



**Australian Government**



**Workplace  
Gender Equality  
Agency**



# 2022 - 23 Gender Equality Reporting

## Submitted By:

Automotive Food Metals Engineering Printing & Kindred Industries Union 59459725116

# #Workplace Overview

## Policies and Strategies

1. Do you have a formal policy and/or formal strategy in place that specifically supports gender equality in the following areas?

**Recruitment:** Yes

Policy

**Retention:** Yes

Strategy

**Performance management processes:** No

**Promotions:** No.

**Talent identification/identification of high potentials:** YesStrategy

**Succession planning:** No

**Training and development:** Yes

Strategy

**Key performance indicators for managers relating to gender equality:** No

2. Do you have a formal policy and/or formal strategy in place that supports gender equality overall?

YesPolicy; Strategy

4. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

<p>Our Recruitment Policy ensures the recruitment and selection is merit based including a thorough assessment of the applicant's knowledge, skills and experience and alignment with the values of the Union. Where possible, the selection panel should comprise of a minimum of three interviewers and should aim to have at least one woman. Further a compliance checklist is required of how many male, female and non binary applicants were interviewed.

</p><p><br></p><p>Under our Union Rules a proportion of members on all governing bodies must be female members. Further, our National Women's Committee that consists of rank and file members from each State meet on a regular basis. The National Women's Committee have developed an Operational Plan to increase female representation at all levels within the organisation.</p>

## Governing Bodies

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1.Name of the governing body:** National Conference

**2.Type of the governing body:** Management committee

**3.Specified governing body type:****Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	14	72	0

**4.Formal section policy and/or strategy: Yes**

Selected value: Policy

**6. Target set to increase the representation of women: No**

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

Selected value: Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union**1.Name of the governing body:** National Council**2.Type of the governing body:** Management committee**3.Specified governing body type:****Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member			

Female (F)	Male (M)	Non-Binary
5	32	0

#### 4. Formal section policy and/or strategy: Yes

Selected value: Policy

#### 6. Target set to increase the representation of women: No

6.1 Percentage (%) of target:

6.2 Year of target to be reached:

Selected value:

Other

Other value: Target previously set as per our Rules

#### 7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

Selected value: Policy

Organisation: Automotive Food Metals Engineering Printing & Kindred Industries Union

1. Name of the governing body: NSW State Conference

2. Type of the governing body: Management committee

#### 3. Specified governing body type:

Number of governing body chair and member by gender:

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	8	25	0

#### 4. Formal section policy and/or strategy: Yes

Selected value: Policy

**6. Target set to increase the representation of women: No****6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Other

**Other value:** Target previously set as per our Rules**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union**1.Name of the governing body:** VIC State Conference**2.Type of the governing body:** Management committee**3.Specified governing body type:****Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	6	36	0

**4.Formal section policy and/or strategy:** Yes**Selected value:** Policy**6. Target set to increase the representation of women: No****6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Other

**Other value:** Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1.Name of the governing body:** WA State Conference

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	Female (F)	Male (M)	Non-Binary
	0	1	0
Member	Female (F)	Male (M)	Non-Binary
	2	22	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1.Name of the governing body:** QLD State Conference

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
Member	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	6	27	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1.Name of the governing body:** SA State Conference

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**



Date Created: 02-05-2023

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 16	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1. Name of the governing body:** WA State Conference

**2. Type of the governing body:** Management committee

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 22	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1. Name of the governing body:** TAS State Conference

**2. Type of the governing body:** Management committee

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
Member	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	3	11	0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

Date Created: 02-05-2023

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1.Name of the governing body:** NSW State Council

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
Member	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	6	16	0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

Date Created: 02-05-2023

**Other value:** Target previously set as per our Rules**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

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Chair	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
Member	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	4	25	0

**4.Formal section policy and/or strategy:** Yes**Selected value:** Policy**6. Target set to increase the representation of women:** No**6.1 Percentage (%) of target:****6.2 Year of target to be reached:****Selected value:**

Other

**Other value:** Target previously set as per our Rules**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

Date Created: 02-05-2023

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1.Name of the governing body:** QLD State Council

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 5	<b>Male (M)</b> 15	<b>Non-Binary</b> 0

**4.Formal section policy and/or strategy:** Yes

**Selected value:** Policy

**6. Target set to increase the representation of women:** No

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1.Name of the governing body:** SA State Council

**2.Type of the governing body:** Management committee

**3.Specified governing body type:**

**Number of governing body chair and member by gender:**

Date Created: 02-05-2023

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 2	<b>Male (M)</b> 13	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1. Name of the governing body:** WA State Council

**2. Type of the governing body:** Management committee

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

<b>Chair</b>	<b>Female (F)</b> 0	<b>Male (M)</b> 1	<b>Non-Binary</b> 0
<b>Member</b>	<b>Female (F)</b> 1	<b>Male (M)</b> 12	<b>Non-Binary</b> 0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

