

Annual Survey

EOWA conducts an annual survey during the reporting period. This year's survey was completed in September 2003. It canvassed employers' policies and programs to address work and family issues, including paid parental leave.

The 2002 survey results were launched on International Women's Day in March 2003. It provided new insights into what Australian organisations regard as the critical EO issues facing women in the workplace today. More than 700 of EOWA's reporting contacts, the majority of whom are HR practitioners, were asked two questions:

- 1 If you had the resources and support, which three things would you most want to do to advance women in your workplace?
- 2 What are your biggest challenges in achieving these outcomes?

The findings of the survey showed that the number one action that reporting organisations would do if they had the resources and support would be to 'get more women into leadership positions' (37%), followed by 'get more women into non-traditional work' (27%). The most frequently cited challenges to achieving these outcomes were the 'supply of women' (30%), followed by 'women's perceptions of themselves or lack of interest in advancing' (15%) and 'workplace culture' (14%).

The complete survey results are shown in Figure 8 for question one, and Figure 9 for question two.

Figure 8: EOWA Reporting Survey 2002—Reporting Organisations' First Priority Actions to help Women advance in the workplace

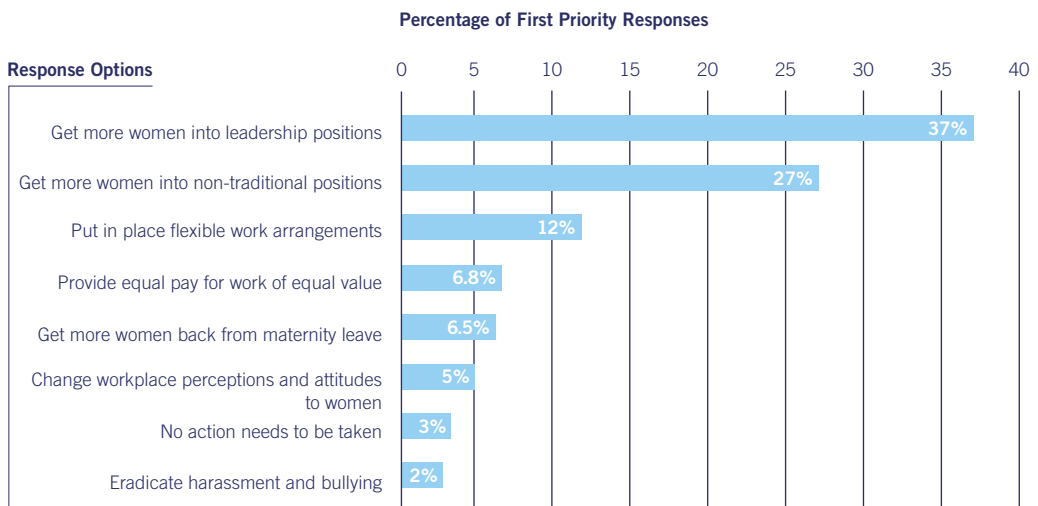
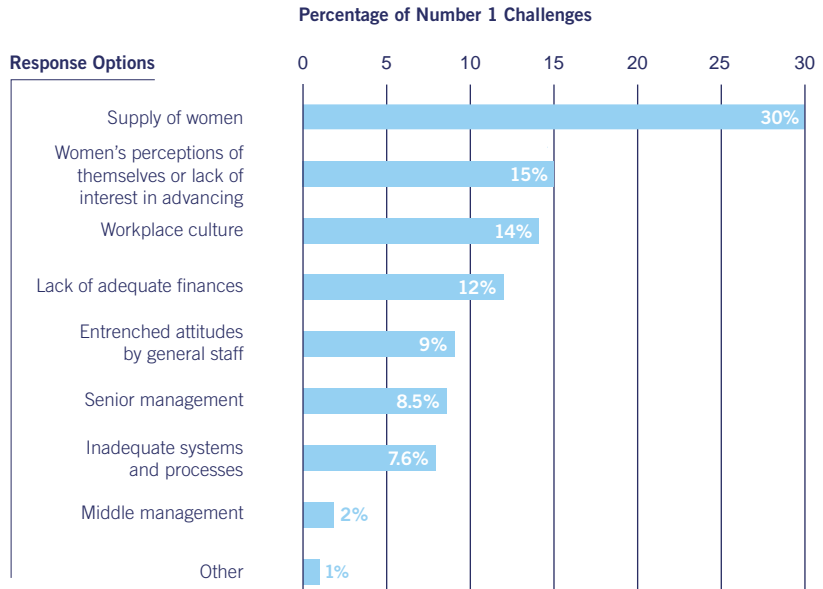


Figure 9: EOWA Reporting Survey 2002—Reporting Organisations’ Biggest Challenges for Advancing Women



The results show that Australian organisations recognise the need for more women at the top, but they believe that eligible women are either in short supply or are responsible for limiting their own advancement. This is despite the fact that women make up 45% of the Australian workforce.

The findings indicate that there is clearly still much to be done to help employers recognise women’s talents and build inclusive workplaces that enable talent in all its forms to be identified and developed.

Actual Performance for Output 1 – Administration of Government Legislation

Actual Performance in Relation to Performance Targets Set Out in Portfolio Budget Statements (PBS)

In the PBS 2002–2003 reporting year, the total price of delivering Output 1 was \$1,513,500.00. The performance targets set out on the PBS for Output 1 have been achieved at a cost totalling \$1,585,619.00.

Performance information on EOWA’s achievement of Output 1, as determined by the quality and quantity measures identified in the PBS, is given in Table 3.