0	0	0	114
	Full-time contract	0	0	0	0	0	0	0
Professionals	Part-time permanent	4	2	0	0	0	0	9
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Technicians and trade	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Community and personal service	Part-time permanent	0	0	0	0	0	0	0
-	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	58	7	0	0	0	0	65
	Full-time contract	0	0	0	0	0	0	0
Clerical and administrative	Part-time permanent	22	1	0	0	0	0	23
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Sales	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Machinery operators and drivers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0



		No. of employees (excluding grain	ees (excluding graduates and apprentices)	No. of graduate:	graduates (if applicable)	No. of apprentices (s (if applicable)	Total amplanees
Non-manager occupational categories Employment status	Employment status		M	ė, ė	W	, d	M	i otal ellipioyees
	Full-time permanent	0	0	0	0	0	0	0
	Full-time contract	0	0	0	0	0	0	0
Labourers	Part-time permanent	0	0	0	0	0	0	0
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
	Full-time permanent	0	1	0	0	0	0	
	Full-time contract	0	0	0	0	0	0	0
Others	Part-time permanent	2	0	0	0	0	0	2
	Part-time contract	0	0	0	0	0	0	0
	Casual	0	0	0	0	0	0	0
Grand total: all non-managers		115	96	0	0	0	0	211







Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

This indicator seeks information about the gender composition of relevant employers in a standardised format, to enable the aggregation of data across and within industries. The aggregated data in your workplace profile assists relevant employers in understanding the characteristics of their workforce, including in relation to occupational segregation, the position of women and men in management within their industry or sector, and patterns of potentially insecure employment.

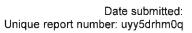
NB. IMPORTANT:

1.1

Recruitment

- References to the Act mean the Workplace Gender Equality Act 2012.
- A formal 'policy' and/or 'formal strategy' in this questionnaire refers to formal policies and/or strategies that are either standalone or contained within another formal policy/formal strategy.
- Data provided in this reporting questionnaire covers the TOTAL reporting period from 1 April 2018 to 31 March 2019. (This differs from the workplace profile data which is taken at a point-in-time during the reporting period).
- · Answers need to reflect ALL organisations covered in this report.
- If you select "NO, Insufficient resources/expertise" to any option, this may cover human or financial resources.
- Do you have formal policies and/or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY relating to the following?

	 Yes (select all applicable answers) □ Policy □ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.2	Retention
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.3	Performance management processes
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority







1.4	Promotions
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.5	Talent identification/identification of high potentials
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.6	Succession planning
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.7	Training and development
	 Yes (select all applicable answers) □ Policy ☑ Strategy □ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.8	Key performance indicators for managers relating to gender equality
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority
1.9	Gender equality overall
	 Yes (select all applicable answers) □ Policy □ Strategy ☑ No (you may specify why no formal policy or formal strategy is in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority





1.10 How many employees were promoted during the reporting period against each category below?

IMPORTANT: Because promotions are included in the number of appointments in Q1.11, the number of promotions should never exceed appointments.

	Mana	gers	Non-ma	nagers
	Female	Male	Female	Male
Permanent/ongoing full-time employees	1	1	0	2
Permanent/ongoing part-time employees	0	0	1	1
Fixed-term contract full-time employees	0	0	0	0
Fixed-term contract part-time employees	0	0	0	0
Casual employees	0	, 0	0	0

1.11 How many appointments in total (including the number of promotions above in Q1.10), were made to manager and non-manager roles during the reporting period (based on WGEA-defined managers/non-managers)?

IMPORTANT: promotions need to be added to these totals because they are considered internal appointments.

	Female	Male
Number of appointments made to MANAGER roles (including promotions)	1	1
Number of appointments made to NON-MANAGER roles (including promotions)	18	17

1.12 How many employees resigned during the reporting period against each category below?

Mana	gers	Non-ma	nagers
Female	Male	Female	Male
1	1	22	14
1	0	0	0
0	0	0	0
0	0	0	0
0	0	0	0
		Managers Female Male 1 1 1 0 0 0 0 0 0 0 0 0 0 0	Female Male Female 1 1 22 1 0 0

1.13 If your organisation would like to provide additional information relating to gender equality indicator 1, please do so below.

In answering questions under the Workplace Gender Equality Reporting Questionnaire, it is important to understand the three categories of employees that we have at the AMWU:

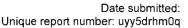
Officials

All Officials are members of the AMWU, and are elected to their positions from the Union's Membership every four years. The positions range from National President, National Secretary to State Secretary, Regional Secretary and Elected Organisers. The terms and conditions of an Officials workplace entitlements are taken from the National Conference Policy and the rules of the AMWU. The National Conference Policy often derives from Workplace Agreements and Awards.

The AMWU draws many of our Industrial Officers, Organisers and our Officials from the Union's members. In large part resulting from segregation in the occupations and industries in which our members work, the proportion of women members in our union stands at 8% total membership. This results in a reduced pool for employment options.

