

SENATE EDUCATION, EMPLOYMENT AND WORKPLACE RELATIONS LEGISLATION COMMITTEE

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

Questions on notice

Will the Fair Work Act review specifically consider female participation in the workforce?

The Review of the Fair Work Act, which is currently being undertaken by an independent panel, is required by the terms of reference, to be an evidence based assessment of the operation of the legislation and the extent to which its effects have been consistent with the Object set out in Section 3 of the Act. The terms of reference also direct the panel to examine the extent to which the legislation is operating as intended in relation to seven key areas, one of which is:

- any differential impacts across regions, industries, occupations and groups of workers including (but not limited to) women, young workers, and people from non-English speaking backgrounds.

In this respect, the terms of reference provide for consideration of whether the legislation is operating as intended as it applies to women.

The terms of reference also specify that the Review is to encompass significant public consultation. With this in mind the Panel conducted a roundtable discussion with academics and organisations who advocate on behalf of women in the workforce.

The evidence presented at this roundtable discussion about women's experience with the Fair Work Act, as well as any relevant evidence presented in submissions to the Review, will inform the Panel's deliberations.

Will the review of IFAs be considering female participation in the workforce?

The extent to which Individual Flexibility Arrangements (IFAs) are being agreed to under modern awards and enterprise agreements, and the content of those IFAs, will be considered as part of research which must be undertaken every three years by the General Manager of Fair Work Australia, in accordance with section 653 of the Fair Work Act. The research must consider the circumstances in which employees make requests, the outcome of such requests and the circumstances in which such requests are refused.

The General Manager must, in conducting the research, consider the effect on the employment (including wages and conditions of employment) of the following persons:

- (a) women;
- (b) part-time employees;
- (c) persons from a non-English speaking background;
- (d) mature age persons;

- (e) young persons; and
- (f) any other persons prescribed by the regulations.

Currently s 653 requires the General Manager to report to the Minister on the research as soon as practicable after 26 May 2012 and within 6 months of that date.

Did the legislation go through the Economic Security Working Group? If not, will it?

The Economic Security Working Group (ESWG) – a sub-group of the Women’s Interdepartmental Committee - was involved in processes associated with the development of the package of reforms.

Did the package go through the National Workplace Relations Consultative Council? If not, will it?

No. Many of the organisations consulted on the EOWA reforms are also members of the National Workplace Relations Consultative Council, which is established under the *National Workplace Relations Consultative Council Act 2002* for the purpose of consulting on workplace relations matters.

What was the input of the Office of Best Practice Regulation?

The Office of Best Practice Regulation was consulted closely in the development of the Regulation Impact Statement associated with the Amendment Bill. The Regulation Impact Statement was assessed by, and met the requirements of the Office of Best Practice Regulation.

Why doesn’t the Bill define ‘gender’?

The Bill does not define “gender” as the term is given its ordinary meaning and this is the intent of the legislation. “Gender” may be defined as a classification roughly corresponding to the two sexes and sexlessness (Australian Oxford Dictionary 5th ed.). However, the meaning of gender should be derived from its context in the Bill. The Bill is about gender equality in the workplace and the use of the word “gender” needs to be set in relation to this context.

What is the purpose of ‘employment matters’?

The phrase “employment matters” is used in the following sections in the Bill:

- the principal objects of the Act in section 2A;
- the definition of employment matters in subsection 3(1); and
- in relation to GEIs in subsection 3(1B).

Principal objects of the Act

The Bill repeals the objects of the Act to add new objects in section 2A.

New paragraph 2A(b) provides that one of the principal objects of the Act is to support employers to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to *employment matters*.

New paragraph 2A(c) provides that another principal object of the Act is to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to *employment matters* (including in relation to family and caring responsibilities).

The purpose of including “employment matters” in the new objects of the Bill is to indicate the purpose of the Bill - that it is intended to remove barriers to the full and equal participation of women in the workforce, in recognition of the disadvantaged position of women in relation to *employment matters*. The Bill is also intended to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to *employment matters*, particularly including in relation to family and caring responsibilities. These issues are central to gender equality.

Definition of employment matters

“Employment matters” is currently defined in the Equal Opportunity for Women in the Workplace Act 1999 (EOWW Act) in subsection 3(1) as follows:

‘Employment matters includes the following:

- (a) the recruitment procedure, and selection criteria, for appointment or engagement of persons as employees;
- (b) the promotion, transfer and termination of employment of employees;
- (c) training and development for employees;
- (d) work organisation;
- (e) conditions of service of employees;
- (f) arrangements for dealing with sex-based harassment of women in the workplace;
- (g) arrangements for dealing with pregnant, or potentially pregnant employees who are breastfeeding their children.’

Items 9, 10, 11 and 12 of the Bill amend the definition of employment matters to include flexible working arrangements (item 9); equal remuneration between women and men (item 10) and arrangements relating to employees with family or caring responsibilities (item 12).

The definition of employment matters in subsection 3(1) is intended to give a broad overview of types of possible employment matters that the Bill is intended to cover for employees/relevant employers, however it does not limit these to the definition in subsection 3(1).

Minister may specify matters for GEIs that relate to employment matters

New subsection 13(3) of the Bill provides that the Minister must, by legislative instrument, specify matters in relation to each gender equality indicator (GEI). Details of those matters are required to be included by employers in the reports prepared under section 13. Paragraph (f) of the definition of GEIs provides that, in addition to the matters specified at paragraphs (a) to (e) of the definition, GEIs also means other matters specified in an instrument made by the Minister under subsection 3(1A).

Subsection 3(1A) provides that the Minister may, by legislative instrument, specify matters for the purposes of paragraph (f) of the definition of GEIs in subsection 3(1). This gives the Minister the flexibility to consider all issues relevant to gender equality and to add new matters.

