

**SENATE EMPLOYMENT, WORKPLACE RELATIONS AND EDUCATION  
LEGISLATION COMMITTEE**

**2004-2005 BUDGET SENATE ESTIMATES HEARING  
31 MAY AND 1 JUNE 2004**

**EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

**QUESTIONS ON NOTICE**

**Outcome 2: Higher productivity, higher pay workplace**

**Output Group 2.1: Workplace Relations Policy**

**Outputs 2.1.1: Workplace Relations Policy and Analysis**

**Question Number: W148-05**

**Question:**

Senator Harradine asked in writing:

- (1) How is the Department promoting or working towards employment conditions or employment services that best serve the interests of pregnant or parenting women? Please provide details.

**Answer:**

- (1) The Department has produced a publication titled “Working your way through Pregnancy” which deals with many of the issues surrounding pregnancy and work. This publication is also available on the Workplace portal at [www.workplace.gov.au](http://www.workplace.gov.au).

The Department has also developed a Family Friendly Agreements Clause Database that provides examples of family friendly employment conditions in federal certified agreements. The Department has produced a brochure promoting the Database and a brochure promoting family friendly agreement making generally.

The Department is also a major partner in the ACCI/BCA National Work and Family Awards. The Awards are an Australian Government and business partnership which recognise and promote excellence in work and family initiatives.