

03

Report on Performance



Report on Performance

Actual Performance in Overall Achievement of Outcome

As identified in the Portfolio Budget Statements (PBS), EOWA's effectiveness indicators for the output to achieve the planned outcome are described in Table 1. This table provides information on the strategies chosen to deliver the outcome, and shows the links between the output and the outcome.

TABLE 1

Effectiveness – Overall Achievement of the Outcome Including Performance Information for Administered Items

Outcome	
	Increased influence over Australian employers to achieve equity in the workplace through regulation and education on eliminating discrimination and promoting merit based opportunity.
Impact Measured by Effectiveness Indicators	Agency operation within budget; compliance with the Act; client performance improvement; increase in women in management; increase in paid maternity leave; reduction in pay equity gap amongst EOCFW organisations; eligibility for waiving, EOWA Employer of Choice for Women (EOCFW) citations and Business Achievement Awards (BAAs); requests for information and advice; workshop attendance; and media coverage.
Actual Performance	<ul style="list-style-type: none"> • The Agency operated within budget; • 2,556 compliant and 12 non-compliant organisations (as at 12 October 2009); • Average of 4.3 Employment Matters actioned per organisation (4.2 EMs actioned in 2007-08); • Increase in women in management among reporting organisations from 33.3% to 33.5%; • Increase in the number of reporting organisations providing paid maternity leave from 48.9% to 50.8%; • Pay equity gap amongst EOCFW organisations sits at 10.9% (10% in 2007-08); • 116 waived organisations (as at 12 October 2009). 111 EOCFW organisations. 44 organisations nominated for the 2008 BAAs (29 organisations self-nominated and 3 self-nominated for more than one award); • 3,844 inquiries received and actioned (compared to over 3,317 inquiries in 2007-08); • 20 workshops conducted; and • 500 known media mentions, 219 of which referenced the EOWA Australian Census of Women in Leadership.

Output	Leading Australian employers to improve equal opportunity outcomes for women in the workplace
Output Measured by Quality and Quantity	Administration of the Act; workshop attendance and evaluation; complaints to EOWA and the Minister; client site visits; provision/maintenance of website and on-line educational tools; written materials/publications and presentations; liaisons and partnership events with client organisations; B&H on-line program licences sold; e-newsletters and client updates; and CEO attendance at the BAAs.
Actual Performance	<ul style="list-style-type: none"> • All reporting organisations were telephoned by EOWA and offered tailored feedback on their annual compliance report; • 208 clients attended 20 EOWA workshops in 2008-09 (211 attendees at 23 workshops in 2007-08) and public workshop evaluation sheets measured 100% client satisfaction; • No complaints were made to the Minister; • EOWA conducted meetings with 7 organisations, at their request, to advise them on strategies to advance women and remove barriers; • Numerous updates made to the EOWA website to increase effectiveness; • 6 research publications were produced; • A number of speeches/presentations were delivered by the EOWA Acting Director and senior staff during 2008-09; • 12 external partners supported EOWA events and research; • 10 organisations purchased a total of 2,415 licenses for the B&H on-line program in 2008 -2009; • EOWA's e-Newsletter was distributed to nearly 7,000 subscribers; • EOWA's 2008 <i>Australian Census of Women in Leadership</i> publication was distributed to all reporting CEOs and Report Contacts; and • More than 400 business leaders, including over 50 CEOs, attended the 2008 BAAs.

Price in PBS	Actual Expenditure
\$3.500m	\$3.405m

Reporting

Relevant organisations are required to develop and implement a workplace program and report annually to EOWA on their program's effectiveness. These reports include information on:

- The composition of their workforce;
- How they consulted with their employees to identify issues for women in their workplace;
- Their analysis and issues identified for women in their organisation across the seven Employment Matters;
- Actions taken to address prioritised issues;
- The evaluation of the actions taken; and
- Planned future actions.

EOWA's reporting clients are assessed as either compliant, non-compliant or waived from reporting for a specified period of time under the Act. Should a report be initially assessed as non-compliant, Client Consultants work with that organisation to obtain the necessary additional information to reach compliant status.

Client Consultants, who are highly skilled in managing client relationships and human resource issues, are recruited annually to assess EOWA reports. They receive comprehensive training that equips them to provide tailored feedback relevant to each employer's needs. Client Consultants are also allocated specific industries to assess, which enables them to develop a comprehensive knowledge of industry-specific issues.

