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Equal Opportunity For Women In The Workplace Agency
Annual Report 2000|2001





Addendum



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Equal Opportunity For Women In The Workplace Agency

Annual Report 2000 | 2001

Appendix 09 – Waived Organisations

Appendix.09

AGCO Australia Ltd
Air International Group Ltd
ALCOA World Alumina
AMP Life Limited
Anglican Schools Commission (Inc) - Western Australia
Ansett Australia
Aquinas College
Arthur Andersen & Co
Australian Associated Motor Insurers Ltd
Australian Jockey Club
Australian National Credit Union
Autoliv Australia Pty Ltd
Avon Products Pty Ltd
Bakewell Foods Pty Ltd
Baldwin Care Group Pty Ltd
Barro Group Pty Ltd
Baxter Healthcare Pty Ltd
BHP Steel
Bishop Davies Court Nursing Home
Blake Dawson Waldron
Boots Health Care Ltd
BT Australasia Pty Ltd
BTR Automotive Drivetrain Systems
Caltex Australia Ltd
Carter Holt-Harvey Wood Products Australia Pty Ltd
Castricum Bros Pty Ltd
Central Coast Grammar School

Chevron Australia Pty Ltd
Commonwealth Bank of Australia
Community Access Services of South Australia Inc
Deloitte Touche Tohmatsu
Energy Resources of Australia Ltd
Epworth Hospital
Exxon-Mobil Corporation
Ford Motor Company of Australia Ltd
Fortis Australia Ltd
Geelong Advertiser Pty Ltd
Geelong Grammar School
Griffith University
Haulmark Manufacturing Co Pty Ltd
Hospital Benefit Funds Inc
Hewlett Packard Australia Ltd
IBM Australia Ltd
IGT (Australia) Pty Ltd
Institute of Chartered Accountants in Australia
Ivanhoe Girls' Grammar School
John Wiley & Sons Australia Ltd
Joy Manufacturing Co Pty Ltd trading as Joy Mining Machinery
Kimberly-Clark Australia Pty Ltd
La Trobe University
Laubman & Pank Holdings Pty Ltd
Lend Lease Corporation Ltd
Loreto Normanhurst
Macquarie University



Waived Organisations (continued)

Mars Incorporated
Marven Poultry
Mercy Community Services Inc
Monash University
MRAEL Ltd
Mt Pritchard District Community Club Ltd
National Australia Bank Ltd
National Roads & Motorists' Association Limited trading
as NRMA Member Services Group
Neatclean Pty Ltd
Newcastle Mater Misericordiae Hospital
Newcastle University
NRMA Insurance Group Ltd
NSW Teachers Federation
Optus Pty Ltd
Oracle Corporation Australia Pty Ltd
Our Lady of Mercy College - Parramatta
Oxfam Community Aid Abroad
PRD Reality Pty Ltd
Presbyterian Ladies' College - Sydney
Pymble Ladies' College
Quadriplegic Centre - Western Australia
Queensland Teachers' Credit Union Ltd
Queensland University of Technology
Ravenswood School for Girls
Rihga International Australia Pty Ltd trading as Cairns Colonial Club Resort
Rio Tinto Exploration Pty Ltd

Royal Automotive Club of Victoria Ltd
Royal Melbourne Institute of Technology
Royal Society for the Blind of SA Inc
Royal Sydney Golf Club Ltd
S Kidman & Co
Santa Sabina College
SCECGS Redlands
Sea World Enterprises
Somerville Community Services
Southcorp Wines Pty Ltd
St Andrew's Toowoomba Hospital
St Mary's Anglican Girls' School Incorporated
The Corporation of the Trustees of the Roman Catholic Church Archdiocese
of Brisbane trading as Brisbane Catholic Education
The Friends' School
The Geelong College
TMP Worldwide eResourcing
Towers Perrin
Tully Sugar Ltd
Uniting Church Frontier Services
University of Technology Sydney
University of Western Sydney
University of Wollongong
Victorian Deaf Society Pty Ltd
Windgap Foundation Ltd
Woodside Energy Ltd
WTH Pty Ltd trading as Avis Australia



