

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2011-12 Supplementary Estimates Hearings

Outcome Number: 6

Question No: 148

Topic: EOWA - Australian Standard on Gender Inclusive Job Evaluation

Hansard Page: Written

Senator Cash asked:

1. On what grounds has EOWA put in a proposal for a new Australian standard on gender inclusive job evaluation?
2. How much did it cost to employ a consultant from New Zealand to work on the draft proposal?
3. Considering the Office for Women is a specialized unit with employees commanding higher salaries than ordinary departmental employees, why was it necessary to employ a consultant to do the work?
4. Have any fees been paid to Standards Australia to consider the proposal?
5. How will the standard be enforced if it is non-binding?

Answer:

1. EOWA is seeking to develop a tool to facilitate the removal of gender bias in job evaluation and grading.
2. No New Zealand consultant is working on the draft proposal. The Agency has engaged a non-ongoing employee who has specialist expertise and experience in this area, including having worked on the New Zealand Standard for gender-inclusive job evaluation.
3. Work on the proposed Standard requires specialised expertise and experience not available in the Office for Women.
4. EOWA has paid Standards Australia \$70,000 (plus GST).
5. The Standard will be promoted as a tool which can be used to facilitate gender equality in workplaces.