For every report assessed, Client Consultants telephone and email that organisation's EOWA Report Contact to provide personalised and detailed feedback on their workplace program. The feedback conversation with clients not only enhances the relationship between EOWA and reporting organisations but also provides an opportunity to discuss their individual program, ensuring that employers receive the maximum benefit of industry knowledge.

Client Consultants recognise that each reporting organisation is at a different stage in implementing a workplace program for achieving equal opportunity, hence feedback is tailored to each organisation's particular stage in that process. This feedback is designed to assist clients to influence change within their organisation.

In March 2009, over 2,780 CEOs from reporting organisations were sent a personalised letter on behalf of EOWA's Acting Director updating them on the Agency's activities and also inviting them to contact EOWA for reporting and workplace program assistance. Additionally, all CEOs from compliant organisations received a tailored letter advising compliance with the Act and included feedback on their workplace program as outlined in their report.

At the end of each calendar year, EOWA publishes all compliance reports from the recently completed reporting year on the EOWA website. This enables employers to examine how other organisations, both within their industry and generally, are addressing equal opportunity issues.

Non-compliant Organisations

As at 12 October 2009, there were 12 reporting organisations that did not comply with the *Equal Opportunity for Women in the Workplace Act 1999*. Of these, 11 organisations have been previously non-compliant.

Non-compliant organisations are ineligible to tender for government contracts and industry assistance.

For the names of 2008-09 non-compliant organisations, refer to Appendix 9.

Achieving a Waiver from Annual Compliance Program Reporting

Section 13C of the Act provides the opportunity for organisations covered by the Act to apply to be waived from annual compliance program reporting once they have achieved compliant status for their workplace program for three consecutive years.

Applications for waiver are submitted at the same time as compliance reports and may take the form of a written report or a workplace visit to assess the organisation's workplace program.

In order to be waived from reporting, an organisation must:

- Provide a workplace profile including average salaries for men and women at each level and the percentage pay gap by level and overall;
- Demonstrate that it has consulted with all staff (particularly women) on issues for women in its workplace;
- Provide a detailed analysis of its progress in relation to the seven Employment Matters relating to equal opportunity for women in its workplace; and
- Present supporting information which confirms that the organisation has done everything reasonably practicable to advance women and remove barriers.

If a waiver is granted, the employer is not required to submit a report to EOWA for a period of up to three years. Under the Act, organisations which have been waived from reporting are required to continue to develop their workplace programs during the period of the waiver.

The granting of a waiver from reporting:

- Encourages organisations to develop effective workplace programs to achieve equal opportunity in the workplace;
- Recognises organisations that can demonstrate they have taken all reasonably practicable measures to address issues for women in their workplace, taking into account their unique organisational circumstances; and
- Enables organisations to divert resources from reporting into their workplace program.

EOWA offers organisations interested in applying for a waiver a high level of support and assistance. This involves consultation, feedback and guidance relating to EO in their workplace. In addition, EOWA's Workshop 2 focuses on requirements for achieving a waiver. Education and Client Advisors who conduct these workshops provide participants with advice and information to enable them to establish the foundation for a successful application for waiver from reporting.

In the 2008-9 reporting year the EOWA Acting Director, Mairi Steele offered a two year waiver from annual compliance reporting to the 41 organisations on the 2009 EOWA Employer of Choice for Women (EOCFW) list that were also due to submit a report in 2009. This decision was based on the knowledge that organisations which achieved EOCFW exceeded the requirements for a waiver from reporting. Of the 41 organisations eligible for a waiver, 40 accepted the offer.

In addition to these 40 EOCFW organisations 87 organisations applied to be waived. Of these, 76 achieved a waiver from reporting, making a total of 116 waivers approved by the Acting Director (compared with 139 organisations in 2008-09).

A list of waived organisations is provided in Appendix 10.

Compliance Data

Each year EOWA receives equal opportunity compliance reports from employers covered by the EOWW Act. These reports are assessed by EOWA staff for compliance with the legislation, and as part of the assessment process, data is recorded on each report in the EOWA database.

The 2008-09 report assessment data provides insights into how Australian employers are taking action to implement equal opportunity for women in their workplaces.

As at 12 October 2009, 2,556 organisations reported to EOWA and were assessed as compliant under the Act, compared with 2007-08 when 2,501 reporting organisations complied. Of these 2,556 compliant organisations, 116 were approved to be waived from reporting for a future period of up to three years, which compares with 139 in 2007-08. Twelve organisations were non-compliant as at 12 October 2009.

