



13 December 2024

Senate Finance and Public Administration Legislation Committee  
Committee Secretariat  
PO Box 6100  
Canberra ACT 2600

By email: [fpa.sen@aph.gov.au](mailto:fpa.sen@aph.gov.au)

Dear Committee,

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

The Minerals Council of Australia (MCA) representing Australia's minerals exploration, mining and processing industry, appreciates the opportunity to provide feedback on the: [Workplace Gender Equality Amendment \(Setting Gender Equality Targets\) Bill 2024](#) (the Bill).

The MCA supports the measures in the Bill and recommends its swift passage by the Senate.

With over 63,000 women employed, Australia's minerals industry understands that enhancing economic participation and ensuring equal opportunities for women are crucial for achieving gender equity and boosting economic productivity.<sup>1</sup>

Implementation of Recommendation 3.1(a) of the [Review of the Workplace Gender Equality Act 2012](#) (the Act), requiring employers with 500 or more employees to set measurable targets against selected Gender Equality Indicators (GEIs) aligns with MCAs recommendations to the 2021 review of the Act.<sup>2</sup>

The MCA welcomes alignment of target setting with current reporting requirements. The proposed approach demonstrates a clear shift from basic compliance to measurable action, without burden of additional reporting. Acknowledging it takes effort to make progress against targets, the MCA supports the following implementation parameters outlined in the Explanatory Memorandum:<sup>3</sup>

- Setting three targets to achieve/improve upon against three distinct GEIs from a menu of options, including at least one numeric target
- Adopting a three-year cycle for achievement/improvement against targets
- No additional reporting requirements to WGEA
- WGEA assessment of progress using existing company reporting.

The MCA commends WGEAs ongoing efforts to provide companies with meaningful support to meet obligations under the Act, including masterclasses, workshops, guides, case studies and tools.<sup>4</sup>

Yours sincerely

**TANIA CONSTABLE PSM  
CHIEF EXECUTIVE OFFICER**

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<sup>1</sup> Minerals Council of Australia, [Submission 20 to the Workplace Gender Equality Amendment \(Closing the Gender Pay Gap\) Bill 2023](#), 6 March 2023.

<sup>2</sup> Minerals Council of Australia, [Submission 148 to the 2021 Review of the WGE Act 2012](#), 26 November 2021.

<sup>3</sup> The Parliament of the Commonwealth of Australia, [Workplace Gender Equality Amendment \(Setting gender equality targets\) Bill 2024, Explanatory Memorandum](#), House of Representatives, p.p. 6 - 7.

<sup>4</sup> Workplace Gender Equality Agency, [Take Action](#), WGEA web page, Australian Government, viewed 9 December 2024.