New subsection 3(1B) provides that the matters specified in an instrument under subsection 3(1A) may relate to employment matters. The Minister may therefore specify matters in relation to employment matters in the instrument, which could include for example: recruitment and selection; promotion, transfer and termination of employment; training and development; and sex-based harassment.

What is 'family' supposed to mean?

The Bill does not define "family" as the word is intended to be given its ordinary meaning. The word "family" may be defined as a set of relations, especially parents and children (Australian Oxford Dictionary, 5th ed.). "Family" has a broad definition however its meaning should be set in the context of the use of the word in the Bill.

"Family" is used in the context of "family and/or caring responsibilities" three times in the Bill in the following sections:

- the principal objects of the Act in paragraph 2A(c);
- the definition of "employment matters" in subsection 3(1); and
- the definition of "gender equality indicators" in subsection 3(1).

The principal objects of the Act in section 2A are amended by item 3 to reflect the new focus of the Act - to promote and improve gender equality in the workplace, with specific recognition of "family and caring responsibilities" as an issue central to the achievement of gender equality.

New paragraph 2A(c) provides that one of the principal objects of the Act is to promote, amongst employers, the elimination of discrimination on the basis of gender in relation to employment matters, including in relation to family and caring responsibilities.

Item 12 of the Bill adds new paragraph (h) to the definition of "employment matters" in subsection 3(1), which provides that employment matters include arrangements relating to employees with family or caring responsibilities. "Family and caring responsibilities" are intended to mean the responsibilities of the employee to care or support a child, parent or family member in an employment context.

Item 14 of the Bill adds the definition of “gender equality indicators” to subsection 3(1). One of the new gender equality indicators at paragraph (d) is the “availability and utility of employment terms, conditions and practices relating to flexible working arrangements supporting employees with family and caring responsibilities.” This means that the Minister must by legislative instrument under subsection 13(3) specify matters in relation to this GEI. The intent of this GEI is to improve the capacity of women and men to combine paid work and family or caring responsibilities through flexible working arrangements.

It is noted that the phrase “family responsibilities” is also referenced in the ILO Convention (No. 156) concerning Equal Opportunities and Equal Treatment for Men and Women Workers: Workers with Family Responsibilities in item 28 of the Bill.

Provide a list of every organisation involved in the consultative process.

A full list is attached.

Review Process

Intra-Government Liaison

Women Interdepartmental Committee (IDC) and Associated Working Groups

Department
Women's IDC
Attorney-General's Department
Australian Bureau of Statistics
Australian Public Service Commission
Australian Agency for International Development
Department of Agriculture, Fisheries and Forestry
Department of Defence
Department of Education, Employment and Workplace Relations
Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and Office for Women (OfW)
Department of Finance and Deregulation
Department of Foreign Affairs and Trade
Department of Health and Ageing
Department of Human Services
Department of Immigration and Citizenship
Department of Infrastructure, Transport, Regional Development and Local Government
Department of Innovation, Industry, Science and Research
Department of the Prime Minister and Cabinet
The Treasury
Economic Security Working Group (Sub-Committee of Womens IDC)
Attorney-Generals' Department (AGD)
Department of Education, Employment and Workplace Relations (DEEWR)
Department of Families, Housing, Community Services and Indigenous Affairs – Office for Women (FaHCSIA) (OfW)
Department of Families, Housing Community Services and Indigenous Affairs – Other Areas
Department of Innovation, Industry, Science and Research
Department of Finance and Deregulation
Department of Human Services
Department of Prime Minister & Cabinet (PMC)
The Treasury
Equal Opportunity for Women in the Workplace Agency (EOWA)
Australian Human Rights Commission
Fair Work Ombudsman
Australian Bureau of Statistics

Commonwealth, State, Territory & New Zealand Ministers' Conference on the Status of Women (MINCO) and Meetings

State/Territory/Commonwealth	Primary Representative	Position Description
MINCO		
Australian Government	The Hon Tanya Plibersek MP	Minister for the Status of Women
Australian Capital Territory	Ms Joy Burch MLA	Minister for Women
New South Wales	The Hon Linda Burney MP	Minister for Women
Northern Territory	The Hon Malarndirri McCarthy MLA	Minister for Women's Policy
Queensland	The Hon Karen Struthers MP	Minister for Women
South Australia	The Hon Gail Gago MLC	Minister for the Status of Women
Tasmania	The Hon David Bartlett MP	Premier
Victoria	Ms Maxine Morand MP	Minister for Women's Affairs
Western Australia	The Hon Robyn McSweeney MLC	Minister for Women's Interests
New Zealand	The Hon Pansy Wong MP	Minister for Women's Affairs
Women's Advisors Meeting		
Australian Government		
Australian Capital Territory		
New South Wales		
New Zealand		
Northern Territory		
Queensland		
South Australia		
Tasmania		
Victoria		
Western Australia		
Northern Territory		
Pay Equity Forum (Departmental Officer Level Forum)		
Australian Government Department of Families, Housing, Community Services and Indigenous Affairs – Office for Women		
Australian Government Department of Education, Employment and Workplace Relations		
Fair Work Ombudsman		
Equal Opportunity for Women in the Workplace Agency		
New Zealand		

New South Wales
Queensland
Australian Capital Territory
Western Australia
South Australia
Tasmania
Victoria
Northern Territory

Broader Stakeholder Engagement

Review of the Equal Opportunity for Women in the Workplace Act 1999 – Project Reference Group

Primary Representative	Position Description	Alternative Representative (if relevant)
Julia Burns (Chair)	Executive Director Office for Women, FaHCSIA	Sally Moyle Branch Manager, Women’s Branch, FaHCSIA
Dr Alex Birrell	Director, Commercialisation ATP Innovations Pty Ltd	
Susan Halliday	Chairperson Victorian Institute of Teaching	
Dr Marian Baird	Researcher University of Sydney	
Prof Mark Wooden	Deputy Director Melbourne Institute of Applied Economic and Social Research	
Louise Tarrant	National Secretary United Voice (Formerly LHMU)	Sue Lines
Sharron Burrows	President Australian Council of Trade Unions (ACTU)	Belinda Tkalcevic
Catherine Harris AO	Chairperson Harris Farm Markets	
Katie Lahey	Chief Executive Business Council of Australia	
Heather Ridout	Chief Executive Officer Australian Industry Group (AiG)	
Ann Sherry	CEO Carnival Australia	

Public Submission to the Review of the Equal Opportunity for Women in the Workplace Act 1999

The list below was made public in the KPMG Consultation Report. Please note, a number of contributors have requested that their submission be considered as in-confidence. These submissions have **not** been included in this list.

