



media release

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2008 EOWA EMPLOYER OF CHOICE FOR WOMEN

99 Australian Businesses tackle the gender pay gap

The Equal Opportunity for Women in the Workplace Agency (EOWA) today released a list of 99 organisations on its 2008 EOWA Employer of Choice for Women list.

As part of EOWA's new requirements, each of these organisations had to undertake a gender pay equity analysis in their workplace and outline the ways in which they will address any gap identified. The data collected through the application process revealed that the average pay gap in the EOWA Employer of Choice for Women list is 10% which is 7% less than the Australian National average.

EOWA recently released research that showed that female top earners in the ASX 200 companies earn just 58% of the median male top earners salary. ABS statistics show that women's average full time ordinary earnings are 84% of men's¹ and Gradstats figures that reveal male graduates on average earn \$3,000 more than female graduates². Combined, these figures show that despite it being nearly 40 years since the first federal equal pay case established equal pay for equal work, Australian working women are still being short-changed.

Director of EOWA, Anna McPhee said that "Employer of Choice for Women organisations understand the importance of ensuring their workplaces are equitable and flexible and are willing to tackle tough issues like pay equity in order attract and retain female staff."

The gaps between women's and men's earnings reflect a number of obstacles which women still battle such as the undervaluation of women's skills; women's lower share of payments like overtime and bonuses; occupational and industrial segregation; lack of access to education and training; the impact of family responsibilities; the lack of mentors and champions; the prevalence of gender stereotypes and in some cases outdated ways in which remuneration is calculated.

With the introduction of six new pre-requisites to become an EOWA Employer of Choice for Women, including a minimum of 6 weeks paid maternity leave after 12 months of service; the ability for female managers to work part-time and a minimum requirement set on the number of female managers, the organisations on this list are embedding equal opportunity into their workplace culture and holding CEOs and line managers accountable for ensuring women have the opportunity to participate and succeed.

"All organisations should use EOWA's Employer of Choice for Women requirements to benchmark their own policies and workplace environment. If every organisation could meet this minimum standard we would be going a long way towards creating true equity in the Australian labour force." said Ms McPhee.

¹ Average Weekly Earnings 6302.0 (Aug 2007)

² GradStats Number 12, December 2007 www.gradsonline.com.au



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Some of the most outstanding initiatives include:

- **The University of New South Wales** provides a Career Advancement Fund for Women returning from Maternity Leave, which assists full-time and part-time female academics to re-establish their careers upon returning to the workforce. The fund may be accessed for research assistance, the purchase of equipment or consumables for research purposes, professional development or the recruitment of casual teachers to reduce teaching loads while the academic focuses on developing their research.
- **McDonalds'** Summer Working Hours program allows employees to commence work 30 minutes early or 30 minutes later in order to finish at 1pm on Friday. This practice allows employees to take a greater advantage of the longer periods of day light during summer time to spend with family, friends or enjoying leisure activities. Their Fifth Week leave policy allows employees who use their full leave entitlement each year to take a fifth week of paid leave in that year. This is designed to provide incentive for employees to use their full entitlement each year making sure they are fully rested as well as providing additional time to revitalise.
- **ANZ** offers parental Leave to all permanent full-time and part-time employees, irrespective of length of service. Parental Leave assistance of 12 weeks pay is available to the primary care giver for the child and an entitlement to unpaid Parental Leave is also available for eligible casual employees. The primary care giver for the child may take up to 52 weeks of unpaid leave, and request an extension up to a total period of two years of unpaid leave.
- Since 2004 the number of women in senior management roles in **The Shell Companies in Australia** increased by 23%. Shell now has two female senior managers leading businesses for the first time in its Australian history, and senior women leading the Risk and Insurance, External Affairs / Communications and Human Resources functions. Initiatives include its "Non-Traditional Pathways for Girls" program, which sponsors secondary schools to encourage female students to look at non-traditional careers in its refineries, hosting a women's conference, and running gender awareness programs for their top 150 leaders.

