

APPENDIX A

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3	Mrs C Bartlett Director Research & Information Law Institute of Vic MELBOURNE VIC	11	Ms H Dimes CAIRNS QLD
4	Dr L Dennerstein Associate Professor Key Centre for Women's Health in Society The University of Melbourne CARLTON VIC	12	Ms R Leighton Convenor Women's Sub-Committee Migrant Resource Centre of Canberra & Queanbeyan Inc. CANBERRA CITY ACT
5	Dr J Scutt MELBOURNE VIC	13	Ms D Osborne Vice-President The Women Lawyers' Assoc. of QLD BRISBANE QLD
6	Ms M Schroder NORTHGATE QLD	14	Ms M Colman Executive Officer Women's Section The Liberal Party of Australia (VIC Division) MELBOURNE VIC
7	Mrs M Carter Chairman Silver Power Action for Reform Inc EAST HAWTHORN VIC	15	Ms D Wargent EDEN HILLS SA
8	Ms M Hartung Education Officer Arthritis Foundation of Australia (ACT) Inc WODEN ACT	16	Mr I Castles, AO, OBE Australian Statistician Australian Bureau of Statistics BELCONNEN ACT

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Development Authority
MELBOURNE VIC | 26 | Dr L Macintosh
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QLD Medical Women's Society
BRISBANE QLD |
| 18 | Ms M Sampson
Lecturer
Department of History
University of Newcastle
NEWCASTLE NSW | 27 | Ms S Nicholls
SPRINGWOOD NSW |
| 19 | Mrs J Stone, BEM
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Hon. Secretary
Moore Women's Division
Liberal Party of Australia
WANNEROO WA |
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Victorian Vice-Chairman
Australian Family Association
SANDRINGHAM VIC | 29 | Professor M Nairn
Vice-Chancellor
NT University
CASUARINA NT |
| 21 | Mrs Y Rate
Chairperson
Women in Sport Committee
ATTADALE WA | 30 | Ms N Peck
Women's Health Information
Resource Collective Inc.
CARLTON NORTH VIC |
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Tasmanian Teachers Federation
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and Secretary to the Council
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Private Sector
EEO Practitioners Association
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Royal Australian Institute
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Department of Veterans' Affairs
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Federal Sex Discrimination
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Human Rights and Equal
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Department of Industrial
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Commissioner for
Equal Opportunity
Commonwealth Human Rights
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Women's Legal Resource
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| 169 | Mrs P Kailis, OBE, MBBS
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Executive Director
Confederation of Australian
Sport Inc
DEAKIN ACT |

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Australian Institute of Sport
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Consultative Council
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COLLINGWOOD VIC | 196
&
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Institute of Catholic
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ASCOT VALE VIC |
| 237 | Dr B Thiele
Chair
Women's Studies Program
Murdoch University
MURDOCH WA | 246 | Dr J Sharpham
Professor and Director
Ballarat University College
BALLARAT VIC |
| | | 247 | Ms M Rayner
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MELBOURNE VIC |

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ACT Legislative Assembly
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Australian Institute of
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CANBERRA ACT |
| 250 | Mr W Gibbons
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CURTIN ACT |
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National Union of Students
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HACKETT ACT |
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Secretary-General
Australian Olympic
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Executive Director
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WODEN ACT |
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Government & Ethnic Affairs
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First Assistant Secretary
Corporate Policy Division
Department of Primary
Industries and Energy
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AIS Residence
BELCONNEN ACT |
| 256 | Mr D Anderson
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the Environment Tourism and
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| <p>510 Ms R Gillespie
Campaign for Economic Justice
WERRIBEE SOUTH VIC</p> | <p>519 Ms E Mahlab, AO
Mahlab Information
Eve Mahlab Pty Ltd
SOUTH MELBOURNE VIC</p> |
| <p>511 Ms D Hyndes
Convenor
ACT Women's Consultative Council
c/- Women's Unit
Chief Minister's Department
ACT Government</p> | <p>520 Ms C McGowan
Rural Consultant
WODONGA VIC</p> |
| <p>512 Ms G Richards
Director
Management Education
and Training Section
Small Business Unit
Department of Industry,
Technology and Commerce
CANBERRA CITY ACT</p> | <p>521 Mr N Swails
Acting First Assistant Secretary
Corporate Development Division
Department of Industrial Relations
CANBERRA ACT</p> |
| <p>513 Mr J Galloway
Assistant Secretary
Resource, Policies
and Management Branch
Department of Finance
PARKES ACT</p> | <p>522 Ms S Powell
National Industrial Officer
Public Sector Union
CARLTON VIC</p> |

SUBMISSIONS

- | | | | |
|-----|---|-----|---|
| 523 | <p>Ms A Weeks
 Director
 Women's Bureau
 Department of Employment,
 Education and Training
 CANBERRA ACT</p> | 531 | <p>Ms M Lobo
 Federation Co-ordinator
 Human Rights and Status of Women
 Soroptimist International
 of the South West Pacific
 MOSMAN PARK WA</p> |
| 524 | <p>A & L Barron
 Representatives
 Endeavour Forum
 GROVEDALE VIC</p> | 532 | <p>Miss L Atkinson
 Assistant Secretary
 Corporate Services Branch
 The Treasury
 CANBERRA ACT</p> |
| 525 | <p>Mr J Harmer
 First Assistant Secretary
 Policy Development Division
 Department of Community
 Services and Health
 CANBERRA ACT</p> | 533 | <p>Mr J Sheedy
 Australian Confederation of
 Sports for the Disabled Inc
 WILLOUGHBY NSW</p> |
| 526 | <p>Mrs V Rowney
 General Secretary
 The Country Women's Association
 of Western Australia Inc.
 WEST PERTH WA</p> | 534 | <p>Ms P Cowburn
 MALAK NT</p> |
| 527 | <p>Professor B Wilson
 Vice-Chancellor
 The University of Queensland
 BRISBANE QLD</p> | 535 | <p>Ms M Minchin
 Australian Lactation
 Consultants' Association
 ARMIDALE VIC</p> |
| 528 | <p>Mr W Hurst
 First Assistant Secretary
 Corporate Services Division
 Department of Industry,
 Technology and Commerce
 CANBERRA ACT</p> | 536 | <p>Ms P Cunningham
 SWANSEA NSW</p> |
| 529 | <p>Ms L Davies
 President
 The National Council of Jewish
 Women of Australia
 WOOLLAHRA NSW</p> | 537 | <p>Ms L Bredemeyer
 Director
 Equal Opportunity in
 Public Employment
 PERTH WA</p> |
| 530 | <p>Ms J Smith
 Secretary
 The Order of Australia Association
 PLYMPTON SA</p> | 538 | <p>Mr M Lee
 Assistant Secretary
 Human Resources Branch
 Department of Primary
 Industries and Energy
 BARTON ACT</p> |
| | | 539 | <p>Ms A Wentworth, AM
 National Co-ordinator
 Women's Electoral Lobby
 Australia Inc. (WEL)
 O'CONNOR ACT</p> |

SUBMISSIONS

- | | | | |
|-----|---|-----|--|
| 540 | Mrs M Carter
ex-Chairman
Silver Power Action for Reform Inc.
MACEDON VIC | 550 | Ms D Gray
EEO Officer
James Cook University
of North Queensland
TOWNSVILLE QLD |
| 541 | Ms J Durling
Equal Opportunity Officer
Northern Territory University
CASUARINA NT | 551 | Mr D Chalker
Senior Adviser
Office of The Hon D Simmons, MP
Minister for Local Government,
Minister for Family Support
CANBERRA ACT |
| 542 | Ms L Rolley
Federal Secretary
Independent Teachers'
Federation of Australia
DARLING HARBOUR NSW | 552 | Ms J Trewern
Representative
Women's Electoral Lobby (Cairns)
LAKE PLACID QLD |
| 543 | Mr S Fish
Manager
External Relations
Corporate Secretariat
Australian and Overseas
Telecommunications
Corporation Limited (AOTC)
MELBOURNE VIC | 553 | T T Ruether
National Director for
Lutheran Schools
NORTH ADELAIDE SA |
| 544 | Mr E Jones
Vice President
External Policy
Australian Federation of Business
and Professional Women Inc. (BPW)
BELCONNEN ACT | 554 | Mr L Woodward
Secretary
Department of Veterans' Affairs
WODEN ACT |
| 545 | Mr D Sturkey
Secretary of the Order of Australia
CANBERRA ACT | 555 | Mr A Maley
BEAUMONT SA |
| 546 | Ms M Wharton
BARRACK HEIGHTS NSW | 556 | Ms H Carmody
Executive Director
Council for Equal
Opportunity in Employment
MELBOURNE VIC |
| 547 | Mr C Rose
Manager
Executive Branch
Attorney General's Department
CANBERRA ACT | 557 | Ms S Jones
EEO Co-ordinator
The University of Newcastle
NEWCASTLE NSW |
| 548 | Confidential Submission | 558 | J & L Forrester
BOORAGOON WA |
| 549 | Ms M Stanton
First Assistant Secretary
Corporate Development Division
Department of Industrial Relations
CANBERRA ACT | 559 | Hon B Howe, MP
Deputy Prime Minister and
Minister for Health, Housing
and Community Services
CANBERRA ACT |