Appendix 10 – Non-Compliant Organisations

A J Mills & Sons Pty Ltd

Assta Enterprises Pty Ltd
Assta Australia Pty Ltd

Automotive Holdings Group Ltd
Shemapel Pty Ltd
Big Rock Pty Ltd

Berri Hotel Inc

Britax International Pty Ltd
Britax Childcare Products Pty Ltd

Cairns Hardware Co Pty Ltd

Carter & Spencer Group

Charles Hull Contracting Co Pty Ltd

DBT Australia Pty Ltd

F R Ireland Pty Ltd

Fashion Fair Pty Ltd

Forrester Kurts Properties

J & E Hofmann Engineering Pty Ltd

J Bloch Pty Ltd

Johnstons Transport Industries Pty Ltd

Kailis & France Foods Pty Ltd

Kays Bag Stores (NSW) Pty Ltd

Kyndek Pty Ltd trading as Chickadee Chicken

Lindsay Brothers Holdings Pty Ltd

Milstern Health Care Limited

Presbyterian & Methodist Schools Association

Ross Cosmetics Aust Pty Ltd

S & F Industries Pty Ltd
Globus Group of Companies

SBA Foods Pty Ltd

Sime Darby Australia Limited

Thomas Jewellers (Aust) Pty Ltd

Tycab Australia

Valley View Poultry Pty Ltd now known as Chickadee Foods Pty Ltd

Wal Truscott & Co Pty Ltd trading as Truscott Toyota



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Equal Opportunity for Women
in the Workplace Agency



The Hon. Tony Abbott MP
Minister for Employment, Workplace Relations and Small Business
Parliament House
CANBERRA ACT 2600

Dear Minister

I have pleasure in presenting to you the Annual Report of the operation of the Equal Opportunity for Women in the Workplace Agency for the year 2000-2001.

The report has been prepared in accordance with Subsection 12(1) of the Equal Opportunity for Women in the Workplace Act 1999.

The report covers 1 June 2000 to 31 May 2001 and includes details of the performance of the Equal Opportunity for Women in the Workplace Agency against outcome and output measures as detailed in the Portfolio Budget Statements.

In presenting you with this report, I would like to acknowledge the excellent contribution of all staff, in reaching the objectives and outcomes of the past year.

Yours sincerely

A handwritten signature in black ink, which appears to read 'Fiona Krautil'. The signature is written in a cursive, flowing style.

Fiona Krautil
Director of the Equal Opportunity for Women in the Workplace Agency
20 September 2001

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Working with employers to advance women in business



EOWA Overview

Report on
Performance

Management and
Accountability

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www.eowa.gov.au

http://www.eowa.gov.au/resources_centre/annual_report/annual_reports_index.htm

Our Vision



To create an Australia where every woman can achieve her greatest potential in the workplace.

Our Mission

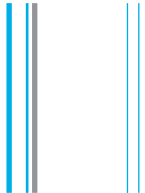
To inspire Australian employers to take action to improve equal opportunity outcomes for women in the workplace by:



Delivering practical solutions

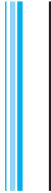
Building strategic partnerships

Leading public debate to increase the pace of change.



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Review by Director



Fiona Krautil

Director of the Equal Opportunity for Women in the Workplace Agency

The past year has been a very challenging yet enormously satisfying one for EOWA. Since the *Equal Opportunity for Women in the Workplace Act, 1999* (the Act) came into effect on 1 January 2000, our agenda has been clearly focused on working closely and flexibly with employers to educate and inspire them to take the necessary steps to advance working women in Australia. In spite of the considerable progress EOWA has achieved to date, the truth remains that women are still consistently paid less than men for the same work and continue to be disadvantaged in a number of ways.

“The truth remains that women are still consistently paid less than men for the same work”

At EOWA, we believe that we still have a long way to go before we have real equality for women in the workplace. Our job is to move forward with a positive emphasis on achieving buy-in from all stakeholders, large and small, in a bid to foster co-operation and action, ultimately resulting in change.

Over the past year, the EOWA team have set about energetically developing partnerships with hundreds of employers to demonstrate, in practical ways, how companies can achieve improved outcomes for women, and for the business bottom-line. Most importantly, EOWA has processed approximately 2,600 reports from employers who reported, for the first time, with the amended Act. The processing of these employer-focused and flexible reports has been a feat that encompassed more than 18 months' planning.

Website puts EOWA in touch with thousands of employers

Over the past year a substantial amount of work went into preparing employers to understand and comply with the legislation. Furthermore, the role of the Internet and the opportunity to reach many more people through our website (www.eowa.gov.au) has remained an ongoing focus. In the months preceding the submission of the workplace programme report, website 'sessions' to our site often exceeded 18,000 a month. On the home page, visitors can choose from a range of options, including details of our many workshops held around the country, designed to assist EEO change agents in the successful implementation of an effective workplace programme. We are delighted by how regularly our stakeholders turn to our website for help and information.

Visitors can also download the *Compliance, Reporting and Waiving Guidelines*, all of which have been carefully revised and crafted to ensure simplicity and ease of understanding.

As a result of the popularity of our website, we have been successful in acquiring more funds to further develop our educative services to our clients. Visitors to our website often voice praise regarding the quality and usefulness of resources and information that is available electronically to employers and their employees.

EOWA speaks out at diverse forums

For myself, the past year was an opportunity to communicate at many speaking engagements. Apart from a busy schedule of workshop attendances which the Deputy Director and I shared equally, I was also invited by several employer stakeholders to educate senior line managers about the business case for change and how to strategically align and deliver outcomes for women and business.

