



## Appendix B - List of Exhibits

- 1 Taskforce on Care Costs, Policy Research Paper, *Creating Choice: Employment and the Cost of care*, 24 February 2005  
(Related to sub 6)
- 2 Taskforce on Care Costs, *Summary report on survey findings: Creating Choice: Employment and the Cost of Care Survey*, 16 December 2004  
(Related to sub 6)
- 3 Newman L, *Family size and fertility gaps in Australia: the influence of men's and women's experiences of conception, pregnancy, birth and early parenthood*, September 2004  
(Provided by Ms Lareen Newman)
- 4 Newman L, *Geographical differences in fertility rates in Adelaide: A reflection of the social conditions of parenting?*, April 2004  
(Provided by Ms Lareen Newman)
- 5 Centre for Applied Social Research, RMIT University, *Background Report: Key Work and Family Trends in Australia*, April 2004  
(Related to sub 26)
- 6 *Australian Computer Society Policy Statement on Work Life*, February 2005  
(Provided by Australian Computer Society)
- 7 The Church of Jesus Christ of Latter-day Saints, *The family: A Proclamation to the World*  
(Related to sub 46)

- 8 Australian Council of Trade Unions, *Fifty Families: what unreasonable hours are doing to Australians, their families and their communities?* July 2001  
(Related to sub 121)
- 9 Relationships Australia Inc, *Relationship Indicators Survey 2003*, December 2003  
(Related to sub 59)
- 10 Prof Patricia Apps, University of Sydney, *The high taxation of working families*, October 2004  
(Related to sub 73)
- 11 Australian Council of Social Service, *The ACOSS better family income package*, Paper 135, February 2004  
(Related to sub 121)
- 12 Australian Education Union, *Submission to Senate Employment, Workplace Relations & Education Legislation Committee Inquiry into the Workplace Relations Amendment (Paid Maternity Leave) Bill 2002*, July 2002  
(Related to sub 121)
- 13 Chalmers J & Hill T, *Part-time work and women's careers: Advancing or retreating?*  
(Related to sub 26)
- 14 *SureStart - Childcare Approval Scheme Application Form*  
(Provided by Australian Professional Nannies)
- 15 Australian Council of Trade Unions, *Work and Family Test Case 2004*, ACTU *Outline of Contentions*, April 2004  
(Related to sub 121)
- 16 Department of Employment, Labour and Social Cohesion, *Plan for the Development of Human Services: To establish a national centre of excellence in the Human Services sector*, February 2005  
(Related to sub 107)
- 17 *Charlton Brown Group* (brochure package) and *Presentation to Standing Committee on Family and Human Services*, July 2005  
(Related to sub 136)

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- 18.1 Finance Sector Union of Australia's submission sent to HREOC in response to the inquiry into Pregnancy at Work  
(Related to sub 69)
- 18.2 Finance Sector Union of Australia's submission sent to HREOC in response to sex discrimination commissioner's paper, *Evaluating parenthood: Options for paid maternity leave*  
(Related to sub 69)
- 18.3 Finance Sector Union of Australia, *Pressure from all sides: life and work in the finance sector*, July 2000  
(Related to sub 69)
- 19 Brigham Young University, *Navigating a successful course, harmonising work and family: a successful course towards a better business bottom line*, 2001  
(Related to sub 46)
- 20 Planning Institute Australia, *Findings and Recommendations of the National Inquiry into Planning Education and Employment*, August 2004  
(Related to sub 188)
- 21.1 Dwyer T, *The Taxation of Shared Family Incomes*, Perspectives on Tax Reform 2, CIS, 2004  
(Related to sub 143)
- 21.2 Saunders P & Maley B, *Tax Reform to make work pay*, Perspectives on Tax Reform 3, CIS, 2004  
(Related to sub 143)
- 21.3 The Centre for Independent Studies, *Where the Ideas Come From*, PreCIS, Vol 15(2), December 2005  
(Related to sub 143)
- 21.4 Saunders P, *The \$85 Billion Tax/Welfare Churn*, CIS, Issue Analysis No 57, April 2005  
(Related to sub 143)
- 21.5 Humphreys J, *Reform 30/30: Rebuilding Australia's Tax and Welfare Systems*, Perspectives on Tax Reform 3, CIS, 2005  
(Related to sub 143)

