



media release

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EOWA Releases the 2010 Employer of Choice for Women List

The Federal Government's Equal Opportunity for Women in the Workplace Agency (EOWA) has released a list of organisations that have been recognised as Employers of Choice for Women. The 2010 EOWA Employer of Choice for Women (EOCFW) list features 95 organisations ranging in size and spanning across all industries.

To be recognised as an EOWA Employer of Choice for Women, employers are required to meet stringent criteria each year which include offering a minimum of 6 weeks paid maternity leave after 12 months of service; conducting sex-based harassment education at least every two years; providing the ability for female managers to work part-time; ensuring the percentage of female managers is the same or greater than the industry average, and ensuring a pay equity analysis has been undertaken and any gap identified is less than their industry average. The CEO of an EOCFW organisation is also personally interviewed and needs to demonstrate a strong commitment to equal opportunity initiatives resulting in positive outcomes for women.

EOWA Acting Director Mairi Steele said, "By applying for and receiving this citation, these organisations are not only meeting the pre-requisites and criteria, but are publicly declaring their commitment to making their workplaces equitable. They know they are not perfect, but they are working hard to make their organisations good places for women to work.

On International Women's Day it is important to acknowledge the progress being made in business, without forgetting that we still have a long way to go. Women still earn less than men, women are still sadly absent from many key decision making roles in business, women are still sexually harassed and bullied in the workplace and women are still discriminated against based on old fashioned stereotypes and work practices," she said.

Despite the minimum requirement being 6 weeks paid maternity leave, the average duration provided by these organisations is over 12 weeks. EOCFW organisations have an average of 47.8% female managers and the average pay gap is 12.7% which is significantly lower than the national average gap of 17.2% reported by the ABS.

The EOCFW citation is awarded to non-government organisations with more than 100 employees that have demonstrated that they have policies and practices that support women across the organisation and these have had a positive outcome for both women and the business.

For a complete list of the EOCFW organisations please go to
http://www.eowa.gov.au/EOWA_Employer_of_Choice_for_Women/2010/Media_Page.asp

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