



## Appendix A – List of submissions

- 1 Name Withheld
- 2 A Noble & Son Limited
- 3 Tutt Bryant Group Limited
- 4 Government Skills Australia
- 5 Honda Australia Motorcycles & Power Equipment Pty Ltd
- 6 Archdiocesan Services
- 7 Shire of York
- 8 Koorda Shire Council
- 9 Lourdes Hill College Limited
- 10 Northparkes Mines
- 11 City of Melbourne
- 12 The Epping Club
- 13 Community and Public Sector Union (CPSU)
- 13.1 Community and Public Sector Union
- 13.2 Community and Public Sector Union
- 13.3 Community and Public Sector Union (CPSU) SUPPLEMENTARY  
(to Submission No. 13)
- 14 Shire of Donnybrook-Balingup
- 15 PARLIAMENTARY-IN-CONFIDENCE
- 16 Griffith Hack Unit Trust

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- 17 Security for Women
  - 18 Australian Airports Association Ltd
  - 19 Central Queensland University
  - 20 Quicksilver Connections Limited
  - 21 Mackay Sugar Limited
  - 22 Cabonne Council
  - 23 Brisbane City Council
  - 24 Macquarie Textiles Group Limited
  - 25 Tourism Northern Territory
  - 26 Tourism Western Australia
  - 27 Break O'Day Municipal Council
  - 28 Warringah Council
  - 29 PARLIAMENTARY-IN-CONFIDENCE
  - 30 Ventura Bus Lines/ National Bus Company
  - 31 City of Perth
  - 32 Catholic Education Office of Canberra and Goulburn
  - 33 TNT Australia Pty Limited
  - 34 Crown
  - 35 National Centre for Vocational Education & Research
  - 35.1 National Centre for Vocational Education & Research  
SUPPLEMENTARY (to Submission No. 35)
  - 36 Hydro Aluminium Kurri Kurri Pty Ltd
  - 37 National Council of Women of Australia Inc Ltd
  - 38 PARLIAMENTARY-IN-CONFIDENCE
  - 39 ACTTAB Limited
  - 40 Western Australian Local Government Association
  - 41 Trinity Grammar School - Kew
  - 42 Recruitment & Consulting Services Association
  - 43 The Sovereign Hill Museums Association

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- 44 Women with Disabilities Australia
  - 45 Group Training Australia
  - 46 Sims Group Limited
  - 47 Aged & Community Services Tasmania
  - 48 Port Stephens Council
  - 49 Women Into Politics Inc
  - 50 Federation of Ethnic Communities Councils of Australia
  - 51 Australian Institute of Management
  - 52 Vodafone Australia Limited
  - 53 GHD Services Pty Ltd
  - 54 ACT Council of Social Services
  - 55 Cook Shire Council
  - 56 City of Onkaparinga
  - 57 Local Government Association of NSW and Shires Association of NSW
  - 58 Department of Education, Employment and Workplace Relations
  - 58.1 Department of Education, Employment and Workplace Relations SUPPLEMENTARY (to Submission No. 58)
  - 58.2 Department of Education, Employment and Workplace Relations SUPPLEMENTARY (to Submission No. 58)
  - 58.3 Department of Education, Employment and Workplace Relations SUPPLEMENTARY (to Submission No. 58)
  - 58.4 Department of Education, Employment and Workplace Relations SUPPLEMENTARY (to Submission No. 58)
  - 59 Annecto Incorporated
  - 60 PARLIAMENTARY-IN-CONFIDENCE
  - 61 Australian Institute of Interpreters and Translators Inc
  - 62 RIO TINTO
  - 63 Australian Institute of Superannuation Trustees
  - 64 Australian Catholic Council for Employment Relations

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- 65 PARLIAMENTARY-IN-CONFIDENCE
- 66 Kiama Municipal Council
- 67 ETSA Utilities
- 68 Project Respect inc
- 69 Jones Lang LaSalle Australia Pty Ltd
- 70 Orange City Council
- 71 Frigrite Refrigeration Pty Ltd
- 72 Chamber of Commerce and Industry of Western Australia (Inc)
- 73 Burwood Council
- 74 Australian Maritime Officers Union
- 75 PARLIAMENTARY-IN-CONFIDENCE
- 76 Australian Education Union
- 77 Hamilton James and Bruce Group Ltd
- 78 Ritchies Stores Pty Ltd
- 79 Fuji Xerox Australia Pty Ltd
- 80 Women's Health Victoria
- 81 National Council Jewish Women of Australia
- 82 Chevalier College Limited
- 83 Northern Cooperative Meat Company Limited
- 84 Australian Chamber of Commerce & Industry
- 85 Equal Employment Opportunity Network of Australasia
- 86 University of Western Sydney
- 87 Tasmanian Chamber of Commerce and Industry Ltd
- 88 Howard Florey Institute
- 88.1 Howard Florey Institute SUPPLEMENTARY (to Submission No. 88)
- 89 Whitehorse City Council
- 90 City of South Perth
- 91 Restaurant and Catering Australia