Women's Workforce Participation

In 2008-09, these 2,556 organisations employed 2,583,058 people, and 48.3% or 1,246,433 of these employees were women. The proportion of women in these organisations is shown by employment category on the following page, together with the final figures for 2007-08 and 2006-07 (updated since the last Annual Report).

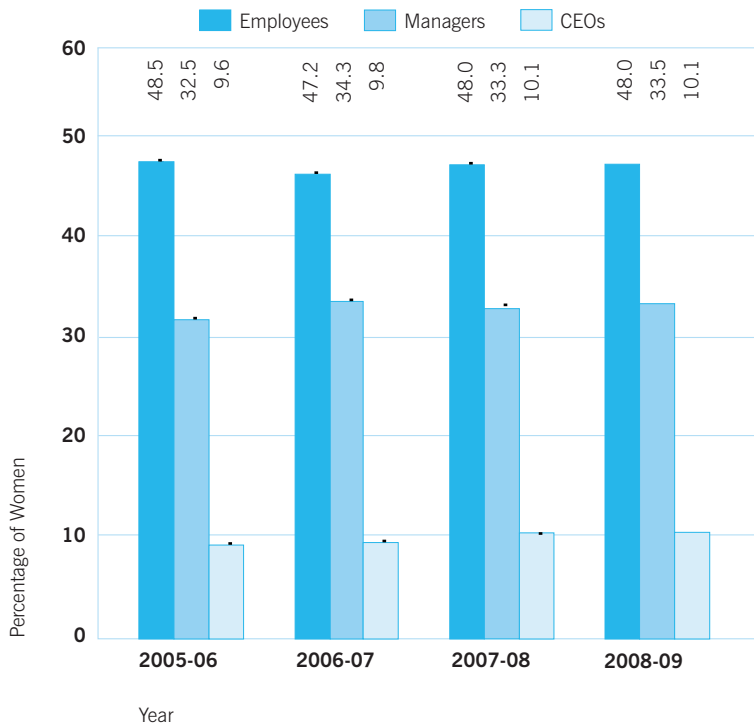
	2008-09 (%)	2007-08 (%)	2006-07 (%)
CEOs	10.1	10.1	9.8
Managers	33.5	33.3	34.3
Employees	48.3	48.0	47.2
Full-time Employees	35.1	35.7	34.3
Part-time Employees	77.5	76.9	77.5
Casual Employees	58.9	57.0	57.4
Part-time Managers	81.6	77.9	81.0
Casual Managers	50.0	57.5	56.6

Source: EOWA Compliance Data

Women's employment participation in the total workforce and management of reporting organisations for the past four years is shown in Figure 2.

FIGURE 2

Women's Employment Participation in EOWA Reporting Organisations



Source: EOWA Compliance Data

* The data from which these figures were derived was valid on the 12 October 2009.

Annual EOWA Survey of Reporting Organisations

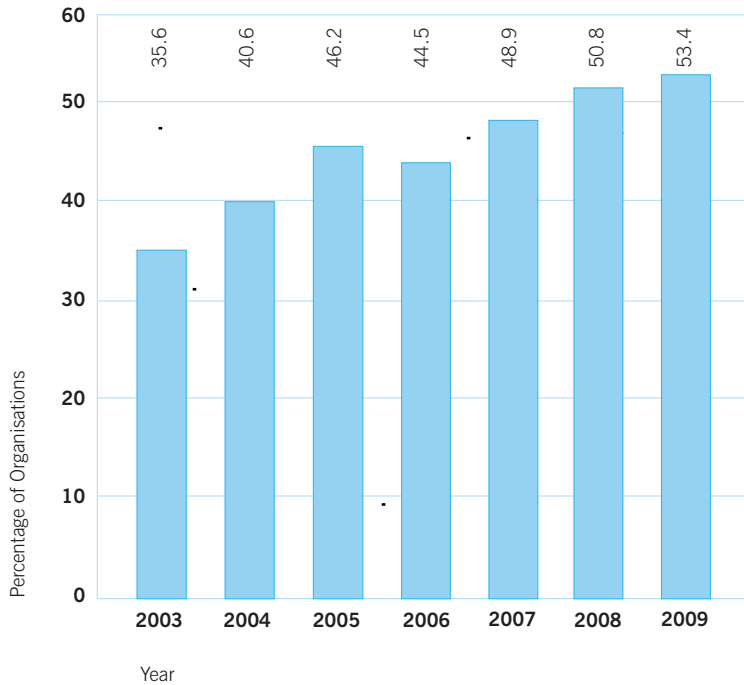
Since 2001, EOWA has conducted voluntary surveys of reporting organisations as part of the annual reporting process. The data is collected through telephone conversations between EOWA Client Consultants and reporting organisations during the reporting period each year. The publications for the 2008, 2009 and 2010 surveys have been sponsored by Alcoa of Australia. The 2009 survey focuses on Paid Maternity Leave, Sex-based Harassment Initiatives and the Gender Pay Gap. 2,320 organisations participated in the survey which constituted a response rate of 91.4%.

