



Honda Australia Motorcycle & Power Equipment Pty. Ltd.  
ABN 96 006 662 862

1954-1956 Hume Hwy, Campbellfield, VIC 3061  
Private Bag No 19 Somerton, VIC 3062  
Ph: (03) 9270 1111  
Fax: (03) 9270 1133 (Admin) Fax: (03) 9270 1122 (Sales)  
www.hondampe.com.au

Submission No:	05
Date Received:	28/7/08
Secretary:	

24 July, 2008

The Secretary  
Standing Committee on Employment and Workplace Relations  
House of Representatives  
PO Box 6021  
Parliament House  
Canberra ACT 2600

Dear Secretary,

**Pay equity and associated issues related to increasing female participation  
In the workforce**

Thank you for the opportunity to comment on the above important subject which we whole heartedly support as demonstrated by our endeavours over a number of years to not only increase the number of females employed by our Organisation but also, via our behaviour and Policies and Procedures all of which have no gender or race bias. The combination of behaviour and written word ensures that our female personnel enjoy equal opportunities in the areas of remuneration, benefits, training and promotion.

Honda MPE occupies a high profile in the industries we operate in (Motorcycle, Marine and Power Equipment). One of the tools we use to attract qualified and skilled employees apart from providing competitive employment benefits such as part-time work, flexible working hours, job share etc is the use of the worldwide well respected Hay Remuneration System. This system assists us in establishing skill levels required in each area of our business with corresponding and above award competitive salary ranges.

We do not see any disadvantages whatsoever in the employment of women in our Organisation at any level and believe that the Australian Government's current initiatives, legislation and education campaign are appropriate. It should be noted however that within our industries we receive very little interest from women in applying for vacancies in areas such as technical and sales representation whereas we have a good balance of females / males in our marketing, finance and general clerical areas.

To demonstrate our support and commitment to not only increasing female participation in our Organisation but as mentioned earlier to ensure equal opportunities in the areas of remuneration, benefits, training and promotion we attach our most recent EOWA report which attests to our endeavours in the areas of:

Recruitment and Selection – Promotions & Transfers – Training & Development – Work Organisation  
Conditions of Service – Sex-based Harassment – Pregnancy and Potential Pregnancy.

# HONDA


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Our Company's well known policy both written and in practice is to employ personnel who have the skills to move our organisation forward irrespective of their gender. Any organisation not using this philosophy will be at a distinct competitive disadvantage when trying to either employ or retain suitably qualified and skilled employees.

Yours sincerely,

**Honda Australia Motorcycle & Power Equipment Pty Ltd**



**Stuart Strickland**  
**Managing Director**