- 22 Centre for Applied Social Research, RMIT University, *Right to Request Flexible Working: Review of impact in the first year of legislation* (Related to sub 26)
- 23.1 de Vaus, D, *Diversity and Change in Australian Families: Statistical Profiles*, AIFS, 2004 (Related to sub's 76 & 156)
- 23.2 Weston R, Qu L, Parker R, "It's Not for Lack of Wanting kids" *A report on the fertility decision making process*, AIFS, 2004 (Related to sub's 76 & 156)
- 24 The Australian Psychological Society Ltd, *Diagram: Factors impacting on fertility decline*, August 2005 (Related to sub 117)
- 25.1 Shop Distributive and Allied Employee Association, *National Survey of Members: Work and Family*, 2005 (Related to sub 39)
- 25.2 Shop Distributive and Allied Employee Association, *Work and Family: Impact of Changed Conditions in the Retail Industry on the Families of Workers, Executive Summary* (Related to sub 39)
- 26.1 Australian Chamber of Commerce and Industry, *Work and Family: Principals of Work and Family Policy* (Related to sub 96)
- 26.2 Australian Chamber of Commerce and Industry, Extract, *Work and family, Modern Workplace: Modern Future Blueprint*, (chapter 9.4) (Related to sub 96)
- 26.3 Australian Chamber of Commerce and Industry Review, *Who pays for parenthood*, April 2002 (Related to sub 96)
- 26.4 Australian Chamber of Commerce and Industry Review, *Dissecting the Work and Family Debate*, January 2003 (Related to sub 96)

- 26.5 Australian Chamber of Commerce and Industry Review, *National Work and Family Test Case - A lot at Stake*, October 2004  
(Related to sub 96)
- 26.6 Australian Chamber of Commerce and Industry, *Work and Family Solutions Package*, August 2003  
(Related to sub 96)
- 26.7 Australian Chamber of Commerce and Industry, *Introduction - Work and Family in Contemporary Australia* (ACCI/NFF Submission to AIRC Family Provisions Test Case), April 2004  
(Related to sub 96)
- 26.8 Australian Chamber of Commerce and Industry, *Best Practice Paper No.7, Encouraging Work and Family Measures in Australian Workplaces*, September 2000  
(Related to sub 96)
- 26.9 Australian Chamber of Commerce and Industry, Article, *The Sex Discrimination Act- An Employer Perspective Twenty Years On*, December 2000  
(Related to sub 96)
- 27.1 Women's Action Alliance, *Statistics on Labour Force*  
(Related to sub 54)
- 27.2 Women's Action Alliance, *Figures on the value of unpaid work*  
(Related to sub 54)
- 27.3 Women's Action Alliance, *Do women want to be in paid employment during their children's early years?*  
(Related to sub 54)
- 28 The Law Society of New South Wales, *The Case for Flexibility: Delivering Best Practice in Integrating Work and Life in the Legal Profession*
- 29 Sullivan L, *Keeping the household income on an even keel to promote family fertility*, March 2003  
(Related to sub 141)
- 30.1 Business Council of Australia, *Balancing work and Family: A Business Council of Australia Survey*  
(Related to sub 86)