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- 92 ACT Government
- 93 Master Builders Australia Inc
- 94 National Foundation of Australian Women
- 94.1 National Foundation of Australian Women SUPPLEMENTARY  
(to Submission No. 94)
- 95 Morgan Stanley Australia Limited
- 96 Police Federation of Australia
- 97 Australian Nursing Federation
- 98 National Tertiary Education Industry Union
- 99 Construction Forestry Mining and Energy Union
- 100 Independent Education Union of Australia
- 101 City of Greater Geelong
- 102 Australian Public Service Commission
- 102.1 Australian Public Service Commission SUPPLEMENTARY (to  
Submission No. 102)
- 103 Captain Carmen Blanco
- 104 Australian Institute of Management
- 104.1 Australian Institute of Management SUPPLEMENTARY (to  
Submission No. 104)
- 105 Electrolux Home Products Pty Limited
- 106 South Australian Premier's Council for Women
- 107 Community and Public Sector Union State Public Services  
Federation Group
- 108 Australian Human Rights Commission
- 109 Industrial Relations Research Centre
- 109.1 Industrial Relations Research Centre SUPPLEMENTARY (to  
Submission No. 109)
- 110 Diversity Council Australia
- 111 Xstrata Zinc Australia

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- 112 Office for Women, Department of Families, Housing, Community Services and Indigenous Affairs
  - 113 Equal Opportunity for Women in the Workplace Agency
  - 114 Dr Michael Lyons and Ms Meg Smith
  - 115 Queensland Nurses' Union
  - 116 Ms Jeane Wells
  - 117 BPW Australia
  - 118 National Pay Equity Coalition and Women's Electoral Lobby Australia Inc
  - 118.1 National Pay Equity Coalition and Women's Electoral Lobby Australia Inc SUPPLEMENTARY (to Submission No. 118)
  - 118.2 National Pay Equity Coalition and Women's Electoral Lobby Australia Inc SUPPLEMENTARY (to Submission No. 118)
  - 118.3 National Pay Equity Coalition and Women's Electoral Lobby Australia Inc SUPPLEMENTARY (to Submission No. 118)
  - 119 Working Women's Centre
  - 120 Devonport City Council
  - 121 Association of Professional Engineers, Scientists and Managers Australia (APESMA)
  - 121.1 Association of Professional Engineers, Scientists and Managers Australia (APESMA) SUPPLEMENTARY (to Submission No. 121)
  - 122 Finance Sector Union of Australia
  - 123 Victorian Women's Trust
  - 124 Government of South Australia
  - 125 Australian Council of Trade Unions (ACTU)
  - 126 Associate Professor Siobhan Austen
  - 127 Pharmacy Guild of Australia
  - 127.1 Pharmacy Guild of Australia SUPPLEMENTARY (to Submission No. 127)
  - 128 Dr Christine Short
  - 129 Tourism Alliance Victoria

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- 130 PARLIAMENTARY-IN-CONFIDENCE
- 131 Equal Opportunity Commission of Western Australia
- 131.1 Equal Opportunity Commission of Western Australia  
SUPPLEMENTARY (to Submission No. 131)
- 132 Australian Bureau of Statistics
- 132.1 Australian Bureau of Statistics SUPPLEMENTARY (to Submission  
No. 132)
- 133 Lincolne Scott
- 134 Department of Consumer and Employment Protection -  
Government of Western Australia
- 135 Queensland Government
- 136 Victorian Government
- 137 Centre for Work + Life
- 138 Liquor, Hospitality and Miscellaneous Union - QLD Branch
- 138.1 Liquor, Hospitality and Miscellaneous Union SUPPLEMENTARY  
(to Submission No. 138)
- 138.2 Liquor, Hospitality and Miscellaneous Union - WA Branch  
SUPPLEMENTARY (to Submission No. 138)
- 139 The Australasian Institute of Mining & Metallurgy
- 140 United Services Union
- 141 The Victorian Bar
- 142 Kingsford Legal Centre
- 143 Work and Family Policy Roundtable
- 144 Law Council of Australia
- 145 Mr Rodney Stinson
- 146 Mr John McLennan
- 147 The Australian Council of Social Service
- 148 New Zealand Department of Labour
- 149 Ms Emma Ritch
- 150 PARLIAMENTARY-IN-CONFIDENCE

- 151 Hon Wayne Swann MP
- 151.1 Hon Wayne Swann MP SUPPLEMENTARY (to Submission No. 151)
- 152 PARLIAMENTARY-IN-CONFIDENCE
- 153 NSW Office for Women's Policy
- 154 National Ethnic Disability Alliance
- 155 PARLIAMENTARY-IN-CONFIDENCE