

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Additional Estimates 2013–2014

Outcome 1 - Employment

Department of Employment Question No. EM0165_14

Senator Moore asked on 27 February 2014, Hansard page 70

Question

Letter to stakeholders – Workplace Gender Equality reporting requirements

Ms Parker: The stakeholders have been asked to comment on the requirements. A letter has gone to stakeholders and we are looking at getting their responses shortly on that.

Senator MOORE: It is tight. What kind of timeframe is there in terms of that process?

Ms Parker: It is tight, yes. We have asked for feedback by 28 February. As you said previously, the changes must be in place for 1 April to effect the 2014-15 reporting period.

Senator MOORE: When did the letter go out?

Ms Parker: It was the 18th.

Senator MOORE: Can we get a copy of the letter?

Ms Parker: I will take it on notice to provide that.

Senator MOORE: Can we also get a list of people you sent it to?

Ms Parker: Yes, certainly.

Answer

On 25 March 2014, the Government announced a new minimum standard for workplace gender equality and deferred the introduction of additional reporting requirements due to come into effect on 1 April 2014.

The existing reporting requirements currently in operation for employers with 100 or more employees remains unchanged. The additional reporting requirements for businesses which were due to commence on 1 April will be deferred to allow for more consultation.

The attached letter was sent to the following stakeholders on 18 February 2014:

- Economic Security 4 Women
- Equality Rights Alliance
- Australian Chamber of Commerce and Industry
- Master Builders Australia
- Minerals Council of Australia
- Business Council of Australia
- Australian Mines and Metals Association
- Australian Industry Group
- ASX Limited Exchange Centre
- Australian Council of Trade Unions

- Sex Discrimination Commissioner, Australian Human Rights Commission
- Diversity Council of Australia
- Ms Carol Schwartz AM, Schwartz Group
- Professor Marian Baird, Professor of Employment Relations, The University of Sydney
- Adjunct Professor Eva Cox, University of Technology Sydney
- Professor Barbara Pocock, Director, Centre for Work and Life, University of South Australia
- Professor Judith Sloan, Professional Fellow, Melbourne Institute, University of Melbourne
- Professor Mark Wooden, Professorial Research Fellow and Director, HILDA Survey, Melbourne Institute, University of Melbourne.