Key findings include:

- 50.8% of organisations reporting to EOWA now provide paid maternity leave to employees however not all women in these organisations will have access to this provision;
- The average duration of paid maternity leave in reporting organisations is 9.4 weeks. Conditions and eligibility periods vary substantially in terms of the type of leave provided, the length of leave allowed, and other conditions;
- While almost all reporting organisations have formal procedures for dealing with sex-based harassment in the workplace, just over half provide training to staff (59.1%) and even less provide training to managers (55.4%); and
- In organisations reporting to EOWA, currently less than half (42%) say they conduct an annual gender pay equity analysis and over a third of all report contacts (37%) believe a gender pay gap exists in their organisation.

FIGURE 3

Provision of Paid Maternity Leave in EOWA Reporting Organisations



Source: EOWA Survey on Paid Maternity Leave, Sex-based harassment Initiatives and the Gender Pay Gap

The full published results of the 2008-09 EOWA survey can be viewed on EOWA's website at:

http://www.eowa.gov.au/Information_Centres/Resource_Centre/EOWA_Publications/EOWA_Surveys.asp

Educating HR and Diversity Practitioners

Workshops and Education Sessions

EOWA conducts workshops and other educational sessions to assist clients in developing EO workplace programs and to educate employers about the business benefits of removing barriers to women's workplace participation.

Throughout the year, a total of 20 workshops were conducted across Australia, attracting 208 attendees. A similar number of attendees (211), attended the 23 workshops offered in 2007-08.

All workshop participants received an evaluation form with which to provide feedback in relation to content and achievement of objectives. One hundred percent of respondents either agreed or fully agreed that their workshop expectations had been met.

Bullying and Harassment Prevention: an EOWA Online Program (B&H on-line program)

An online multi-media training program, developed by EOWA, was made available in 2008 to help employers educate employees about appropriate behaviour at work.

Modules include written information, activities and video case studies covering bullying, harassment, discrimination, and current State and Federal legislation.

This education program can help protect employees from harm and provides protection for organisations from potential costly and time-consuming claims.

10 organisations purchased a total of 2,415 licenses in 2008-09.

Advice and Consultation

An important part of EOWA's role is educating and assisting organisations to achieve equal opportunity for women in their workplaces. To this end, EOWA provides advice and consultation both over the telephone and in person to clients, media, academics, students, government organisations, women's groups and the general public.

Detailed assistance is provided to employers on interpretation of the Act, how to comply with the Act, workplace program development, how to use EOWA's workplace development tools, case studies from leading organisations and general information on issues for women in the workplace.

For the period 1 July 2008 to 30 June 2009, EOWA responded to 3,844 inquiries (compared to over 3,317 inquiries in 2007-08). Additionally, during the 2008-09 reporting year, every reporting organisation was provided with personalised and industry-specific assistance on their workplace program.

Communications

Speeches and Presentations

An important educational role for the Agency is to publicly address the current issues facing women in the workplace. Representatives of EOWA deliver speeches throughout the year in order to lead, educate, and create debate around improving outcomes for women and business.

This year once again, EOWA representatives delivered public addresses across the nation to a broad range of audiences including government agencies, women's networks, private companies, industry groups and educational institutions.

Submissions to Inquiries

Throughout the year EOWA has been able to contribute its specialist knowledge to a number of inquiries. These were:

- Inquiry into the Effectiveness of the *Commonwealth Sex Discrimination Act 1984* in Eliminating Discrimination and Promoting Gender Equality;
- The Productivity Commission Inquiry into Paid Maternity, Paternity and Parental Leave;
- The House of Representatives Inquiry into Pay Equity and Associated Issues Related to Increasing Female Participation in the Workforce; and
- Inquiry into the Effects of the Ongoing Efficiency Dividend on Smaller Public Sector Agencies.

