

## Industrial Relations and Other Legislation Amendment Bill 2022

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**Submitted by:** IWD Brisbane Meanjin  
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**Review of Qld Industrial Relations and Other Legislation Amendment Bill**

**Submission from IWD Brisbane Meanjin, 4 July 2022**

**Submissions due 11 July 2022 to [eetc@parliament.qld.gov.au](mailto:eetc@parliament.qld.gov.au)**

1. IWD Brisbane Meanjin is a feminist network that defends women’s and girls’ sex-based rights. We support the rights of lesbians and gays to same sex attraction. We oppose the medicalisation of children confused about which sex they are and we support safeguards for children. On all these issues, we oppose current Qld Government policies and laws.
2. Our network supports any additional protections to people encountering sexual harassment and assault in the workplace.
3. Clauses 10 and 11 are of concern because they reinforce the current Government’s efforts to erase references to women and women’s rights in policy and law.
4. Clause 10 deletes ‘maternity’ and inserts ‘birth related’ in order to establish that men, as well as women, give birth. ‘Maternity leave’ is replaced with ‘long birth leave.’ These are regressive changes, only women can give birth.
5. Clause 11 replaces ‘she’ with ‘the employee’ in regard to maternity leave. Again, the purpose is to erase references to women in policy and law.
6. The changes above reinforce the orthodoxy that erases women as a sex class. Yet women are a sex class. Women are not small men, men with low testosterone or men without penises. We are women. A progressive approach to policy and law development would recognise sex is not the same as gender identity and women are a sex class.

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