

**EDUCATION, EMPLOYMENT AND WORKPLACE RELATIONS LEGISLATION  
COMMITTEE**

**Equal Opportunity for Women in the Workplace Amendment Bill 2012 Inquiry**

**QUESTIONS ON NOTICE**

Senator Cash asked on Wednesday, 18 April, 2012, EEWL (proof) Hansard page 10.

**Question**

*Public Sector*

**Senator CASH:** I will put a number of questions on notice to you, in the interests of time. Point 32 on page 11 of your submission states:

There is a disparity between what is being told is good for business and what standards the Government and its agencies have set for itself. At a minimum, if the new measures are expected to apply to the private sector, then the private sector expects equity in the application of regulations and standards.

Are you able to describe to me—and if you need to you can take it on notice—why you say the standards are different between business and government and why you say the new Gender Equality Act should apply to government as well?

**Answer**

ACCI understands that the Public Service Commissioner will now respond to the Committee in terms of providing more detailed information on existing agency compliance obligations.<sup>1</sup>

Further to the response ACCI provided in its written submission and viva voce evidence, ACCI notes that the Sex Discrimination Commissioner's *Gender Equality Blueprint 2010* makes a number of observations and comments in regards to strengthening the public sector reporting framework, including explicitly recommending that agencies be required to report in a similar way to private sector organisations. Extracts are reproduced below.

The Gender Equality Blueprint is available here:

[http://www.hreoc.gov.au/sex\\_discrimination/publication/blueprint/index.html](http://www.hreoc.gov.au/sex_discrimination/publication/blueprint/index.html)

**3 Promoting women in leadership**

**3.1 Strengthening representation at decision-making levels**

**Did you know that?**

...

- Women make up a third of members on Australian Government Boards and Committees.<sup>[5]</sup>

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<sup>1</sup> Answers to questions on notice received from Women on Boards on 23 April, 2012.

[http://www.aph.gov.au/Parliamentary\\_Business/Committees/Senate\\_Committees?url=eet\\_ctte/equal%20oportunity/submissions.htm](http://www.aph.gov.au/Parliamentary_Business/Committees/Senate_Committees?url=eet_ctte/equal%20oportunity/submissions.htm)

- Despite comprising more than half of all Commonwealth public servants, women make up only 37% of the Senior Executive Service.<sup>[52]</sup>

...

The number of women in leadership positions in the public and private sector is not representative of women's interest or ability.

...

It is time for the Australian Government to follow suit and take concrete steps to ensure greater gender equality in Australian Government appointments, including on Boards and Committees and within the Australian Public Service as a whole.

### **Recommendation 7**

To strengthen the representation of women at decision-making levels:

- a minimum target of 40% representation of each gender on all Australian Government Boards within three years should be set, publicly announced and progress should be reported annually
- a minimum gender equality target in the Senior Executive Service in the Australian Public Service should be set, publicly announced and progress should be reported annually

...

### **Recommendation 13**

To ensure women experience equal outcomes in the workplace:

...

- the EOWW Act should be amended to cover Australian Government departments and statutory agencies with 100 employees or more

An extract from the KPMG report for the Office for Women Review of the Equal Opportunity for Women in the Workplace Act 1999 Consultation Report, January 2010 noted, at pp 81-82:

### **Reporting requirements on government agencies, departments and statutory authorities**

The roundtables, individual interviews and public submissions all raised the suggestion that the coverage of the EOWW Act should be extended to government agencies, departments and statutory authorities. It was reasoned that government should be covered under the EOWW Act to increase consistency between the public and private sectors, to encourage the public sector to be more proactive and transparent in introducing strategies to support women in the workplace and to ensure that the public sector is 'leading by example'.

Of those public submissions that advocated for coverage of the EOWW Act to be expanded, 27 percent suggested that the public sector be covered by the EOWW Act.

It is essential that government 'practices what it preaches'  
(Submission, Chamber of Commerce and Industry Queensland)

The Adelaide roundtable reached the consensus view that requiring the public sector to report under the EOWW Act was necessary, particularly given the size of the sector. The Brisbane roundtable also advocated for government agencies to report under the EOWW Act. The Sydney roundtable expressed the consensus view that reporting should be extended to unions and government-funded Non-Government Organisations (NGOs).