Electronic copies of these submissions can be viewed on EOWA's website at: http://www.eowa.gov.au/Information_Centres/Resource_Centre/EOWA_Publications

Community Engagement Campaigns

In 2008, EOWA named 'Equal Pay Day' for the first time. This day illustrates the number of extra days that women have to work, on average, after the end of the financial year to earn the same as men. The number of extra days represents the national average gender pay gap for adult full-time, ordinary-time earnings which sits at approximately 17%. The day is largely symbolic and aims to generate community discussion and media commentary annually on the topic of gender pay equity, both of which were achieved in 2008.

Publications

Agender in the Boardroom

In partnership with Egon Zehnder International EOWA conducted qualitative research to examine the experiences of female non-executive directors, and male chairs' perceptions regarding female non-executive directors in Australia's top companies.

Key findings include:

- Not only is there still a multitude of barriers preventing many or most women from getting to the top of organisations, but once there, they continue to be undervalued;
- Despite women's experience and expertise, some directors continue to see women's presence as symbolic and hold them responsible only for what they see as 'soft' issues such as employee relations;
- Women often find that their ideas and opinions are only acknowledged when a male board member agrees with them;
- Women are expected to bring diversity to boards and yet are criticised when their experience is not the same as those around them;
- Women expect to use their individual skills and abilities to represent shareholders and the company in the same way as men, while there is a continued expectation from those around them to represent only their gender;
- Women are praised for being prepared, conscientious and hard working, whilst this very conscientiousness is used as evidence against them of their lack of 'gut instinct';

- Women talk about not being heard yet when they try to contribute they are described as 'aggressive'; and
- Women's difference and alienation is exposed throughout the research while they are criticised for not being 'collegiate'.

This publication can be accessed on EOWA's website at:

http://www.eowa.gov.au/Australian_Women_In_Leadership_Census/2008_Australian_Women_In_Leadership_Census/Egon%20Zehnder/EZ%20Media%20Kit%20materials/Full_Report.pdf

EOWA Survey on Paid Maternity Leave, Sex-based Harassment Initiatives and the Gender Pay Gap

See survey section under compliance data, page 22.

Pay, Power and Position: Beyond the 2008 EOWA Australian Census of Women in Leadership

This report further explores the valuable data collected for the EOWA Australian Census of Women in Leadership and focuses on the status of women at Board Director and Executive Manager Level in the ASX200.

Key findings:

- Once women have been appointed to boards, they are as influential as men. Among the 89 individual women holding ASX200 board seats, 49.4% are chairing at least one board committee, compared to 32.9% of male board directors. However, because of the small number of women on boards, women only make up 11.0% of all board committee chairs;
- The small number of women on ASX200 boards appear to be slightly better paid than their male counterparts (7.6% more on median earnings), regardless of the number of board seats held. This is most likely explained by the fact that board remuneration is generally fixed, with additional amounts for chairing key committees;
- The percentage of ASX200 executive managers who are declared Key Management Personnel increased from 66.1% in 2006 to 75.7% in 2008. While women have shared in this increase, only 7.0% of ASX200 Key Management Personnel are women;
- Only 54% of reported female executives have Key Management Personnel status, compared to 78.1% of reported male executives;

- The areas in which women executive managers are most commonly represented are also those areas least likely to have Key Management Personnel status, for example, in Public Affairs, Communications and Human Resources;
- The gender pay gap for female executive managers is significant and in some positions (CEO and Finance) women earn less than half of their male equivalents. Even in positions where women are more likely to work they earn significantly less than their male counterparts;
- The median remuneration of women in line positions is 89% of that of men in line positions. For support positions, female median remuneration is 63% of the male median; and
- Remuneration generally increases as companies get larger (measured by market capitalisation) but it increases much faster for men than for women. Remuneration of women executives in the smallest companies is closer to parity with that of men.

This publication can be accessed on EOWA's website at:
http://www.eowa.gov.au/Australian_Women_In_Leadership_Census/2008_Australian_Women_In_Leadership_Census/Pay_Power_Position/Pay_Power_Position_Beyond_the_Census.pdf

EOWA Australian Census of Women in Leadership

The EOWA Census research provides a definitive measure of the status of women on boards and in executive management across the ASX200. The Census is regularly cited by academics, business and the media.