SUBMISSIONS

- | | |
|--|---|
| <p>560 Ms J Arnold
Committee Member
Women Lawyers' Association
of Queensland
BRISBANE QLD</p> | <p>569 Mr J Whalan
Assistant Secretary
Policy Review and
Development Branch
Department of Health, Housing
and Community Services
CANBERRA ACT</p> |
| <p>561 Mr S Heuston
GUNNEDAH NSW</p> | <p>570 Mr B McMillan
General Manager
Tennis Australia
MELBOURNE VIC</p> |
| <p>562 Mr B Davis
Secretary
Department of Education
and the Arts
HOBART TAS</p> | <p>571 Mr T Lovat
NEW LAMBERTON HEIGHTS NSW</p> |
| <p>563 Mr E Jones
Vice President External Policy
Australian Federation
of Business and Professional
Women Inc.
BELCONNEN ACT</p> | <p>572 Ms M McInroy
COOK ACT</p> |
| <p>564 Mr R Coombe
Director
Public Affairs and Religious Liberty
Seventh-day Adventist Church
South Pacific Region
WAHROONGA NSW</p> | <p>573 Ms K Pulsford
A/Manager
Equity Unit (Sport and Recreation)
Division of Field Services
Department of Tourism,
Sport and Racing
BRISBANE QLD</p> |
| <p>565 Hon K C Beazley, MP
Minister for Employment,
Education and Training
CANBERRA ACT</p> | <p>574 Ms S Haynes
Chief Executive
Australian Sports Drug Agency
CURTIN ACT</p> |
| <p>566 Mr D Anderson
Assistant Secretary
Department of the Arts, Sport,
the Environment and Territories
CANBERRA ACT</p> | <p>575 The Hon Joan E Kirner, MLA
Premier of Victoria
MELBOURNE VIC</p> |
| <p>567 Ms S Brown
Executive Officer
WOMENSPORT Australia
ADELAIDE SA</p> | <p>576 Mr M G Hains
PANANIA NSW</p> |
| <p>568 Mr T Karp
Acting Senior Adviser
Policy Group
Insurance and Superannuation
Commission
CANBERRA ACT</p> | <p>577 Ms J Hearn
Director
Hawthorn Institute of Education
HAWTHORN VIC</p> |
| | <p>578 Ms J Ramsay
Director
Women's Health Policy Unit
Queensland Department of Health
BRISBANE QLD</p> |

SUBMISSIONS

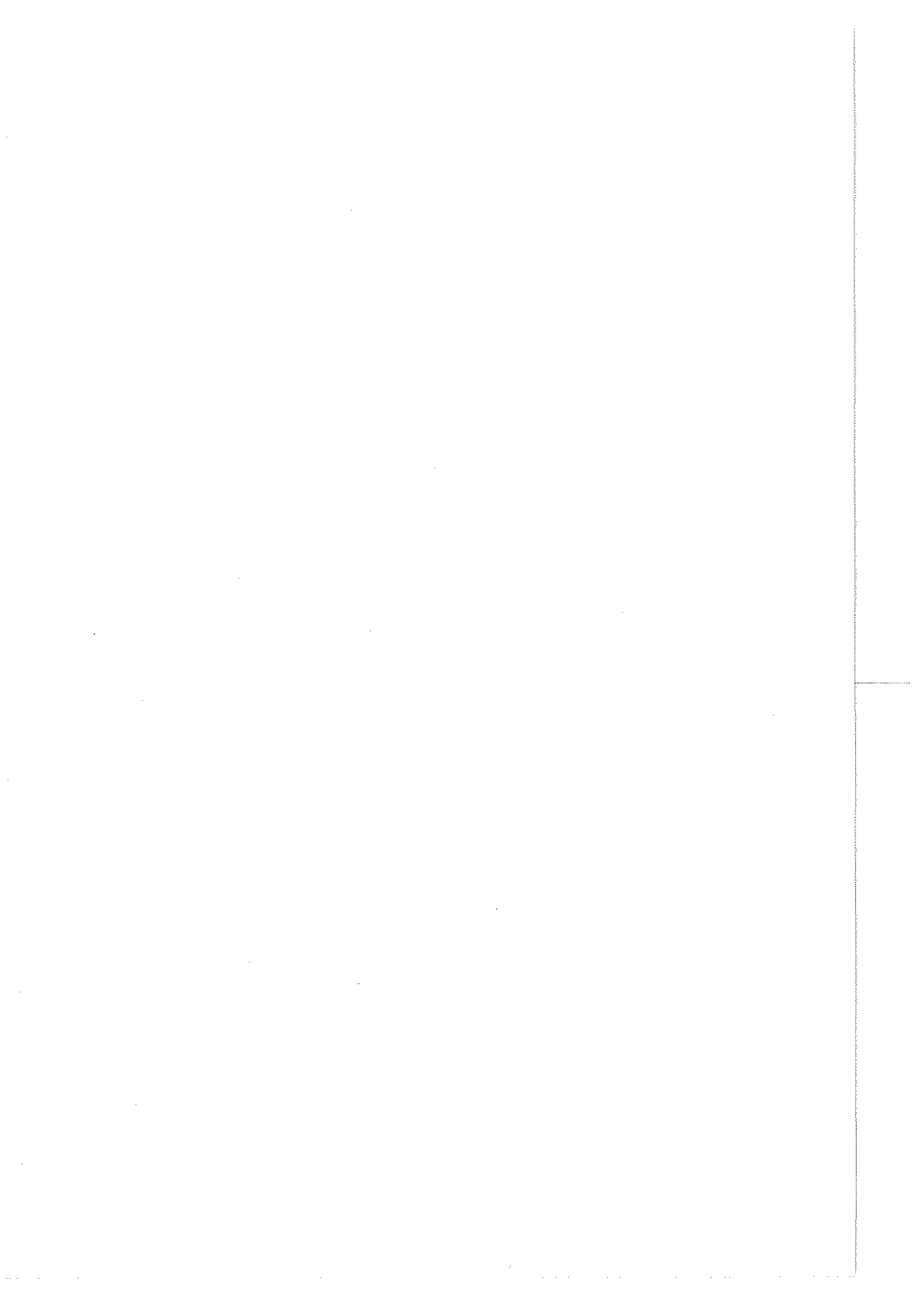
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|-----|--|-----|--|
| 579 | <p>Ms K Moore
Public Affairs Officer
MIM Holdings Limited
BRISBANE QLD</p> | 589 | <p>Ms K Abrams
Secretary
Women's Action Alliance (NSW)
SYDNEY NSW</p> |
| 580 | <p>Ms J Tiddy
Commissioner for Equal Opportunity
ADELAIDE SA</p> | 590 | <p>Senator the Hon J N Button, MP
Minister for Industry,
Technology and Commerce
CANBERRA ACT</p> |
| 581 | <p>Ms S Powell
National Industrial Officer
Public Sector Union
CARLTON VIC</p> | 591 | <p>The Hon R V Free, MP
Minister for Science and Technology
CANBERRA ACT</p> |
| 582 | <p>A & L Barron
Representatives
Endeavour Forum
Barwon Region
GROVEDALE VIC</p> | 592 | <p>The Hon G N Bilney, MP
Minister for Defence
Science and Personnel
CANBERRA ACT</p> |
| 583 | <p>Commissioner J Williams
Commissioner for Equal Opportunity
PERTH WA</p> | 593 | <p>The Hon W F Fatin, MP
Minister for the Arts and Territories,
Minister Assisting the Prime Minister
for the Status of Women
CANBERRA ACT</p> |
| 584 | <p>Mr J De Luca
President
Ethnic Communities' Council NT Inc
DARWIN NT</p> | 594 | <p>Ms R Hunter
Faculty of Law
The University of Melbourne
MELBOURNE VIC</p> |
| 585 | <p>Ms P Lawrence
Past President
Australian Federation of Business
and Professional Women Inc.
of Ryde, Hunters Hill
WEST PENNANT HILLS NSW</p> | 595 | <p>Lieut-Colonel L Webb
National Secretary
The Salvation Army
BARTON ACT</p> |
| 586 | <p>Mr K Vassarotti
Executive Secretary
National Catholic Education
Commission
RED HILL ACT</p> | 596 | <p>Ms M Lobo
Federation Co-ordinator
Human Rights and Status of Women
Soroptimist International
of the South West Pacific
MOSMAN PARK WA</p> |
| 587 | <p>Mrs L Grant
Hon Secretary
National Council of
Women of Tasmania
MOUNT STUART TAS</p> | 597 | <p>Professor B Wilson
Vice-Chancellor
The University of Queensland
BRISBANE QLD</p> |
| 588 | <p>Mrs J Stone
Chairman
Council of Ex-Servicewomen's
Associations
WOOLOOWARE NSW</p> | 598 | <p>Mrs P Keill
General Secretary
Country Women's Association of NSW
POTT'S POINT NSW</p> |

SUBMISSIONS

- | | |
|---|--|
| <p>599 Mr I Spicer
Chief Executive
Confederation of Australian Industry
MELBOURNE VIC</p> | <p>609 Mr D Anderson
Assistant Secretary
Portfolio Co-ordination
Department of the Arts, Sport,
the Environment and Territories
CANBERRA ACT</p> |
| <p>600 Mr G Sturgess
Director-General
The Cabinet Office NSW
SYDNEY NSW</p> | <p>610 Mr J Broome
First Assistant Secretary
Civil Law Division
Attorney General's Department
BARTON ACT</p> |
| <p>601 Senator the Hon Nick Bolkus
Minister for Administrative Services
CANBERRA ACT</p> | <p>611 Justice E Evatt, AO
President
The Law Reform
Commission Australia
SYDNEY NSW</p> |
| <p>602 Mr G Gilmour
Director
National Film and Sound Archive
ACTON ACT</p> | <p>612 Ms M Rayner
Commissioner for
Equal Opportunity
MELBOURNE VIC</p> |
| <p>603 Mr G Cocking
Assistant Statistician
Population Census and
Surveys Branch
Australian Bureau of Statistics
BELCONNEN ACT</p> | <p>613 Mr D Sainsbury
A/g First Assistant Secretary
Defence and Government Division
Department of Finance
PARKES ACT</p> |
| <p>604 Mr N Cowdery, QC
Chairman
Law Council of Australia
The National Council of Lawyers
BRADDON ACT</p> | <p>614 Mr P Warrell
SEOPCL
Department of Defence
Russell Offices
CANBERRA ACT</p> |
| <p>605 Mr J Pinney
Senior Assistant Secretary
Policy and Co-ordination
Department of the Chief Minister
DARWIN NT</p> | <p>615 Mr D Davis
Assistant Manager, Operations
Life Insurance Federation
of Australia Inc.
MELBOURNE VIC</p> |
| <p>606 Ms S Bennett-Ng
A/Co-ordinator
Women's Bureau
Department of Employment,
Vocational Education and Training
PERTH WA</p> | <p>616 Hon N Blewett, MP
Minister for Social Security
CANBERRA ACT</p> |
| <p>607 Sr R Lewins, OP
Principal
Australian Catholic University
Signadou Campus
WATSON ACT</p> | <p>617 Mr N McGachy
Acting Director
South Australian Sports Institute
KIDMAN PARK SA</p> |
| <p>608 Ms M Smith
BULAHDELAH NSW</p> | |