The EOWA citation is awarded to non-government organisations with more than 80 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. Organisations must apply for the citation each year.

For a complete list of the EOCFW organisations or to access the EOWA Top Earners research please go to eowa.gov.au

[ENDS]

Background information on the 2008 EOWA Employer of Choice for Women organisations available at:

http://www.eowa.gov.au/EOWA_Employer_Of_Choice_For_Women/2008/Media_Page.asp

For more information contact
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2008 EOWA Employer of Choice for Women List by State

ACT (3)

- Calvary John James Hospital
- Canberra Girls' Grammar School
- University of Canberra

NSW (42)

- American Express Australia Pty Ltd
- AMP Limited
- Australia Securities Exchange Limited
- Baptist Community Services - NSW & ACT
- Becton Dickinson Pty Ltd
- Blake Dawson
- Boral Limited
- Brisbane Water (NSW) Legacy
- Cisco Systems Australia
- Citi
- Commonwealth Bank of Australia
- Deloitte
- EMI Music Australia Pty Ltd
- Ernst & Young Services
- Freehills
- Hays
- IBM Australia Ltd
- Illawarra Technology Corporation Limited
- Insurance Australia Group Limited
- JPMorgan Administrative Services Australia Limited
- Kimberly-Clark Australia Pty Ltd
- Lend Lease Corporation
- Loreto Normanhurst
- Mallesons Stephen Jaques
- McDonald's Australia Pty Ltd
- Medtronic Australasia Pty Ltd
- National Childcare Accreditation Council Inc
- NSW Teachers Credit Union Limited
- Origin Energy Limited
- Pitney Bowes Australia Pty Ltd
- Santa Sabina College
- Sparke Helmore
- UBS AG, Australia Branch
- The Spastic Centre of New South Wales
- The University of New South Wales (UNSW)
- The University of Sydney

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- The University of Western Sydney
- University of New England
- University of Technology Sydney
- The University of Western Sydney
- University of Wollongong
- Warrigal Care
- Westpac Banking Corporation

NT (1)

- Energy Resources of Australia Ltd

QLD (10)

- Brisbane Girls Grammar School
- Credit Union Australia Limited
- Griffith University
- John Wiley & Sons Australia Ltd
- Queensland University of Technology
- Rio Tinto Aluminium Limited
- St Aidan's Anglican Girls' School
- The University of Queensland
- UnitingCare Health
- University of the Sunshine Coast

SA (6)

- Catholic Education Office - Adelaide
- Flinders University of South Australia
- Savings & Loans Credit Union (SA) Limited
- The University of Adelaide
- United Water International Pty Ltd
- University of South Australia

TAS (1)

- Calvary Health Care Tasmania

VIC (30)

- Allens Arthur Robinson
- Australia and New Zealand Banking Group Limited (ANZ Bank)
- Australian Council for Education Research (ACER)
- Benetas
- Corrs Chambers Westgarth
- Cummins South Pacific Pty Ltd
- Deakin University
- Epworth Foundation
- ExxonMobil Australia Group of Companies
- Ford Motor Company of Australia Limited
- GM Holden Ltd



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- Goldman Sachs JBWere Services Pty Ltd
- Holding Redlich (Lawyers & Consultants)
- KPMG Australian Services
- La Trobe University
- Lauriston Girls' School
- Maddocks
- Mars Australia Pty Ltd
- Mercy Health and Aged Care
- Monash University
- Murdoch Childrens Research Institute
- National Australia Bank Limited
- Overnewton Anglican Community College
- Royal Automobile Club of Victoria (RACV) Limited
- RMIT University
- Swinburne University of Technology
- The Shell Company of Australia Pty Ltd
- The University of Melbourne
- VicSuper Pty Ltd
- World Vision Australia

WA (6)

- Alcoa of Australia Limited
- Chevron Australia Pty Ltd
- Churches of Christ Homes and Community Services Incorporated
- Curtin University of Technology
- St John of God Health Care Inc
- The University of Western Australia