

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Budget Estimates 2014-2015

#### Agency - Workplace Gender Equality Agency

Department of Employment Question No. EM0788\_15

Senator McKenzie provided in writing.

#### Question

##### WGEA – Gender Reporting

- Following Gender Reporting and the issuing of the benchmark report, what advice or assistance is available to employers to understand the report?
- Will the agency meet with employers to assist them in understanding the report?
- Following the first year of Gender Reporting, what steps will the Agency take to follow up and evaluate the process as well as the effectiveness of data collected as well as the benchmark report?

#### Answer

The confidential company-specific Workplace Gender Equality Agency (WGEA) benchmark reports will have several accompanying materials that are designed help employers understand their report, including a technical user guide, an insights guide and a gender strategies tool-kit that includes a diagnosis tool that will assist companies to improve their gender equality performance. The materials will be made available from the online portal at the same time as the benchmark reports become available, and will be communicated widely among stakeholders.

The WGEA has already consulted with stakeholders on the proposed benchmark reports through its Implementation Consultation Group and its User Working Group and will again consult with a range of stakeholders including employers prior to the release of the benchmark reports and associated materials. It is not possible, within current resourcing levels, to meet with every employer to discuss their confidential report. However, the Advice and Reporting team within the Agency will be trained to assist with telephone enquiries relating to the benchmark reports and associated products. The WGEA will also be making the data available more widely for other stakeholders including researchers, industry groups, educators and the general public via [data.gov.au](http://data.gov.au) and through a custom-built data-visualisation product that will be housed within the interactive data centre on the WGEA website.

The WGEA is participating in the Minister's current consultation on reporting requirements under the *Workplace Gender Equality Act 2012*. The WGEA will be closely monitoring the downloads of the benchmark reports from the portal, and downloads from the interactive data centre on the website, and will take on-board feedback from users. The WGEA also plans to conduct a stakeholder feedback survey in 2015, after the second year of reporting.