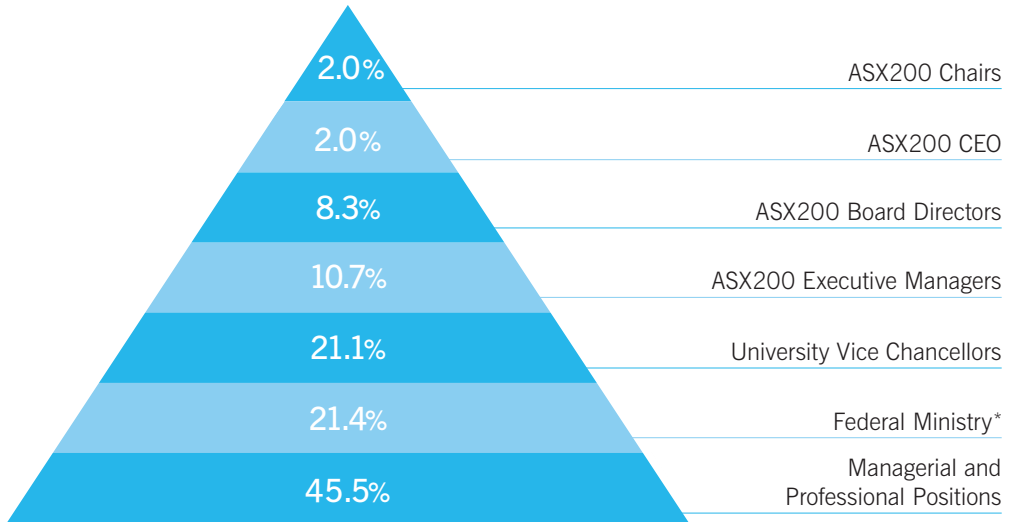
Key findings of the research revealed that across the ASX200, 8.3% of Board Directors and 10.7% of Executive Managers were women (compared to 8.7% and 12.0% in 2006 respectively). Only 4 CEOs were women (2%).

The 2008 Census includes a number of data analyses, including an international comparison of data against five other nations including the United Kingdom and New Zealand, plus the inaugural list of Top Performing Companies, defined as those companies which have 25% or more women on both their board and senior executive team.

During the 2008-09 financial year, 219 of the Agency's 500 known media mentions referenced or directly quoted the 2008 Census figures. This compares to 189 of the 334 known media mentions for the 2006-07 financial year, when the last EOWA Census was conducted.

FIGURE 4

Census Pyramid – Status of Women in the ASX200 and other Key Areas



* Federal Ministry comprises Cabinet, Outer Ministry and Parliamentary Secretaries

This publication can be accessed on EOWA's website at:
http://www.eowa.gov.au/Australian_Women_In_Leadership_Census/2008_Australian_Women_In_Leadership_Census/Media_Kit/EOWA_Census_2008_Publication.pdf

EOWA Retail Industry Vertical

The EOWA Industry Verticals are a series of research publications that present an analysis of data derived from EO reports submitted by employers to EOWA, and offer insights into industry specific trends and issues for women in the workplace. In June 2009 the EOWA Retail Industry Vertical was released.

Key findings include:

- There has never been a retail organisation amongst the BAA winners or EOFCW organisations;
- Over one third of organisations on EOWA's non-compliant list in 2009 were retail organisations;
- The representation of women across senior leadership levels in the retail sector is disproportionate to their representation across the retail workforce on the whole;
- Despite being a female dominated industry with 60% female employees and over 45% female managers, only 5% of CEOs in retail are women; and
- Only 14.7% of retail organisations provide paid maternity or primary carer's leave at an average of one week, compared to 50.8% of all organisations reporting to EOWA offering an average of nine weeks.

This publication can be accessed on EOWA's website at:

http://www.eowa.gov.au/Information_Centres/Resource_Centre/EOWA_Publications/Industry_Verticals/EOWA_Fin_Retail_IV_2009.pdf

EOWA and Diversity Council Australia Auspoll Survey on Australian's Attitudes to Gender Pay Equity

In September 2009 EOWA and the Diversity Council Australia (DCA) released the results of an online poll examining knowledge of, and attitudes towards, gender pay equity. A group of 1200 individuals participated in the poll, and respondents were a mix of professionals from the Workplace Training Advisory Australia Database, and the general population.

Key findings include:

- 82% of the general community and 94% of the business community are aware Australian women, on average, earn less than Australian men;

- 80% of the general community and 96% of the business community believe that action must be taken to close the gap between men's and women's earnings; and
- 88% of the general community and 61% of the business community don't have a full understanding of pay equity.

This publication can be accessed on EOWA's website at:
http://www.eowa.gov.au/Pay_Equity/Files/Auspoll_Survey.pdf

EOWA News Alert

EOWA regularly distributes this electronic newsletter, which provides tailored, relevant and topical information to clients and subscribers ranging from small and medium enterprises (SMEs) to academics, government, women's groups and community subscribers.