Officers

Officer is a specific category of appointed employee defined by Union Rules. Typically, Officers work in specific skilled areas, such as industrial research or advocacy, or in an administrative capacity managing the







Union's finances, staff, computing, media, education, purchasing etc. Industrial Officers also fall under this category, and whilst they perform the same or similar tasks as Organisers, they are not elected but appointed.

The terms and conditions of an Officers workplace entitlements are taken from National Conference Policy and the rules of the AMWU. The National Conference Policy often derives from Workplace Agreements and Awards.

Administrative and Clerical Staff

People employed under this category of employment work under a negotiated collective agreement and are those who carry out the administrative and support functions of our Union.

The Union's Staff Enterprise Bargaining Agreement continues to have provisions regarding the Anna Stewart Memorial Programme which provides an opportunity for our staff to develop as Unionists. The Staff Agreement will be negotiated in the next reporting period.

Policy & Strategy

During the reporting period our Sexual Harassment Policy, based on external consultation recommendations had been revised. Our Domestic & Family Violence Leave Policy was also updated along with referral services and resource packs.

The Jennifer Dowell Leadership Program continues to support, develop and recruit more women members.

The Women's Buddying Programme continues to operate as part of our strategy to retain female employees.

A National Women's Committee was established with the first meeting to be convened in April 2019. The Women's Committee consists of rank and files members from each State. An external consultant was engaged to assist with the development of the Operational Plan with goals, measurable and accountability mechanisms that align with the Union's Strategic Plan. The purpose of the National Women's Committee is to:

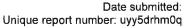
- Advise and assist governing bodies to oversee and monitor the implementation of National Women's Committee operational plan
- Drive organisational change with respect to the participation and representation of women within our organisation
- Advocate for, build and promote strategies to grow recruitment of women
- Connect and empower women across our organisation

Our new organisational rules adopted in December 2018 mandate a minimum proportion of women on governing bodies. For the National Council this minimum is 10% of National Councillors or the proportion of female members of the Union, whichever is greater. For the National Conference, State Conferences and State Councils, the proportion is either approximately 10% or the proportion of women financial members in the state, whichever is greater. In 2019, this latter proportion was 13% in the state of Victoria and 16% in Tasmania.

Gender equality indicator 2: Gender composition of governing bodies

Gender composition of governing bodies is an indicator of gender equality at the highest level of organisational leadership and decision-making. This gender equality indicator seeks information on the representation of women and men on governing bodies. The term "governing body" in relation to a relevant employer is broad and depends on the nature of your organisation. It can mean the board of directors, trustees, committee of management, council or other governing authority of the employer.

- 2. The organisation(s) you are reporting on will have a governing body. In the Act, governing body is defined as "the board of directors, trustees, committee of management, council or other governing authority of the employer". This question relates to the highest governing body for your Australian entity, even if it is located overseas.
 - 2.1 Please answer the following questions relating to each governing body covered in this report.







Note: If this report covers more than one organisation, the questions below will be repeated for each organisation before proceeding to question 2.2.

If your organisation's governing body is the same as your parent entity's, you will need to add your organisation's name BUT the numerical details of your parent entity's governing body.

2.	1a.1	Organisation	name	?
----	------	--------------	------	---

AMWU National Council

2.1b.1 How many Chairs on this governing body?

	Female	Male
Number	0	1

2.1c.1 How many other members are on this governing body (excluding the Chair/s)?

	Female	Male
Number	3	22

2.1d.1 Has a target been set to increase the representation of women on this governing b	
 Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% experition of the completed of the complete of th	

2.1e.1 What is the percentage (%) target?

10

2.1f.1 What year is the target to be reached?

2019

2.1g.1 Are you reporting on any other organisations in this report?

⊠ Yes

2.1a.2 Organisation name?

AMWU National Conference

2.1b.2 How many Chairs on this governing body?

		Female		Male
Number	0		.1	

2.1c.2 How many other members are on this governing body (excluding the Chair/s)?

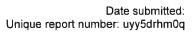




0 What year is the target to be reached?	ner)
Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% eithe Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide details why Not a priority Other (provide details): What is the percentage (%) target?	ner)
What year is the target to be reached?	
10 What year is the target to be reached?	
What year is the target to be reached?	
What year is the target to be reached?	
2010	
2019	
Are you reporting on any other organisations in this report?	
⊠ Yes □ No	
Organisation name?	
NSW State Conference	
How many Chairs on this governing body?	
Female	Male
Number 0 1	Widio

10

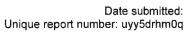
2.1e.3 What is the percentage (%) target?