- 30.2 Business Council of Australia, *Workplace relations - the way forward*  
(Related to sub 86)
- 30.3 Business Council of Australia, *Taxation action plan for future prosperity*  
(Related to sub 86)
- 30.4 Business Council of Australia, *Workplace Relations Action Plan for Future Prosperity*  
(Related to sub 86)
- 31.1 Hakim C, *Competing family models, competing social policies*, AIFS, Family Matters No. 64, Autumn 2003  
(Related to sub 139)
- 31.2 Hakim C, *A new approach to explaining fertility patterns: Preference theory*, Population and Development Review 29(3):xx-xxx, September 2003  
(Related to sub 139)
- 31.3 Transcript, ABC Radio program, *The Europeans, Fertility rates, women in the workforce, and economic health*, February 2003  
(Related to sub 139)
- 32 Murray J, *Report on International Trends in the Reconciliation of Work and Family Life*, School of Law, La Trobe University, April 2004
- 33 Australian Federation of University Women Inc, *Beijing +10 questionnaire*  
(Related to sub 93)
- 34.1 McDonald, Prof P, *An assessment of policies that support having children from the perspectives of equity, efficiency and efficacy*, December 2005  
(Related to sub 134)
- 34.2 McDonald, Prof P, *Low Fertility and the State: The Efficacy of Policy*  
(Related to sub 134)
- 35.1 Australian Association for Families of Children with Disability, *Newsletter, National Notice Board*, Edition 12, March 2004  
(Related to sub 174)
- 35.2 Australian Association for Families of Children with Disability, *Newsletter, National Notice Board*, Edition 23, January 2006  
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- 35.3 Association for Children with a Disability Inc, Magazine, *Notice Board*, January 2006  
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- 35.4 Association for Children with a Disability Inc, Brochure, *Information, support and advocacy for families of children with a disability in Victoria*  
(Related to sub 174)
- 35.5 Australian Association for Families of Children with Disability, Brochure, *Supporting families of children and young adults with disability across Australia*  
(Related to sub 174)
- 36 South Australian Government, Department of Trade and Economic Development, *The Virtual Village: Raising a child in the new millennium*, Report of the Inquiry into Early Childhood Services, January 2005  
(Related to sub 155)
- 37.1 United Kingdom Department of Trade and Industry, *The right to request and the duty to consider*, A guide for employers and employees, Flexible working, February 2003. (Received from the Centre for Applied Social Research, RMIT University, 2 August 2005)  
(Related to sub 26)
- 37.2 United Kingdom Department of Trade and Industry, *The Second Work-Life Balance Study: Results from the Employers' Survey – Executive Summary*, Employment Relations Research series no. 22, National Centre for Social Research, 2003. Received from the Centre for Applied Social Research, RMIT University, 2 August 2005)  
(Related to sub 26)
- 37.3 Chartered Institute of Personnel and Development and Lovells, *A parent's right to ask: A review of flexible working arrangements*, Survey report, October 2003. Received from the Centre for Applied Social Research, RMIT University, 2 August 2005)  
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- 38.1 Australian Council of Trade Unions, *Family Provisions Case*, Agreement Arising from Conciliation, 27 June 2004. (Provided by ACTU)  
(Related to sub 175)

- 38.2 Chartered Institute of Personnel and Development, *Quarterly HR trends and indicators*, Survey report, Summer 2004. (Provided by ACTU, August 2005)  
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- 38.3 Australian Council of Trade Unions, *Section 7: The Anti Discrimination Cases*. (Provided by ACTU, 10 August 2005)  
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- 38.4 United Kingdom Department of Trade and Industry, *Results of the first flexible working employee survey*, Employment Relations Occasional Papers, 2004. (Provided by ACTU, August 2005)  
(Related to sub 175)
- 38.5 United Kingdom MORI Social Research Institute, *The Second Work-Life Balance Study: Results from the Employees' Survey*. (Provided by ACTU, August 2005)  
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- 38.6 United Kingdom Department of Trade and Industry, *Choice and Flexibility*, Regulatory Impact Assessment, Work and Families, February 2005. (Provided by ACTU, August 2005)  
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- 39 Australian Government, Department of Family and Community Services, *A preliminary assessment of the contribution of child care to the Australian economy*. (Received from ABC Learning Centres Pty Ltd, 22 July 2005)  
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- 40.1 Cook PS, *Rethinking the early childcare agenda: Who should be caring for very young children?* Appendix 9, Viewpoint, The Medical Journal of Australia, 170: 29-31, 1999;  
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(Related to sub 180)
- 40.2 Cook PS, *Feminism, childcare, and family mental health: have women been mis-led by equality feminism?* Appendix 10, 1999  
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- 40.3 Brundtland Dr Gro Harlem, former Director-General, World Health Organization, biographical details, Appendix 11. (Provided March 2006)  
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- 40.4 Freeman D, *The fateful hoaxing of Margaret Mead: Unravelling the hoax on the nature of human nature: an Historical Analysis of her Samoan Researches*, Boulder, Colo, Westview, 1999. For a summary/review of this book contact [pcook@midcoast.com.au](mailto:pcook@midcoast.com.au) (Provided by Dr Peter Cook)  
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- 42.1 MotherInc., *Balance - A guide for busy parents*, produced by Nurofen for Children in association with motherinc.om.au. (Received March 2006)
- 42.2 MotherInc., *Balance - A guide for busy mothers managing work & family*, produced by Nurofen for Children in association with motherinc.om.au. (Received March 2006)
- 43.1 The Australian, *Paedophiles among female carers*, article, 7 March 2006  
(Related to sub 97)
- 43.2 Australian Family Association, *Aims and Objectives*, pamphlet.  
(Provided by the Australian Family Association, NSW)  
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- 43.3 Daily Telegraph, *Families paying the price*, article.  
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- 43.4 Australian Family Association, *Men and Women Apart: Partnering in Australia*, Centre for Population and Urban Research, Monash University, 2004. (Provided by the Australian Family Association, NSW)  
(Related to sub 97)
- 44 Women Lawyers Association of NSW Inc, *Submission to the Human Rights and Equal Opportunity Commission*  
(Related to sub 99)

