

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

**Outcome Number:** 6

**Question No:** 69

**Topic:** Standards Australia

**Hansard Page:** Written

**Senator Cash** asked:

At the Senate Budget Estimates hearing I referred to the report from Standards Australia on gender in job titles being banned. Ms Carroll you advised that “Over time, it may be that we form a particular view or give advice to government about a particular view. But at the moment we have just looked at the report.” Has the Office for Women had an opportunity to form a view and if so what is that? Have you provided advice to Government on the report? If so, when?

**Answer:**

The voluntary Gender-inclusive Job Evaluation and Grading Standard (AS 5376-2012) is a useful tool available to employers to assist in minimising possible gender bias in job evaluation and grading processes.