SUBMISSIONS

- | | | | |
|-----|---|-----|---|
| 618 | <p>Mr P Crimmins
Executive Officer
The Australian Association
of Christian Schools
CANBERRA ACT</p> | 626 | <p>Ms M Cane
First Assistant Commissioner
Public Service Commission
BARTON ACT</p> |
| 619 | <p>Mr B Lyons
GLENROY VIC</p> | 627 | <p>Mr R Thwaites
Assistant Secretary
Policy Co-ordination Branch
Department of Transport
and Communication
CANBERRA ACT</p> |
| 620 | <p>Professor R B Leal
Vice-Chancellor
University of Southern
Queensland
TOOWOOMBA QLD</p> | 628 | <p>Mr F Thomson
Executive Director
National Council of Independent
Schools' Association
DEAKIN ACT</p> |
| 621 | <p>Mr M O'Loughlin
Director
Information and
Co-ordination Section
Aged and Community
Care Division
Department of Community
Services and Health
CANBERRA ACT</p> | 629 | <p>Ms C Hodges
GLEN WAVERLY VIC</p> |
| 622 | <p>Mr J Gavin
Assistant General Manager
Government, Environment
& Legal Branch
Procurement Policy and
Government Services Division
Department of Administrative
Services
CANBERRA ACT</p> | 630 | <p>Mr P Maguire
National Manager
Market Services
Insurance Council of Australia Ltd
MELBOURNE VIC</p> |
| 623 | <p>Ms D Hyndes
Convenor
ACT Women's Consultative Council
CANBERRA ACT</p> | 631 | <p>Ms M Stanton
First Assistant Secretary
Corporate Development Branch
Department of Industrial Relations
CANBERRA CITY ACT</p> |
| 624 | <p>Ms P Weaver
Chairman
Legal Committee
Australian Bankers' Association
MELBOURNE VIC</p> | 632 | <p>Mr D Volker
Secretary
Department of Social Security
CANBERRA ACT</p> |
| 625 | <p>Dr A Kenos, PhD
AIRPORT WEST VIC</p> | 633 | <p>Dr H Ware
Acting Deputy Director General
<i>Corporate Development and
Support Division</i>
Australian International Development
Assistance Bureau (AIDAB)
CANBERRA ACT</p> |
| | | 634 | <p>Ms E Kellett
MELBOURNE VIC</p> |



APPENDIX B

EXHIBITS

No.	From:	Title
35TH PARLIAMENT		
1	Dr L Dennerstein University of Melbourne MELBOURNE VIC	Report to the Faculty of Medicine, 1988: <u>Roles and Achievements - A survey of Medical Graduates</u> , (1989)
2	Dr J Scutt MELBOURNE VIC	(i) <u>Different Lives</u> , (1987) (ii) <u>Growing up Feminist</u> , (1985) (iii) <u>For Richer, For Poorer</u> , (J Scutt and D Graham), (1984) (iv) <u>The Baby Machine</u> , (J Scutt ed.), (1988)
3	Mr H Stretton The University of Adelaide ADELAIDE SA	'Women and the Future of Work' in L Orchard and R Dare (eds.) <u>Markets, Morals and Public Policy</u>
4	Ms J Riley for Secretary Australian Postal Corporation MELBOURNE VIC	<u>Equal Employment Opportunity in Australia Post</u> , (1987/88), Report to the Minister for <u>Telecommunications and Aviation Support</u> , (January 1989)
5	Ms P Hewett and Ms J Ross Co-ordinators Older Women's Network SYDNEY NSW	(i) Background information - Older Women's Network (ii) Paper on Retirement Income
6	Mrs Y Rate Executive Officer Women in Sport Committee ATTADALE WA	'Equal Opportunity Guidelines for Clubs'

EXHIBITS

- | | | |
|----|---|---|
| 7 | Mr C Duhig
Acting General
Secretary
Tasmanian Teachers'
Federation
HOBART TAS | (i) 'Women Teachers' Careers: Report Summary'
(ii) <u>Women Teachers' Careers: A Report</u> |
| 8 | Ms G Radford, AM
Principal Adviser EEO
Public Service
Commission
CANBERRA ACT | (i) EEO Background Papers
(ii) Tables - EEO Data
(iii) Annual Report Issue Paper
(iv) <u>Equal Times</u> - EEO Newsletter
(v) Leaflets on EEO |
| 9 | Mr D Higgins, FIPS
National President
Institute of
Professional
Secretaries (Australia)
SYDNEY NSW | Submission presented to government and industry
entitled 'Tertiary Level Secretarial Courses in
Australia' |
| 10 | Dr J Abbott-Chapman
Centre for Education
University of
Tasmania
HOBART TAS | 'The Gender Effect on Participation Rates - Academic
Performance, Anxiety and Confidence' in <u>Youth
Studies</u> , (November 1989) |
| 11 | Ms J Pine
Women's Interests
Unit
Office of TAFE
PERTH WA | (i) 'About TAFE Women's Interests'
(ii) TAFE Information Leaflets
(iii) <u>TAFE Women's Interests Annual Report</u> , (1988) |
| 12 | Justice Elizabeth
Evatt, AO
SYDNEY NSW | Extract: <u>Report of the Committee on the Elimination
of Discrimination Against Women</u> , (1988) |
| 13 | Ms D Conroy
School of Management
Queensland University
of Technology
BRISBANE QLD | (i) 'Opportunities and Barriers to Career Development
in Management: The SES in the APS'
(ii) 'Why are there so few women in politics?'
(iii) 'The Global and Regional Situation of Women Top
Civil Servants' |
| 14 | Ms M Cameron
Pro Vice Chancellor
(Staffing & Academic
Affairs)
Deakin University
GEELONG VIC | (i) Report of the Affirmative Action Program, 1987
(ii) Report of the Affirmative Action Program, 1988 |

EXHIBITS

- 15 Ms H Edmunds-Jones & Ms K Sheedy
Edmund/Jones Sports Marketing Pty Ltd
MILSONS PT NSW
Journal: Sportsnetwork, Vol 4, No 2, (June 1989)
- 16 Dr G Poiner
The University of Sydney
SYDNEY NSW
(i) No Primrose Path: Women as staff at the University of Sydney, G Poiner and R Burke, (October 1988)
(ii) Women as Postgraduates at the University of Sydney, G Poiner, (May 1989)
- 17 Dr D Edgar
Australian Institute of Family Studies (AIFS)
MELBOURNE VIC
(i) Maternity Leave in Australia, H Glezer, (1988)
(ii) 'Family Benefits the only way to go', (October 1989)
(iii) 'The Family in Between - The hidden factor in Employer/ Employee Relationships', (September 1986)
(iv) 'Children in Families'
(v) 'Work and Family Functioning'
- 18 Professor J Ronayne
The University of New South Wales
KENSINGTON NSW
(i) 'Equal Employment Opportunity and Affirmative Action at Work: UNSW EEO/AA Program', (February 1989)
(ii) UNSW EEO Annual Report, (1988/89)
(iii) 'UNSW Equal Employment Opportunity Management Plan', (July 1987), Vol. 2
- 19 Mr R Divett
Department of Administrative Services (DAS)
CANBERRA ACT
(i) 'DAS Equal Employment Opportunity Policy'
(ii) 'DAS Elimination and Prevention of Sexual Harassment in the Workplace'
- 20 Mr C Norwood
Rotary District 971
Probus Club Liaison Committee
CANBERRA ACT
(i) Letter dated 17 October 1989 regarding Probus Clubs
(ii) Ladies Probus Club Standard Constitution
(iii) Probus Club Standard Constitution
- 21 Ms D Edman
Women's Sport Promotion Unit
BELCONNEN ACT
(i) Women, Sport and the Media, (1985)
(ii) 'Australian Sports Commission National Policy and Plan for Women in Sport'
(iii) Register of Sportswomen, NSW 1990-91
(iv) Active - Women in Sport Newsletter, (Winter 1989)
(v) Facts Sheets Numbers 1 to 10
- 22 Ms C Robinson
Australian Film Commission (AFC)
SYDNEY NSW
(i) AFC Women's Program Guidelines
(ii) Women in Australian Film, Video and Television Production, (1987)

EXHIBITS

- | | | |
|----|---|--|
| 23 | Ms A McLennan
MARDEN SA | Essay: Re Females in managerial and executive ranks of organisations |
| 24 | Ms V Rutter
Footscray Institute of
Technology (FIT)
FOOTSCRAY VIC | <ul style="list-style-type: none"> (i) Equal Opportunity Policy (ii) Equal Employment Opportunity and Affirmative Action Policy (iii) 'Sexual Harassment Policy and Provisions; Grievance Procedures for Sexual Harassment' (iv) <u>Equal Employment Opportunity - A Handbook for Staff</u> (v) Affirmative Action Information Paper: 'Women and Meetings' (vi) Women's Register (vii) Equal Employment Opportunity Survey, (October 1987) (viii) <u>EEO Survey Report</u>, C J King and M J Bickley, (April 1988) (ix) 'EEO Survey Report Summary', C J King and M J Bickley, (April 1988) (x) Equal Employment Opportunity Management Plan, October Draft, Vol. 1 1989 |
| 25 | Senator the Hon.
Gareth Evans, QC
Minister for Foreign
Affairs and Trade
CANBERRA ACT | <ul style="list-style-type: none"> (i) Letter regarding portfolio response to inquiry (ii) 'Department's Contribution to the 1989/90 Women's Budget Statement' |
| 26 | Professor B Wilson
University of
Queensland
St LUCIA QLD | <u>Office of Equal Opportunity Annual Report</u> , (1988) |
| 27 | Mrs N Roude Ismail
Muslim Women
Association
LAKEMBA NSW | <ul style="list-style-type: none"> (i) Association Pamphlet (ii) <u>Association Annual Report</u>, (6th), (October 1989) |
| 28 | Dr B Thiele
Chairperson
Women's Studies
Program
Murdoch University
MURDOCH WA | <ul style="list-style-type: none"> (i) Letter re certain research work undertaken at Murdoch University (ii) <u>A Tiger by the Tail</u>, J Eveline with M Booth and R Chadwick, (1988) |