2.1f.3	What year is the target to be reached?				
	2019				
2.1g.3	Are you reporting on any other organi	sations in this report?			
	⊠ Yes □ No				
2.1a.4	Organisation name?				
	Victorian State Conference				
2.1b.4	How many Chairs on this governing b	ody?			
		Female	Male		
	Number	0	j1		
2.1c.4	How many other members are on this	governing body (excluding the Chair	·/s)?		
		Female	Male		
	Number	6	55		
	 No (you may specify why a target has not been set) ☐ Governing body/board has gender balance (e.g. 40% women/40% men/20% either) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Do not have control over governing body/board appointments (provide details why): ☐ Not a priority ☐ Other (provide details): 				
2.1e.4	What is the percentage (%) target?				
	10				
2.1f.4	4 What year is the target to be reached?				
	2019				
2.1g.4	Are you reporting on any other organ	isations in this report?			
	⊠ Yes □ No				
2.1a.5	Organisation name?				
	QLD State Conference				
2.1b.5	How many Chairs on this governing b	oody?			
		Female	Male		
	Number	0	1		



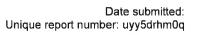




2.1c.5 How many of	ther members are	on this governing	body (excluding	g the Chair/s)?
--------------------	------------------	-------------------	-----------------	---------------	----

	Female	Male
Number	4	34

2.1d.5 Has a	target been set to increase the re	epresentation of women on this gover	ning body?
⊠ Ye □ No	(you may specify why a target has Governing body/board has ger Currently under development, Insufficient resources/expertise	nder balance (e.g. 40% women/40% men please enter date this is due to be compl	eted
2.1e.5 What	is the percentage (%) target?		
10			
2.1f.5 What	year is the target to be reached?	,	
2019			
2.1g.5 Are y	ou reporting on any other organi	sations in this report?	
	⊠ Yes □ No		
2.1a.6 Orga	nisation name?		
SA St	ate Conference		
2.1b.6 How	many Chairs on this governing b	ody?	
		Female	Male
Numb	er	0	1
2.1c.6 How	many other members are on this	governing body (excluding the Chair/s	5)?
		Female	Male
Numb	er	3	17
2.1d.6 Has a	target been set to increase the r	representation of women on this gove	ning body?
⊠ Ye □ No	o (you may specify why a target has Governing body/board has ge Currently under development, Insufficient resources/expertis Do not have control over gove	nder balance (e.g. 40% women/40% mer please enter date this is due to be comp	leted
	☐ Not a priority☐ Other (provide details):		

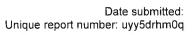






2.1e.6 What is the percentage (%) target?	e.6 What is the percentage (%) target?			
10	10			
2.1f.6 What year is the target to be reached	6 What year is the target to be reached?			
2019				
2.1g.6 Are you reporting on any other organ	isations in this report?			
⊠ Yes □ No				
2.1a.7 Organisation name?				
WA State Conference				
2.1b.7 How many Chairs on this governing I	oody?			
	Female	Male		
Number	0	1		
2.1c.7 How many other members are on this		s)?		
Number	FemaleMaleNumber220			
☐ Currently under development ☐ Insufficient resources/experti	ender balance (e.g. 40% women/40% me t, please enter date this is due to be comp	leted		
2.1e.7 What is the percentage (%) target?				
10				
2.1f.7 What year is the target to be reached	?			
2019				
2.1g.7 Are you reporting on any other organ	nisations in this report?			
⊠ Yes □ No				
2.1a.8 Organisation name?				
Tasmanian State Conference				

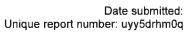
2.1b.8 How many Chairs on this governing body?







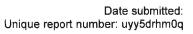
Number 0 1 8 How many other members are on this governing body (excluding the Chair/s)? Female Number 2 10 8 Has a target been set to increase the representation of women on this governing Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% place of the completed linsufficient resources/expertise Do not have control over governing body/board appointments (provide detail Not a priority Other (provide details): What is the percentage (%) target? What year is the target to be reached?	Male 10 mining body?
Number 2 10 8 Has a target been set to increase the representation of women on this governing Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide detail Not a priority Other (provide details): What is the percentage (%) target?	Male 10 rning body? n/20% either) bleted
Number 2 10 8 Has a target been set to increase the representation of women on this governing Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide detail Not a priority Other (provide details): What is the percentage (%) target?	Male 10 rning body? n/20% either) bleted
Number 2 10 8 Has a target been set to increase the representation of women on this governing Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide detail Not a priority Other (provide details): What is the percentage (%) target? 10 What year is the target to be reached?	n/20% either)
8 Has a target been set to increase the representation of women on this governing Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide detail Not a priority Other (provide details): What is the percentage (%) target?	rning body? n/20% either) bleted
 Yes No (you may specify why a target has not been set) Governing body/board has gender balance (e.g. 40% women/40% men/20% Currently under development, please enter date this is due to be completed Insufficient resources/expertise Do not have control over governing body/board appointments (provide detail) Not a priority Other (provide details): 8 What is the percentage (%) target? 10 8 What year is the target to be reached?	n/20% either) bleted
.8 Are you reporting on any other organisations in this report? ☐ Yes ☐ No	
9 Organisation name? NSW State Council 9 How many Chairs on this governing body?	
Female	Male
	1
Number 0 1	
Number 0 1 9 How many other members are on this governing body (excluding the Chair/s)? Female Number 8 23	Male