If a public sector agency, such as EOWA, was required to meet a new minimum standard on increasing the number of male employees,<sup>2</sup> this would align with the same requirements which would be placed on reporting firm in industry sectors which are overrepresented by female workers (ie. social and community services, education, and the health care industry).

Senator Bilyk asked on Wednesday, 18 April, 2012, EEWR (proof) Hansard page 10.

### Question

#### *ACCI members and EOWA Employer of Choice Citation*

**Senator BILYK:** Thank you for your submission. I want you to quickly clarify something for me. In your submission, where you talk about assessing the existing framework, you say 125 organisations were named as employers of choice for women in 2012. Are they all members of the ACCI?

**Mr Mammone:** I would have to take that on notice, given that we have got 38 members.

**Senator BILYK:** How many members, or businesses, does ACCI represent?

**Mr Mammone:** ACCI represents 38 chambers of commerce and industry associations. Those 38 represent a diversity of employers and, in total, in excess of 350,000 businesses across Australia.

**Senator BILYK:** So, out of 350,000 businesses, 125 organisations were named Employer of Choice for Women. Even if they all belonged to ACCI, it is not a particularly good percentage, is it?

**Mr Mammone:** The Equal Opportunity for Women in the Workplace Agency provide that citation and that award. It is not really anything I can—

**Senator BILYK:** But you are saying a record number of businesses received the citation. That may be true, it may be a record number, but it is still not a particularly good number even if they are all members of your organisation—125 out of 350,000 is not particularly good, is it?

**Mr Mammone:** I am not sure if I can actually either agree with the proposition or engage with it. As I understand it, the Equal Opportunity for Women in the Workplace Agency has a range of criteria which businesses themselves put forward. The businesses themselves nominate, as I understand it—

**Senator BILYK:** But if they were all doing such a good job would they not all be nominating? That is my argument, really.

**Mr Mammone:** I think in an ideal world all employers would badge themselves as employer of choice and receive the accolades.

**Senator BILYK:** But obviously they are not.

**CHAIR:** You do cite it in your submission.

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<sup>2</sup> The EOWA Annual Report 2011, states that as at 30 June 2011 there are a total of 31 female and 2 males employed by the agency.

[http://www.eowa.gov.au/Information\\_Centres/Resource\\_Centre/EOWA\\_Publications/Annual\\_Reports/EOWA\\_Annual\\_Report\\_10\\_11/EOWA\\_Annual\\_Report\\_10\\_11\\_PDF.pdf](http://www.eowa.gov.au/Information_Centres/Resource_Centre/EOWA_Publications/Annual_Reports/EOWA_Annual_Report_10_11/EOWA_Annual_Report_10_11_PDF.pdf)

**Senator BILYK:** Yes, you do cite it as evidence—

**Mr Mammone:** We say it in the context that there appears to be a trend, with more organisations receiving the citation since it was established, and to illustrate that employers are proactively and voluntarily doing what they can to meet that criterion and to try and get those awards and citations.

**Senator BILYK:** My reading of that is that you are saying, 'Businesses are all wonderful.' If 125 businesses have received that citation out of 350,000 that your organisation represents, then I do not think that is a particularly good number.

#### **Answer**

ACCI is a membership based organisation. ACCI members comprise 38 separate and autonomous Chambers of Commerce and Industry Associations. Employers are members of Chambers of Commerce and Industry Associations. ACCI's network represents over 350,000 businesses in Australia.

A current list of ACCI members can be found here: <http://www.acci.asn.au/Our-Network>

ACCI is unable to ascertain within the time frame allocated to responding to questions on notice, whether all 125 organisations which received the citation are members of ACCI Chambers of Commerce or Industry Associations.

At page 4 of ACCI's written submission it states:

#### **Assessing the Existing Framework**

13. It is important for the Committee to put into context how well Australia is tracking internationally on key performance indicators as well as considering the existing regulatory framework:

- a. A record number of businesses received the Equal Opportunity for Women in the Workplace "Employer of Choice for Women" citation in 2012, with 125 organizations named. This is the largest in a five year period with 55 organisations receiving the citation in October 2001;

...

