

01. EOWA Overview

Role and Functions

The Equal Opportunity for Women in the Workplace Agency (EOWA) operates under the *Equal Opportunity for Women in the Workplace Act, 1999* (the Act) to ensure that women are provided with equal opportunity for women in the workplace.

EOWA is accountable for two underlying functions: administration of the Act; and educating employers on issues and solutions with respect to equal opportunity for women in the workplace.

Administration of the Act is vast with approximately 2,600 organisations reporting annually. EOWA is responsible for ensuring that private sector organisations, group training schemes, unions, community organisations, non-government schools and higher education institutions with 100 or more employees comply with the Act. Organisations who are covered by the Act are required to submit a report to EOWA on their workplace programme. The programme requires action to be taken to identify discrimination issues for women in the workplace, and demonstrate that the organisation is taking action to address these issues.

EOWA continually educates all stakeholders including employers, employees, students and general interest groups, and is proud to deliver advice, solutions and information services through:

- The Telephone Advisory Service (TAS) including information services
- Quarterly publications of EOWA's newsletter *Action News*
- The EOWA website, providing all stakeholders with an electronic format of information on compliance and other educative materials
- Educational workshops on compliance, leading-edge workplace practices
- Site visits providing tailored solutions to EEO issues with an emphasis on 'leading practice' and integration of workplace programmes into the organisation's business strategy
- Consultation with individual organisations regarding the legislation and development/assessment of their workplace programme, and
- Roundtable discussions with organisations, educational institutions and interest groups.

EOWA seeks to promote equal opportunity in employment for women through developing strong partnerships with employers and key stakeholders.

EOWA also works in conjunction with other stakeholders to develop and improve equal opportunity in the workplace programmes by engaging debate in topical issues. With a pro-active approach, EOWA:

- Participates in conferences and seminars, delivering key papers and contributing to discussion and analysis
- Liaises with government, women’s interest groups, international interest groups, and
- Collects and analyses information relating to the seven Employment Matters including equal employment opportunity and flexible working arrangements.

Organisational Structure

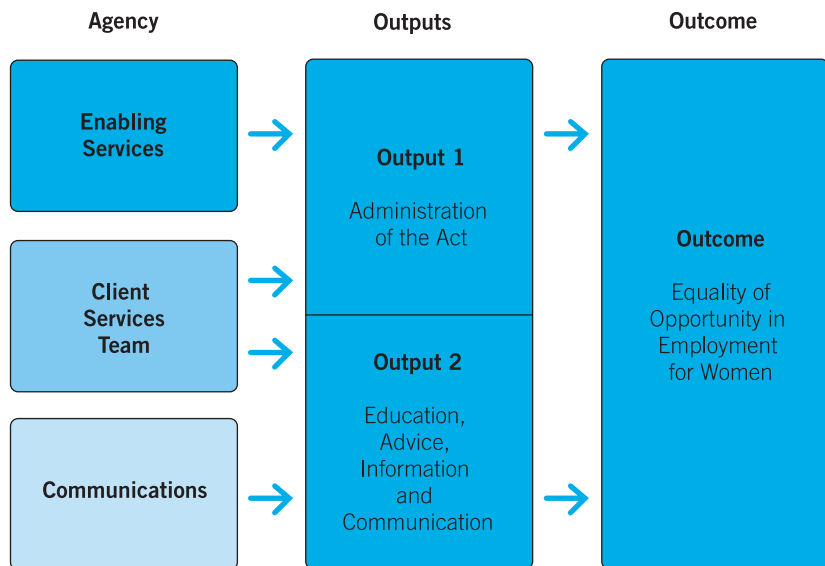
EOWA is a statutory authority located within the Commonwealth Department of Employment, Workplace Relations and Small Business (DEWRSB).

The Director of EOWA is a statutory appointment. The position embodies functions and powers as described by the Act and is directly responsible to the Minister, the Hon. Tony Abbott MP.

The Equal Employment Opportunity (EEO) Advisory Board was launched on 19 August 1999 to advise the Minister and provide two-way communication between employers and EOWA. EOWA provides a secretariat function to the EEO Advisory Board.

The EEO Advisory Board meets three to four times a year in alternating capital cities.

Figure.01 Organisational Structure



Outcome and Output Structure

The outcome and output structure remains consistent with that of last reporting period's outcome and output structure, and aligns with the Portfolio Budget Statement (PBS) format. The two areas of output, namely, administration of government legislation and advice, education, information and communication, contribute to the overall outcome of equality and opportunity in employment for women.

Figure.02 Outcome and Output Structure

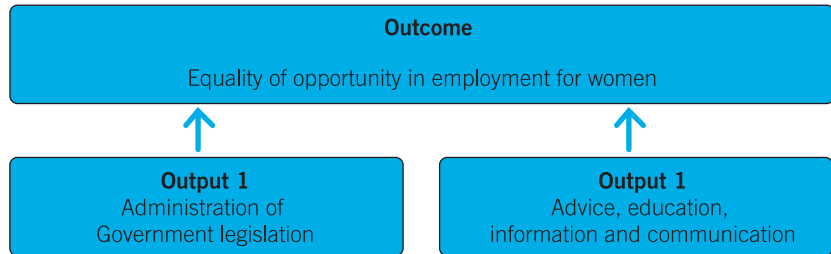


Table.01 Outcome Structure

Outcome

Equality of opportunity in employment for women.

Output Groups

OUTPUT 1

Administration of Government legislation.

OUTPUT 2

Advice, education, information and communication.

Appropriation for the Outcome

OUTPUT 1

Appropriation Bill 1.

OUTPUT 2

Appropriation Bill 1.

OUTCOME

Appropriation Bill 1.

Agency outputs.