Submission Type	Name of Submitter/Organisation	Organisation Branch (if applicable)
Individual	Rodney Stephens	NA
Academic	Andrea McCall, Monash University, Berwick and Peninsula Campuses	Department of Management
Academic	Charlotte Jordan, Monash University, Peninsula Campus	Department of Management
Academic	Mimi Zou, University of Sydney	Faculty of Economics and Business; Discipline of Work and Organisational Studies
Academic	Anna Yeatman, University of Western Sydney	Centre for Citizenship and Public Policy
CSO	Women on Boards Pty Ltd and National Foundation for Australian Women Ltd	NA
Individual	Carol O'Donnell	NA
Individual	Maree McLaren	NA
CSO	Human Rights Law Resource Centre Ltd	NA
Peak body	Equal Employment Opportunity Network of Australasia (EEONA)	NA
Academic	Professor Michael Keniger, The University of Queensland	Office of the Vice Chancellor
Union	National Tertiary Education Union (NTEU)	NA
Academic	Heather Cameron, Griffith University	Equity, Diversity and Policy Implementation
CSO	2020women	NA
CSO	Public Interest Law Clearing House (Vic) Inc	NA
CSO	Women's Health Victoria	NA
Peak body	Community Employers WA	NA
Academic	Professor Jane den Hollander, Curtin University of Technology	NA
CSO	Disability Services Australia	NA
Academic	Ruth Blenkiron, University of South Australia	Human Resources Unit
Individual	Associate Professor Beth Gaze	NA
Academic	Dr Sev Ozdowski, University of Western Sydney	Equity and Diversity
Peak body	South Australian Wine Industry Association	NA
Peak body	Australian Industry Group	National Workplace Relations
CSO	Australian Centre for Leadership for Women	NA
Industry	Emberin Pty Ltd	NA
Peak body	Australian Federation of Employers and Industries	NA

Submission Type	Name of Submitter/Organisation	Organisation Branch (if applicable)
CSO	Women's Forum Australia	NA
Individual	Victoria Weekes	NA
Industry	Sydney Airport Corporation Limited	NA
Government	Department of Education, Employment and Workplace Relations	Workplace Relations Policy Group
Industry	Woolworths Limited	Government Relations
CSO	Women's Legal Service Victoria	NA
Union	Community and Public Sector Union	State Public Services Federation Group
CSO	Baptistcare (WA Baptist Hospitals and Homes Trust Inc)	NA
CSO	International Women's Federation of Commerce and Industry	NA
Peak body	Security4Women (S4W)	NA
Individual	Margaret Thornton	NA
CSO	Victorian Women Lawyers	NA
Peak body	Australian Council of Trade Unions (ACTU)	NA
CSO	Victorian Women's Trust	NA
Individual	Susan McGrath-Champ	NA
Government	Equal Opportunity for Women in the Workplace Agency (EOWA)	NA
Peak body	Law Council of Australia	Equalising Opportunities in the Law Committee
Academic	Prof. Michael Keniger, The University of Queensland	NA
Individual	Diane Grady	NA
Industry	Boardroom Partners	NA
Academic	Professor Ed Byrne, Monash University	NA
Individual	Wendy McCarthy AO	NA
CSO	Mercy Health	NA
Industry	Qantas Group	NA
Peak body	Australian Federation of University Women	NA
CSO	Diversity Council of Australia	NA
Individual	David Peetz	NA
Peak body	Women's Electoral Lobby (WEL)	Victorian
Peak body	Chamber of Commerce & Industry Queensland (CCIQ)	NA
Union	Liquor Hospitality Miscellaneous Union (LMHU)	NA
Expert	Katie Spearritt and Diane Ryall	NA
Expert	Anne Summers	NA
CSO	Vicki Long, Royal District Nursing Service	NA
Government	Government of South Australia, Office for Women	Premier's Council for Women
Academic	Dr Lesley Clark, James Cook University	Equity and Diversity
Union	Australian Education Union	NA
Government	City of Sydney	NA

Submission Type	Name of Submitter/Organisation	Organisation Branch (if applicable)
Peak body	Equal Opportunity Practitioners in Higher Education Australasia (EOPHEA)	NA
Peak body	Financial Services Institute of Australasia (Finsia)	NA
Government	Australian Human Rights Commission	NA
Peak body	National Pay Equity Coalition and Women's Electoral Lobby Australia Inc	NA
Government	Victorian Equal Opportunity and Human Rights Commission	NA
Government	Queensland Government	Office for Women
Academic	Dr Sara Charlesworth, RMIT	NA
Academic	Sally Walker, Deakin University	NA
Government	Victorian Government	Office of Women's Policy
Industry	Origin Energy	NA

Individual Interview to the Review of the Equal Opportunity for Women in the Workplace Act 1999

