

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE
Supplementary Budget Estimates 2013-2014

Agency - Workplace Gender Equality Agency

Department of Employment Question No. EM0047_14

Senator Cameron provided in writing.

Question

WGEA - Events and programs planned

1. What events and programs is the agency planning?
2. Why is this work so important?

Answer

The Agency has a series of programs across its education, public affairs and research functions. A series of events is also planned.

Major programmes by area of the Agency are listed below:

Agency function	Programme	Basis for implementation
Education	<p>(1) Understanding gender equality: developing toolkits for executives & boards on the key issues and the business case for gender equality.</p> <p>(2) Legislation and reporting: extensive educational multi-media resources to assist organisations meet reporting requirements.</p> <p>(3) Managing and improving gender equality: multi-media resources on pay equity; multi-media resources for managing flexible work arrangements; toolkits to develop gender strategies; and assistance for small business.</p>	These three programmes assist organisations to practically address gender equality and to meet reporting requirements under the <i>Workplace Gender Equality Act 2012</i> .
Public Affairs	<p>(1) Equilibrium Man Challenge A ground-breaking workplace initiative that aims to have men and the organisations they work for recalibrate what workplace flexibility means to deliver the lasting cultural change needed to mainstream flexible working for everyone.</p> <p>Called Equilibrium Man Challenge, the programme comprises a reality-style documentary that follows the journey of 10</p>	Flexible working is a driver of workplace gender equality. The Equilibrium Man Challenge provides an opportunity to deliver cultural change to increase flexible working arrangements.

	<p>Equilibrium Men (E-Men) as they negotiate and move to formal flexible work arrangements for a range of reasons – looking after young children or ageing parents, or pursuing other life ambitions. Broadcast on the internet in topic-based segments over a six month period, the documentary will be heavily supported via traditional and social media, as well as industry and stakeholder engagement.</p> <p>(2) Pay equity business focused campaign A direct marketing and public awareness campaign to drive awareness and persuade employers to invest the time and resources to address pay gaps.</p>	<p>This campaign is directed at raising awareness, providing tools and resources to assist employers address pay equity.</p>
Research	<p>Benchmarking Development of educational benchmarks based on reporting data provided to the Agency including personalised benchmark reports for reporting organisations.</p>	<p>Benchmarks will allow employers to identify areas for improvement in their gender performance and to track the effectiveness of their gender strategies over time.</p>

Major events:

In the remaining 6 months of 2013-14, the Agency has the following events planned:

Event	Description	Timing
Workshops: reporting to the Agency from 2013-14	2.5 hour workshops outlining the key reporting and compliance requirements under the <i>Workplace Gender Equality Act 2012</i> .	Approximately 25 workshops will be held from January-March 2014.
Insight event for the programme 'Understanding gender equality'	An event for approximately 70 people on the topic 'Understanding gender equality'. This event is being co-hosted with two partners, The University of Technology, Sydney and Stockland.	June / July 2014
Small business and pay equity consultation event	An event to consult broadly with small business on the key issues around gender equality, and pay equity in particular. This event is being co-hosted with Economic Security for Women.	May 2014