



# Objects of the EOWW Act

- to promote the principle that employment for women should be dealt with on the basis of merit; and
- to promote, amongst employers, the elimination of discrimination against, and the provision of equal opportunity for, women in relation to employment matters; and
- to foster workplace consultation between employers and employees on issues concerning equal opportunity for women in relation to employment.





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## EOWA Program and Reporting



Non-government organisations with more than 100 staff are required to:

- implement a program aimed at addressing issues for women in their workplaces; and
- report on that program to EOWA annually.

The Equal Opportunity for Women in the Agency assists organisations to do this, through advice and education.



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## Coverage

### **Who is covered by the EOWW Act 1999?**

Non government organisations with more than 100 staff.

Approx 2900 organisations report to EOWA covering approx 9000 employers,  
1.2 million women

### **How does EOWA identify / register 'relevant' organisations?**

- \*Self identify
- \*EOWA coverage projects
- \* Receives notification from other individuals

### **Do all organisations registered submit a report?**

An organisation with subsidiaries may report for the whole or each subsidiary can report for itself, or a combination of both.

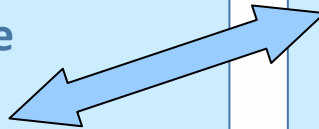




# Core Aspects Of Developing An EOWA Program And Reporting To The Agency

## Workplace Program

- 1 Create a Workplace Profile
- 2 Analyse each employment matter, including consulting with staff, to identify issues for women
- 3 Prioritise the issues for actioning
- 4 Take action
- 5 Evaluate the effectiveness or otherwise of those actions
- 6 Plan actions for the future



## Employment Matters

- 1 Recruitment and selection
- 2 Promotion, transfer , termination
- 3 Training and development
- 4 Work organisation
- 5 Conditions of service
- 6 Sex-based harassment
- 7 Pregnancy, potential pregnancy & breastfeeding



## Assessing Reports

- EOWA engages additional staff from May-September each year to assist with receiving and assessing reports.
- Assessors have HR/business experience and a high level of verbal and written communication skill.
- Assessors are allocated reports in particular industry sectors to utilise their current area of expertise / develop new areas of expertise.
- Assessors review each report for compliance and contact reporting organisations for further information if required
- Assessors identify Business Achievement Award nominees and encourage them to submit an application.
- Assessors provide final feedback by telephone and provide suggestions / tools for EOWA program



## Achieving a Waiver from Reporting

- Organisations which have submitted a compliant report for three consecutive years can apply for a waiver from annual compliance reporting, for a period of up to 3 years determined by EOWA.
- To be waived an organisation must demonstrate that they have consulted with staff, analysed the workplace for outstanding issues for women, and done everything '**reasonably practicable**' to advance women and remove barriers.
- During the waived period organisations are still required to continue with their program.





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# Sanctions for Non-Compliance with the EOWW Act

## Official

- Named as a non-compliant employer in EOWA's Annual Report that is tabled in Parliament
- Under Government Procurement Policy these employers are unable to tender for government contracts and industry assistance

## Unofficial

- Adverse attention from media



## Education

- Under the legislation EOWA has an obligation to educate reporting organisations and stakeholders about the issues for women in the workplace.
- Workshops are conducted annually in Sydney, Melbourne, Brisbane, Perth and Adelaide between September and May to educate Report Contacts.
- Telephone assistance is offered at all times including feedback on workplace programs to every reporting organisation
- Visits to clients in their workplaces
- Clients' visits to EOWA office
- Committee representation on EO Practitioner bodies EEON (Victoria) NEEOPA (NSW)





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## Website Tools

- Surveys for employee consultation
- Workplace Analysis Toolkits
- Employment Matter Resources
- Pay Equity Tool
- Costing turnover calculator
- Sample reports
- Access to public reports of other organisations
- Case studies
- Bullying & Harassment Prevention Training On-line Program





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## Reward and Recognition

- EOWA Employer of Choice for Women (yearly) – including 6 pre-requisites and 6 criteria
- Business Achievement Awards - 8 categories awarded annually





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## Research and publications

- EOWA survey of reporting organisations – yearly
- Census of Women in Leadership (every 2 years)
- Pay Power and Position – 2009
- (A)gender in the Boardroom - 2008
- Generation F - 2008
- CEOs Unplugged - 2004
- Industry Verticals - in Manufacturing, Education, Finance & Insurance and Retail
- Leading Initiative Case Study Publications





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## Strategic Partnerships

- Through the Partnership Strategy EOWA partners with leading organisations to provide additional resources for research, award programs and other events.
- Projects include
  - \*Business Achievement Awards
  - \*Census of Women in Leadership
  - \*Annual Reporting Organisation Survey
  - \*Other projects