2.1e.9 W	2.1e.9 What is the percentage (%) target?				
10	10				
2.1f.9 W	2.1f.9 What year is the target to be reached?				
20	2019				
2.1g.9 Ar	2.1g.9 Are you reporting on any other organisations in this report?				
	⊠ Yes □ No				
2.1a.10	Organisation name?				
Vio	ctorian State Council				
2.1b.10	How many Chairs on this governin	g body?			
		Female	Male		
Ni	umber	0	1		
2.1c.10	.1c.10 How many other members are on this governing body (excluding the Chair/s)?				
	Female Male				
Nu	umber	5	32		
2.1d.10	Has a target been set to increase t Yes No (you may specify why a target has ☐ Governing body/board has ger ☐ Currently under development, ☐ Insufficient resources/expertise	he representation of women on this go not been set) nder balance (e.g. 40% women/40% mer please enter date this is due to be comp	32 overning body? n/20% either) leted		
2.1d.10	Has a target been set to increase t Yes No (you may specify why a target has Governing body/board has ger Currently under development, Insufficient resources/expertise Do not have control over gove	he representation of women on this grand been set) Inder balance (e.g. 40% women/40% mer please enter date this is due to be completer balance (provide please enter date this is due to be completer balance)	32 overning body? n/20% either) leted		
2.1d.10	Has a target been set to increase t Yes No (you may specify why a target has Governing body/board has ger Currently under development, Insufficient resources/expertise Do not have control over gover Not a priority Other (provide details): What is the percentage (%) target?	he representation of women on this grand been set) Inder balance (e.g. 40% women/40% mer please enter date this is due to be completer balance (provide please enter date this is due to be completer balance)	32 overning body? n/20% either) leted		
2.1d.10	Has a target been set to increase t Yes No (you may specify why a target has Governing body/board has ger Currently under development, Insufficient resources/expertise Do not have control over gover Not a priority Other (provide details): What is the percentage (%) target?	he representation of women on this grand been set) Inder balance (e.g. 40% women/40% mer please enter date this is due to be completed in the completed of the completed in the	32 overning body? n/20% either) leted		
2.1d.10 2.1e.10 10 2.1f.10 W	Has a target been set to increase to a line of the lin	he representation of women on this grand been set) Inder balance (e.g. 40% women/40% mer please enter date this is due to be completed in the completed of the completed in the	32 overning body? n/20% either) leted		
2.1d.10 2.1e.10 10 2.1f.10 W	Has a target been set to increase to a lives Yes	he representation of women on this grand to been set) Inder balance (e.g. 40% women/40% mer please enter date this is due to be completed in the complete of t	32 overning body? n/20% either) leted		
2.1d.10 2.1e.10 10 2.1f.10 W	Has a target been set to increase to a light of the control of the	he representation of women on this grand to been set) Inder balance (e.g. 40% women/40% mer please enter date this is due to be completed in the complete of t	32 overning body? n/20% either) leted		
2.1d.10 2.1e.10 10 2.1f.10 W	Has a target been set to increase to a target has a larget been set to increase to a larget has	he representation of women on this grand to been set) Inder balance (e.g. 40% women/40% mer please enter date this is due to be completed in the complete of t	32 overning body? n/20% either) leted		



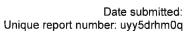




2.1b.11 How many	Chairs	on this	governing	body?
------------------	--------	---------	-----------	-------

	Female	Male
Number	0	1

		1 01	nale	Male
Nun	nber	4		19
\boxtimes	Yes No (you may specify why a ta ☐ Governing body/boar	d has gender balance (e.g. 4	0% women/40	1% men/20% either)
	Insufficient resources	ver governing body/board ap		
e.11	What is the percentage (%) target?		
10				
F.11 Wh	at year is the target to be r	eached?		
f.11 Wh 201		eached?		
	9	eached? other organisations in this	report?	
201	9		report?	
201 3.11	9 Are you reporting on any ⊠ Yes		report?	
201 g.11 a.12	9 Are you reporting on any ⊠ Yes □ No		report?	
201 g.11 a.12	9 Are you reporting on any	other organisations in this	report?	
201 g.11 a.12 SA	9 Are you reporting on any Yes No Organisation name? State Council	other organisations in this	report?	Male
201 3.11 1.12 SA	9 Are you reporting on any Yes No Organisation name? State Council	other organisations in this		Male 1
201 g.11 a.12 SA b.12	9 Are you reporting on any Yes No Organisation name? State Council How many Chairs on this	other organisations in this governing body?	male	1
201 J.11 SA J.12 Nur	9 Are you reporting on any Yes No Organisation name? State Council How many Chairs on this	governing body? Fel 0 s are on this governing body	male	1

