



*The Association of Professional  
Engineers, Scientists &  
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11 May 2010

Department of the Senate  
PO Box 6100  
Parliament House  
Canberra ACT 2600

**Re: Inquiry into the Exposure Draft of the Paid Parental Leave Scheme Bill 2010**

Dear Secretary,

The Association of Professional Engineers, Scientists and Managers, Australia ("APESMA") is an organisation registered under the Workplace Relations Act 1996 representing over 25,000 professional engineers, scientists, veterinarians, surveyors, architects, pharmacists, information technology professionals, managers and transport professionals throughout Australia. We are the only industrial association representing exclusively the industrial and professional interests of these groups.

We seek legislation that provides for a paid parental leave scheme that is operational by 1<sup>st</sup> January 2011 as only 55% of technical professional women who responded to our yet unpublished *Women in the Professions Survey Report 2010* stated that their employer provides paid parental / maternity leave.

The recruitment and retention of professional women in engineering, science and technology is of social and economic importance, particularly at a time of skills shortage. The provision of paid parental leave can make a tangible contribution to this.

Due to limited timeframes we have been unable to comment in more detail on the specifics of the proposed legislation. We have been a part of consultations with the ACTU and support their submission.

APESMA has previously made detailed submissions to government that explore the needs of professional women in the workplace, including for paid parental leave and would be happy to provide further information to the Senate if requested.

Yours sincerely,

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Erin Wood  
National Women's Co-ordinator and  
Director Professional Services

