

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

**Outcome Number:** 6

**Question No:** 174

**Topic:** Women in the SES

**Hansard Page:** 20/10/2011 CA76

**Senator Cash** asked:

With regard to Women in the SES, please share the specifics of how the Department looks at the kinds of things that are learnt in Government and the private sector, and at initiatives that might work.

**Answer:**

As at 30 September 2011, FaHCSIA employed a total of 2,097 women which comprised 65.7 per cent of its total workforce. This compares with the total APS employment rate of 57.6 per cent (State of the Service Report 2010-11).

The percentage of women in SES positions within FaHCSIA as at 30 September 2011 was 52.5 per cent (63 women), compared with 38.2 per cent (State of the Service Report 2010-11) across the APS.

FaHCSIA has supportive workplace conditions and flexible work practices that support women in achieving a work and life balance. FaHCSIA encourages women to participate in development opportunities within the Department and more broadly in the APS.