

**Senate Community Affairs Committee**  
**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**  
**FAMILIES, HOUSING, COMMUNITY SERVICES AND**  
**INDIGENOUS AFFAIRS PORTFOLIO**  
**2012-13 Budget Estimates Hearings**

**Outcome Number:** 6

**Question No:** 171

**Topic:** EOWA and Office for Women

**Hansard Page:** Written

**Senator Cash** asked:

What penalty exists for not providing an employee association a copy of the report? What defences are available?

Will an argument based on potential breaches of the Freedom of Association provisions be a defence?

**Answer:**

The Equal Opportunity for Women in the Workplace Amendment Bill 2012 does not require that employers provide a copy of the report to employee organisations.

With regard to freedom of association provisions, refer to question 168.