EXHIBITS

- 29 Mr R Somerville
Chairman
Australian
Broadcasting
Corporation
SYDNEY NSW
- (i) Background Information: The Coming Out Show and Survey Material
 - (ii) 'ABC EEO principles in human resource development'
 - (iii) 'ABC human resource development opportunities for women', (1989)
 - (iv) '1989 EEO Program'
 - (v) 'EEO Responsibilities - a guide for Supervisors'
 - (vi) 'Sexual Harassment Guidelines'
 - (vii) Selection guidelines
 - (viii) EEO quarterly newsletter
 - (ix) 'Draft Guide to Non-discriminatory Language'
 - (x) EEO Information Brochure
 - (xi) Statistics
 - (xii) 'Management Women and the New Facts of Life' by Felice N Schwartz, in Harvard Business Review, (Jan/Feb 1989)
- 30 Ms J Trewern
Representative
Women's Electoral
Lobby
LAKE PLACID QLD
- (i) Letter dated 8 November 1989
 - (ii) 'Educating Girls - Practice and Research: A review', by Joan Bielski, Womanspeak, (Sept/Oct 89)
 - (iii) WEL Cairns submission to the HREOC National Inquiry: Homeless Children
 - (iv) Letter from Queensland Minister for Education to WEL Cairns dated 19 April 1989
 - (v) Letter from the Peninsula Regional Director to WEL Cairns dated 3 May 1989
 - (vi) Letter from WEL Cairns to the Peninsula Regional Director, Cairns, dated 13 July 1989
 - (vii) Letter from WEL Cairns to the Supervisor of Studies Senior Secondary, Peninsula Regional Office dated 23 October 1989
 - (viii) News release by WEL Cairns to local media
- 31 Ms V Stewart
BRUNSWICK VIC
- Report of the Working Party Regarding Child Care Facilities on the Royal Melbourne Hospital Campus, (August 1989)
- 32 Mrs B Francis
National and Overseas
Co-ordinator
Endeavour Forum
TOORAK VIC
- (i) 'The Feminization of the US Military', in The Phyllis Schlafly Report, Vol 23, No.2, Section 1, (September 1989)
 - (ii) Two Press Clippings: 'Brothels: No Joy Now They're Legal' (Melb. Herald 2 November 1989) 'The Flesh Trade' (Age, 28 October 1989)

EXHIBITS

- 33 Ms M MacGregor
Industrial Officer
The Health and
Research Employees'
Association of
Australia
ACT Branch
CANBERRA ACT
- (i) Trades for Women - Women and Apprenticeship in the ACT, Trades and labour Council of the ACT Inc, (April 1989)
- (ii) HAREA Research Assistant/Research Officer Classification Review Submission, (August 1989)
- 34 Ms V Marsden
Women's Electoral
Lobby - Perth
PERTH WA
- (i) 'The Sex Discrimination Act 1984 - The first three years,' A Byrnes in Current Affairs Bulletin, (September 1987)
- (ii) 'Life after Block, EEO in the Australian Public Service', M Sawyer in Canberra Bulletin of Public Administration, No. 54, (May 1988)
- (iii) 'Mainstream or downstream? - The future of EEO in th NSW public sector', J Aller in Refractory Girl, No. 31-32, (May 1989)
- (iv) 'Comparative Staff to Client Agency Ratio', in Annual Report of the Directorate of Equal Opportunity in Public Employment, (1989)
- (v) Submission by the Women's Electoral Lobby to the Review of the Effectiveness of the Affirmative Action (Equal Opportunity for Women) Act 1986
- 35 Mr P Brotchie
CROYDON VIC
- Draft thesis 'Gender: Some Aspects of the Working Status of Women in Australia - A Multi-faceted Research Approach with Particular Reference to the Australian Public Service'
- 36 Ms M Sassi
WEL Abortion Action
Group
PERTH WA
- Inequality of Access to Abortion Services in Australia, WEL
- 37 Ms D McWilliam
Alanvale College
NEWNHAM TAS
- Choices in Post-compulsory Education
- 38 Ms M Dooley
National Film and
Sound Archive
CANBERRA ACT
- Outline of Paper - 'The Game is Up! Australian Women in Sport and Physical Activities'
- 39 Ms R Wood
AINSLIE ACT
- (i) Extract: Working Your Way to the Bottom - The Feminization of Poverty, H Scott
- (ii) Extract: The Sceptical Feminist, J Radcliffe Richards
- (iii) 'Saving the Planet: the Link with Feminism', J Daley, Canberra Times, (1989)

EXHIBITS

- (iv) 'Permanent Part-time Jobs a Corollary to Child-care', S Neals, Financial Review, (23 May 1989)
- 40 Prof. D Horne, AO
Chairman
Australia Council
NORTH SYDNEY
NSW
- (i) 'Women in the Arts: Further Strategies for Action'
(ii) 'Analysis of Total Funding to Individuals by Gender 1988-89'
(iii) Women in the Arts, (December 1987)
(iv) EEO Program - Australia Council
- 41 Mr P Coles, AM
Secretary-General
Australian Olympic
Federation Inc
SYDNEY NSW
- Olympic Message, (December 1985)
- 42 Ms J Neary
Acting Chief Executive
National Occupational
Health and Safety
Commission
SYDNEY NSW
- (i) 'National Standard and Code of Practice' (Pre-publishing draft)
(ii) 'The Prevention and Management of Occupation Overuse Syndrome - General Code of Practice'
(iii) 'Guidance Note for the prevention of occupational overuse syndrome in keyboard employment', (January 1989)
(iv) 'Safer Workplaces: A National Approach - A discussion paper'
(v) Annual Report, (1988-89)
(vi) 'Worksafe Australia - A national approach to occupational health and safety' (Video)
(vii) Brochure: 'How Worksafe Australia is tackling a major national problem: deaths, injuries and illnesses in the Australian workplace'
(viii) 'A healthy and safe workplace - Information for women'
(ix) Worksafe Australia Newsletter, (November 1989)
- 43 Welfare Rights Unit
FITZROY VIC
- (i) Aims and objectives
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- 75 Ms C Reardon
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Victoria University of
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Academic Women's
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- 103 Ms A Troutman
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MELBOURNE VIC | <ul style="list-style-type: none"> (i) Spring Guide to Short Courses and Workshops for Adults (ii) Autumn Guide to courses (iii) Winter Guide to courses |
| 134 | Federated Clerks Union of Australia
CARLTON VIC | <ul style="list-style-type: none"> (i) posters and pamphlets from 'Sexual Harassment - Men's Business' campaign (ii) press release from campaign launch (iii) action statement (how the union intends to carry out the campaign) (iv) examples of sexual harassment experienced by FCU members (v) article about campaign from FCU Journal, <u>Keynotes</u> |
| 135 | The Hon Wendy Fatin, MP, Minister for the Arts and Territories and Minister Assisting the Prime Minister for the Status of Women
CANBERRA ACT | <ul style="list-style-type: none"> (i) 'Half by 2000', <u>National Labor Women's Newsletter</u>, No. 1, (Dec 1990) (ii) booklet 'Half by 2000', Queensland Labor Women's Organisation (iii) news release 'ALP Women urged to become involved in stopping violence against women', (27 Jan 1991) (iv) speech delivered at 6th National Labor Women's Conference, 'Half by 2000', (25-27 Jan 1991) (v) List: 'Reports prepared since 1980 by OSW and other associated committees which include recommendations' |
| 136 | North West Women's Association | <ul style="list-style-type: none"> (i) Agenda: NWWA Women's Meeting 'Women Sharing Together', Derby, (May 1991) (ii) Final report and recommendations, NWWA Women's meeting 'Women Sharing Together', Derby, (May 1991) |
| 137 | Department of Finance
PARKES ACT | <ul style="list-style-type: none"> (i) Retirement Benefits Office, Leaflet No.3, 'Mothers and those Contemplating Motherhood' (ii) Retirement Benefits Office, Leaflet No.15, 'Temporary Employees' (iii) Retirement Benefits Office, Leaflet No.16, 'Late Entrants' |
| 138 | Catholic Women's League of Australia
CURTIN ACT | Articles in the Weekend Australian, (11-12 Jan 1992) |

EXHIBITS

- 139 Small Business Unit
Department of
Industry, Technology
and Commerce
CANBERRA CITY
ACT First Annual Report, Small Business in Australia
- 140 The Institute of
Actuaries of Australia
SYDNEY COVE NSW Copy of submission to the Human Rights Commission
Inquiry into Sections 41(1) and 41(4) of the Sex
Discrimination Act 1984 relating to Superannuation
and Insurance, (Dec 1984)
- 141 Premier of Victoria
MELBOURNE VIC Women's Business, Report of the Aboriginal Women's
Task Force, Office of the Status of Women, Dept. of
the Prime Minister and Cabinet
- 142 ACT Vocational
Training Authority
CANBERRA ACT 'Development of a Model for the Recognition of Prior
Learning of Women, gained through their Life and
Work Experience'
- 143 Department of
Industrial Relations
CANBERRA CITY
ACT (i) ACTU publication Parental Leave, The Award
Provision Explained, (1991)
(ii) Budget Speech and Statements 1 and 2 of Budget
Paper No.1, (1991-92)
(iii) National Wage Case, (October 1991)
(iv) Australian Conciliation and Arbitration Commission
decision on the Clothing Trades Award 1982(1)
- 144 Senator the Hon
M Reynolds
Minister for Local
Government and
Minister Assisting the
Prime Minister on the
Status of Women
CANBERRA ACT 'Report on activities, (January-June 1989)
- 145 Ms C Larmour
Education and Welfare
Group
Parliamentary
Research Service
CANBERRA ACT 'Sex Discrimination Legislation in Australia'
- 146 Mr I Wingate
Executive Director
Aussi Masters
Swimming in
Australia Inc
COWANDILLA SA (i) Executive summary of a research report, Membership
Attitude and Opinion Survey
(ii) 'What Future for Funding of Aussi Masters
Swimming?', speech by G McDougall, National
President, AUSSI Masters Swimming in Australia