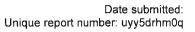






	☐ Not a priority ☐ Other (provide details):		
2.1e.12	What is the percentage (%) target?		
10			
2.1f.12 W	hat year is the target to be reached?		
20	19		
2.1g.12	Are you reporting on any other org	anisations in this report?	
	⊠ Yes □ No		
2.1a.13	Organisation name?		
W	A State Council		
2.1b.13	How many Chairs on this governin	g body?	
		Female 0	Male
NU	umber	ů.	1
2.1c.13	How many other members are on t	his governing body (excluding the Ch	
Ni	umber	Female	Male 15
INC.	ailibei		15
	Yes No (you may specify why a target has Governing body/board has ger Currently under development, Insufficient resources/expertise	nder balance (e.g. 40% women/40% men please enter date this is due to be compl	/20% either) eted
2.1e.13	What is the percentage (%) target?		
10			
) hat year is the target to be reached?		
2.1f.13 W			
2.1f.13 W	hat year is the target to be reached?		
2.1f.13 W	hat year is the target to be reached?		

Tasmanian State Council







2.1b.14	How many	Chairs o	n this	governing	body?
---------	----------	----------	--------	-----------	-------

	Female	Male
Number	0	1

2.1c.14 How many other members are on this governing body (excluding the Chair/s)?

		Female	Male
Number	3		13

	Number	3	13
2.1d.1	Has a target been set to increase t	he representation of women on this ç	joverning body?
	Currently under development,Insufficient resources/expertis	nder balance (e.g. 40% women/40% me please enter date this is due to be comp	oleted
2.1e.14	What is the percentage (%) target?	•	
	10		
2.1f.14	What year is the target to be reached?		
	2019		
2.1g.1	4 Are you reporting on any other or	ganisations in this report?	
	☐ Yes ☑ No		
2.2	Do you have a formal selection policy for ALL organisations covered in this		governing body members
	✓ Yes (select all applicable answers)✓ Policy		
	☐ Strategy ☐ No (you may specify why no formal se	plection policy or formal selection strate	av is in place)
	In place for some governing b	odies please enter date this is due to be com	
	☐ Insufficient resources/expertis		•
	☐ Not a priority ☐ Other (provide details):		
2.3	Does your organisation operate as a princorporated" entity - Pty Ltd, Ltd or	partnership structure (i.e. select NO if lnc; or an "unincorporated" entity)?	your organisation is an
	☐ Yes ⊠ No		
	<u>€-3</u> •		

2.5 If your organisation would like to provide additional information relating to gender equality indicator 2, please do so below.





In relation to 2.2, our new organisational rules adopted in December 2018 mandate a minimum proportion of women on governing bodies. Further details regarding this are listed at 1.13.

Gender equality indicator 3: Equal remuneration between women and men

Equal remuneration between women and men is a key component of improving women's economic security and progressing gender equality.

3.	Do you have a formal policy and/or formal strategy on remuneration generally?							
		s (select all applicable answers) Policy Strategy (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries set by awards/industrial or workplace agreements Non-award employees paid market rate Not a priority Other (provide details):						
4.		you analysed your payroll to determine if there are any remuneration gaps between women and men (i.e. ucted a gender pay gap analysis)?						
	⊠ No room qualifi	s - the most recent gender remuneration gap analysis was undertaken: Within last 12 months Within last 1-2 years More than 2 years ago but less than 4 years ago Other (provide details): (you may specify why you have not analysed your payroll for gender remuneration gaps) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Salaries for ALL employees (including managers) are set by awards or industrial agreements AND there is no for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or cations) Salaries for SOME or ALL employees (including managers) are set by awards or industrial agreements and there m for discretion in pay changes (because pay increases can occur with some discretion such as performance sments) Non-award employees paid market rate Not a priority Other (provide details):						
	4.2	If your organisation would like to provide additional information relating to gender equality indicator 3, please do so below: As noted in answer to 1.13, there are 3 categories of employees at the AMWU. Officers and Officials of the AMWU have their remuneration governed by National Conference Policy and the						
		rules of the AMWU. These conditions have been derived from Awards and Agreements and remuneration is set down under a Classification Structure. Staff of the AMWU are subject to the terms of the AMWU Staff Agreement 2017-2019 which is about to be renegotiated.						

Gender equality indicator 4: Flexible working and support for employees with family and caring responsibilities





This indicator will enable the collection and use of information from relevant employers about the 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. One aim of this indicator is to improve the capacity of women and men to combine paid work and family or caring responsibilities through such arrangements. The achievement of this goal is fundamental to gender equality and to maximising Australia's skilled workforce.