Organisation	Primary Representative	Additional participant (if needed)
Australian Human Rights Commission	Elizabeth Broderick Sex Discrimination Commissioner	Dr Cassandra Goldie Director Sex and Age Discrimination Unit
CEO, Women's Information and Referral Exchange (WIRE)	Samiro Douglas	
Australian Chamber of Commerce and Industry	Daniel Mammone	David Gregory
Harris Farm Markets	Catherine Harris Chairperson	
ATP Innovations	Dr Alex Birrell Director, Commercialisation	
Council of Small Business Organisations of Australia	Judith van Unen	
Aequus Partners	Juliet Bourke Chair, Equal Employment Opportunity Network of Australasia and Partner,	
Melbourne Institute of Applied Economic and Social Research University of Melbourne	Mark Wooden Professorial Research Fellow and Acting Director	
Department of Labour, New Zealand	Philippa Hall Director, Pay and Employment Equity Unit,	
Carnival Australia	Ann Sherry AO CEO	

Organisation	Primary Representative	Additional participant (if needed)
Frederick Jordan Chambers	Chris Ronalds SC Barrister	
Fair Work Ombudsman	Nicholas Wilson	
Australian Industry Group	Samantha Edwards	Tanya Zuccarino
University of Sydney	Marian Baird	Alex Heron
Victorian Institute of Teaching	Susan Halliday Chairperson	
LHMU	Louise Tarrant, Katherine Whitty and Elaine Hudson	
ASX	Amanda Mostyn	
ACTU Women's Committee	Catherine Bowtell and Belinda Tkalcevic	

Roundtable Discussions on the Review of the Equal Opportunity for Women in the Workplace Act 1999

State/Territory Roundtable	Organisation
Adelaide, SA	Women's Advisory Meeting representative
	Women's Advisory Meeting representative
	SA Work Life Balance Strategy Department of Premier and Cabinet
	NT Office of Women's Policy
	Members of the National Women's Alliances
	State labour council (SA)
	State labour council (NT)
	NATSIWG contact (SA)
	NATSIWG contact (NT)
	Business SA
	Baptist Care (SA) Inc
	A Noble & Son Ltd (SA)
	MTA-Group Training Scheme Inc. (SA)
	Padman Health Care (SA)
	Uni of SA
	Uni of SA
	EO Commissioner
	Barkuma Community Support
	Working Women's Centre (SA)
	Working Women's Centre (NT)
	IBA
	Women's Legal Service
	Catholic Education Office,
State Wide Training Group	
EOPHEA	
BAE Systems Australia Ltd	

State/Territory Roundtable	Organisation
	<p>The Terrace Hotel (Operations) Pty Ltd</p> <p>Eudunda Farmers Ltd</p> <p>Santos Ltd</p> <p>Calvary Health Care Adelaide Ltd</p> <p>ASC Pty Ltd</p> <p>Clinipath Laboratories Pty Ltd</p> <p>@ the Board Table</p> <p>MI Murren Trust</p> <p>Flinders University</p> <p>Flinders University</p> <p>Charles Sturt University</p> <p>Unions SA (CPSU)</p> <p>Australian Services Union (ASU)</p> <p>Australian Workers' Union (AWU)</p> <p>National Tertiary Education Union (NTEU)</p>
Brisbane, QLD	<p>Women's Advisory Meeting representative</p> <p>Members of the National Women's Alliances</p> <p>State labour council</p> <p>NATSIWG contact</p> <p>Mackay Sugar Limited</p> <p>Vale (Brisbane)</p> <p>Griffith Uni</p> <p>Griffith Uni</p> <p>Working Women's Centre</p> <p>Uni of Qld</p> <p>Qld Anti-Discrimination Commissioner</p> <p>EOPA</p> <p>IBA</p> <p>Women's Legal Service (Qld)</p> <p>Aboriginal and Torres Strait Islander Women's Legal and Advocacy Service</p> <p>James Cook University</p> <p>EOPHEA</p> <p>EOPHEA</p> <p>Queensland Department of Justice & Attorney-General – Industrial Relations</p> <p>Blue Care (The Uniting Church in Australia)</p> <p>Heritage Building Society Ltd</p> <p>Sandvik Mining and Construction Australia</p> <p>Suncorp Metway Ltd</p> <p>Virgin Blue Airlines Pty Ltd</p> <p>Alcan Gove Pty Ltd, NT</p> <p>Top End Group Training Pty Ltd, NT</p> <p>BMD Holdings Pty Ltd</p> <p>Alphapharm Pty Ltd</p> <p>J Hutchinson Pty Ltd</p>

State/Territory Roundtable	Organisation
	Professional Cleaning Services Pty Ltd
	Stones Corner Motors Pty Ltd
	The Creche and Kindergarten Association
Melbourne, VIC	Women's Advisory Meeting representative
	Women's Advisory Meeting representative
	Vic Dept of Innovation, Industry & Regional Development
	IR contact (Tas)
	Members of the National Women's Alliances
	State labour council (Vic)
	State labour council (Tas)
	NATSIWG contact (Vic)
	NATSIWG contact (Tas)
	Southern Cross Care Victoria
	Telstra
	Office of the Vice-Chancellor, Deakin University (Vic)
	TRUenergy (Vic)
	BP Australia (Melbourne)
	Mercy Health, Richmond, Vic
	BHP Billiton
	RMIT
	EO Commission
	Honda Australia Motorcycle & Power Equipment Pty Ltd
	EEON
	Women's Legal Service (Vic)
	ASU
	SDA
	AEU
	FSU
	AMWU
	Australian Business Women's Network
	Deloitte
	ACTU Women's Committee
	EOPHEA
	Australian Federation of Medical Women
	Gunns Ltd, Tasmania
	Hazell Brothers Group, Tasmania
	Australian Weaving Mills Pty Ltd, Tasmania
	Allens Arthur Robinson
	Cadbury Pty Ltd
	Ciba Australia Pty Ltd
	GlaxoSmithKline Pty Ltd
	Spotless Group Ltd
	Westinghouse Rail Systems Australia
	Young & Rubicam Brands
	Traffic Technologies Ltd
	Women with Disabilities Australia (WWDA), Tasmania

