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07 August, 2008

Ms. Cheryl Scarlett  
Inquiry Secretary  
Employment & Workplace Relations Committee  
Parliament of Australia  
House of Representatives  
PO Box 6021  
CANBERRA ACT 2600

Submission No: .....18.....
Date Received: .....13.8.08.....
Secretary: .....K.....

Dear Ms. Scarlett,

PAY EQUITY & ASSOCIATED ISSUES RELATED TO INCREASING  
FEMALE PARTICIPATION IN THE WORKFORCE

*I respond to your letter dated 15 July 2008 on the above subject heading. In the first instance I should say the Association is grateful that you have sought our views as part of the consultative process. Your letter was discussed by the Association's Board at its most recent meeting on 22 July 2008. As a consequence of that discussion I have been requested to report back to you on the following basis.*

*The Association has considered the terms of reference for the inquiry and the supporting commentary as outlined in your letter. Simply put, it would appear that with specific regard to female employees and management at Australia's airports, there are no known issues that would likely impact upon the activities and outcomes of the inquiry. It is important to bear in mind that our response relates directly to those companies and organisations that own or operate airports. We are not in a position to pass any meaningful comment whatsoever, with regard to tenants and airline customers, such as Qantas and Virgin, to name but two.*

*In our view there are no obvious or known impediments to female participation in career path development at Australia's airports. In fact there are quite a number currently holding General Manager and Divisional Manager positions at many airports throughout Australia.*

*Once again, thank you for seeking our views and we wish you every success with the Inquiry.*

*Yours sincerely,*

Ken Keech  
Chief Executive Officer