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- 147 Polocrosse Association of Australia Inc
DUBBO NSW Polocrosse Rules and Information on the Game
- 148 Ms E Hill
Migrant Workers Centre UTLC Migrant Women, Settlement and Training, National Conference Papers and Proceedings, (August 1991)
- 149 Mr F Keenan
Senior Advisor
Policy Group
Insurance and Superannuation Commission
CANBERRA ACT Press release by the Treasurer, John Kerin, MP, 'Prudential Supervision of the Superannuation Industry', (20 August 1991)
- 150 Dr A Kenos, PhD
AIRPORT WEST VIC Article from the Age, (29 October 1991), 'Disturbing Racial Bias in Job Market'
- 151 Ms J Sheedy
Assistant Secretary
Human Rights Branch
Attorney-General's Department
BARTON ACT 'The Effect in Queensland of Recent Amendments to the Racial Discrimination Act', in the Queensland Law Society Journal, (April 1991)
- 152 Econsult Management Consultants Women's Access to Private Rental Housing, Interim Report, Stages I and II
- 153 Department of Social Security, Department of Employment
Education and Training, Department of Health, Housing and Community Services
CANBERRA ACT 'Disability Reform, focus on Ability, Questions and Answers', (Sept 1991)
- 154 Ms P Cowburn
MALAK NT Re-write of Speeches presented at the 'Recognition for Women in Australia Seminar'
- 155 L A Atkinson
Assistant Secretary
Corporate Services Branch
The Treasury
CANBERRA ACT (i) Inquiry in Relation to Tampon Prices, Report No.10, by the Prices Surveillance Authority
(ii) Commonwealth Bank, Equal Opportunity Reports for 1989, 1990 and 1991
(iii) Letter from the Australian Bureau of Statistics listing ABS publications relevant to the Inquiry

EXHIBITS

- 156 C J Rose
Manager
Executive Branch
Attorney General's
Department
BARTON ACT
- (iv) Reserve Bank of Australia, Equal Opportunity Reports 1988, 1989, 1990, 1991 and, The Role and Future of Women in the Australian Finance Industry
- (i) Report of the National Working Party on the Portrayal of Women in the Media, (1989/91), Department of the Prime Minister and Cabinet
- (ii) Bibliography of Reports and Other Papers Addressing Women's Issues
- (iii) 'The United Nations in Public Profile', delivered by Commissioner Q Bryce, AO, Human Rights and Equal Opportunity Commission (HREOC), (3 Sept 1988)
- (iv) 'Address on the fifth anniversary of the Sex Discrimination Act 1984', HREOC, (1 August 1989)
- (v) 'Papers on Sex Discrimination in Employment from the 1989 Human Rights Congress', HREOC, (23-25 September 1989)
- (vi) 'Ten Years of the Convention on the Elimination of all forms of Discrimination Against Women', HREOC, (October 1990)
- (vii) 'Discrimination against Women in the Lead Industry', HREOC, (Nov 1990)
- (viii) Papers from the 'Indirect Discrimination and the Sex Discrimination Act Seminar' - Sydney, HREOC, (March 1991)
- (ix) 'Women and Superannuation - Keynote Address to the Superwoman Conference 1991', HREOC
- (x) 'Insurance and the Sex Discrimination Act 1984', HREOC, (1990)
- (xi) 'The Rights and Responsibilities of Pregnant Workers A Guide for Employers', HREOC,
- (xii) Human Rights Commission, extract from Annual Report, (1983-84)
- (xiii) Human Rights Commission, extract from Annual Report, (1984-85)
- (xiv) Human Rights Commission, Annual Report, (1985-86)
- (xv) Human Rights Australia, Annual Report, (1986-87)
- (xvi) Human Rights Australia, Annual Report, (1987-88)
- (xvii) Human Rights Australia, Annual Report, (1988-89)
- (xviii) HREOC, Annual Report, (1989-90)
- (xix) HREOC, Annual Report, (1990-91)
- 157 Mr C Sidoti
Secretary
Human Rights and
Equal Opportunity
Commission
SYDNEY NSW
- HREOC submission to the Senate Standing Committee on Legal and Constitutional Affairs' Inquiry into Appeals against Determinations of the Human Rights and Equal Opportunity Commission

EXHIBITS

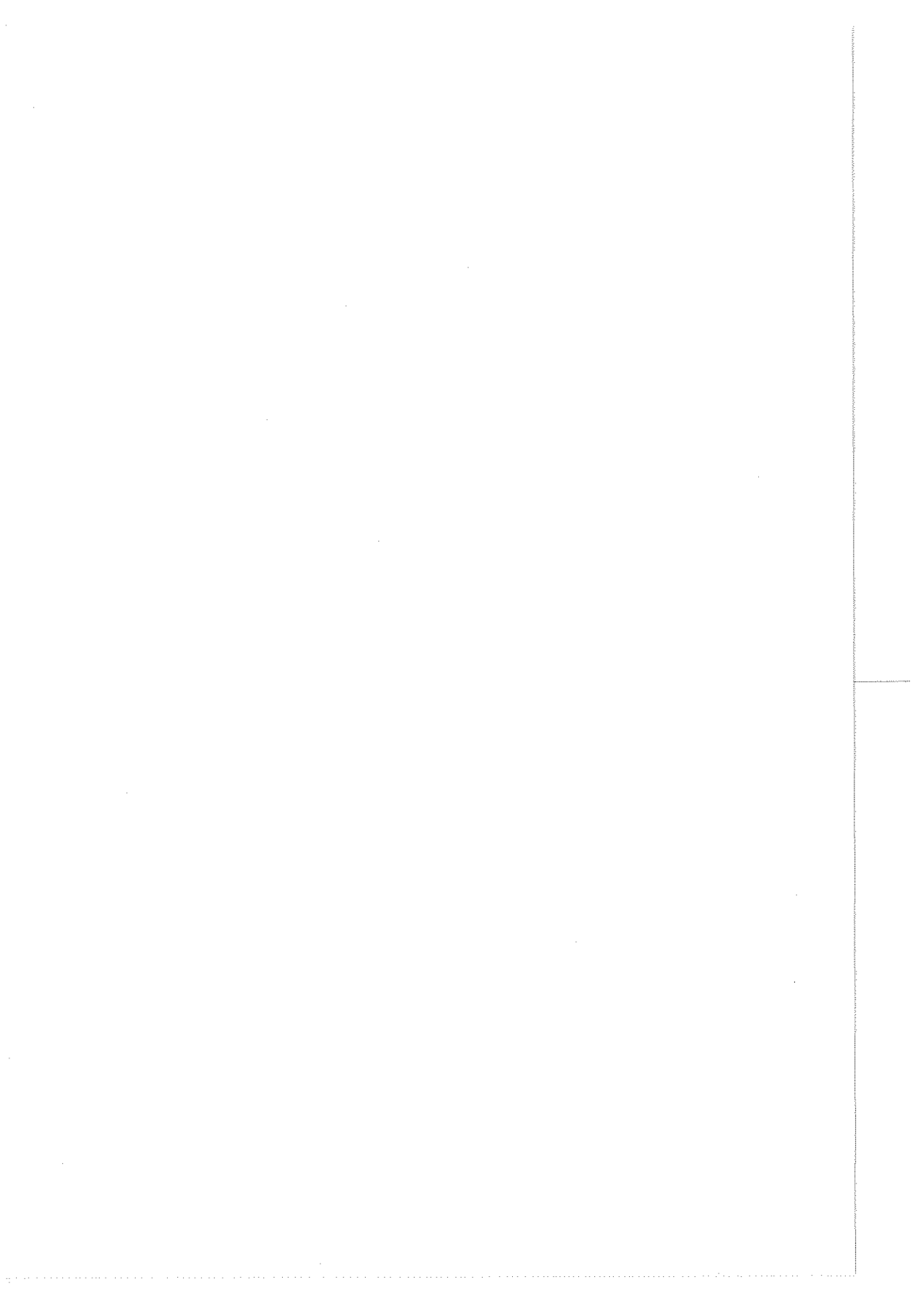
- 158 Hon B L Howe, MP
Deputy Prime
Minister and Minister
for Health, Housing
and Community
Services
CANBERRA ACT
- (i) Summary of reports produced within the Portfolio of Health, Housing and Community Services which contain recommendations relating to status of women issues
 - (ii) 'Housing Needs of Women and Children', prepared on behalf of the National Women's Housing Caucus
 - (iii) International Year of Shelter for the Homeless - 1987, Documentation Series, 'Women and Housing in Australia - Bibliography', Department of Housing and Construction, Australia
 - (iv) 'The housing needs of women and children', prepared for the National Housing Strategy
- 159 Mr D Anderson
Assistant Secretary
Portfolio Co-
ordination Branch
Department of the
Arts, Sport, the
Environment and
Territories
CANBERRA ACT
- (i) List of publications on status of women issues since 1980 including: publications with recommendations produced by the Portfolio; other publications on women; and, Portfolio input to submission, reviews and inquiries
 - (ii) List: 'Australia Council Reports, Submissions, Inquiries and Reviews Encompassing the Consideration of Women's and Girl's Issues'
 - (iii) List: 'Australian Film Commission Portfolio Reports since 1908 on Status of Women Issues'
 - (iv) Summary of recommendations (including implementation): 'Women, Sport and the Media', Australian Sports Commission, (1985)
 - (v) Section 9 of the Racial Discrimination Act 1975
- 160 Hon K C Beazley, MP
Minister for
Employment,
Education and
Training
CANBERRA ACT
- (i) List of relevant status of women reports prepared by the Department of Employment, Education and Training since 1980.
- 161 Ms M Stanton
First Assistant
Secretary
Corporate
Development Division
Department of
Industrial Relations -
Central Office
CANBERRA ACT
- List: Survey of Reports on Status of Women Issues - Industrial Relations Portfolio
- 162 Mr S Haynes
Chief Executive
Australian Sports
Drug Agency
CURTIN ACT
- (i) 'Natalie steps forward', in active, (Spring 1991)
 - (ii) 'Australian Sports Drug Expert Visits RP', in The Business Star, (Tuesday, 20 Aug 1991)