State/Territory Roundtable	Organisation
Perth, WA	Women's Advisory Meeting representative
	Department of Commerce
	Members of the National Women's Alliances
	NATSIWG contact
	Catholic Education Office of Western Australia
	Curtin University
	State Labour Council
	CFMEU WA
	Women's Law Centre
	University of WA
	WA EO Commissioner
	Women with Disabilities WA
	University of Western Australia
	St Barbara Limited
	Australian Institute of Management
	Alcoa
	Apache Energy
	Argyle Diamonds
	Association of Independent Schools (WA)
	Autism Association of WA
	Barrick Gold
	BGC
	Chamber of Commerce and Industry WA
	Hospitality Group Training (WA)
	Motor Industry Training Association
	Pfizer (Perth)
	Police and Nurses Credit Society
	The WA Turf Club
	Wesfarmers Limited
	Woodside Energy Ltd
	Competitive Foods
Sydney, NSW	Women's Advisory Meeting representative
	ACT Women's Advisory Meeting representative
	NSW Office of Industrial Relations
	Members of the National Women's Alliances
	NATSIWG contact
	Unions NSW
	State Labour Council (ACT)
	Australian National Retail Association (ANRA)
	Women's Legal Resource Centre
	NICTA
	Opera Australia (NSW)
	Diversity Council of Australia NSW
	Diversity Council of Australia
	IBM Australia and New Zealand
	Dell Australia Pty Ltd

State/Territory Roundtable	Organisation
	Nepean Group
	Eli Lilly
	Toshiba
	Svitzer (NSW)
	M Webster Holdings, NSW
	Bursar's Office, The King's School, Parramatta
	Blake Dawson
	AMP
	PWC
	RBC Dexia IS
	University of Newcastle
	University of Newcastle
	UNE
	ANU
	AirRoad Pty Ltd
	ANCA
	SNP Security
	NEEOPA
	Diversity NSW
	IBA
	Smith Family
	Canberra Girls Grammer School
	Canberra and Goulburn Archdiocese
	Cement Australia
	CEW
	CPSU
	APESMA
	ANF
	NTEU
	NSW CCI
	2020 Women
	EOPHEA (<i>Equal Opportunity Practitioners in Higher Education Australasia</i>)
	Australian Women in Agriculture
	The Australasian Council of Women & Policing
	Australian Local Government Women's Association
	Bayer Australia Ltd
	Optus Administration Pty Ltd
	P&M Quality Smallgoods Pty Ltd
	Manildra Flour Mills (Manufacturing) Pty Ltd
	Freehills
	Chief Executive Women
	Macquarie University
	NCOSS
	Macquarie University
	University of Sydney

State/Territory Roundtable	Organisation
	University of New South Wales
	University of New South Wales
	University of Sydney
	University of Sydney
	Australian Federation of Employers and Industries (AFEI)

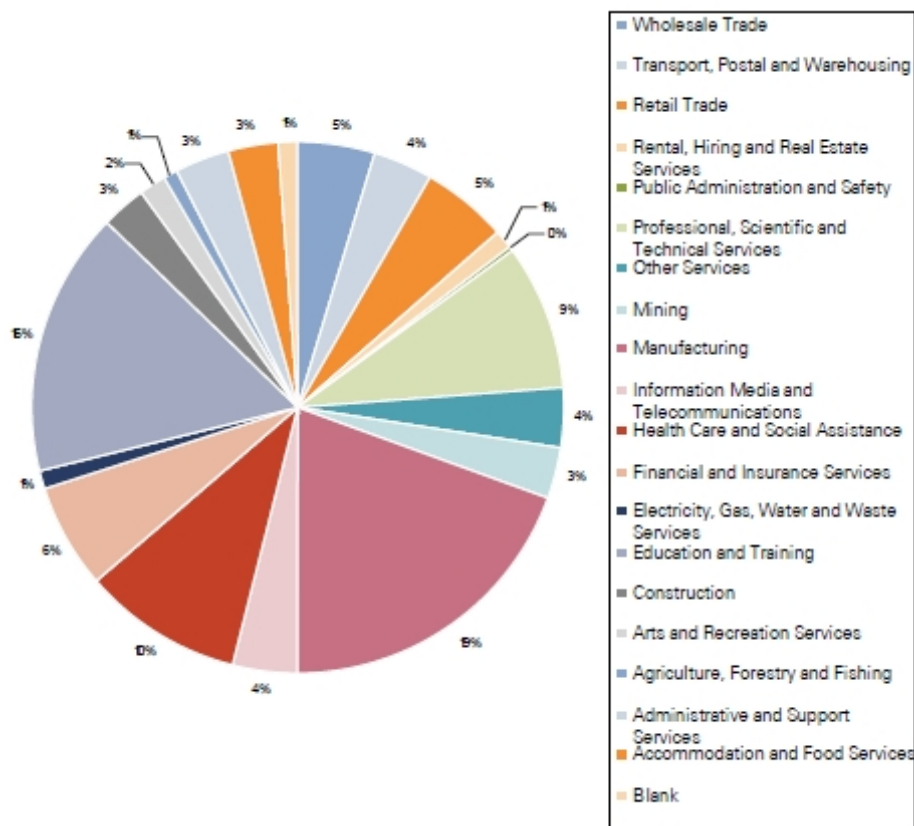
Surveyed Organisations – Review of the Equal Opportunity for Women in the Workplace Act 1999

As part of the Review of the *Equal Opportunity for Women in the Workplace Act 1999*, reporting organisations and employees were invited to respond to a survey around equal opportunity within their organisations. While both the Employee and Employer surveys were deemed confidential, 774 responses were received for the employer survey and the survey of employees attracted 845 responses. Below is an analysis of the responses received for each (charts from the KPMG Consultation Report:

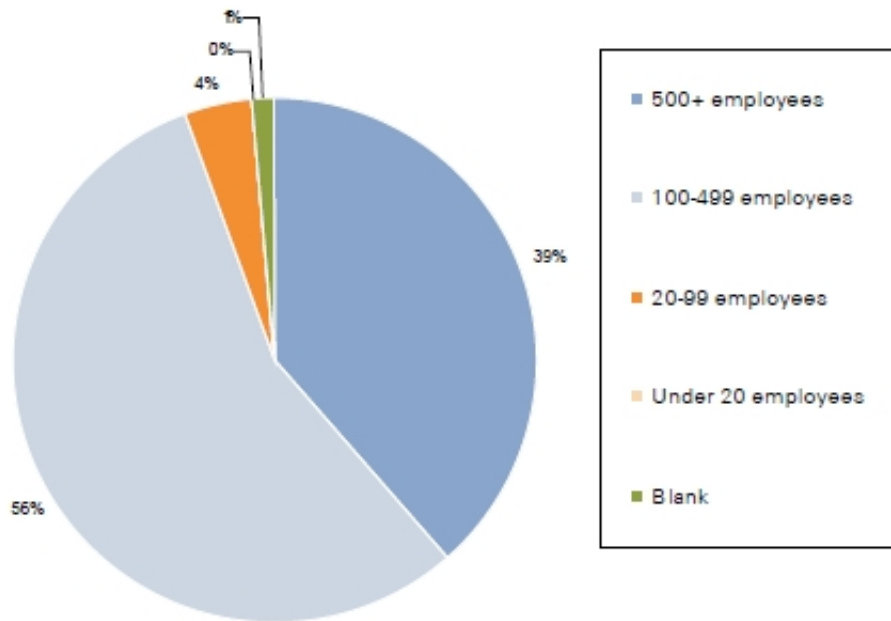
http://www.fahcsia.gov.au/sa/women/pubs/general/eowa_kpmg_rpt/Documents/9_methology.htm#9_1_3).

Employer Survey

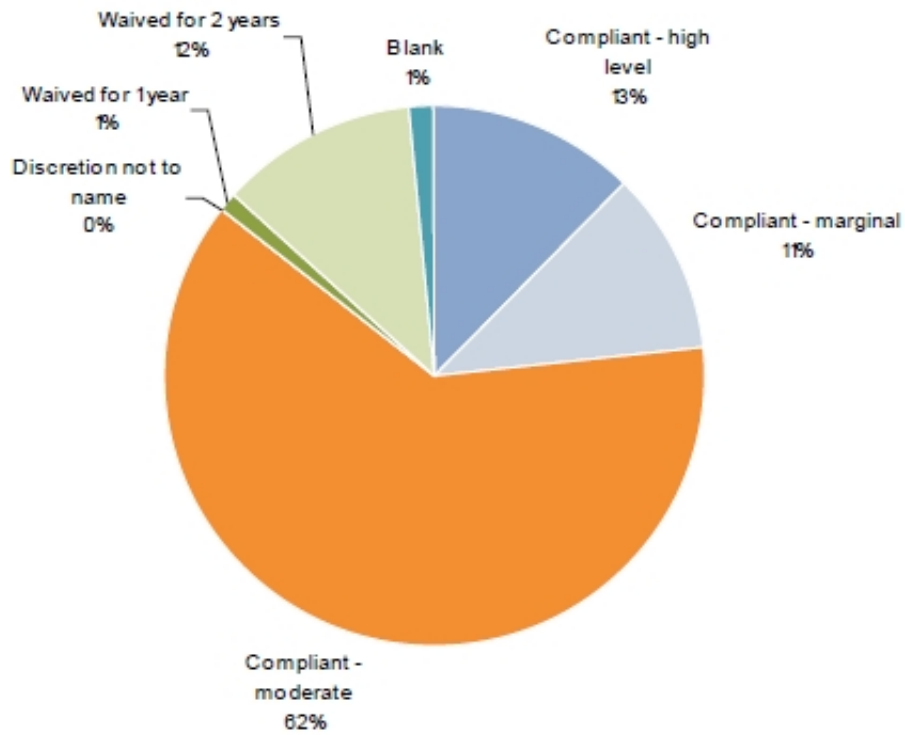
Reporting Organisation Survey Respondents by Industry



