

**Senate Standing Committee on Education Employment and Workplace
Relations**

**QUESTIONS ON NOTICE
Additional Estimates 2010-2011**

Agency - Fair Work Ombudsman

DEEWR Question No.EW0761_11

Senator Abetz provided in writing.

Question

**NATIONAL CAMPAIGN – DISCRIMINATION IN THE WORKPLACE ON THE
BASIS OF SEXUAL ORIENTATION**

1. Please provide details of the national campaign targeting discrimination in the workplace on the basis of sexual orientation. 2. Prior to the launch of this campaign, how many complaints concerning discrimination in the workplace on the basis of sexual orientation has the Fair Work Ombudsman received? 3. How much money has been budgeted by the Fair Work Ombudsman's office for this campaign? 4. Please provide a detailed breakdown of how funds for this project has been or will be spent.

Answer

The Fair Work Ombudsman has provided the following response.

1. The Fair Work Ombudsman has launched a national campaign aimed at raising awareness among gay, lesbian, bisexual, transgender, intersex and queer (GLBTIQ) workers, their employers, and the general workforce about unlawful workplace discrimination and legislative protections against unlawful workplace discrimination. In particular, the campaign aims to inform same-sex couples of their eligibility for workplace entitlements such as parental / adoption, carer's and compassionate leave. Additionally, the campaign seeks to clarify the role of the Fair Work Ombudsman versus other anti-discrimination organisations and the range of assistance and information offered by the Fair Work Ombudsman.

The campaign included participation in Fair Day, a Sydney Mardi Gras event. Participation in Fair Day gave Fair Work Ombudsman representatives the opportunity to have direct discussions with individuals about their specific circumstances and distribute educational material. The Fair Work Ombudsman also developed a presence on social media site facebook to promote the campaign and participation in Fair Day.

2. In the first 12 months of investigating discrimination complaints (1 July 2009 - 30 June 2010) the Fair Work Ombudsman received 9 matters alleging discrimination on the basis of the attribute 'sexual preference'. The Fair Work Ombudsman also received 38 matters alleging 'gender' discrimination which can encompass transgender or intersex matters.

3. The Fair Work Ombudsman budgeted \$30,000 for this campaign.
4. Total expenditure on communications was \$25,828.85 (+ GST).

Breakdown:

UNLAWFUL DISCRIMINATION GLBTI		
Item	Cost (incl. gst)	
Administration	\$1,917	
Collateral	\$4,399.50	
Printing	\$17,965.23	
Multimedia	\$4,417	
TOTAL	\$28,699	(incl GST)
	\$25,828.85	(exc GST)