EXHIBITS

- 163 Mr & Mrs A & L Barron
Representatives
Endeavour Forum
Barwon Region
GROVEDALE VIC
Parable: 'The Female Knight and the Dragon'
- 164 The Hon G N Bilney, MP
Minister for Defence
Science and Personnel
CANBERRA ACT
List: 'Reports Generated by or in Relation to the Department of Defence on the Status of Women: Background, Recommendations and Action Taken'
- 165 Dr B Thiele
Chairperson
Women's Studies
Program
Murdoch University
MURDOCH WA
'Norms', 'Lady' Managers and 'Free' Men: Programs for Social Justice or Managerial Control?, J Eveline, Murdoch University
- 166 Ms J Trewern
Representative
Women's Electoral
Lobby
LAKE PLACID QLD
WEL Cairns Newsletter, (Dec-Jan 1992)
- 167 Mr D Chalker
Senior Adviser to the
Hon David Simmons,
MP
Minister for Local
Government
Minister for Family
Support
CANBERRA ACT
Summary of Portfolio reports since 1980 on Status of Women Issues
- 168 Commissioner J Tiddy
Commissioner for
Equal Opportunity
ADELAIDE SA
(i) Appendix A: Section 93(1)(c) of the Equal Opportunity Act 1984 (SA)
(ii) Appendix B: Section 95(9) of the Equal Opportunity Act 1984 (SA)
(iii) Commissioner for Equal Opportunity (SA) submission to the Human Rights and Equal Opportunity Commission: 'Review of Permanent Exemptions to the Sex Discrimination Act 1984', (June 1991)

EXHIBITS

- 169 Mr P Crimmins
Executive Officer
The Australian
Association of
Christian Schools
CANBERRA ACT Letter from AACS to Human Rights and Equal
Opportunity Commissioner Q Bryce, dated 21 March
1991
- 170 Mr B Lyons
GLENROY VIC Letters, press clippings and speech extracts
- 171 Ms M Cane
First Assistant
Commissioner
Public Service
Commission
BARTON ACT
- (i) Draft Strategic Plan for Equal Employment
Opportunity in the Australian Public Service in the
1990's, PSC
 - (ii) Illustration based on 1990 figures showing the
employment 'pyramid' in the APS demonstrating
numbers of Senior and SES Officers
 - (iii) Six Careers: Women Managers in the Australian
Public Service, PSC, (1992)
 - (iv) Figures detailing the employment of permanent staff
in the EEO groups in the APS, (June 1991)
 - (v) Performance Appraisal Guidelines for Senior Officers,
PSC, (Feb 1992)
 - (vi) Copy of proceedings from the International Women's
Day Conference on Women in the Australian Public
Service, (8 Mar 1991), Canberra
 - (vii) 'Re-entry Scheme for Public Servants who Resign to
Care for Children', Senator the Hon Peter Cook,
Minister Assisting the Prime Minister on Public
Service Matters, (27 July 1990)
 - (viii) Australian Government Retirement Benefits Office
Circular 1987/10: 'Superannuation Arrangements for
Permanent Part Time Employees', (3 December
1987)
 - (ix) Media Release: 'Release of Draft Strategic Plan on
EEO in the Australian Public Service', Senator the
Hon Peter Cook, (24 Jan 1992)
- 172 Ms C Hodges
GLEN WAVERLY
VIC Equal Time for Children: an Equality-Dedicated
Synthesis of Work Time Schedules, School Times and
Part-Time Conditions, 1990
- 173 Australian
Confederation of
Sports for the
Disabled
GLEBE NSW Integration Policy: Increasing Sporting Opportunities
for the Disabled, (1992)
- 174 Public Service Union
BARTON ACT 'Issues Paper on Performance Based Pay', by J
Buchanan



APPENDIX C
LIST OF WITNESSES
35th PARLIAMENT

MELBOURNE: 6 FEBRUARY 1990

Affirmative Action Agency

- Ms V Pratt, Director
- Ms S Culph, Industry Adviser

Centre for Comparative Constitutional Studies, University of Melbourne

- Ms R Hunter, Former Research Fellow

Australian Council on the Ageing

- Ms R Calder, Acting Chief Executive

Womens Electoral Lobby (Vic)

- Mrs E Hall, Convenor
- Dr G Tulloch

Private Citizen

- Ms L Hindson

Australian Institute of Family Studies

- Dr D Edgar, Director
- Dr G Ochiltree, Senior Research Fellow

MELBOURNE: 7 FEBRUARY 1990

Equal Opportunity Commission (Vic)

- Ms F McLeod, Acting Commissioner for Equal Opportunity

Department of Labour (Vic)

- Mr V Gordon, Assistant Director General, Employment and Youth Affairs
- Ms A Sherry, Manager, Women's Employment Branch

Department of Premier and Cabinet (Vic)

- Ms R Hunt, Director, Women's Policy Co-ordination Unit
- Ms A Farago, Policy Adviser, Women's Policy Co-ordination Unit

Council for Equal Opportunity in Employment (Vic)

- Ms H Carmody, Executive Director

Business Council of Australia

- Mr C Speed, Assistant Director

Public Sector Union

- Ms G McNamara, Affirmative Action Industrial Officer, National Office
- Ms M Bissett, Assistant Branch Secretary, Victorian Branch

Country Women's Association of Australia

- Mrs J Tom, National President

National Council of Jewish Women of Australia

- Mrs M Malinek, National President
- Ms A Cooper, Assistant Honorary Secretary

36th PARLIAMENT

BRISBANE: 23 JULY 1990

Premier's Department (QLD)

- Dr B Head, Director, Policy Co-ordination Division
- Ms J McDonald, Acting Co-ordinator, Women's Policy Implementation Unit

Human Rights and Equal Opportunity Commission

- Ms Q Bryce, AO, Sex Discrimination Commissioner
- Mr C Sidoti, Secretary

The University of Queensland

- Dr S Winocur, Equal Opportunity Co-ordinator

Australian Labour Party (Queensland Branch)

- Ms J Hughey, Member, Labour Women's Executive

Private Citizens

- Ms D Conroy
- Mrs L Freh

Women Lawyers' Association of Queensland

- Ms D Osborne

Women's Legal Service Inc (QLD)

- Ms L Banach

Queensland Association of Occupational Therapists

- Ms J Strong

- . *Queensland Medical Women's Society*
- Dr L Macintosh, President
- Dr S Harbison, Vice President
- Dr Z Hodge, Committee Member

CAIRNS: 24 JULY 1990

- . *James Cook University*
- Mrs D Gray, Equal Employment Opportunity Officer
- . *Women's Electoral Lobby (QLD)*
- Ms J Trewern, Representative
- . *St Monica's College*
- Ms E Lander, Acting Principal
- . *University College of Central Queensland*
- Mr R Main, Equal Opportunity Officer

CAIRNS: 25 JULY 1990

- . *Private Citizens*
- Ms P O'Hara
- Ms J Trezise
- . *Women's Information and Referral Centre (QLD)*
- Ms A Buckley, Co-ordinator
- Ms T Santangelo, Rape Crisis Worker
- . *Family Planning Association (Cairns)*
- Mrs L Buks, Clinic Supervisor
- Mrs C Payze, Nurse Educator
- . *Wu-Choppem Aboriginal Medical Service*
- Sister M Baldwin, Board Member and Secretary
- . *Port Douglas Community Service Network Inc.*
- Ms H Mulhall, Treasurer and Public Relations Officer

DARWIN: 13 AUGUST 1990

- . *Department of the Chief Minister (NT)*
- Mr D Darben, Secretary
- Ms A Troutman, Acting Director, Officer of Women's Affairs
- . *Private Citizens*

- Ms P Cowburn
- Ms R Quigley

SYDNEY: 5 SEPTEMBER 1990

Australia Council

- Ms A Esdaile, Director, Strategic Development

Private Citizens

- Ms E Atkin
- Ms F Jelley
- Ms H Styles

Australian Commonwealth Games Association

- Mr R Godkin, President

Edmunds - Jones Sports Marketing Pty Ltd

- Mrs H Jones, Director
- Mrs K Sheedy, Senior Consultant

Australian Volleyball Federation

- Mr K Breen, General Manager

Equal Employment Opportunity Co-ordinators Group (NSW)

- Ms M Crouch, Executive Member
- Ms G Curran, Executive Member
- Mrs M McGuirk, Executive Member
- Ms L Pettersson, Executive Member
- Ms G Wattus, Executive Member

CANBERRA: 14 NOVEMBER 1990

Department of the Prime Minister and Cabinet

- Dr P Shergold, Deputy Secretary
- Ms H L'Orange, First Assistant Secretary, Office of the Status of Women
- Ms F Davies, Acting Assistant Secretary, Office of the Status of Women
- Ms K Nienaber, Acting Assistant Secretary, Office of the Status of Women

Attorney-General's Department

- Mr P Ford, Acting Assistant Secretary, Human Rights Branch
- Mr P Thomson, Legal Officer, Human Rights Branch