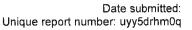
5.		IMARY CARER" is the member of a couple or a single carer, REGARDLESS OF GENDER, identified as having er responsibility for the day-to-day care of a child.
		u provide EMPLOYER FUNDED paid parental leave for PRIMARY CARERS that is available for women AND in addition to any government funded parental leave scheme for primary carers?
	time o	s. (Please indicate how employer funded paid parental leave is provided to the primary carer): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ver which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to women ONLY (e.g. maternity leave). (Please the how employer funded paid parental leave is provided to women ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ever which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), we offer paid parental leave for primary carers that is available to men ONLY. (Please indicate how employer funded arental leave is provided to men ONLY): By paying the gap between the employee's salary and the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid parental leave scheme By paying the employee's full salary (in addition to the government's paid scheme), regardless of the period of ever which it is paid. For example, full pay for 12 weeks or half pay for 24 weeks As a lump sum payment (paid pre- or post- parental leave, or a combination), not available (you may specify why this leave is not provided)
		Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
	5.1	How many weeks of EMPLOYER FUNDED paid parental leave for primary carers is provided? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of weeks provided to eligible employees:
		14
5a.	carers	r organisation would like to provide additional information on your paid parental leave for primary s e.g. eligibility period, where applicable the maximum number of weeks provided, and other gements you may have in place, please do so below.
	5.2	What proportion of your total workforce has access to employer funded paid parental leave for PRIMARY CARERS? • In your calculation, you MUST INCLUDE CASUALS when working out the proportion.
		□ <10% □ 10-20% □ 21-30% □ 31-40% □ 41-50% □ 51-60% □ 61-70% □ 71-80% □ 81-90% □ 91-99% □ 100%



Date submitted: Unique report number: uyy5drhm0q



	Please indicate whether your employer funded paid parental leave for primary carers covers:
	☐ Adoption ☐ Surrogacy ☐ Stillbirth
	ECONDARY CARER" is a member of a couple or a single carer, REGARDLESS OF GENDER, who is not the ary carer.
Do yo	ou provide EMPLOYER FUNDED paid parental leave for SECONDARY CARERS that is available for men and en, in addition to any government funded parental leave scheme for secondary carers?
	o, we offer paid parental leave for SECONDARY CARERS that is available to men ONLY (e.g. paternity leave) o, we offer paid parental leave for SECONDARY CARERS that is available to women ONLY o (you may specify why employer funded paid parental leave for secondary carers is not paid) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Government scheme is sufficient Not a priority Other (provide details):
6.1	How many days of EMPLOYER FUNDED parental leave is provided for SECONDARY CARERS? If different amounts of leave are provided (e.g. based on length of service) enter the MINIMUM number of days provide to eligible employees:
	10 ur organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
	ur organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below. What proportion of your total workforce has access to employer funded paid parental leave for SECONDAR
CĀRI	ur organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below.
CĂRI	ur organisation would like to provide additional information on your paid parental leave for SECONDARY ERS e.g. eligibility period, other arrangements you may have in place etc, please do so below. What proportion of your total workforce has access to employer funded paid parental leave for SECONDAR CARERS?
CĀRI	what proportion of your total workforce has access to employer funded paid parental leave for SECONDAR CARERS? In your calculation, you MUST INCLUDE CASUALS when working out the proportion. <10%







		Primary carer's leave			Secondary carer's leave	
		Female	Male		Female	Male
Managers	, i		0	0		0

7.1 How many NON-MANAGERS have taken parental leave during the reporting period (paid and/or unpaid)? Include employees still on parental leave, regardless of when it commenced.

	Prima	Primary carer's leave		Secondary carer's leave	
	Female	Male	Fem	nale Male	
Non-managers	7	0	0	2	

- 8. How many MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Managers	1	0

- 8.1 How many NON-MANAGERS, during the reporting period, ceased employment before returning to work from parental leave, regardless of when the leave commenced?
 - Include those where parental leave was taken continuously with any other leave type. For example, where annual leave or any other paid or unpaid leave is also taken at that time.
 - 'Ceased employment' means anyone who has exited the organisation for whatever reason, including resignations, redundancies and dismissals.

	Female	Male
Non-managers	0	0

9.	Do you have a formal policy and/or formal strategy on flexible working arrangements?
	 Yes (select all applicable answers) Policy Strategy No (you may specify why no formal policy or formal strategy is in place) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Don't offer flexible arrangements Not a priority Other (provide details):
10.	Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?
	 Yes (select all applicable answers)







11.	Do you offer any other support mechanisms, other than leave, for employees with family or caring responsibilities (eg, employer-subsidised childcare, breastfeeding facilities)?
	 Yes No (you may specify why non-leave based measures are not in place) □ Currently under development, please enter date this is due to be completed □ Insufficient resources/expertise □ Not a priority □ Other (provide details):
12.	Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ☑ Policy ☐ Strategy ☐ No (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreements ☐ Not aware of the need ☐ Not a priority ☐ Other (please provide details):
13.	Other than a formal policy and/or formal strategy, do you have any support mechanisms in place to support employees who are experiencing family or domestic violence?
	 ✓ Yes (select all applicable answers) ☑ Employee assistance program (including access to a psychologist, chaplain or counsellor) ☑ Training of key personnel ☑ A domestic violence clause is in an enterprise agreement or workplace agreement ☑ Workplace safety planning ☑ Access to paid domestic violence leave (contained in an enterprise/workplace agreement) ☑ Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement) ☐ Access to unpaid leave ☑ Confidentiality of matters disclosed ☑ Referral of employees to appropriate domestic violence support services for expert advice ☑ Protection from any adverse action or discrimination based on the disclosure of domestic violence ☑ Flexible working arrangements ☐ Provision of financial support (e.g. advance bonus payment or advanced pay) ☐ Offer change of office location ☐ Emergency accommodation assistance ☐ Access to medical services (e.g. doctor or nurse) ☐ Other (provide details): ☐ No (you may specify why no other support mechanisms are in place) ☐ Currently under development, please enter date this is due to be completed ☐ Insufficient resources/expertise ☐ Not aware of the need ☐ Not ayare of the need ☐ Other (provide details):
14.	Where any of the following options are available in your workplace, are those option/s available to both women AND men? • flexible hours of work
	 compressed working weeks time-in-lieu
	• telecommuting
	• part-time work
	• job sharing
	 carer's leave purchased leave
	haronasca icave





