



## Job security and gender equality

### Including gender equality and job security in the objects of the Fair Work Act

These amendments form part of an Australian Government commitment to improve job security and put gender equality at the centre of the workplace relations system.

#### What has changed?

The *Fair Work Legislation Amendment (Secure Jobs, Better Pay) Act 2022* amends the *Fair Work Act 2009* (the Act) to embed the principles of job security and gender equality in the Fair Work Commission's (the Commission) decision-making processes.

The amendments:

- include gender equality and job security in the object of the Act
- amend the modern awards objective to include secure work and gender equality, and
- amend the minimum wages objective to include gender equality.

As a result, the Commission is required to take these matters into account when performing its functions or exercising its powers under the Act, including when varying modern awards and, in the case of gender equality, when reviewing and setting minimum wages.

#### What do these changes mean?

These amendments ensure gender equality and job security are given appropriate weight alongside other objectives, such as productivity and economic growth, throughout the workplace relations framework.

Gender equality has been included in the minimum wages objective to ensure that equal remuneration, eliminating gender-based undervaluation and addressing gender pay gaps are considered in wage-related matters, including the Annual Wage Review.

## **When will these changes come into effect?**

The changes came into effect on 7 December 2022.

**For more information on the Secure Jobs, Better pay package visit:**

**[www.dewr.gov.au/workplace-relations](http://www.dewr.gov.au/workplace-relations)**.