Department of Social Security

- Mr J Bowdler, Deputy Secretary

- Ms M Carrick, Acting Director, Equal Employment Opportunity
- Mrs H Fleming, Assistant Secretary, Legal Branch
- Ms P Kelly, Assistant Secretary, Budget Policy and Co-ordination; and
Convener of the Department's Women's Consultative Committee
- Ms C Zanetti, Assistant Secretary, Sole Parent Programs
- Ms F Hemmings, Women's Desk Officer

HOBART: 28 NOVEMBER 1990

Department of Premier and Cabinet (TAS)

- Ms E Little, Manager, Office of the Status of Women
- Ms S Ryan, Senior Policy Analyst, Office of Status of Women

Catholic Women's League

- Mrs J Cumming, State President

Tasmanian Teachers Federation

- Mrs J Poate, Southern Field Officer
- Ms R Hull, Research Officer and Librarian

HOBART: 29 NOVEMBER 1990

Australian Maritime College

- Mr J Gray, Personnel Manager
- Mrs A Szramka, Equal Opportunity Officer

Tasmanian State Institute of Technology

- Mrs A Szramka, Equal Opportunity Officer

National Council of Women of Tasmania

- Mrs L Grant, Honorary Secretary

Alanvale College

- Mrs D McWilliam, Senior Master, Equal Opportunities Support Group

The Home Economics Association of Tasmania

- Mrs S Wilcox, Treasurer

Australian Federation of University Women

- Mrs F Layton, President
- Mrs M Campbell-Smith, Council Member

MELBOURNE: 25 MARCH 1991

- . *Australian Manufacturing Council*
 - Mr J Burke, Assistant Director
 - Ms A Mateuszczuk, Project Officer/Industry Assistant
- . *Business Council of Australia (VIC)*
 - Ms C Burnup, Assistant Director
- . *Textile, Clothing and Footwear Unions' Federation*
 - Ms S McCreadie, Economic Research Officer
- . *Australian Lead Development Association*
 - Mr M Dennett, Manager
 - Mr E Smith
- . *Campaign for Economic Justice (VIC)*
 - Ms R Gillespie, Co-ordinator
- . *Women's Action Alliance*
 - Mrs P Smit, National President
 - Mrs N Sullivan, National Secretary
 - Mrs K Hill, State Treasurer
- . *Council of Single Mothers and their Children Inc (VIC)*
 - Ms C Reardon
- . *National Union of Students*
 - Ms B Freeman, President
 - Mr D Howard, Education Officer
 - Ms D Knight, Women's Officer
- . *Equal Opportunity Practitioners in Higher Education*
 - Ms A Rennie, Convenor
 - Ms V Rutter

MELBOURNE: 26 MARCH 1991

- . *Australian Family Association*
 - Mrs V Renkema, National Secretary
 - Mrs P Boyd, Vice-President, Victorian Branch
- . *Silver Power Action for Reform Inc*
 - Mrs M Carter, Chairman
 - Miss M Hanstock, Member
 - Mrs J Park, Member

Endeavour Forum

- Mrs B Francis, National and Overseas Co-ordinator
- Mr A Barron, Geelong Representative
- Mrs K Simmons

Shop, Distributive and Allied Employees Association

- Ms J Collins, National Women's Officer

Confederation of Australian Industry

- Mr B Noakes, Director General
- Mr R Hamilton, Legal Officer

ADELAIDE: 27 MARCH 1991

Academic Women's Affirmative Action Group

- Dr C Johnson, Convenor

Office of Tertiary Education

- Dr P Mares, Chairperson, Advisory Committee on Women and Girls in Education
- Ms J Della Flora, Committee Member, Advisory Committee on Women and Girls in Education

Australian National

- Mr C Hall, General Manager, Human Resources
- Mrs D Brown, Acting Senior Personnel Officer

Equal Opportunity Commission (SA)

- Mrs J Tiddy, Commissioner
- Ms M Heylen, Senior Project Officer

Education Department of South Australia

- Ms S Cameron, Superintendent of Curriculum Education of Girls
- Ms N Hamood, Affirmative Action Co-ordinator

Spark Resource Centre Inc

- Ms R Walshe, Co-ordinator
- Ms K Silard, Counsellor and Community Worker

Public Service Association of South Australia

- Ms G Peak, Equal Opportunities Officer - Women's Adviser

Equal Opportunity Practitioners in Education Committee

- Ms H Menzies, Chair

Australian Labour Party (SA Branch)

- Ms C Ross, Convenor, Women's Policy Committee

- Ms A Hayes, Assistant Convenor, Women's Policy Committee

SYDNEY: 22 APRIL 1991

WORKSAFE Australia

- Ms M Gallagher, Director, External Relations Branch
- Ms C Edmonds, Project Officer, External Relations Branch

Private Citizens

- Associate Professor R Graycar
- Dr G Poiner
- Dr S Wills

Australian Family Association (NSW)

- Ms S Bastick, State Secretary

Society of Women Writers NSW Inc

- Ms V Farrer, President
- Ms H Lindsay, Public Officer
- Mrs V Newsom, Member

Australian Broadcasting Corporation

- Ms W McCarthy, Deputy Chairperson
- Ms S Walpole, Controller, Human Resources
- Ms K Comino, Senior EEO Adviser

SYDNEY: 23 APRIL 1991

Private Citizen

- Justice E Evatt, AO

Council of Ex-Servicewomen's Association (NSW)

- Mrs J Stone, Chairman

Australian Association for Adolescent Health

- Ms D Fitzjames, Treasurer
- Ms J Joy, NSW Representative

Muslim Women Association

- Mrs M Abdo, Treasurer

Independent Teacher's Federation of Australia

- Ms L Wright, Convenor, Women's Committee

State Bank of New South Wales Ltd

- Mr L Agriesti, Senior Manager, Employee and Management Support

Westpac Banking Corporation

- Ms S Triulzi, Manager, Human Resources and Equal Employment Opportunity

Federation of Ethnic Communities Councils of Australia

- Ms M De Souza, Policy Officer
- Ms L Farmer, OAM, NSW Women's Representative

Australian Olympic Committee Inc

- Mr P Coles, Secretary-General
- Ms H Brownlee, Executive Member
- Ms W Langdon, Executive Assistant to Secretary-General

PERTH: 2 MAY 1991

Country Women's Association of Western Australia

- Mrs H Armstrong, State Editor
- Mrs E Hansen, Chairman, Social Issues Fact Finding Team

University of Western Australia

- Dr S Gordon, Lecturer, Department of Human Movement

Sportswomen's Association of Australia

- Dr L Embrey, President, WA Division

Murdoch University

- Dr B Thiele, Lecturer in Women's Studies
- Ms J Eveline, Researcher

Ministry of Sport and Recreation (WA)

- Mr J Busch, Executive Director
- Miss L Cowan, Sport Consultant
- Mrs M Owens, Member, Women in Sport Advisory Council

Women in Tertiary Institutions, University of Western Australia

- Ms D Bird, Ex-President
- Ms S McKnight, Member

PERTH 3 MAY 1991

Equal Opportunity in Public Employment

- Mr E Squire, Acting Director

Department of Technical and Further Education (WA)

- Ms J Greenwood, Study Area Consultant, Women's Interest Unit

CANBERRA 16 OCTOBER 1991

Department of Employment, Education and Training

- Ms A Weeks, Assistant Secretary, Women's Policy; and Director, Women's Bureau
- Ms L Bannerman, Assistant Secretary, Network Support Branch

Public Service Commission

- Ms M Cane, First Assistant Commissioner, Human Resource Policy Division
- Ms E Dawson, Advisor, Equal Employment Opportunity Policy and Programs Unit

Department of Industrial Relations

- Mr J Preiss, Deputy Secretary
- Ms S Bennett, Director, Work and Family Unit
- Ms L Tacey, Principal Adviser, Wages Policy Area

CANBERRA: 27 NOVEMBER 1991

Insurance and Superannuation Commission

- Mr N Stuparich, Assistant Commissioner
- Mr F Keenan, Senior Adviser, Policy

Aboriginal and Torres Strait Islander Commission

- Ms G Humes, Manager, Office of Indigenous Women

National Women's Consultative Council

- Ms V Marsden, Convenor

Women's Electoral Lobby (ACT)

- Dr H Moir, Public Officer
- Dr M Sawyer, Spokeswomen on Affirmative Action

APPENDIX D
SEMINAR SPEAKERS

SEX DISCRIMINATION LEGISLATION SEMINAR
Canberra, 1-2 November 1990

Introduction

- . **Marian Sawer**, Deputy President, Royal Institute of Public Administration (ACT Division)

The Conciliation Model

- . **Margaret Thornton**, Professor, Department of Legal Studies, La Trobe University
- . **Rosemary Hunter**, Lecturer, Law School, University of Melbourne
- . **Joan Ross**, formerly Regional Director, Queensland Office of the Human Rights Commission

Definition of Indirect Discrimination

- . **Helen Styles**, Journalist and lawyer (case of Styles v. Secretary, Department of Foreign Affairs and Trade, 1988)
- . **John Basten**, Barrister at Law
- . **Steven Mark**, President, NSW Anti-Discrimination Board

Lunchtime speaker

- . **Senator Pat Giles** on behalf of the Hon **Wendy Fatin, MP**, Minister Assisting the Prime Minister for the Status of Women

Australia's International Obligations

- . **Justice Elizabeth Evatt**, President of the Australian Law Reform Commission and Chair of UN CEDAW Committee

Commonwealth/State Arrangements

- . **Josephine Tiddy**, Commissioner for Equal Opportunity, SA

Extending the Grounds

. **Marg O'Donnell**, Director, Queensland Community Justice Program

. **Marian Sawer**, Faculty of Management, University of Canberra

The Future: What kind of Sex Discrimination Legislation does Australia want? (I)

. **June Williams**, Commissioner for Equal Opportunity, WA

The Future (II)

. **Moira Rayner**, Commissioner for Equal Opportunity, VIC

Plenary Session Chair

. **Pam O'Neill**, former Commonwealth Sex Discrimination Commissioner

Syndicate Group Leaders

. *Commonwealth/State Arrangements* - **Constance Larmour**, Parliamentary Library

