

**Senate Community Affairs Committee**  
**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**  
**FAMILIES, HOUSING, COMMUNITY SERVICES AND**  
**INDIGENOUS AFFAIRS PORTFOLIO**  
**2011-12 Additional Estimates Hearings**

**Outcome Number:** 6

**Question No:** 195

**Topic:** Reduce the Gender Pay Gap

**Hansard Page:** Written

**Senator Cash** asked:

"I refer to the media release issued on 1 September 2011 entitled: Equal Pay Day 2011: Employers need to urgently address the gender pay gap. In the release it is stated that: EOWA is also working to develop a gender-inclusive job evaluation standard with Standards Australia, industry experts and other stakeholders.

1. What is the status of the development of the gender-inclusive job evaluation?
2. Will it be finalised by early 2012 as stated?
3. During the public consultation period, what feedback was received from industry experts and other stakeholders? Please provide copies of this feedback.

**Answer:**

1. Standards Australia has advised that the Australian Standard on Gender-inclusive Job Evaluation and Grading is currently being prepared for ballot which is expected to be conducted by early May.
2. Standards Australia has advised that if there is no negative ballot, the Standard is expected to be published by early June.
3. Comments made during the public consultation period are confidential to Standards Australia.