**6.1 Percentage (%) of target:**

**6.2 Year of target to be reached:**

**Selected value:**

Other

**Other value:** Target previously set as per our Rules

**7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?**

Yes

**Selected value:** Policy

**Organisation:** Automotive Food Metals Engineering Printing & Kindred Industries Union

**1. Name of the governing body:** TAS State Council

**2. Type of the governing body:** Management committee

**3. Specified governing body type:**

**Number of governing body chair and member by gender:**

Chair	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	0	1	0
Member	<b>Female (F)</b>	<b>Male (M)</b>	<b>Non-Binary</b>
	3	10	0

**4. Formal section policy and/or strategy: Yes**

**Selected value:** Policy

**6. Target set to increase the representation of women: No**

**6.1 Percentage (%) of target:**

## 6.2 Year of target to be reached:

### Selected value:

Other

**Other value:** Target previously set as per our Rules

## 7. Do you have a formal policy and/or formal strategy in place to support gender equality in the composition of this organisation's governing body?

Yes

**Selected value:** Policy

2. If your organisation would like to provide additional information relating to your gender equality policies and strategies, please do so below.

# #Action on gender equality

## Gender Pay Gaps

### 1. Do you have a formal policy and/or formal strategy on remuneration generally?

No

Salaries set by awards/industrial or workplace agreements

### 2. What was the snapshot date used for your Workplace Profile?

2022-06-30

### 4. If your organisation would like to provide additional information relating to gender pay gaps in your workplace, please do so below.

<p>There are three categories for employees at the AMWU.</p><p><br></p><p>Officers and Officials of the AMWU have the remuneration governed by National Conference Policy and the Rules of the AMWU. These conditions have been derived from Awards & Agreements and remuneration is set down under a classification structure.</p><p><br></p><p>Staff of the AMWU are subject to the terms and conditions of the AMWU Staff Agreement 2020-2022.</p>

## Employer action on pay equality



Date Created: 02-05-2023

1. Have you analysed your payroll to determine if there are any remuneration gaps between women and men (e.g. conducted a gender pay gap analysis)?

No

Salaries for ALL employees (including managers) are set by awards or industrial agreements and there is NO room for discretion in pay changes (for example because pay increases occur only when there is a change in tenure or qualifications)

3. If your organisation would like to provide additional information relating to employer action on pay equity in your workplace, please do so below.

## Employee Consultation

1. Have you consulted with employees on issues concerning gender equality in your workplace during the reporting period?

NoOther

**Other Details:**The AMWU National Women's Committee provides a forum for issues related to gender equality that can be specifically raised.

2. Do you have a formal policy and/or formal strategy in place on consulting employees about gender equality?

No

Other

**Other:**Officers and Officials of the AMWU have remuneration governed by National Conference Policy and the Rules of the AMWU. Staff are subject to terms and conditions of the Staff Agreement.

3. On what date did your organisation share your last year's public reports with employees and shareholders?

Employees:

Shareholder:

4. Have you shared previous Executive Summary and IndustryBenchmark reports with the governing body?

No

5. If your organisation would like to provide additional information relating to employee consultation on gender equality in your workplace, please do so below.

# #Flexible Work

## Flexible Working

1. Do you have a formal policy and/or formal strategy on flexible working arrangements?

Yes

Strategy

- 1.1. Please indicate which of the following are included in your flexible working arrangements strategy or policy:

A business case for flexibility has been established and endorsed at the leadership level

No

The organisation's approach to flexibility is integrated into client conversations

No

Employees are surveyed on whether they have sufficient flexibility

No

Employee training is provided throughout the organisation

No

The impact of flexibility is evaluated (e.g. reduced absenteeism, increased employee engagement)

No

Flexible working is promoted throughout the organisation

No

Targets have been set for engagement in flexible work

No

**Metrics on the use of, and/or the impact of, flexibility measures are reported to the governing body**

No

**Metrics on the use of, and/or the impact of, flexibility measures are reported to key management personnel**

No

**Leaders are held accountable for improving workplace flexibility**

No

**Leaders are visible role models of flexible working**

Yes

**Manager training on flexible working is provided throughout the organisation**

No

**Targets have been set for men's engagement in flexible work**

No

**Team-based training is provided throughout the organisation**

No

**Other:** No

**2. Do you offer any of the following flexible working options to MANAGERS in your workplace?**

**Carer's leave:** Yes

SAME options for women and men Formal options are available

**Compressed working weeks:** No

Other

**Other:**

**Flexible hours of work:** Yes

SAME options for women and men Formal options are available

**Job sharing:** No

Other

**Other:**

**Part-time work:** Yes

SAME options for women and men Formal options are available

**Purchased leave:** No

Not aware of the need

**Remote working/working from home:** Yes

SAME options for women and men

**Time-in-lieu:** No

Other

**Other:**

**Unpaid leave:** Yes

SAME options for women and men Formal options are available

**3. Are your flexible working arrangement options for NON-MANAGERS the same as the options for managers above?**

No

**3.1. You need to indicate which of the following flexible working options are available to NON-MANAGERS in your workplace.**

