

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: 98

Topic: Equal Opportunity for Women in the Workplace Agency (EOWA)

Hansard Page: Written

Senator Cash asked:

EOWA's primary role is to Administer the Equal Opportunity for Women in the Workplace Act 1999 (the Act). In respect of its functions, please advise on what EOWA is currently doing to:

- a) Advise and assist relevant employers in the development and implementation of workplace programs;
- b) Issue guidelines to assist relevant employers to achieve the purposes of the Act;
- c) Monitor the lodging of reports by relevant employers as required by the Act and to review those reports and deal with them in accordance with the Act;
- d) Monitor and evaluate the effectiveness of workplace programs in achieving the purposes of the Act;
- e) Undertake research, educational programs and other programs for the purpose of promoting equal opportunity for women in the workplace;
- f) Promote understanding and acceptance, and public discussion, of equal opportunity for women in the workplace;
- g) Review the effectiveness of the Act in achieving its purposes;
- h) Report to the Minister on matters in relation to equal opportunity for women in the workplace?

Answer:

- a) Refer to the response to question number 192, 2011-12 Additional Estimates (February 2012).
- b) Refer to the response to question number 192, 2011-12 Additional Estimates (February 2012).
- c) Refer to the response to question number 192, 2011-12 Additional Estimates (February 2012).
- d) Refer to the response to question number 192, 2011-12 Additional Estimates (February 2012).
- e) The Agency produces a range of research publications, for example, the EOWA Australian Census of Women in Leadership; Industry Verticals and various factsheets.

Workshops are also offered to educate reporting organisations on the legislative requirements of the Act and on developing leading practice.

On its website, EOWA provides educational resources such as its pay equity tools, cost-of-turnover calculator, and other employment matter educational materials.

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EOWA's Employer of Choice for Women (EOCFW) citation also serves to educate clients by providing templates demonstrating what successful organisations need to do to advance women and remove barriers. Case studies and examples from successful organisations are used to educate stakeholders via our website, in speeches and workshops.

- f) EOWA conducts media campaigns to highlight equal opportunity issues and showcase organisations that are leading the way in this area.

Speeches by EOWA staff are delivered throughout the year to promote an understanding of equal opportunity issues for women in the workplace.

EOWA also produces a biennial Australian Census of Women in Leadership, partnering with a research organisation and Catalyst. The Census raises awareness of the under-representation of women in board and executive leadership positions, previously of the top 200 organisations listed on the Australian Securities Exchange (ASX). The Census that EOWA is launching on 27 November 2012 is of the top 500 organisations listed on the ASX.

The EOCFW citation also attracts attention from the media, business and community. This promotes public debate on issues for women in Australian workplaces.

- g) Refer to response to question number 192, 2011-12 Additional Estimates (February 2012).
- h) Refer to response to question number 192, 2011-12 Additional Estimates (February 2012).