

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

**2006-2007 SUPPLEMENTARY BUDGET SENATE ESTIMATES HEARING  
2<sup>ND</sup> NOVEMBER 2006**

**EMPLOYMENT AND WORKPLACE RELATIONS PORTFOLIO**

**QUESTIONS ON NOTICE**

**EQUAL OPPORTUNITY FOR WOMEN IN THE WORKPLACE AGENCY**

**Outcome 1: Equality of Opportunity in employment for Women**

**Output Group: Equal Opportunity for Women in the Workplace Agency**

**Output: Encouragement of Australian employers to improve equal opportunity outcomes for women in the workplace**

**Question Number: W523-07**

**Question:**

Senator Wong tabled supplementary budget estimates questions on notice asking: It was said in May 2006 that it would be 'a significant regulatory burden' if businesses were required to do this [collection of female friendly provisions data by industrial instrument]. Has this policy changed? If so, please provide a comparison of the occurrences of paid maternity leave in AWAs versus collective agreements from the most recent data collection year.

**Answer:**

A comparison cannot be provided. Part IV Section 13 Clause 1 – 3 of the Equal Opportunity for Women in the Workplace Act 1999, sets out the reporting requirements for relevant organisations.

13 (1) A relevant employer must prepare, in respect of each reporting period, a public report in writing about the outcomes of the employer's workplace program.

(2) The public report must:

- (a) set out the workplace profile; and
- (b) describe the employer's analysis of the issues in the employer's workplace relating to equal opportunity for women; and
- (c) describe the actions taken by the employer during the reporting period to address the priority issues identified in analysis; and
- (d) describe the actions that the employer plans to take in the next reporting period to address issues in the employer's workplace relating to employment matters that the employer would need to address to achieve equal opportunity for women in the employer's workplace.

(3) The report may contain an evaluation of the effectiveness of the actions in achieving equal opportunity for women in the employer's workplace. If the public report does not contain such an evaluation, the evaluation must be submitted in a confidential report under section 14.

The most recent data available to-date on the provision of paid maternity leave was gathered in a survey conducted by EOWA in 2005. Organisations were asked whether they provided paid maternity leave in the workplace. In 2005 46% of organisations surveyed provided paid maternity leave. A 2001 survey asking the same question found only 23 % of organisations provided paid maternity leave. The provision of paid maternity leave has doubled in four years.