**Carer's leave:** Yes

SAME options for women and men

Formal options are available

**Compressed working weeks:** No

Other

**Other:**

**Flexible hours of work:** Yes

SAME options for women and men

Formal options are available

**Job sharing:** No

**Part-time work:** Yes

SAME options for women and men

Formal options are available

**Purchased leave:** No

Other

**Other:**

**Telecommuting (e.g. working from home):** Yes

SAME options for women and men

Formal options are available

**Time-in-lieu:** No

Other

**Other:**

**Unpaid leave:** Yes

SAME options for women and men

5. Did you see an increase, overall, in the approval of FORMAL flexible working arrangements for your workforce between the 2021-22 and the 2022-23 reporting periods?

Yes, women and men

7. If your organisation would like to provide additional information relating to flexible working and gender equality in your workplace, please do so below.

# #Employee Support

## Paid Parental leave

1. Do you provide employer-funded paid parental leave in addition to any government-funded parental leave scheme?

Yes, we offer employer funded parental leave to all genders without using the primary/secondary carer definition

1. If your organisation would like to provide additional information relating to paid parental leave and gender equality in your workplace, please do so below.

## Support for carers

1. Do you have a formal policy and/or formal strategy to support employees with family or caring responsibilities?

Yes

Strategy

**2. Do you offer any of the following support mechanisms for employees with family or caring responsibilities?**

**2.1. Employer subsidised childcare**

No

Not aware of the need

**2.2. Return to work bonus (only select if this bonus is not the balance of paid parental leave)**

No

Not aware of the need

**2.3. Breastfeeding facilities**

No

**2.4. Childcare referral services**

No

Not aware of the need

**2.5. Coaching for employees on returning to work from parental leave**

No

**2.6. Targeted communication mechanisms (e.g. intranet/forums)**

Yes

Available at ALL worksites

**2.7. Internal support networks for parents**

No

**2.8. Information packs for new parents and/or those with elder care responsibilities**

No

Not aware of the need

**2.9. Parenting workshops targeting fathers**

No

Not aware of the need

**2.10. Parenting workshops targeting mothers**

No

Not aware of the need

**2.11. Referral services to support employees with family and/or caring responsibilities**

No

**2.12. Support in securing school holiday care**

No

Not aware of the need

**2.13. On-site childcare**

No

**2.14. Other details: No**

3. If your organisation would like to provide additional information relating to support for carers in your workplace, please do so below.

## Sexual harassment, harassment on the grounds of sex or discrimination

1. Do you have a formal policy and/or formal strategy on the prevention and response to sexual harassment, harassment on the grounds of sex or discrimination?

Yes

Policy

- 1.3 Do you provide a grievance process in your sexual harassment policy and/or strategy?

2. Do you provide training on the prevention of sexual harassment, harassment on the ground of sex or discrimination to the following groups?

All Non-Managers

Yes

Voluntary question: All Non-Managers

9. If your organisation would like to provide additional information relating to measures to prevent and response to sexual harassment, harassment on the grounds of sex or discrimination, please do so below.

## Family or domestic violence

1. Do you have a formal policy and/or formal strategy to support employees who are experiencing family or domestic violence?

Date Created: 02-05-2023

Yes

Policy

2. Other than a formal policy and/or formal strategy, do you have the following support mechanisms in place to support employees who are experiencing family or domestic violence?

A domestic violence clause is in an enterprise agreement or workplace agreement

Yes

**Confidentiality of matters disclosed**

Yes

**Protection from any adverse action or discrimination based on the disclosure of domestic violence**

Yes

**Employee assistance program (including access to psychologist, chaplain or counsellor)**

Yes

**Emergency accommodation assistance**

No

Other

**Provide Details:** We currently have a Domestic and Family Violence Contact Officer who has completed appropriate training and has a range of referral information.

**Provision of financial support (e.g. advance bonus payment or advanced pay)**

No

Other

**Provide Details:** Employees have access to Hardship Fund outside of ordinary pay

**Flexible working arrangements**

Yes

**Offer change of office location**

No



Date Created: 02-05-2023

**Access to medical services (e.g. doctor or nurse)**

No

**Training of key personnel**

Yes

**Referral of employees to appropriate domestic violence support services for expert advice**

Yes

**Workplace safety planning**

Yes

**Access to paid domestic violence leave (contained in an enterprise/workplace agreement)**

Yes

**Is the leave period unlimited?**

No

**Number of Days:**

10

**Access to paid domestic violence leave (not contained in an enterprise/workplace agreement)**

No

**Access to unpaid domestic violence leave (contained in an enterprise/workplace agreement)**

No

**Access to unpaid leave**

Yes

**Is the leave period unlimited?**

Yes

**Provide Details: No**

**2. If your organisation would like to provide additional information relating to family and domestic violence affecting your workplace, please do so below**

<p>Our Domestic and Family Violence Policy was updated during the reporting period to include access to unpaid leave.</p>