

EOWA EOCFW Criteria and Prerequisites – 2007 onwards

To be an EOWA Employer of Choice for Women an organisation needs to be compliant with the EOWW Act and:

1. Have policies in place (across employment matters) that support women across the organisation;
2. Have effective processes (across employment matters) that are transparent;
3. Have strategies in place that support a commitment to fully utilising and developing its people (including women);
4. Educate its employees (including supervisors and managers) on their rights and obligations regarding sex-based harassment;
5. Have an inclusive organisational culture that is championed by the CEO, driven by senior executives and holds line managers accountable;
6. Deliver improved outcomes for women and the business.

EOWA will be considering the six criteria, specifically focusing on:

- Improved outcomes for women, particularly in the areas of attracting, growing, promoting and retaining female staff across your organisation;
- The people management frameworks in place that are supported by an inclusive workplace culture.

In support of the above criteria the following pre-requisites for organisations applying for EOCFW were added in 2007.

Organisations applying for the 'EOWA Employer of Choice for Women' citation are now required to demonstrate the following requirements in addition to the criteria:

- Equal Opportunity for Women is a standing agenda item on a Committee chaired by the CEO or his/her direct report.
- Female managers can work part-time.
- Paid maternity leave – minimum of 6 weeks' paid leave after 12 months service
- Sex-based harassment training is conducted at Induction for all staff (including management, contract staff and casual staff), and refresher education OR update is received by all staff (including management, contract staff and casual staff) every 2 years
- Pay Equity gap between average male and female salaries **at each level** of the organisation is less than the national gender gap identified by ABS research (currently 17%). Additionally, the **organisation's overall** pay gap must be less than the organisation's industry average pay gap, based on current ABS statistics. Both calculations are based on ordinary time earnings
- At least 27% of managers are women or the number of female managers is greater than the industry sector.

PAY EQUITY WORKSHEET EXAMPLE												
Occupational category	Fulltime		Part time		Casual		Total		Average \$ Female Annualised	Average \$ Male Annualised	Average f salary as % of m average salary	% gender salary gap
	F	M	F	M	F	M	F	M				
Administrative	62	25	21	5	10	7	93	37	41 000	38 000	107.9	average >100%
Trades	4	51	0	0	0	2	4	53	35 000	52 000	67.3	32.7*
Contractors	12	15	2	2	0	0	14	17	60 000	95 000	63.2	36.8*
Supervisors / Team leaders	17	27	5	0	0	0	22	27	65 000	68 230	95.2	4.8*
Professional / Technical	17	25	14	3	0	0	31	28	75 000	86 500	86.7	13.3*
Managers	22	35	5	0	0	0	27	35	82 500	95 000	86.8	13.2*
Executive level	3	6	1	0	0	0	4	6	170 000	212 000	80.2	19.8*
CEO	0	1	0	0	0	0	0	1	-	-		n/a
TOTAL												**

* average % gap at each levels must be less than 17%

** Total salary gap between female average salary and male average salary must be less than industry %

% Overall Pay Equity Gap by Industry Reference sheet for 2007

(% pay equity gap by industry based on the average of the last 4 quarters ABS statistics available at 31 March 07)

Industry Grouping	Average gender % gap
Agriculture Forestry Fishing	4.1
Mining	22.7
Manufacturing	18.1
Electricity Gas Water Supply	15.7
Construction	16.1
Wholesale Trade	12.9
Retail Trade	12.8
Accommodation Cafes Restaurants	6.8
Transport and Storage	17.9
Communication Services	12.6
Finance and Insurance	35.5
Property and Business Services	23.2
Government Administration and Defence	10.7
Education	11.25
Health and Community Services	30.75
Cultural and Recreation Services	16.1
Personal and other services	18.5

% Managers by Industry Reference sheet for 2007

(% managers by industry based on the average of the last 4 quarters ABS statistics Managers and Administrators available at 31 March 2007. Please note that for EOCFW the % of managers refers to managers only. The ABS data which refers to Managers and Administrators also refers to managers only, not administration staff, - see following page for ABS definitions)

Industry Grouping	ABS % female Managers & Administrators
Agriculture Forestry Fishing	27.7
Mining	6.4
Manufacturing	15.0
Electricity Gas Water Supply	7.3
Construction	4.3
Wholesale Trade	26.4
Retail Trade	31.0
Accommodation Cafes Restaurants	25.0
Transport and Storage	21.8
Communication Services	26.8
Finance and Insurance	26.3
Property and Business Services	26.5
Government Administration and Defence	26.5
Education	54.2
Health and Community Services	64.6
Cultural and Recreation Services	47.2
Personal and other services	28.8

* EOWA defines a manager as *a staff member who is accountable for the management of a function which includes the management of any staff working within that function.*

Within higher education institutions a manager is defined as *an academic staff member at Level C or above and a professional staff member at HEW 10 or above.*

MAJOR, SUB-MAJOR, MINOR AND UNIT GROUPS

1 MANAGERS AND ADMINISTRATORS

11 GENERALIST MANAGERS

111 GENERAL MANAGERS AND ADMINISTRATORS

1111 Legislators and Government Appointed Officials

1112 General Managers

119 MISCELLANEOUS GENERALIST MANAGERS

1191 Building and Construction Managers

1192 Importers, Exporters and Wholesalers

1193 Manufacturers

12 SPECIALIST MANAGERS

121 RESOURCE MANAGERS

1211 Finance Managers

1212 Company Secretaries

1213 Human Resource Managers

122 ENGINEERING, DISTRIBUTION AND PROCESS MANAGERS

1221 Engineering Managers

1222 Production Managers

1223 Supply and Distribution Managers

1224 Information Technology Managers

123 SALES AND MARKETING MANAGERS

1231 Sales and Marketing Managers

129 MISCELLANEOUS SPECIALIST MANAGERS

1291 Policy and Planning Managers

1292 Health Services Managers

1293 Education Managers

1294 Commissioned Officers (Management)

1295 Child Care Co-ordinators

1296 Media Producers and Artistic Directors

1299 Other Specialist Managers

23 HEALTH PROFESSIONALS

232 NURSING PROFESSIONALS

2321 Nurse Managers

ASSOCIATE PROFESSIONALS

321 FINANCE ASSOCIATE PROFESSIONALS

3211 Branch Accountants and Managers (Financial Institution)

329 MISCELLANEOUS BUSINESS AND ADMINISTRATION ASSOCIATE PROFESSIONALS

3291 Office Managers

33 MANAGING SUPERVISORS (SALES AND SERVICE)

331 SHOP MANAGERS

3311 Shop Managers

332 HOSPITALITY AND ACCOMMODATION MANAGERS

3321 Restaurant and Catering Managers

3323 Hotel and Motel Managers

3324 Club Managers (Licensed Premises)

3325 Caravan Park and Camping Ground Managers

3329 Other Hospitality and Accommodation Managers

339 MISCELLANEOUS MANAGING SUPERVISORS (SALES AND SERVICE)

3391 Sport and Recreation Managers

3392 Customer Service Managers

3393 Transport Company Managers

3399 Other Managing Supervisors (Sales and Service)