Each edition provides reporting-related information, updates on relevant internal or external events and EO issues. The publication is distributed to almost 7,000 subscribers.

Media

EOWA's media strategy has continued to position the organisation as a key voice on issues for women in Australian workplaces. This profile has provided a platform which allows EOWA to work alongside some of Australia's foremost business leaders.

In 2008-09, the Agency achieved at least 500 known media mentions (275 print articles and 225 radio, TV and online media), compared with 203 print and 160 radio, TV and electronic media mentions in 2007-08.

Website

EOWA's website continues to offer an extensive range of online tools along with a library of rich resources. These include a new pay equity audit tool, up-to-date statistics on Employment Matters, and leading organisations' policies, practices and case studies which are designed to enhance the development of successful EO workplace programs. Further to the updating of many of the existing web-resources, a new section of the EOWA website was developed to provide an array of information and tools on pay equity.

These updates and improvements have helped to ensure a more current, user-friendly website that is an informative resource for business, the media, government and the general public.

Building Partnerships and Engaging Business Leaders

EOWA has continued to develop and strengthen strategic relationships with leading organisations and networks within Australia during the past year.

EOWA's key projects in 2008-09, which were aimed at inspiring leaders to take action to help women advance in the workplace, were:

- The EOWA Business Achievement Awards;
- The EOWA Employer of Choice for Women Citation;
- *Agender in the Boardroom* (publication);
- *Pay, Power and Position: Beyond the 2008 EOWA Australian Census of Women in Leadership* (publication);
- *The EOWA 2008 Australian Census of Women in Leadership* (publication);
- *The EOWA Retail Industry Vertical* (publication); and
- *The EOWA Survey on Paid Maternity Leave, Sex-based Harassment Initiatives and the Gender Pay Gap* (publication).

EOWA Business Achievement Awards

Each year, the prestigious EOWA Business Achievement Awards (BAAs) recognise business leaders and leading edge organisations that have strategically driven the advancement of women in their workplaces. The 2008 Business Achievement Awards luncheon was held in Melbourne. Over 400 senior executives including 50 CEOs attended the event.

In 2008, there were eight award categories. Seven awards were endorsed by corporate sponsors; American Express, the Australian Industry Group, the Commonwealth Bank of Australia, ExxonMobil, Freehills, Hays and IBM Australia. In addition to these categories, the final category was the Minister's Award for Outstanding EEO Practice in the Advancement of Indigenous Women.

The positive response to the BAAs that EOWA receives from businesses, organisations and individuals is noteworthy. The awards ceremony attracts positive media coverage across print and radio outlets.

The 2008 BAA winners are listed in Appendix 11.

EOWA Employer of Choice for Women

In March 2009, 111 organisations were featured on the EOWA Employer of Choice for Women (EOCFW) list. This is an increase from the 99 organisations which achieved the citation in 2008.

To be an EOWA Employer of Choice for Women, an organisation needs to:

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

Organisations seeking the EOCLW citation, including current citation holders, are required to submit an application each year to ensure that their current workplace programs are meeting the six criteria and six pre-requisites required for the awarding of EOCLW status.

Organisations which are applying for the first time or who have new CEOs are contacted by EOWA and a fifteen minute telephone conversation is organised with the CEO to confirm that s/he champions EO for women in the organisation.

Organisations that no longer demonstrate the criteria are removed from the list.

To be an EOCLW an organisation also needs to demonstrate that:

- 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 is available – minimum six weeks paid leave after 12 months service;
- Sex-based harassment education is conducted at induction for all staff (including management, contract staff and casual staff); plus refresher education OR update is received by all staff (including management, contract staff and casual staff) at least every two years;
- The pay equity gap between average male and female salaries at each level of the organisation is less than the national pay gap identified by ABS research. Additionally, the organisation's overall pay gap must be less than the organisation's industry average pay gap, based on current ABS statistics; and

- The percentage of managers who are women must be greater than the percentage of female managers identified by ABS research OR the organisation's percentage of female managers must be greater than the industry-sector average.

The percentages relevant to the gender pay gap and female managers change yearly based on ABS statistics available at 31 March. Organisations applying in 2009 for inclusion on the EOCFW list in 2010 must achieve a pay equity gap between average female and average male salaries at each level of the organisation of less than 17.2% as well as achieving an overall average pay gap which is less than their industry group average at 31 March. At least 29.8% of managers must be women for inclusion on the EOCFW 2010 list, OR the organisation's percentage of female managers must be greater than the 31 March ABS industry-sector average. The EOCFW requirements will be examined as part of the Review of EOWA and its underlying legislation.

