\_\_\_\_\_

# Employment, Workplace Relations and Education Legislation Committee

Workplace Relations Amendment (Paid Maternity Leave) Bill 2002



### **Membership of the Committee**

#### Members

Senator John Tierney LP, New South Wales Chair

Senator George Campbell ALP, New South Wales Deputy Chair

Senator Guy Barnett LP, Tasmania Senator Kim Carr \* ALP, Victoria

Senator David Johnston LP, Western Australia Senator Natasha Stott Despoja AD, South Australia

#### Substitute Members

Senator Andrew Murray\*\* for Senator Stott Despoja – Workplace Relations

Senator John Cherry for Senator Stott Despoja – Employment

Senator Lyn Allison for Senator Stott Despoja – Schools and Training

Senator Trish Crossin\* for Senator Carr – Workplace Relations

Amendment (Paid Maternity Leave) Bill 2002

Senator Natasha Stott Despoja\*\* for Senator Murray – Workplace Relations

Amendment (Paid Maternity Leave) Bill 2002

#### **Participating Members**

Senator the Hon Eric Abetz Senator the Hon John Faulkner Senator Joe Ludwig Senator the Hon Ronald Boswell Senator Alan Ferguson Senator Brett Mason Senator Grant Chapman Senator Michael Forshaw Senator Julian McGauran Senator John Cherry Senator Brian Harradine Senator Shayne Murphy Senator Jacinta Collins Senator Len Harris Senator Kerry Nettle Senator the Hon Helen Coonan Senator Steve Hutchins Senator Marise Payne Senator Trish Crossin Senator Sue Knowles Senator the Hon Nick Sherry Senator Alan Eggleston Senator Meg Lees Senator John Watson Senator Chris Evans Senator Ruth Webber Senator Ross Lightfoot

#### Secretariat

Mr John Carter, Secretary
Mr Anthony Marinac, Principal Research Officer
Ms Ruth Clark, Executive Assistant
Ms Kirsten Mee, Research Assistant
Senate Employment, Workplace Relations and Education
Legislation Committee Secretariat

The Senate

Parliament House

Canberra ACT 2600
Phone: 02 6277 3520

Phone: 02 6277 3520 Fax: 02 6277 5706

E-mail: <u>eet.sen@aph.gov.au</u>

Internet: www.aph.gov.au/senate\_employment

## **Table of Contents**

MEMBERSHIP OF THE COMMITTEE	III
TABLE OF CONTENTS	V
	·
CHAPTER ONE	1
THE BILL	1
Referral	1
Reasons for referral	
Background to the bill	1
CHAPTER TWO	3
ISSUES ARISING FROM THE BILL	3
Paid maternity leave as a work and family issue	3
Effective workplace relations policy	
Legislative anomalies and doubtful policy	
International Obligations	9
LABOR SENATORS' REPORT	11
REPORT OF THE AUSTRALIAN DEMOCRATS	27
AUSTRALIAN GREENS REPORT	47
APPENDIX 1	53
LIST OF SUBMISSIONS	53
APPENDIX 2	55
HEARINGS AND WITNESSES	55
APPENDIX 3	57
TABLED DOCUMENTS AND ADDITIONAL INFORMATION	57