

Thursday, 16 February 2023

SUBMISSION of BRIAN WOODS

## Workplace Gender Equality Amendment (Closing the Gender Pay Gap) Bill 2023

THIS BILL IS ITSELF CREATING AND COMMITTING AN INEQUALITY

This bill is misleading submitters and the public

Currently fair work Australia, have no common numbers of this type claim therefore government and others are assuming via hearsay and activists that it is common when no such cases. Most fair work underpay cases are not gender related they are defrauding in nature and intent and filed by men and women

This Bill conveniently failed to state that the national award wage system makes these issues impossible, or, makes them a breach under the fair work Act where no such outbreak of gender gap cases exists

This leaves this inquiry only one element empowered to consideration, that being, non award employment contracts which are a small amount of the workforce and are as follows

- A private and agreed contract between employer/employee
- Employee has free agencies who can scrutinise these offers before freely signing them
- Contracted employee has at any time the right to resign and seek better pay elsewhere
- Males and females and their employers have a legal right to make any agreement confidential or choose not to enter into it
- A vagina or penis do not factor into wage agreements though governments want it to do so

Therefore, if a person by chance can prove another person, not via gender, is earning more, as it wont be via gender, and impossible to prove such, then it is a general non gender pay dispute of underpayment eligible at fair work tribunal, however any non award contract allows the tribunal very little scope

Most often the non facts in reference here and in media are via ignorance of what is known as “productivity pay increase negotiations” which oddly men seem good at but women in general conversations want these without the productivity increase, therefore, fellow submitters need to observe that. Generally it involves a smart employee to negotiate with employer a pay rise by offering Additional productivity such as extra hours per day, additional roles etc and the courts have to accept the same negotiation was open to women.

GOVT HAS NO POWERS IN THESE ISSUES therefore have only one intervention factor which wont even increase any genders pay but can lose them pay, that being,

the banning of all employment contracts and create an award for every type job, otherwise move on, get over it and stop creating invisible troubles.

RECOMMENDATIONS: Learn the first few above paragraphs laws and statutes and observe the only empowered option for such non existent mass claims is the power to legislate every type job into an award and not be sexist or anti-male as governments own gender quota's of STAFF HIRE AND CANDIDATE SELECTION female quota's is more a factual discrimination and gender gap than the hearsay wage issues, so too: many ministers for women-only none for men are indications government asking for submissions are breaching what they say is wrong.

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