Reporting Organisation Survey Respondent by Organisation Size

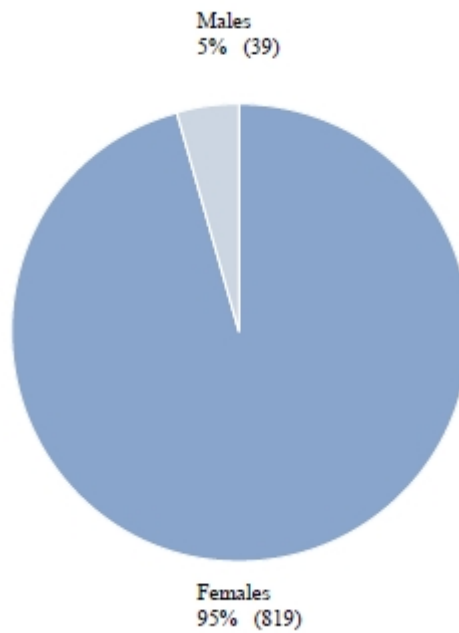


Reporting Organisation Survey Respondent by Compliance Status

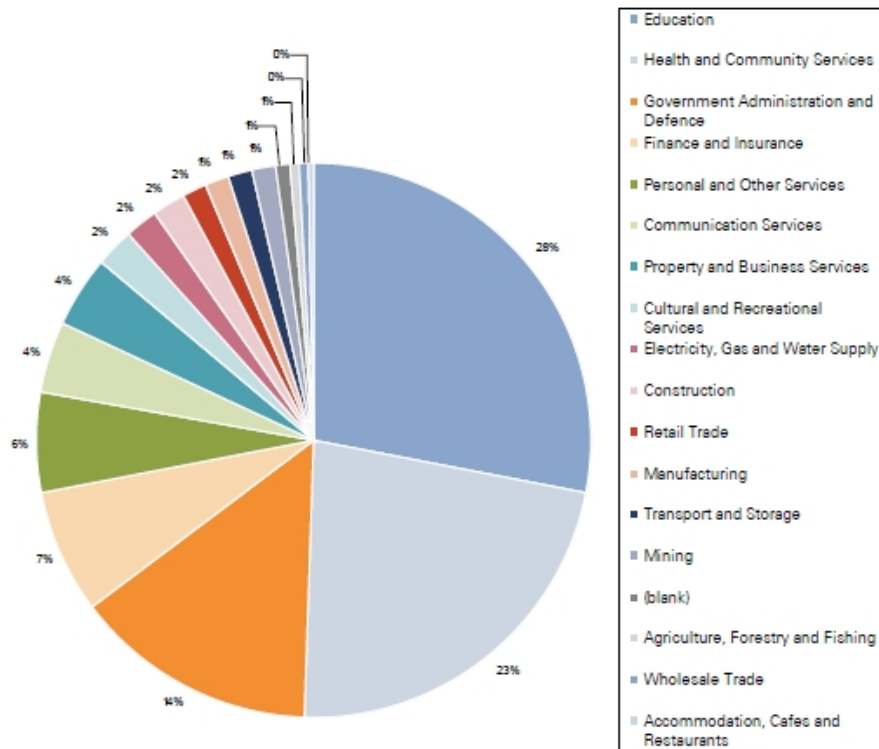


Employee Survey

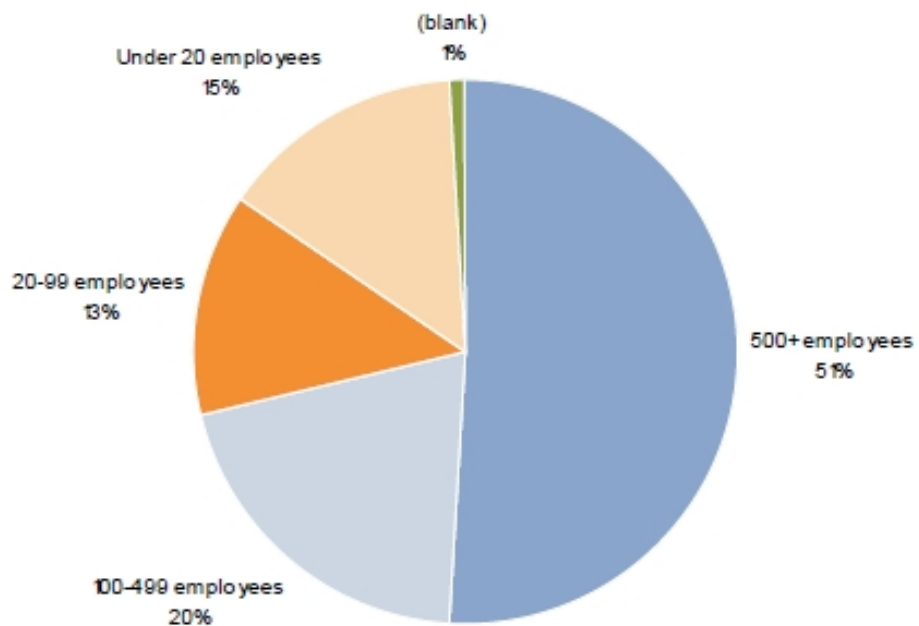
Employee Survey Respondents by Gender



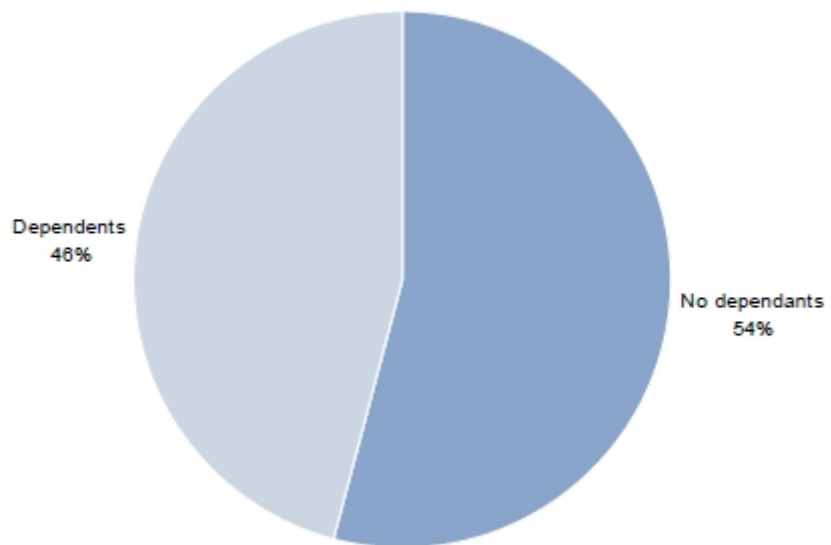
Employee Survey Respondents by Industry



Employee Survey Respondents by Organisation Size



Employee Survey Respondents by Existence of Dependents



Reform Process

Intra-Government Liaison

Women's Interdepartmental Committee

Department
Women's IDC
Attorney-General's Department
Australian Bureau of Statistics
Australian Public Service Commission (APSC)
Australian Agency for International Development (AusAID)
Department of Agriculture, Fisheries and Forestry
Department of Broadband Communications and the Digital Economy
Department of Climate Change and Energy Efficiency (DCCEE)
Department of Defence (Defence)
Department of Education, Employment and Workplace Relations (DEEWR)
Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) and Office for Women (OfW)
Department of Finance and Deregulation (DoFD)
Department of Foreign Affairs and Trade (DFAT)
Department of Health and Ageing (DoHA)
Department of Human Services (DHS)
Department of Immigration and Citizenship (DIAC)
Department of Infrastructure and Transport (DIT)
Department of Innovation, Industry, Science, Research and Tertiary Education (DIISRTE)
Department of the Prime Minister and Cabinet
Department of Regional Australia, Regional Development and Local Government
Department of Resources, Energy and Tourism (RET)
Department of Sustainability, Environment, Water, Population and Communities (DSEWPaC)
Department of Veterans' Affairs (DVA)
The Treasury

Select Council on Women's Issues – State and Territory Ministers

State/Territory/Commonwealth	Contact Officer	Position Description
SCWI		
Australian Government	The Hon Kate Ellis MP	(Former) Minister for the Status of Women
ACT	Ms Joy Burch MLA	Minister for Women
NZ	The Hon Hekia Parata	Minister for Women's Affairs
NSW	The Hon Pru Goward MP	Minister for Family and Community Services, and Minister for Women
NT	The Hon Malarndirri McCarthy MLA	Minister for Women's Policy
QLD	The Hon Karen Struthers MP	Minister for Community Services and Housing and Minister for Women

State/Territory/Commonwealth	Contact Officer	Position Description
QLD	The Hon Phil Reeves MP	Minister for Child Safety and Minister for Sport
SA	The Hon Gail Gago MLC	Minister for the Status of Women
Tas	Ms Cassy O'Connor MP	Minister for Community Development (Also Minister for Human Services; Minister for Climate Change; and Minister for Aboriginal Affairs)
Vic	The Hon Mary Wooldridge MP	Minister for Women's Affairs
WA	The Hon Robyn McSweeney MLC	Minister for Women's Interests
Senior Women's Officials		
Australian Government		
Victoria		
Queensland		
South Australia		
New South Wales		
Tasmania		
Northern Territory		
Australian Capital Territory		
Western Australia		