The above submission was not intended, nor should it be interpreted as meaning "[b]usinesses are all wonderful". It is a statement of fact that a record number of employers received the relevant citation.

ACCI understands that EOWA invites organisations to apply to receive the citation by 15 October each year. There are six criteria which an eligible organisation needs to address. EOWA ultimately decides which organisation will receive the citation. ACCI is unable to ascertain from the information on the EOWA website how many applicants apply by each October. ACCI understands that only larger firms can apply to receive the citation:<sup>3</sup>

**Only EOWA Reporting Organisations may apply, with the exception of non-Reporting Organisations with 80-100 Staff**

If your organisation does not report to EOWA because it has less than 100 staff, it may apply for EOWA Employer of Choice for Women if it has 80 or more staff and meets the standard of organisations which have been waived from EOWA reporting.

The ACCI network of over 350,000 organisations, comprises small, medium and large businesses.

Further background information is provided on the EOWA website:

What is 'EOWA Employer of Choice for Women'?

The EOWA Employer of Choice for Women (EOCFW) citation is a prestigious acknowledgment by EOWA of organisations that are recognising and advancing women in the workplace. In October 2001, EOWA announced an initial list of 55 organisations to be given the citation 'EOWA Employer of Choice for Women'. In 2011, this list has grown to 98 organisations. EOWA will continue to acknowledge organisations as 'EOWA Employer of Choice for Women' in the future, continually revising and updating the requirements. Organisations wishing to be considered for the 'EOWA Employer of Choice for Women' citation (valid for one year) can apply for possible inclusion on the list by October 15 each year. The list and its requirements are reviewed annually. Each year the EOCFW list of successful organisations is released on the EOWA website and highlighted in relevant EOWA materials, including our seasonal publications, annual report and at our workshops. Organisations awarded the 'EOWA Employer of Choice for Women' citation are invited to use the EOCFW logo in their recruitment advertising and other company promotional material. The EOCFW citation provides significant positioning in a competitive marketplace, particularly when an organisation is seeking to attract the best possible talent. The 2011 'EOWA Employer of Choice for Women' list of organisations was announced on Sunday 6 March 2011.

In years 2001 to 2003 the EOCFW list was announced during the EOWA Business Achievement Awards held in October/November, but experience showed that due to the limited time available during this lunch event, and the high profile the award winners receive, the EOCFW list had not been given the attention it deserved. Hence the decision to move the 2004 release date from November 2004 to February in 2005. In recent years the EOCFW list has been announced as part of the celebration of International Women's Day, held each year on March 8. EOWA Employer of Choice for Women organisations can use their EOCFW status and logo for a period of twelve months.

A media release (13 March 2012) issued from the Director of EOWA is set out in full below. It explains the background to the citation and the "*rigorous application criteria*" which must be met by applicants:<sup>4</sup>

#### **Employers compete to be first choice for women**

The war for talent is heating up, according to Equal Opportunity for Women in the Workplace Agency (EOWA) Director, Helen Conway, with 125 organisations qualifying for the Agency's national EOWA Employer of Choice for Women (EOCFW) citation this year. This is the largest group in five years, despite the Agency imposing more stringent selection criteria over this period.

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[http://www.eowa.gov.au/Information\\_Centres/Media\\_Centre/Media\\_Releases/EOCFW%202012%20National%20Media%20Release.pdf](http://www.eowa.gov.au/Information_Centres/Media_Centre/Media_Releases/EOCFW%202012%20National%20Media%20Release.pdf)

Speaking at the national launch of the 2012 EOCFW list in Perth, Ms Conway said Australian business leaders understood the citation was a major drawcard in the war to attract and retain the best people.

“The leaders of the organisations on this list recognise there is a competitive advantage to be obtained by employing a diverse workforce,” Ms Conway said.

“They are attracting women into non-traditional roles where there are skills shortages, reaping the rewards of increased retention rates, and realising the benefits of flexible work practices.”

Bankwest Managing Director, Jon Sutton said Bankwest was honoured to receive the EOCFW citation for the first time this year as the bank is working on a number of initiatives that support women in business.

“Diversity is incredibly important at Bankwest and women have a positive influence in all levels of our business as they bring measured and insightful business practices to the bank,” he said.