As a trickle of reports became a flood over the period June-July this year, EOWA staff became aware of the degree to which Australian employers comply to the legislation. As a result, I will be compelled at a Clare Burton Memorial Dinner sponsored by EOWA in August this year to knowingly conclude, “when it comes to EEO policy and practice, many Australian companies are still doing the bare minimum”.

This realistic appraisal is balanced, however, by the inspiring example set by a small and select group of companies who are leading the way in Australia in terms of opportunities for women. One of EOWA’s primary goals over the past year has been to encourage those who are ‘going the extra EEO mile’ to consider the honour of waived status. With senior staff specifically allocated to collaborate with companies who are taking all practicable measures and more, we are delighted to note that EOWA was able to grant over 100 companies waived status. We congratulate these companies for demonstrating leading-edge practice.

A custom-designed database for reporting

“When it comes to EEO policy and practice, many Australian companies are still doing the bare minimum”

The assessment and recording of approximately 2,600 compliant, non-compliant and waived companies would have been neither efficient nor effective without a custom-designed electronic database system to meet the specific requirements of the amended Act.

As a result of the specificity and sophistication of the *Equal Opportunity for Women in the Workplace Agency Reporting* (EOWAR) database, contract assessors were able to assess and process reports within days of training. Assessors were led through the easy-to-follow procedures by EOWA’s internal IT Manager. This was one of EOWA’s greatest achievements this year and our sincerest thanks go to our long-serving EOWA manager who has worked exclusively on this project.

EOWA launches the inaugural EOWA Business Achievements Awards

A strategic initiative launched by EOWA this year was the establishment of the inaugural *EOWA Business Achievements Awards 2001* to honour business leaders in the field of EEO endeavour. Scheduled to take place in Sydney in early October, the event will showcase energy, leadership and commitment to advancing women by Australian CEOs, HR practitioners and companies, both big and small. In addition, several companies will be recognised for the first time as *EOWA Employers of Choice for Women*, companies that realise the valuable contribution of women. The awards will encourage more female workers to seek out such employers who provide a workplace which appreciates the talents of women, and provides an equal opportunity for women in the workplace.

“The award will encourage more female workers to seek out such employers who provide a workplace which appreciates the talents of women”

Statistics clearly demonstrate that more than half of Australian women are now in the paid workforce, and that women's work-rate participation is growing at a much faster rate than men. Employers who wish to attract the best female talent, and who also have been awarded with *Employer of Choice for Women*, will ultimately win, both in terms of human capital and long-term business profitability. We are expecting a high level of business and community involvement and interest in the upcoming *EOWA Business Achievement Awards 2001*.

These key goals would not have been achieved without the insight, support and pro-active commitment of EOWA's Equal Employment Opportunity (EEO) Advisory Board members. Aably led by the energetic Chair of the Board, Deanne Bevan, the EEO Advisory board has continually encouraged and facilitated EOWA's vision and direction, enabling EOWA to move forward effectively in a tough business climate. We also thank Dr Peter Shergold's department, the Department of Employment, Workplace Relations and Small Business (DEWRSB), for their assistance through out the past reporting period.

“The Board has continually encouraged and facilitated EOWA's vision and direction, enabling EOWA to move forward effectively”

The vision for the future

More women than ever are working, and the ramifications for husbands, sons and daughters and society as a whole are profound. Attending the Catalyst Awards in New York earlier this year, I was inspired by business leaders of the United States 'Fortune 500' companies publicly embracing EEO and Diversity as business imperatives, and seeing countless companies spotlighted for their outstanding initiatives to advance women. EOWA's own *Business Achievement Awards 2001* will go some way to recreate this type of inspirational event within our own community.

As EOWA embarks on a new fiscal year with the objective of creating a centre of excellence with regard to issues and solutions for women in the workplace, we feel excited to know that about 2,000 companies are committed to EEO and we are seeing more companies that are committed to EEO but which have a long way to go. We are poised, as a result of extensive long-range planning, to provide better leading-edge levels of educational resources and services to our clients.

All in all, it has been an exceptional year for EOWA as we have faced and met some great challenges. The first stage of our database is up and running and our Telephone Advisory Service runs consistently hot. The staff at EOWA are committed to what they do. As a team, EOWA is passionate about educating, informing and inspiring as many Australians as we can to create a workplace where women can reach their full potential.



Left to right:

Tanya Kier, Project Manager, Bovis Lend Lease, Fiona Krautil, Director, EOWA,
Jane O'Leary, Former Client Services Manager, EOWA,
Therese Daddow, Project Manager, Bovis Lend Lease and Phyl Dawson,
Administrator, Bovis Lend Lease