- 45.1 Sydney IVF, *National Health and Medical Research Council*  
(Related to sub 83)
- 45.2 Sydney IVF, *Submission to legislation Review Committee to Amend the Prohibition of Human Cloning Act 2002*  
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- 45.3 Sydney IVF, *National Health and Medical Research Council - Ethical guidelines on the use of assisted reproductive technology in clinical practice and research*  
(Related to sub 83)
- 46.1 Australian Education Union, *Australian Education Union Submission to the Senate Employment, Workplace Relations and Education Legislation Committee*  
(Related to sub 121)
- 46.2 Australian Education Union, *Australian Council of Social Service - The ACOSS better family incomes package*  
(Related to sub 121)
- 46.3 Australian Education Union, *Teacher Leave Entitlements Table*  
(Related to sub 121)
- 47.1 Care For Kids.com.au, *Australia's online child care resource*  
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- 47.2 Care For Kids.com.au, *Parents Comments from the 2006 Care for Kids.com.au Annual Child Care Survey*  
(Related to sub 184)
- 48 Victorian Women's Trust, *Ordinary Women, Extraordinary Lives*  
(Related to sub 116)
- 49 Monash University, *What Women (and men) Want Births, Policies and Choices*  
(Related to sub 79)
- 50 Dr Leslie Cannold, *What, No baby?*  
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- 51.1 Australian Institute of Family Studies, *Family Matters- Australian Institute of Family Studies 25th Anniversary; Growing Up in Australia*  
(Related to sub 76)

- 51.2 Australian Institute of Family Studies, *Family Matters - Australian Institute of Family Studies; Attitudes to Child Support*  
(Related to sub 76)
- 52.1 Catholic Women's League Australia Inc  
*Day-care nightmare: Child expert warns of mental-health risk*  
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- 52.2 Catholic Women's League Australia Inc, *Paediatrics- Electronic Article: Influence of Day Care Attendance on the Use of Systemic Antibiotics in 0-to 2 Year Old Children*  
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- 53.1 Monash University, *Monash University - Recruitment Data from the Family, Fertility and the Future Study: Final Recruitment Report, October 2003*  
(Related to Submission No. 79)
- 53.2 Monash University, *Interview Questions from the Family, Fertility and the Future Study*  
(Related to sub 79)
- 54 Australian Infant, Child, Adolescent and Family Mental Health Association Ltd, *Selected mental health brochures produced by the Commonwealth Department of Health and Ageing, the Australian Infant, Child Adolescent and Family Mental Health Association*  
(Related to sub 47)
- 55 Isolated Children's Parents' Association of Australia Inc  
*The impact of drought on secondary education access in Australia's rural and remote areas*  
(Related to sub 55)
- 56 Department of Trade and Economic Development  
*Better Skills. Better Work. Better State. - A Strategy for the Development of South Australia's Workforce to 2010*  
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- 57.1 MotherInc., Media Release: 28 Nov 2002 - *New Research Shows Biggest Challenge for Working Mothers is Being Available for Sick Children*
- 57.2 MotherInc., Media Release- *Australian Women Say YES to Maternity Leave*