ConocoPhillips President Australia Business Unit-West, Todd Creeger, said his company was seeking to increase the number of women in the non-traditional energy sector through internal advancement and external recruitment.

“My personal belief is that diverse perspectives are required for innovation which is critical for business success,” Mr Creeger said.

Since being recognised as an EOCFW in 2009, there has been an ongoing focus on ensuring a market-leading approach to diversity at GlaxoSmithKline, according to Vice President, Deborah Waterhouse.

“Our focus is to cultivate a true culture of flexible work practices to ensure that all employees can effectively balance work and family life. We endeavour to allocate challenging, interesting work, a range of development opportunities and a suite of benefits to help all our people succeed in their roles,” Ms Waterhouse said.

“Leaders from across Australia from a diverse range of industries are realising the business benefits of receiving the EOWA Employer of Choice for Women citation. This year’s successful applicants are the trailblazers in the war for talent and I congratulate them for their innovation and commitment to improving gender equality in the workplace,” Ms Conway concluded.

Please see attachments for the full national list of 2012 EOWA Employer of Choice for Women recipients and below for further information about the citation.

### **EOWA Employer of Choice for Women**

The Equal Opportunity for Women in the Workplace Agency (EOWA) Employer of Choice for Women (EOCFW) citation is a prestigious acknowledgement by EOWA of organisations that are recognising and advancing women in the workplace. In October 2001, EOWA announced its inaugural list of 55 organisations to be given the citation and in 2012, this list has grown to 125 organisations.

Organisations are assessed for EOCFW against rigorous application criteria which consider a number of workplace issues including pay equity, women in executive management, flexibility, sex-based harassment and career development training. Importantly, the citation requires the organisation's CEO to be the driving force behind the culture which supports the advancement of female employees.

The EOCFW citation provides significant positioning in a competitive marketplace, particularly when an organisation is seeking to attract and retain the best possible talent.

Organisations awarded the EOCFW citation are invited to use the EOCFW logo in their recruitment advertising and other company promotional material. The annual EOCFW list consistently attracts positive media coverage and EOCFW organisations are regularly highlighted in EOWA publications, case studies, workshops and on [eowa.gov.au](http://eowa.gov.au).

A current list of organisations which received the citation are provided here:

[http://www.eowa.gov.au/EOWA\\_Employer\\_of\\_Choice\\_for\\_Women/2012/EOCFW%202012%20Organisations%20Alpha.pdf](http://www.eowa.gov.au/EOWA_Employer_of_Choice_for_Women/2012/EOCFW%202012%20Organisations%20Alpha.pdf)

ACCI's submission, which highlights that a record number of citations was given to organisations since 2001, is a positive and encouraging trend which occurred "*despite the Agency imposing more stringent selection*".

Senator Bilyk asked on Wednesday, 18 April, 2012, EEWR (proof) Hansard page 16.

## **Question**

*Innovative ways to support and enhance equity and diversity*

**Senator BILYK:** I have a couple of questions to put on notice. I will just flag those. The media release says:

Many firms have developed innovative ways to support and enhance equity and diversity in their workplace.

I am not sure what 'many' means. Could you send to the committee—obviously you will need to take this on notice—say, a dozen examples of innovative ways that have been reached?

## **Answer**

*Employer Initiatives*

A link to the report funded by EOWA and produced by the Centre for Work + Life, University of South Australia, "*Doing things differently: Case Studies of Work-Life Innovation in Six Australian Workplaces*" (the report) can be accessed here:

[http://www.eowa.gov.au/Information\\_Centres/Resource\\_Centre/EOWA\\_Publications/University\\_of\\_SA\\_Case\\_Study/UniSA\\_Case%20Studies%20report\\_April2011.pdf](http://www.eowa.gov.au/Information_Centres/Resource_Centre/EOWA_Publications/University_of_SA_Case_Study/UniSA_Case%20Studies%20report_April2011.pdf)

An extract of the report states the purpose of the document as provided in depth case studies and purpose of providing the examples from six different organisations:

### **Participant Organisations**

EOWA provided assistance in identifying organisations to be interviewed and in contacting organisations to seek their agreement to participate in the project. The six organisations

who participated in the case studies covered a number of diverse industries across Australia (with some international firms) and included:

- a national contractor in construction, Probuild Constructions (Aust) Pty Ltd;
- a state office of a national and international law firm, Minter Ellison Perth;
- a long established manufacturing company, Cement Australia;
- a Sydney-based university, University of Technology;
- an international cruise company, Carnival Australia; and,
- one of the four largest Australian banks, Westpac Banking Corporation.