	es, the option/s in place are available to bot o, some/all options are not available to both					
14.1	Which options from the list below are Unticked checkboxes mean thi					
		Man	Managers		Non-managers	
		Formal	Informal	Formal	Informal	
	Flexible hours of work					
	Compressed working weeks					
	Time-in-lieu		T T			
	Telecommuting		\boxtimes	<u> </u>		
	Part-time work	⊠		\boxtimes		
	Job sharing					
	Carer's leave			×		
	Purchased leave					
	Unpaid leave	×		×	H	
	You may specify why any of the above Currently under development, please Insufficient resources/expertise Not a priority Other (provide details): Purchased Leave Option - we strong accrued. Our employees have longer	enter date this is due	to be completed	y annual leave	that they may ssive leave bal	
	☐ Currently under development, please ☐ Insufficient resources/expertise ☐ Not a priority ☐ Other (provide details): Purchased Leave Option - we strong	enter date this is due ly encourage all emplo vity with the AMWU ar	to be completed byees to take an and are more likel	y annual leave y to have exces	ssive leave bal	
	☐ Currently under development, please ☐ Insufficient resources/expertise ☐ Not a priority ☑ Other (provide details): Purchased Leave Option - we strong accrued. Our employees have longer	enter date this is due ly encourage all emplo vity with the AMWU ar vide additional inform	to be completed byees to take an and are more likel mation relating	y annual leave y to have exces to gender equa	ssive leave bal	
	☐ Currently under development, please ☐ Insufficient resources/expertise ☐ Not a priority ☑ Other (provide details): Purchased Leave Option - we strong accrued. Our employees have longer If your organisation would like to proviplease do so below: In addition to the above, the AMWU has	enter date this is due ly encourage all employity with the AMWU ar vide additional inform the following practices	to be completed byees to take an and are more likel mation relating	y annual leave y to have exces to gender equa	ssive leave bal	
	Currently under development, please Insufficient resources/expertise Not a priority Other (provide details): Purchased Leave Option - we strong accrued. Our employees have longer If your organisation would like to provplease do so below: In addition to the above, the AMWU has caring responsibilities:	enter date this is due ally encourage all employity with the AMWU ar wide additional inform the following practices g: r year, which can be under the property of the property	to be completed byees to take an and are more likel mation relating s in place to sup tilised as Carers annual leave. and Show Day. of the Governm I pay whilst on ps topped up to the	y annual leave y to have exces to gender equa port employees Leave tent Paid Paren arental leave.	ality indicator with family ar	
4.4	□ Currently under development, please □ Insufficient resources/expertise □ Not a priority □ Other (provide details): Purchased Leave Option - we strong accrued. Our employees have longer If your organisation would like to proviplease do so below: In addition to the above, the AMWU has caring responsibilities: AMWU Staff have access to the followin * Paid Personal Leave up to 15 days per * 7 days paid domestic family violence let * 25% Leave Loading * Paid time off between Christmas and N * 2 additional public holidays, for example 14 weeks Employer Paid Parental Leave Scheme to full salary. This equates to es * Paid Parental Leave — Dad & Partner F * 19 day month (Rostered Day Off)	enter date this is due ally encourage all employity with the AMWU ar wide additional inform the following practices g: r year, which can be under the property of the property	to be completed byees to take an and are more likel mation relating s in place to sup tilised as Carers annual leave. and Show Day. of the Governm I pay whilst on ps topped up to the	y annual leave y to have exces to gender equa port employees Leave tent Paid Paren arental leave.	ality indicator with family ar	





- * 19 day month (Rostered Day Off)
 * Access to Employee Assistance Programme for staff and family

Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

This gender equality indicator seeks information on what consultation occurs between employers and employees on issues concerning gender equality in the workplace.

