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Australian Government
**Equal Opportunity for
Women in the Workplace Agency**

Annual Report 2003-04

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women+men  **business success**



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Level 6, 1 Elizabeth Plaza
North Sydney NSW 2060
ABN 47 641 643 874
Tel (02) 9448 8500
Fax (02) 9448 8572
www.eowa.gov.au

The Hon Kevin Andrews MP
Minister for Employment and Workplace Relations
Parliament House
CANBERRA ACT 2600

Dear Minister

I have pleasure in presenting to you the Annual Report of the Equal Opportunity for Women in the Workplace Agency.

The report has been prepared in accordance with Part III, subsection 12(1) of the *Equal Opportunity for Women in the Workplace Act 1999*, and covers the period from 1 June 2003 to 31 May 2004.

Yours sincerely

Anna McPhee
10 November 2004

advancing women and business

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Our Vision

To create an Australia where women in the workplace can achieve their greatest potential

Our Mission

To inspire Australian employers to create workplaces where women's contribution is valued and recognised. EOWA works to achieve this by:

- Providing unique, leading-edge knowledge and solutions
- Building strategic alliances and partnerships
- Engaging community debate to increase the rate of change

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Contact

For any enquiries in relation to information contained in the Annual Report, please contact:

Kristina Kalnins

Communications Officer and Annual Report Coordinator
e-mail: Kristina.Kalnins@eowa.gov.au

Equal Opportunity for Women in the Workplace Agency
Level 6, 1 Elizabeth Plaza
North Sydney NSW 2060

PO Box 712
North Sydney NSW 2059

Telephone: (02) 9448 8500
Fax: (02) 9448 8572

For more information about EOWA and its role and functions, please visit our **website:** www.eowa.gov.au

An electronic copy of the annual report is available at:
http://www.eowa.gov.au/Information_Centres/Resource_Centre/EOWA_Publications/Annual_Reports.asp

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“The work environment is not pitched in favour of women – one has to proactively speak out, take action and initiate programs to ensure women are operating on a level playing field.”

John McFarlane, CEO, ANZ

The success of this is evidenced by the increase in the number of Employment Matters employers addressed and the improvements in their workplace programs this reporting year. The Agency's focus on education also saw improvements in EOWA's nationally-conducted workshop program and the establishment of a tailored consultancy service.

Despite these efforts by EOWA and others to advance women and business, women remain under-represented in the Australian workforce. Though representing 44.6% of the Australian labour force, only a small percentage of women reach senior levels in business. The *2003 EOWA Australian Census of Women in Leadership* highlighted that in the ASX200 only 8.4% of board directors were women and only 8.8% of executive managers were women.

When it comes to changing an organisation's mindset about women in the workplace, it is the CEO who is the architect of culture and change.

In March 2004 EOWA launched its first book, *Chief Executives Unplugged*. Thanks to ten business leaders unafraid to go out on a limb, this collection of CEO interviews offers rare insights, practical ideas and inspiration for making a positive difference to business through harnessing women's talent.

As John McFarlane, CEO, ANZ Bank states in the book, "I don't believe that we can afford not to advance women, nor do I feel the need to quantify or justify my approach to women, to the board or to shareholders – I just do it."

As Director, I am encouraged by the number of CEOs recognising the importance of women to their organisation and who are prepared to take on a leadership role to promote change for women. Many of their organisations were recognised in 2003 as EOWA Employers of Choice for Women.

Workplace flexibility is a key factor towards greater participation of women in the workforce. Australian Workplace Agreements are forming an important vehicle for women to negotiate directly with their employers to obtain benefits and flexibility which will enable them to balance competing priorities. The proportion of women on AWAs increased from 38.0% in September 2002 to 42.2% in 2004.

As a trusted partner of business, EOWA is well placed to continue to work with organisations to address future challenges, including work-life balance, an ageing workforce and pay equity, in order to advance women in business.

“To attract the best talent, we determined early on that we had to be an employer of choice.”

Brian Schwartz, CEO, Ernst & Young

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EOWA Overview

Role and Functions

The Equal Opportunity for Women in the Workplace Agency (EOWA) has been established to administer the Australian *Equal Opportunity for Women in the Workplace Act 1999* (the Act).

The planned outcome is equality of opportunity in employment for women.

EOWA's primary role is to:

- Administer the *Equal Opportunity for Women in the Workplace Act 1999*
- Provide information, advice, education and communication to reporting organisations and members of the broader community to achieve equal opportunity for women in the workplace

The functions of EOWA are:

- To advise and assist relevant employers in the development and implementation of workplace programs
- To issue guidelines to assist relevant employers to achieve the purposes of the Act
- To monitor the lodging of reports by relevant employers as required by the Act and to review those reports and deal with them in accordance with the Act
- To monitor and evaluate the effectiveness of workplace programs in achieving the purposes of the Act
- To undertake research, educational programs and other programs for the purpose of promoting equal opportunity for women in the workplace
- To promote understanding and acceptance, and public discussion, of equal opportunity for women in the workplace
- To review the effectiveness of the Act in achieving its purposes
- To report to the Minister on matters in relation to equal opportunity for women in the workplace

In addition to any other powers conferred on EOWA by the Act, EOWA has the power to do all things necessary or convenient to be done for or in connection with the performance of the functions of EOWA.