### **Case Studies**

The case studies in this publication are drawn from interviews with the leaders, managers and employees in the Australian companies and organisations who participated in this project and outline practical strategies that affect work and life that are being applied in their workplaces. The case studies are designed to encourage organisations to learn from the experience of others in order to achieve better practice.

Each of the case studies follows a similar format, with a short background summary about the organisation; details of the particular program and implementation strategies; the benefits of the particular program for employees/employers as well as the challenges experienced and key lessons learned along the way. In addition some brief personal comments on the experiences of staff are included. A road map of each program is also included to set out in diagrammatic form the various steps and processes followed.

The programs outlined vary considerably, with some case studies addressing large scale initiatives to address workplace culture and mechanisms to support work-life balance on a number of levels, while others focus on specific initiatives such as tailored paid parental leave, pay equity, increasing women in non-traditional roles or flexible work and working from home initiatives. Some of these specific initiatives are part of broader initiatives which are not detailed here.

Some of the key points to emerge from the case studies include:

- high level commitment from senior management and governance structures is vital to success as is accountability;
- the involvement of managers and staff to assess needs and develop strategies is essential;
- flexibility is required in order to respond to different individual needs;
- workplace culture should be addressed and business models and practices may need to change;
- staff need to be kept informed and initiatives need to be promoted within and outside the organisation;
- it is important to analyse, monitor, evaluate and report on the program;
- efforts need to be sustained and consistency between policy and practice maintained. 3

We hope that these case studies provide organisations with practical solutions and ideas to assist them in developing work arrangements that meet the needs of employers and employees and help management and staff better reconcile working life with the rest of their lives.

ACCI refers the Committee to the six separate and detailed case studies of the innovations developed by each organisation.



## *EOWA Business Achievement Awards*

ACCI refers the Committee to the organisations / individuals who were the finalists and winners (in bold) of the EOWA Business Achievement Awards 2011.

### **The Minister's Award for Outstanding EEO Initiative or Result for the Advancement of Women**

- **CSL Limited**
- Catholic Education Office, Diocese of Wollongong
- Hayman Island Great Barrier Reef
- The University of Sydney
- Maddocks

### **Outstanding EEO Practice for the Advancement of women in a Non-Traditional Area or Role**

- Downer EDI Limited
- **National Australia Bank**
- Rio Tinto Iron Ore
- St Barbara Limited
- James L. Williams Pty Ltd

### **Diversity Leader for the Advancement of Women**

- Philip Jones, Senior Partner and Chairman, Maddocks
- Helen O'Brien, Assistant Director, Catholic Education Office, Adelaide
- Kerry Thomas, Employee Relations Manager, L'Oreal Australia Pty Ltd
- **Sally Macindoe, Partner and Chairman of the Partnership Council, Norton Rose Australia**
- Katie Jeyn Romeyn, General Manager Human Resources, St Barbara Limited

### **Leading CEO for the Advancement of Women**

- Ralph Norris, Chief Executive Officer, Commonwealth Bank of Australia
- Karen Spiller, Principal, St Aidan's Anglican Girls' School
- Deborah Waterhouse, Vice President and General Manager, Australia and New Zealand, GlaxoSmithKline
- **Alan Robson, AM, Vice Chancellor, The University of Western Australia**
- Gail Kelly, Chief Executive Officer, Westpac Banking Corporation

### **Leading Organisation for the Advancement of Women - less than 800 employees**

- Amgen Australia Pty Ltd

- **Catholic Education Office, Adelaide**
- Henry Davis York
- ITC Ltd
- ASX Limited

**Leading Organisation for the Advancement of Women - more than 800 employees**

- National Australia Bank
- **Australian Catholic University**
- Corporate Express Australia Pty Ltd
- Stockland
- Westpac Banking Corporation

**EOWA Director's Award (for an individual)**

Deborah Waterhouse, Vice President and General Manager, Australia and New Zealand, GlaxoSmithKline

