

Role and Functions

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

EOWA's vision remains:

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

EOWA's mission is to inspire Australian employers to take action to improve equal opportunity outcomes for women in the workplace by:

Delivering practical solutions;
Building strategic partnerships; and
Leading public debate to increase the rate of change.

EOWA's primary role is to:

- Administer the Equal Opportunity for Women in the Workplace Act 1999 (the Act); and
- Provide information and 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 programmes;
- To issue guidelines to assist relevant employers to achieve the purposes of this Act;
- To monitor the lodging of reports by relevant employers as required by this Act and to review those reports and deal with them in accordance with the Act;
- To monitor and evaluate the effectiveness of workplace programmes in achieving the purposes of this Act;

- To undertake research, educational programmes and other programmes 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; and
- To report to the Minister on such matters in relation to equal opportunity for women in the workplace as EOWA thinks fit.

In addition to any other powers conferred on EOWA by the Act, EOWA has 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 annual reports from approximately 3000 organisations covered by the Act on the progress of their workplace programmes. EOWA client managers review these reports and work with employers to ensure compliance with the legislation.

Using this information, EOWA identifies:

- Organisations that comply with the legislation. EOWA will be placing these reports in an online searchable database format; and
- Organisations that do not comply with the legislation;

EOWA requires organisations that wish to be waived from reporting to provide a waiving application.

EOWA provides education and assistance by:

- Making available a sample report form and guidelines to assist employers including:
 - Compliance Guidelines; and
 - Employment Matter Kits (Guidelines);
- Developing tools to assist organisations including:
 - How to analyse their workplace; and
 - How to develop an effective workplace programme;
- Providing feedback on employers' workplace programmes;
- Providing a sample waiving application and waiving guidelines;
- Conducting educational workshops during the year;
- Participating in events such as conferences and seminars and making available copies of speeches given at these events;
- Initiating discussions and partnerships with employers to progress equal opportunity for women in the workplace;
- Producing a biannual newsletter *Action News*, an online newsletter *eActionNews* and a range of other publications;
- Providing online tools on our state of the art website including a Costing Turnover Calculator and other invaluable resources; and
- Providing information on other anti-discrimination legislation.

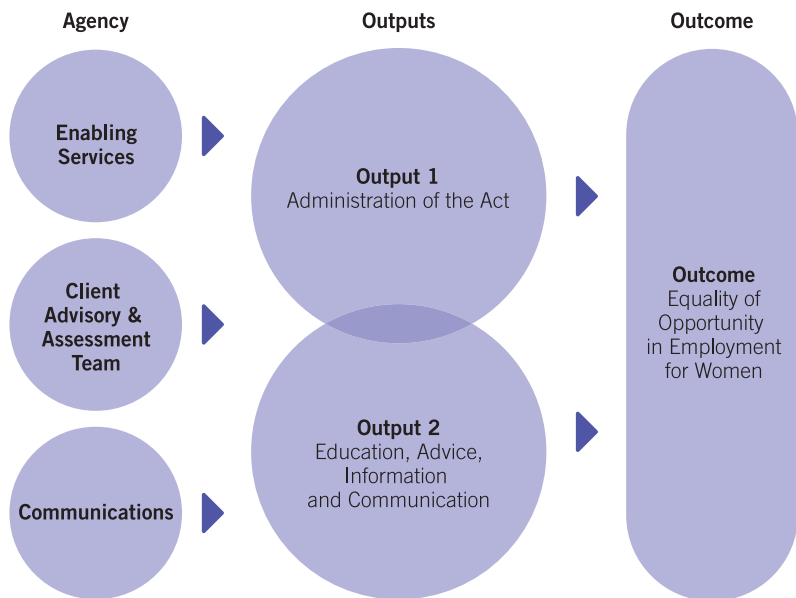
Organisational Structure

EOWA is a statutory authority located within the portfolio of the Australian Commonwealth Department of Employment and Workplace Relations (DEWR).

The Director of EOWA is a statutory appointment made by the Governor-General of Australia. The Director of EOWA since 1999, Ms Fiona Krautil reports directly to the Minister for Employment and Workplace Relations, the Hon. Tony Abbott, MP, and embodies powers and functions as described in the Act.

The Equal Employment Opportunity (EEO) Advisory Board was launched on 19 August 1999 and was disbanded in June 2002. The role of the EEO Advisory Board was to advise the Minister and provide two-way communication between employers and EOWA. EOWA provided a secretariat function to the EEO Advisory Board which met three to four times a year in alternating capital cities.

Figure 1 Organisational Structure Relating to Outputs and Outcomes.



Outcome and Output Structure

EOWA's Outcome and Output structure has remained the same as last reporting period.

The Output and Outcome structure is aligned with the Portfolio Budget Statement (PBS) format.

EOWA's Outcome is "Equality of Opportunity in Employment for Women" with two areas of outcome, namely "Administration of Government Legislation" and "Advice, Education, Information and Communication".

Figure 2 Outcome and Output Structure

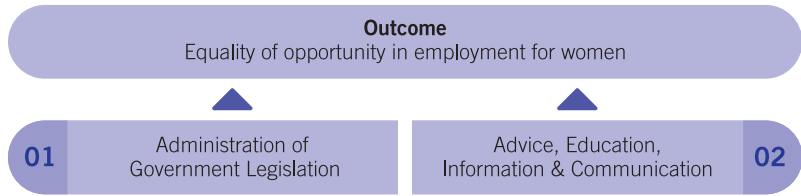


Table 1 Outcome Structure

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
