

Too many women are going to work everyday without access to a toilet, a sanitary bin and gender appropriate clothing. These are basic amenities workers need for their welfare, health and dignity.

Access to basic amenities



See Occupational Health and Safety Act s. 21 and the WorkSafe Compliance Code: *Workplace Facilities and the Working Environment* for more information

When workplaces don't think about these basic amenities, they make women and gender diverse people feel isolated, unwelcome and like this space isn't ready for them to be working.

Being able to safely access basic amenities is essential for the health, wellbeing and dignity of all workers.

Understanding your rights is the first step.

Do the toilets need to be cleaned?

Yes. Your employer needs to provide toilet facilities that are safe, cleaned and hygienic.

If your employer does not have systems in place to clean your toilets, this may mean that your working environment is not safe and without risks to health. This is against the law.

I am the first woman working onsite. Does my workplace need to provide a toilet?

Yes!

Access to a toilet, sanitary disposal bin, hand washing facilities and drinking water are basic workplace rights. They are essential for basic health and welfare, privacy, dignity and personal hygiene.

These facilities need to be made available when you need them, not just during breaks.

Do we have to share our toilet with the public?

Where practicable, toilets need to be separate from those provided for other people like: visitors, clients, patients or the public.

This is so that workers can safely access and use a toilet while at work.

I do not have access to basic amenities. Is anyone else in the same position as me?

You are not alone. The *Workplaces for Women (WFW) Project* heard from hundreds of women and gender diverse people working in male dominated industries.

Many workers told us that they cannot access basic amenities including toilets, sanitary bins and gender appropriate uniforms.

The WFW Project heard stories from workers who avoid drinking water, deliberately dehydrate and put their health at risk, to avoid needing to go to the toilet because one isn't available. **This isn't ok.**

"It took 6 months, but we finally got a sanitary bin."

- Recycling Attendant



My work is mobile. Does my workplace need to provide me access to a toilet?

Yes. All employers need to provide adequate facilities for workers, including for mobile, temporary and remote employees.

You might work as: a bus, train or tram driver, as a park ranger or in forestry, in a trade that has you visiting a site such as a plumber or electrician, or maybe you work in security personnel or as a truck driver.

In every workplace, your employer has a legal duty to:

- Ensure that mobile, temporary and remote workers have reasonable access to essential basic facilities. This includes access to a toilet and drinking water.
- If your employer does not control the workplace, they must consult you and your co-workers about how you can access a toilet while at work.
- As a minimum, your employer must provide a clear direction about the location of public facilities you can use, consider the impact on your roster and breaks, and may need to provide a source of water.

"There are no female toilets. The only toilet in the gym to use is a urinal. There is no women's specific uniform that is of good quality. There are no sanitary bins for us to use."

- Integrated Rating

"There are no toilets on the boats. Women dehydrate themselves to be able to go out and do their job. Swimsuits are not designed for women. If there is a women's design, it's expensive."

- Marine Biologist

What does the law say?

Under the Occupational Health and Safety Act (OHS Act), your employer has a legal duty to provide, adequate facilities for workers, so far as is reasonably practicable.

This includes toilets, hand washing facilities, sanitary bins and drinking water.

Under the Equal Opportunity Act and the Fair Work Act, workers must not be discriminated against at work because of (among other things): their sex or gender. Discrimination is against the law, and all Employers have a positive duty to take proactive steps to prevent discrimination in the workplace.

If you can't go to the toilet at work because of your sex or gender (for example there is only a urinal), this may be discrimination.

"Overall I felt welcomed and like I belonged there with most of the crew. Uniforms and PPE is a huge issue as far as feeling welcomed."

The fire rated PPE has not had the same advances that the rest of your standard PPE has had. The pants make me feel very unwelcome."

- Electrical Fitter

Join us!

Women make up 48% of the Australian workforce, but much fewer join male dominated industries. The Workplaces for Women Project is promoting and advancing equality in gender segregated industries and is helping to create workplaces where women are safe, respected, included and equal.



Rights at work
resources here

"Because the more of us that get into the workplace, the better it will be for us all. Workplaces and cultures will only change if we can get more women to help us change."

- Trades Assistant

"I just think women thrive in this industry and we're bloody good at it!"

- Bus Operator

**Workplaces
FOR Women**
EQUALITY RESOURCES

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weareunion.org.au/w4w