EOWA receives reports from over 2700 organisations covered by the Act on the progress of their workplace programs. EOWA Client Consultants review these reports and work with employers to ensure compliance with the legislation.

Using this information, EOWA identifies:

- Organisations that comply with the legislation
- Organisations that do not comply with the legislation
- Organisations eligible to be Waived from reporting for a limited number of years

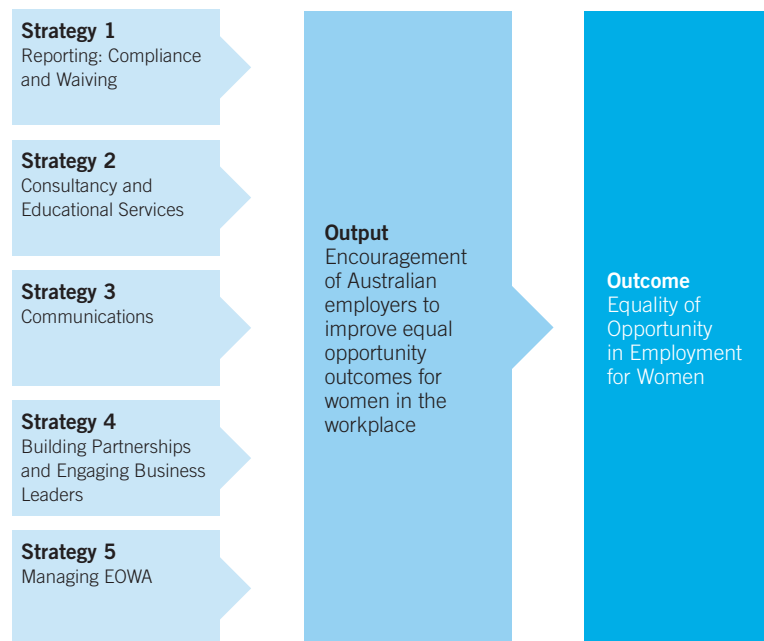
EOWA undertakes education and offers assistance to reporting organisations. For more detail, see the Report on Performance in the following section.

Organisational Structure

EOWA is a statutory authority located within the portfolio of the Australian Commonwealth Department of Employment and Workplace Relations (DEWR). The Directorship of EOWA is a statutory appointment made by the Governor-General of Australia. Fiona Krautil, the Director of EOWA since 1999, completed her five-year appointment with the Agency on 30 March 2004. On 25 June 2004, the new Director, Anna McPhee, was appointed. The Director reports directly to the Minister for Employment and Workplace Relations, the Hon Kevin Andrews MP, and embodies the powers and functions as described in the Act.

FIGURE: 1

Organisational Structure Relating to Outputs and Outcomes



Outcome and Output Structure

EOWA has combined the two previous outputs to form one output for the 2003-2004 year and beyond. It has become evident as a result of full implementation of the *Unfinished Business Review* that both previous outputs have become intrinsically linked. As a result they have been rationalised into one output. The activities remain the same.

FIGURE: 2

Outcome and Output Structure

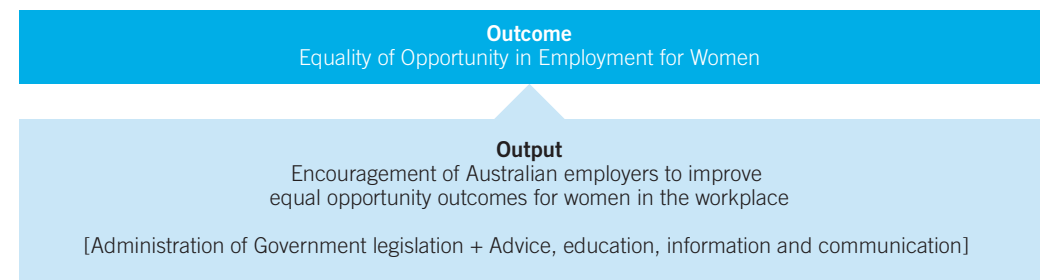


TABLE: 1

Outcome Structure

Outcome
Equality of Opportunity in Employment for Women
Output
Encouragement of Australian employers to improve equal opportunity outcomes for women in the workplace
Appropriation for the Outcome
Output
Appropriation Bill 1
Outcome
Appropriation Bill 1
Agency Outputs