**EOWA Director's Award (for an organisation)**

St Barbara Ltd

A booklet prepared by EOWA outlining organisation profiles and relevant initiatives and innovations and can be found here:

[http://www.eowa.gov.au/Business\\_Achievement\\_Awards/2011\\_Awards/2011%20BAA%20Booklet\\_Final%20%283%29.pdf](http://www.eowa.gov.au/Business_Achievement_Awards/2011_Awards/2011%20BAA%20Booklet_Final%20%283%29.pdf)

The following company specific example illustrates the way in which firms can proactively develop particular programs:<sup>5</sup>

**Thiess**

**Spearheading Women in Mining Programs**

Thiess has been active in its promotion of women in the industries in which we operate. A number of major initiatives are working to support the skills shortage faced in the mining industry. Many of our initiatives are providing real opportunities for women wanting to work in the industry.

Our ground-breaking Indigenous Women in Hard Hats mining industry program is one such initiative. This unique partnership with the Queensland Government is leading the way for regional recruitment. Under the program, Indigenous women are recruited and trained for a variety of challenging roles at the Burton Coal Mine in the Bowen Basin, including the operation of some of the largest machinery on site.

The first graduates included a group of ten women selected for the mine readiness training which was conducted in Brisbane and Mackay. Training included personal development, employment skills and heavy vehicle simulations prior to the commencement of hands-on training.

<sup>5</sup> <http://www.thiess.com.au/sustainability/case-studies/indigenous-women-in-hard-hats-program>

Other programs such as *Enginhearing Recruitment Program* aim to attract and retain female employees. The program offers work arrangements that help women balance work, family and study commitments. A combination of flexible hours, home-based work and financial education assistance is available.

Thiess is encouraging young women to complete engineering degrees by co-sponsoring a scholarship with the Queensland Resources Council. The Thiess/Queensland Resources Council Scholarship for second-year female engineering students was presented this year to University of Queensland Chemical Engineering student Rachel Jukes. The \$8000 scholarship aims to support female students at the start of their careers.

We provide a range of personal protective equipment (PPE) items specifically designed for women. These include jeans, trousers and work shirts. Emphasis on the correct fit for PPE upholds Thiess' stringent safety standards and provides women with tailored items that demonstrate value and respect for individual needs.

These achievements are only the first step in ensuring that the company's mining activities represent and become part of the wider communities in which they operate. At the Lake Vermont Coal Project, Thiess is targeting the engagement of approximately 23% of women as part of the workforce. The roles include mine workers, technicians, maintenance employees, engineers, administration, graduates and supervisory roles.

### *ACCI Member Initiatives*

ACCI is pleased to refer the Committee to a number of recent initiatives led by ACCI network members. This does not present the entire range of innovations or initiatives, rather, they are illustrative of breadth and diversity of voluntary industry led initiatives.

### **AMMA**

A new industry led initiative by ACCI member, the Australian Mines and Metals Association (AMMA) is The Australian Women in Resources Alliance (AWRA). The AWRA is dedicated to increasing the attraction and retention of women in the resources industry. AWRA has utilised funding provided by the Federal Department of Education, Employment and Workplace Relations (DEEWR) through its Critical Skills Investment Fund to implement strategies and services that support recommendation 5.5 of the National Resource Sector Workforce Strategy.

According to AMMA:

Various stakeholders have united under the AWRA banner with the goal of increasing the participation of women in the resource, allied and construction sectors from the current 16 per cent to 25 per cent by 2020.

AWRA is taking registrations of interest from resource organisations that wish to become an AWRA accredited organisation.

AWRA accredited organisations are eligible to display the AWRA stamp and proudly promote 'best practice' and workforce diversity.

In order to become an accredited member and be able to utilise the AWRA stamp, organisations must meet a set of minimum requirements to demonstrate proactive support for EOWA targets and AWRA values.

Information on the AWRA can be found here:

[http://www.amma.org.au/index.php?option=com\\_content&view=article&id=1194&Itemid=241](http://www.amma.org.au/index.php?option=com_content&view=article&id=1194&Itemid=241)

## **MBA**

ACCI Member, the Master Builders of Australia (MBA) is a member of the National Association of Women in Construction (NAWIC), which in turn is involved in leading a number of initiatives to increase female participation in the building and construction industry.

