

16 December 2024

Senator Louise Pratt  
Chair  
Senate Finance and Public Administration Committees  
PO Box 6100  
Parliament House  
Canberra ACT 2600

Via online submission portal

Dear Senator Pratt

### **Workplace Gender Equality Amendment (Setting Gender Equality Targets) Bill 2024**

Clubs Australia appreciates the opportunity to participate in the Workplace Gender Equality Amendment (Setting Gender Equality Targets) Bill 2024 (the Bill).

Clubs Australia represents over 5,000 clubs across Australia that employ more than 140,000 people. Clubs are not-for-profit, member-owned organisations whose central activity is to provide sporting and recreation infrastructure to their members and the wider community. The sector also has its own modern award, the *Registered and Licensed Clubs Award 2020*.

Clubs Australia anticipates that at least eight member clubs will be captured under the proposed new reporting requirements and recommend that:

- **Clear Guidance:** The Workplace Gender Equality Agency (WGEA) should provide detailed guidance on the new reporting requirements to ensure ease of compliance for employers.
- **Practical Templates:** WGEA provide templates and tools for the proposed public reporting obligation to support clubs in meeting their reporting requirements efficiently.
- **Flexibility in Target Selection:** The targets and rules set by the Minister for Women through legislative instruments should allow employers to choose relevant Gender Equality Indicators (GEIs) that align with their organisational circumstances.

Clubs Australia also acknowledges the positive intention of the Bill to drive progress on gender equality and would welcome being included in further consultation.

Should you require any further information from Clubs Australia regarding this submission, please do not hesitate to reach out at [REDACTED]

Yours sincerely,

[REDACTED]

**Alison Tehan**  
Deputy Executive Director  
Clubs Australia