

**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:** 351

**Topic:** Equal Opportunity for Women in the Workplace Agency

**Hansard Page:** Written

**Senator Cash** asked:

The EOWA 2010-11 annual report notes: there have been some mixed results from EOWA reporting data this year with only a slight change in the percentage of women CEOs (up to 10.8% from 10.6% last year) and a decline in women managers (down from 33.5% to 32.4%). What measures EOWA taking to address this?

**Answer:**

1. To raise awareness of the under-representation of women in board and executive leadership positions, EOWA produces a biennial Australian Census of Women in Leadership. Previously the Census has measured the progress of the top 200 ASX listed companies. In 2012, the pool has been extended to the top 500 ASX listed companies to raise awareness more broadly and drive change.
2. The Agency's EOWA Employer of Choice for Women (EOCFW) citation includes several criteria relating to strategies and actions employers must take to address the issue of the representation of women in management. For example:
  - chief executives are required to demonstrate a public commitment to achieving appropriate representation of women in management, and be a champion in other related areas such as mentoring women;
  - data must be provided on the number of women in management and whether targets are in place to increase their representation to senior positions;
  - EOCFW organisations must enable senior women to work part-time as well as provide information on what other flexible working arrangements are in place to enable women in management to manage their work-life balance;
  - career development and leadership development training must be available to, and accessed by, women.

In 2012, there are 125 EOCFW organisations, which is the highest number for five years.

3. In feedback calls to reporting organisations, where it is evident from an organisation's workplace profile that there is an issue of lower representation of women in management, EOWA's client consultants discuss strategies with that employer on how they can address this issue.

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4. EOWA's website provides employers with many resources such as case studies and research specifically aimed at assisting employers to address the issue of attracting women to, and retaining women in, senior positions.