15.	Have you consulted with employees on issues concerning gender equality in your workplace?			
	⊠ Ye □ No	s (you may specify why you have not consulted with employees on gender equality) Not needed (provide details why): Insufficient resources/expertise Not a priority Other (provide details):		
	15.1	How did you consult with employees on issues concerning gender equality in your workplace?		
		□ Survey □ Consultative committee or group □ Focus groups □ Exit interviews □ Performance discussions □ Other (provide details):		
	15.2	Who did you consult?		
		□ All staff □ Women only □ Men only □ Human resources managers □ Management □ Employee representative group(s) □ Diversity committee or equivalent □ Women and men who have resigned while on parental leave □ Other (provide details):		
	15.3	If your organisation would like to provide additional information relating to gender equality indicator 5, please do so below.		
Gei	nder	equality indicator 6: Sex-based harassment and discrimination		
partic	ipation.	on of sex-based harassment and discrimination (SBH) has been identified as important in improving workplace Set by the Minister, this gender equality indicator seeks information on the existence of a SBH policy and/or strategy training of managers on SBH is in place.		
16.	Do yo	ou have a formal policy and/or formal strategy on sex-based harassment and discrimination prevention?		
	⊠ Ye	es (select all applicable answers)		







	□ No	⊠ Strategy (you may specify why no formal policy or formal strategy is in place) ☐ Currently under development, please enter date this is due to be completed
		☐ Insufficient resources/expertise ☐ Included in award/industrial or workplace agreement ☐ Not a priority ☐ Other (provide details):
	16.1	Do you include a grievance process in any sex-based harassment and discrimination prevention formal policy and/or formal strategy?
		 Yes No (you may specify why a grievance process is not included) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
17.	Do yo	u provide training for all managers on sex-based harassment and discrimination prevention?
	⊠ Ye	s - please indicate how often this training is provided: At induction At least annually Every one-to-two years Every three years or more Varies across business units Other (provide details):
	□ No	(you may specify why this training is not provided) Currently under development, please enter date this is due to be completed Insufficient resources/expertise Not a priority Other (provide details):
	17.1	If your organisation would like to provide additional information relating to gender equality indicator 6, please do so below:
		The AMWU has a well established network of contact officers nationwide to provide support, information and assistance to employees who believe they may have been subjected to harassment or discrimination. It should be noted that our Sexual Harassment and Workplace Bullying Policy was updated during the reporting period based on external recommendations.
Oth	er	
18.	-	r organisation has introduced any outstanding initiatives that have resulted in improved gender equality in workplace, please tell us about them.
	(As w	ith all questions in this questionnaire, information you provide here will appear in your public report.)
	For ou	r employees
		MWU have been heavily involved in the 'Change the Rules' campaign which is fighting to improve t workplace laws for women.
	Pilote	Gender and Family Violence training for some of our staff with the Victorian Trade Hall.
	For ou	r members
		MWU has state based Womens Committees and regular National Womens meetings to increase n's involvement in the AMWU and deal with key issues.







During the reporting period some States held various events and activities for women members to network and partake in. One of these include a forum with over 200 women from five schools and businesses attending the event to speak about the benefits of going to study or undertaking a trade apprenticeship.

Attendance in various states at Women in Male Dominated Occupations & Industries (WIMDOI) which is a networking conference that has helped inspire, discuss challenges, successes and plans for the future for women in male dominated workplaces was held during the reporting period.

The AMWU endorsed a new EAP provider with unlimited counselling sessions for our members and their immediate families. This provider has a extensive experience working closely with other Unions.





Gender composition proportions in your workplace

Important notes:

- 1. Proportions are based on the data contained in your workplace profile and reporting questionnaire.
- Some proportion calculations will not display until you press Submit at step 6 on the reporting page in the portal. When your CEO signs off the report prior to it being submitted, it is on the basis that the proportions will only reflect the data contained in the report.
- 3. If any changes are made to your report after it has been submitted, the proportions calculations will be refreshed and reflect the changes after you have pressed **Re-submit** at step 6 on the reporting page.

Based upon your workplace profile and reporting questionnaire responses:

Gender composition of workforce

1. the gender composition of your workforce overall is 49.4% females and 50.6% males.

Promotions

- 2. 33.3% of employees awarded promotions were women and 66.7% were men
 - i. 50.0% of all manager promotions were awarded to women
 - ii. 25.0% of all non-manager promotions were awarded to women.
- 3. 13.4% of your workforce was part-time and 33.3% of promotions were awarded to part-time employees.

Resignations

- 4. 61.5% of employees who resigned were women and 38.5% were men
 - i. 66.7% of all managers who resigned were women
 - ii. 61.1% of all non-managers who resigned were women.
- 5. 13.4% of your workforce was part-time and 2.6% of resignations were part-time employees.

Employees who ceased employment before returning to work from parental leave

- 12.5% of all women who utilised parental leave ceased employment before returning to work
- ii. 0.0% of all men who utilised parental leave ceased employment before returning to work
- 100.0% of all managers who utilised parental leave and ceased employment before returning to work were women
- iv. N/A non-managers who utilised parental leave and ceased employment before returning to work were women.

Notification and access List of employee organisations: ASU

CEO sign off confirmation

Name of CEO or equivalent:	Confirmation CEO has signed the report:
Paul Bastian	13.5.19
CEO signature:	Date:
your meg	