

# Public Authorities (Equal Employment Opportunity) Bill 1987

## EXPLANATORY MEMORANDUM

### PART 1

*Clause 1* sets out the purpose of the Bill.

*Clause 2* contains the commencement provisions.

*Clause 3* defines “Designated Group”, “Discrimination”, “Employee”, “Employment matters”, “Equal Employment Opportunity Program”, “Public Authority” and “Trade Union”.

*Clause 4* provides that the Bill continues to apply to an authority with 40 or more employees unless and until the number of employees falls below 30.

### PART 2

*Clause 5* contains the commencement provision for the development and implementation of equal employment opportunity programs.

*Clause 6* outlines the contents of equal employment opportunity programs.

*Clause 7* requires public authorities and those exercising powers on behalf of public authorities to take any action necessary to give effect to equal employment opportunity programs.

*Clause 8* requires public authorities to observe personnel management principles and outlines those principles.

*Clause 9* provides that public authorities may use special tests and qualifications to enhance recruitment and promotion of persons in designated groups.

*Clause 10* provides that employment quotas may be imposed on authorities which contravene or fail to comply with this Act.

*Clause 11* provides that a public authority may be granted an exemption from this Part in relation to a specific designated group.

### PART 3

*Clause 12* requires authorities to prepare annual equal employment opportunity reports.

*Clause 13* provides for the lodging of annual equal employment opportunity reports.

*Clause 14* requires the Minister administering this Act to prepare and table in Parliament a general annual report on the implementation of equal employment opportunity programs.

*Clause 15* provides that the Minister responsible for an authority may require the authority to submit a special report and may direct the authority in relation to its obligations under this Act.

*Clause 16* provides for the Governor in Council to make regulations in relation to this Act.