. *Indirect Discrimination* - **Val Marsden**, Convenor, National Women's Consultative Council and **Joan Ross**, formally Regional Director, Queensland Office of the Human Rights Commission

. *Extending the Grounds* - **Barbara Pearson**, Legal Consultant to the Human Rights and Equal Opportunity Commission

EQUITY FOR WOMEN IN SPORT SEMINAR
Canberra, 27-28 February 1991

Introduction and Welcome

. **Jim Ferguson**, Executive Director, Australian Sports Commission (ASC)

Current Status of Women in Sport

. Paper by **Wendy Ey**, Co-ordinator Junior Sport Development Unit, South Australia, presented by **Jenny Williams**, Acting Women's Adviser, South Australian Department of Recreation and Sport

. **Jim McKay**, Senior Lecturer, University of Queensland

. **Shirley de la Hunty**, Olympian, academic and coach

Women, Sport and the Law

. **Quentin Bryce**, Federal Sex Discrimination Commissioner

. **Josephine Tiddy**, Commissioner for Equal Opportunity - South Australia

. **Margot Foster**, Solicitor, Olympian, Sports Administrator

Lunchtime Speaker

. **Senator Michael Baume**, Shadow Minister for the Arts, Heritage, Sport and Youth Affairs

Public Policy and Funding

. **Bill Bailey**, Manager, Policy and Planning, Australian Sports Commission

. **Helen Brownlee**, President, NSW Olympic Council and Australian Canoe Federation, and Executive Board Member, Australian Olympic Committee

. **Margaret Timpson**, Past President of Business and Professional Women's Association of Australia

. **Rhonda Galbally**, Chief Executive Officer, Victorian Health Promotion Foundation

Sponsorship

. **Lynne-Marie Freh**, Australian representative sportswoman and journalist

. **Terry O'Donoghue**, Sports Promoter

. **Brett Davis**, Director of Client Service, SSB Advertising

. **Ron Bourke**, General Manager, Corporate Affairs, Mobil Oil Australia Ltd

A Place for Women in the Australian Sporting Ethos

. **Brian Stoddart**, Dean, Faculty of Communication, University of Canberra

. **Lois Bryson**, Professor of Sociology, University of Canberra

. **Senator Margaret Reid**, Opposition Whip

. **Senator Rosemary Crowley**, Chair, Senate Standing Committee for Environment, Recreation and the Arts, and former Convenor, Government Inquiry into Women, Sport and the Media

The Media and Marketing of Women in Sport

. **Ted Thomas**, former General Manager, Channel 7

. **Robin Ho**, Australian representative sportswoman, and union official, Miscellaneous Worker's Union, Western Australia

. **Wendy McCarthy**, Deputy Chair, Australian Broadcasting Corporation

. **Les Hoffman**, Group Syndications Manager, News Ltd

The Future - the Way Forward

. **Libby Darlison**, former Commissioner, Australian Sports Commission, sociologist, activist for women in sport over the last 20 years

Sportswomen of Excellence Committee

. **Monique Allen**

. **Jenny Cheeseman**

. **Jane Flemming**

. **Debbie Flintoff-King**

. **Kirstie Marshall**

. **Suzie Maroney**

. **Kerryn Pratt**

. **Anne Sergeant**

Lunchtime Speaker

. **Hon Ros Kelly, MP, Federal Minister for the Arts, Sport, the Environment, Tourism and Territories**

Plenary Session Chair

. **Sue Baker-Finch, Co-ordinator, Women and Sport Unit, Australian Sports Commission**

Syndicate Group Leaders

. *Women, Sport and the Law* - **Deborah Healey, Solicitor, Phillips Fox, Sydney, Author**

. *Public Policy and Funding* - **Margaret Pewtress, Commissioner, Australian Sports Commission, Chairperson, Women and Sport Unit, and President, All Australia Netball Association**

. *A Place for Women in the Australian Sporting Ethos - Education* - **Gaylene Clews, Australian representative sportswoman**

. *The Media and Corporate Sector Influence* - **Kerryn Pratt, TV sports journalist, currently Channel 9's Wide World of Sports, Australian representative sportswoman - tennis**

. *Affirmative Action Plans for Sporting Organisations* - **Louise Bourke, Convenor, Women's Committee, Triathlon Federation of Australia (TRIFED)**

Acknowledgements

. **Jim Ferguson, Executive Director, Australian Sports Commission**

WOMEN AND EMPLOYMENT SEMINAR
Canberra, 22-23 May 1991

Introduction and Welcome

- . **Lyndsay Connors**, Deputy Convenor, Women's Employment, Education and Training Advisory Group (WEETAG) and Chair of the Schools Council

Overview

- . **Valerie Pratt**, Director, Affirmative Action Agency
- . **Alison Weeks**, Director, Women's Bureau, DEET
- . **Gretchen Poiner**, Research Affiliate, Department of Anthropology, University of Sydney

Making the System Fit People

- . **Eva Cox and Helen Leonard**, Women's Economic Think Tank
- . **Mary-Ann Bin-Sallik**, Head of School of Aboriginal Studies & Teacher Education Centre (ASTC), University of South Australia

Sex Discrimination Act

- . **Quentin Bryce**, Federal Sex Discrimination Commissioner

Labour Market Programs

- . **Sheila Butler**, Aboriginal Employment Strategies Branch, DEET
- . **Barbara Pocock**, Women's Employment, Education and Training Group (WEETAG)
- . **Debra Campbell**, Confederation of Australian Industry
- . **Julian Disney**, Councillor of NBEET and ACOSS Board Member

Industrial Relations Issues

- . **Vivian Griffin**, Industrial Officer, Queensland Nurses Union
- . **Kathy Duffy**, Manager, Organisation Development & Award Restructuring Implementation, Nissan Australia

Women, Work and the Law

- . Steven Mark, President, NSW Anti-Discrimination Board
- . Ian McLean, Equal Opportunity Co-ordinator, BHP Steel
- . Clare Burton, Director Equal Opportunity in Public Employment, NSW
- . Regina Graycar, Associate Professor of Law, University of NSW

Workers with Family Responsibilities

- . Helen L'Orange, Head of the Office of the Status of Women
- . Rosemarie Gillespie, Co-ordinator, Campaign for Economic Justice
- . Ann Sherry, General Manager, Office of Preschool and Child Care
- . Susan Biggs, Executive Director, Childcare at Work, NSW

Women in Non-traditional Employment

- . Elizabeth Nosworthy, Chancellor, Bond University
- . Martin Watts, Senior Lecturer, University of Newcastle
- . Judith Rich, Senior Tutor, Monash University

Syndicate Group Leaders

- . *Labour Market and Special Entry Programs* - Wendy Gillett, Affirmative Action Co-ordinator in the Women's Interest Unit of TAFE in Western Australia
- . *Women in Non-traditional Employment* - Gretchen Poiner, Research Affiliate, Department of Anthropology, University of Sydney
- . *Women, Work and the Law - Pay Equity - Industrial Relations* - Kathy McDermott, Director, Equal Pay Unit, Department of Industrial Relations, Gaye Thompson, Women's Advisor, Department of Labour and Dianne Coward, EEO Officer, University of Canberra
- . *Workers with Family Responsibilities* - Susan Biggs, Executive Director, Childcare at Work Ltd, NSW

Acknowledgements

- . Alison Weeks for Paul Hickey, Deputy Secretary, DEET

RECOGNITION FOR WOMEN IN AUSTRALIA SEMINAR
Canberra, 25-26 July 1991

Introduction and Welcome

Pat Turner, Deputy Secretary, Department of Prime Minister and Cabinet

Women's Place in Australia's Life and History

Dale Spender, Feminist author and educator

Lisa Bellear, Aboriginal Liaison Officer, Koori Education Office, Melbourne University

Janet Irwin, Foundation President, Women's Place

Performance

Robyn Archer, Singer, actress, writer and director

Women and the Australian Honours System

Hon Gough Whitlam, Prime Minister of Australia, 1972-1975

Dame Beryl Beaurepaire, Chairperson, Australian War Memorial

Sir Geoffrey Badger, National Chairperson, Order of Australia Association

Rural Women

Jean Tom, former National President CWA, Member NWCC

Catherine McGowan, Rural Project Consultant

Annette Knight, Mayor, City of Albany

Syndicate Groups

Women and the Honours System - Robin Rawson, Director, Honours Secretariat

Rural Women - Ellen King, Member of the Streatham Action Group

Women's Place in Australia's Life and History - Janet Ramsay, Director JET Program, Department of Social Security, Dale Spender, Feminist Author and Educator, and Katrina Harrison, Office of the Status of Women

. *Other Issues Pertinent to the Inquiry* - Imogen Wareing, Executive Manager, Women and Management Ltd

National Agenda for Women

. Hon R J L Hawke, Prime Minister

Women, Unpaid Work and the National Accounts

. Michael Bittman, Lecturer in Sociology, University of NSW

. Susan Bastick, State Secretary, Australian Family Association

. Margaret Timpson, Past President of Business and Professional Women's Association

Women in Politics

. Bob Hogg, National Secretary, ALP

. Andrew Robb, Federal Director, Liberal Party

. Maxine McKew, Chief Political Correspondent, ABC Radio

Women and Decision Making

. Geraldine Doogue, Board Member of MLC Life, Journalist

. Helen L'Orange, First Assistant Secretary, Office of the Status of Women

Syndicate Group Leaders

. *Women in Politics* - Julie Flynn, Political Correspondent, Radio 2UE and 3AW

. *Women, Unpaid Work and the National Accounts* - Margaret Bell, Executive Director, Volunteer Centre of NSW

. *National Agenda for Women* - Elizabeth Delaney, Assistant Secretary Community and Social Policy Branch, Office of the Status of Women

. *Women and Decision Making* - Val Pratt, Founding Director, Affirmative Action Agency and Pam O'Neill, former Commonwealth Sex Discrimination Commissioner

. *Other Issues Pertinent to the Inquiry* - Wilma Hedley, Poet and author

