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Submission to the  
Standing Committee on  
Employment and Workplace Relations  
House of Representatives  
Parliament House

Fuji Xerox Australia  
August 2008

Fuji Xerox Australia's submission covers a response to each of the key terms of reference of the Standing Committee as well as our opinions on some of the other questions raised by the Committee.

**i) The adequacy of current data to reliably monitor employment changes that may impact on pay equity issues;**

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The monitoring of potential employment changes occurs through a variety of sources of data.

We currently utilise ABS Demographic and related information, specific market data eg. Remuneration reports for job families, which may or may not be widely available, and commission pieces of research as required to assess where trends may be heading and to ensure we are keeping employees in line with the market.

Whilst this data is adequate, and it is possible to access appropriate information, despite incurring additional costs, any improvement in the timeliness and relevance of data to provide insights into pay equity and female workforce participation, metrics are welcomed.

**ii) The need for education and information among employers, employees and trade unions in relation to pay equity issues;**

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There is a continued need to retain and improve education and information among employers, employees and trade unions in relation to pay equity issues.

It is, in our view, a key management issue to ensure that all employees are aware of the value of a widely diverse workforce (in all its forms). This means that the culture of the organisation is based on a respect for each other and the variety of contributions each person can make. Additionally, research supports the positive impacts a wider employee talent pool would have in breaking down traditional attitudes.

Improving the provision of ongoing education and information on how to improve female participation in the workforce would have a positive impact.

Such information could influence a change of attitude away from the “traditional” working model of 5 days a week, full time only (8.30am to 5.00pm working hours) to a more flexible approach that accommodates changing work patterns and desires. This would allow access to a wider talent pool and arguably improve total participation in the workforce, therefore improving the pool of talent available to employers.

**iii) Current structural arrangements in the negotiation of wages that may impact disproportionately on women;**

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We believe there is adequate State and Federal workplace legislation to support a “positive” approach to pay equity.

However, given that in many negotiation situations there may not be an “equitable” representation at the negotiating table then this could impact outcomes accordingly.

In addition, there is a need to support employers, employees and trade unions as outlined in previous points with information about the benefits of inclusivity and diversity.

**iv) The adequacy of recent and current equal remuneration provisions in state and federal workplace relations legislation;**

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The current equal remuneration provisions in State and Federal workplace relations legislation is adequate and appropriate.

In our opinion increase in legislation in this area would have limited effect on improving female workforce participation.

However, we are aware remuneration for part time workers and those returning from paternity leave needs to be appropriate, for example, as the cost of childcare can be prohibitive.

We are concerned about the access to appropriate childcare facilities with suitable flexibility to accommodate a variety of working patterns.

**v) The adequacy of current arrangements to ensure fair access to training and promotion for women who have taken maternity leave and/or returned to work part time and/or sought flexible work hours; and**

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Current arrangements support but do not guarantee access to training and promotion within an organisation, however given availability of childcare and other support mechanism issues, it is sometimes difficult for women to access return to work skilling opportunities before attempting to come back to the workplace.

Additionally, within the larger cities, access to transport facilities and the effectiveness of the public transport network, can provide problems in sourcing and utilising appropriate childcare at an affordable rate within the time frames that suit an employers business.

**vi) The need for further legislative reform to address pay equity in Australia;**

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We do not see a need to develop and implement further legislative reform to address pay equity in Australia however, we do see a strong need to improve the support services to all working families.

It is a reality of life today that many families need or chose to combine work and family duties, and the current infrastructure does not support an equitable access to resources regardless of gender.