- 57.3 MotherInc., *Media Release- 16 Aug 2005 - 21st Century Dad: How do Australian Fathers Measure Up at Home?*
- 58 Australian Council of Social Service  
*Facts about single parent families and welfare*
- 59 Dr Marian Baird, *Rethinking work and family policy: The making and taking of parental leave in Australia*
- 60 Apps P, *Family Taxation: An Unfair and Inefficient System*, Discussion paper no. 524, Centre for Economic Policy Research, The Australian National University, May 2006  
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- 64.1 Australian family Carers for the *Walk a Mile in My Shoes Campaign*, Discussion Paper 1, *The Australian Constitution (S. 177), the Universal Declaration of Human Rights and The Absence of Rights for Australian Family Carers of Citizens with Dependent Disabilities*, September 2005.  
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- 64.2 Australian family Carers for the *Walk a Mile in My Shoes Campaign*, Discussion Paper 2, *Unpaid Caring: 'Voluntary or involuntary Slavery?'*, September 2005.  
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- 65 Stapledon A, *Children with a disability [who have challenging behaviour and/or complex care needs] - A vision to enhance their lives and those of their families*, speech presentation to a Respite Network Meeting, 13 June 2006.  
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- 66 Australian Bureau of Statistics, *Statistical Summaries (20)*, 14 June 2006.  
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- 67 Relationships Australia, Family Relationships Education Course Audit 2005, RA Internal Working Document, received at Public Hearing 29 May 2006.  
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- 68 Australian Bureau of Statistics  
*Taxation Ruling; Fringe Benefits tax: meaning of business premises*
- 69.1 Cook P, extracts from: 'The Forgotten Sides of Day Care for Under 3s', *early child care: Infants and Nations at Risk*, The Canadian Society for the Prevention of Cruelty to Children, 12/14/2004.
- 69.2 Wade M, *ALP's baby bonus - more leave - less tax*, The Sydney Morning Herald, 29 July 2006. (Provided by Dr Peter Cook)  
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- 69.3 Cook P, *The Forgotten Sides of Daycare for Under 3's*, Canadian Society for the Prevention of Cruelty to Children, Canada, January 2004.  
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- 70 Northern Territory Government, Commissioner for Public Employment, *Managing Work Life Balance in the NTPS*, Policy and Implementation Plan 2004-2006, August 2004.  
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- 72 Selected correspondence, reports and articles concerning care for children with special needs over 12 years of age. (Provided by Amanda Stapledon) (Related to sub 213)
- 73 Currawong Childcare Centre, *Currawong Childcare Centre Waiting List Application and Allocation Policy*, Application Form, rev 7, July 2005. (Provided by Department of Foreign Affairs and Trade)
- 74 Biddulph S, *Raising Babies: Should under 3s go to nursery*, HarperCollins Publishers Ltd, 2005. (Provided by Dr Peter Cook)
- 75 Guyonne Kalb and Wang-Sheng Lee, *A Note on the Microsimulation Modelling Results of the "Working Model": An Alternative Policy for Alleviating the Cost of Care*, commissioned by the Taskforce on Care Costs, 16 October 2006. (Provided by Juliet Bourke, Aequus Partners, 17 October 2006)
- 76 Taskforce on Care Costs, *Where to now? 2006 TOCC Final Report*, 18 October 2006.
- 77 Deloitte Australia, submission to the Federal Treasurer, *Exemption of Child Care from Fringe Benefits Tax*, 11 November 2005.
- 78.1 Garvan G, *A point of vulnerability: links between domestic violence and mothering*, report and annotated bibliography, funded by Centre for Research for Women, Curtin University of Technology, WA, December 2002 (Related to sub 215)
- 78.2 Newman L, *Family size and fertility gaps in Australia: the influence of men's and women's experiences of conception, pregnancy, birth and early parenthood*, Population and Society: issues, research, policy; 12th Biennial Conference of the Australian Population Association, 15-17 September 2004, Canberra. (Provided by Ms Joan Garvan) (Related to sub 215)
- 78.3 Garvan J, *Summary Transition to Parenthood Research* (unpublished). Received 1 November 2006. (Related to sub 215)

- 78.4 Garvan J, *Mothering - Fathering Bibliography*, Joan Garvan, ACT, 17 October 2003.  
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- 79.1 Combined Advocacy Groups of Queensland, Response to *Enhancing the National Disability Advocacy Program*, Consultation Paper, October 2006.  
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- 79.2 Community Resource Unit Inc, letter to New South Wales Government, Department of Families, Community Services & Indigenous Affairs; Response to Consultation Paper, *Enhancing the National Disability Advocacy Program* (undated). Received 29 November 2006.  
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- 79.3 Queensland Advocacy Incorporated, Review of National Disability Advocacy Program, a response by Queensland Advocacy Inc., QAI submission to Queensland Government, Department of Families, Community Services and Indigenous Affairs, 27 October 2006.  
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