A link to the NAWIC can be found here: <http://www.nawic.com.au/>

MBA NSW's *Women in Building and Construction* Group Training Scheme material can be found here:

[http://www.eowa.gov.au/Developing\\_a\\_Workplace\\_Program/Employment\\_Matter\\_Resources/EM\\_1\\_Resources/Women\\_In\\_Non-Traditional\\_Work/Female\\_Apprentice\\_Recruitment\\_Program\\_-\\_MBA\\_%28Construction%29\\_PDF.pdf](http://www.eowa.gov.au/Developing_a_Workplace_Program/Employment_Matter_Resources/EM_1_Resources/Women_In_Non-Traditional_Work/Female_Apprentice_Recruitment_Program_-_MBA_%28Construction%29_PDF.pdf)

## **HIA**

ACCI Member, the Housing Industry Association (HIA), supports the attraction and retention of women in the residential building industry through the Business Partners Network (BPN).

A link to a HIA publication, *Building News 2010, May edition* and a number of relevant articles on industry initiatives, can be found here: [http://hia.com.au/upload/hia/documents/vic/building%20news/vic\\_bn\\_may10.pdf](http://hia.com.au/upload/hia/documents/vic/building%20news/vic_bn_may10.pdf)

## **Consult Australia**

ACCI Member, Consult Australia, represents firms involved in design; architecture; technology; engineering; planning; landscape architecture; surveying; cost consulting (quantity surveyors); project management; environmental science; and management solutions.

Consult Australia have developed a dedicated resources for member organisations and recently launched a new initiative called *Diverse Approaches*. *Diverse approaches* is a report outlining best practice initiatives to address workforce diversity issues. The report was released on 6 March 2012 at an event which included the Sex Discrimination Commissioner.

Consult Australia are also seeking to create a workforce diversity Toolkit. The aim of the Toolkit is to provide employers with easy and long-term access to expert advice on how to foster workplaces that are diverse and inclusive.

Consult Australia have also launched a *Workforce Diversity Roundtable* to complement its work.

A link to Consult Australia resources can be found here:

<http://www.consultaustralia.com.au/Home/Advocacy/WorkforceDiversity.aspx>

## **VECCI**

ACCI Member, the Victorian Employers' Chamber of Commerce and Industry (VECCI), have a networking event called *Women in Business*, which often involves an address from a female captain of industry or successful female business owners. The event is extremely popular with demand exceeding supply for tickets.

Information on the event can be found here:

[http://www.vecci.org.au/Networking\\_Events/Women\\_in\\_Business/Pages/Women\\_in\\_Business\\_Event\\_7\\_July\\_2011.aspx](http://www.vecci.org.au/Networking_Events/Women_in_Business/Pages/Women_in_Business_Event_7_July_2011.aspx)

### *Australian Human Rights Commission Initiatives Supported by Industry*

Industry has also supported a range of initiatives by the Australian Human Rights Commission (formerly known as the Human Rights and Equal Opportunity Commission) and in particular, the Sex Discrimination Commissioner (SDC).

One recent initiative the Committee should be aware of is the Male Champions of Change (MCC) project, which is a collaboration between the AHRC, SDC and a number of large corporate and institutional leaders. A range of data and case studies, based on the experience of a number of large organisations, has been collated to assist CEOs and board members think about practical ways to increase women participation in leadership positions.

A link to the relevant publications can be found here:

[http://www.hreoc.gov.au/sex\\_discrimination/male-champions/index.html](http://www.hreoc.gov.au/sex_discrimination/male-champions/index.html)

In 2008, ACCI and the AHRC co-launched a revised code of practice titled, *“Effectively preventing and responding to sexual harassment: A Code of Practice for Employers”*. The publication, which had input from industry, is a voluntary guidance tool for employers to assist in complying with legal obligations and to eliminate and reduce the incidence of sexual harassment in the workplace.

A link to the Code of Practice can be found here:

[http://www.hreoc.gov.au/sexualharassment/employers\\_code/index.html](http://www.hreoc.gov.au/sexualharassment/employers_code/index.html)