New Zealand		

Broader Stakeholder Engagement

Reform of the Equal Opportunity for Women in the Workplace Act – Implementation Advisory Group

Primary Representative	Position Description	Alternative Representative
Cate McKenzie (Chair)	Executive Director Office for Women, FaHCSIA	
Mairi Steele (Alternate Chair)	Branch Manager Office for Women, FaHCSIA	
Mr Peter Anderson	Chief Executive Officer Australian Chamber of Commerce and Industry (ACCI)	David Gregory
Professor Marian Baird	Researcher University of Sydney	
Ms Therese Bryant	National Women's Officer Shop, Distributive & Allied Employees Association	
Ms Helen Conway	Director Equal Opportunity for Women in the Workplace Agency (EOWA)	

Ms Kate Gunn	Chair Economic Security for Women (ES4W)	Sandra Cook (Deputy Chair)
Professor Alan Hayes	Director Australian Institute of Family Studies (AIFS)	
Ms Ged Kearney	President Australian Council of Trade Unions (ACTU)	Belinda Tkalcevic
Ms Amanda Mostyn	Executive General Manager, People and Development ASX Limited	
Ms Barbara Pocock	Researcher Centre for Work and Life, University of South Australia	
Ms Heather Ridout	Chief Executive Officer Australian Industry Group (AiG)	Stephen Smith
Mr Graeme Russell	Researcher Formerly Aequus Partners	
Ms Natalie Walker	Chief Executive Officer Australian Indigenous Minority Supplier Council (AIMSC)	
Ms Louise Tarrant	National Secretary United Voice (formerly LHMU)	Sue Lines
Ms Maria Tarrant	Deputy Chief Executive Business Council of Australia (BCA)	Ruth Dunkin
Ms Kate Wilson	Director Equity and Diversity Unit (Social Inclusion) Equal Opportunity Practitioners in Higher Education Australasia (EOPHEA)	
Mr Nicholas Wilson	Director Fair Work Ombudsman (FWO)	

KPMG Consultation – Gender Indicators Project

Organisation	Participant
Equal Opportunity Practitioners in Higher Education Australasia	Kate Wilson
Diversity Council of Australia	Nareen Young
Shop, Distributive and Allied Employees Association	Therese Bryant
ACTU	Belinda Tkalcevic
Australian Financial Markets Association	Denise Hang
Business Council of Australia	Ruth Dunkin
Economic Security for Women	Kate Gunn Sandra Cook
Australian Human Rights Commission	Alison Aggarwal

Organisation	Participant
Equal Employment Opportunity Network Australasia	Juliet Bourke
NSW Office for Women's Policy	Gillian Ferguson Emma Nicholson
Australian Human Resources Institute	Sandra Cormack
Woolworths	Catherine Flynn
Chief Executive Women	Tiffany Jones Sally Herman
Fair Work Ombudsman	Greg Jennings Anne Summers
Equal Opportunity for Women in the Workplace	Helen Conway Vanessa Paterson Kathy MacDermott Fiona Paris
Mirvac	Adam Bedford
Commonwealth Bank	Kathy Finckh
University of Western Sydney	Bernard Sobiesiak
Leighton Holdings	Catherine Fitzpatrick
Virgin Australia	Danielle Smith
Ernst & Young Services	Heather Thompson
Holding Redlich	Anna Peters
Norton Rose Australia	Scot Diprose
Telstra	Troy Roderick
Origin Energy	Catherine McNair
Becton Dickinson Pty Ltd	Therese Impey
Allianz Australia Services	Kristen Sweeney