Among the 2009 EOCFW organisations, the average duration of paid maternity leave was 11.8 weeks and the average eligibility period was 11 months. Nearly 55% of EOCFW organisations offered 12 weeks or more and 7.2% of organisations provided 26 weeks paid maternity leave. The average overall pay gap for organisations that were awarded the EOCFW citation in 2009 was 10.9% which is significantly lower than the national average.

This year's EOCFW list is provided in Appendix 12.

Networking and Representation of EOWA

During the year, EOWA was a member of a number of external organisations, including:

- The NSW Equal Employment Opportunity Practitioners' Association (NEEOPA);
- The Equal Employment Opportunity Network, Victoria (EEON);
- The Equal Opportunity Practitioners' Association, Queensland (EOPA); and
- The Equal Employment Opportunity Network Australasia (EEONA).

EOWA also supported the Macquarie Graduate School of Management's *Women, Management and Employment Relations* Conference.

Throughout the year, EOWA's Director and Acting Director participated in and attended numerous external events and accepted all appropriate guest speaking invitations convenient to their schedule.

Purchaser/Provider Arrangements

EOWA entered into a purchaser/provider arrangement, under a memorandum of understanding, with the Department of Families, Housing, Community Services and Indigenous Affairs (FaHCSIA) for the provision of administrative and information technology services for the financial year 2008-09.

Where Performance Targets Differ from PBS

Not applicable. Performance targets did not differ from the PBS.

Factors and Events Influencing Performance

EOWA's appropriations were reduced by 2%, by way of an efficiency dividend measure, from the baseline figures. This will impact on the Agency's ability to maintain service delivery standards.

Significant Changes in Nature of Principal Functions/Services

In June 2009, the Minister for the Status of Women, Tanya Plibersek, announced a review of EOWA and its underlying legislation (*EOWW Act 1999*). The purpose of the review is to examine the effectiveness and efficiency of EOWA and the legislation in promoting equal opportunity for women in the workplace.

The Australian Government Office for Women is managing the Review, with professional services firm KPMG managing the consultation process.

The compliance reporting process remains unchanged during the Review.

Further information on the Review can be obtained by contacting the Office for Women at:

<http://www.fahcsia.gov.au/sa/women/overview/ofw/Pages/Contactofw.aspx>

Service Charter

EOWA's Service Charter outlines the key service standards that EOWA commits to abide by in order to respond better to the needs of business and working women. External queries or complaints are responded to quickly and client feedback on EOWA's service is encouraged.

Of the 3,844 calls received in the period from July 08 – June 09, 105 calls were from members of the public whom EOWA referred to other agencies for appropriate assistance, and 599 calls were relating to rights and obligations under the Act and how EOWA could provide assistance to meet those obligations.

The Service Charter is available on EOWA's website at:

http://www.eowa.gov.au/About_EOWA/Our_Services/EOWA_Service_Charter.asp

Financial Performance

The total appropriation for EOWA in 2008-09 was \$2,938,000.

Significant Changes from Prior Year or from Budget

There were no significant changes.

TABLE 2

Summary Resource Table by Outcome

	(1) Budget* 2008-09 (\$)	(2) Actual Revenue 2008-09 (\$)	(3) Actual Expenses 2008-09 (\$)	Variation (3) – (2)	(4) Budget** 2009-10 (\$)
Price of Output					
Output – Administration of the Act, Advice, Education, Information and Communication	2,938,000	2,938,000	3,404,882	–	2,992,000
Reduction of Appropriations (Appropriation Act Section 9)	–	–	–	–	–
Subtotal of Output	2,938,000	2,938,000	3,404,882	–	2,992,000
Revenue from Government (Appropriation) for Outputs	2,958,000	2,958,000	–	–	2,992,000
Revenue from Other Sources	466,000	682,231	–	–	366,000
Other Sources – Resources received free of charge from Government, EOWA services to external entities and sale of assets	96,000	44,000	–	–	48,000
Total Price of Output	3,500,000	3,664,231	3,404,882	259,349	3,406,000
TOTAL FOR OUTCOME (Total Price of Outputs and Administered Expenses)	3,500,000	3,664,231	3,404,882	259,349	3,406,000
Average Staffing Levels [ASL]	20	21	21	–	21

* Full-year Budget, including additional Estimates

** Budget prior to additional Estimates

Developments since end of Financial Year

No new developments have occurred since the end of the financial year.