

# Senate Standing Committee on Education and Employment

## QUESTIONS ON NOTICE Budget Estimates 2015 - 2016

### Agency - Workplace Gender Equality Agency

Department of Employment Question No. EMSQ15-000256

Senator Waters provided in writing.

### Question

#### WGEA - Diversity requirements

1. Please outline the workforce gender diversity requirements that must be met by companies seeking to secure government tenders.
2. In the past 12 months, how many companies applying for tenders have met these workforce gender diversity requirements?
3. In the past 12 months, how many companies applying for tenders have not met these requirements? How many of those have been unsuccessful in securing tenders as a result?

### Answer

1. To be considered for Australian Government procurement contracts valued at or above the relevant procurement thresholds, all relevant employers must be able to demonstrate they are compliant with the *Workplace Gender Equality Act 2012* (WGE Act) by supplying a letter of compliance either:
  - with their submission to an approach to market issued by an Australian Government agency;
  - before entering into a contract with an Australian Government agency.

Letters of compliance can be obtained through the Workplace Gender Equality Agency (WGEA).

2&3. The WGEA's responsibility under the procurement principles is to issue a letter of compliance to:

- a. newly registered organisations
- b. compliant organisations
- c. organisations that are non-compliant under the WGE Act that subsequently become compliant.

In 2015 for the 2014–15 reporting period and onwards, a relevant employer will comply with the Act if it:

- Lodges a report containing required information each year on time
- Complies with the notification and access requirements
- Meets minimum standards or, if a minimum standard is not met, makes improvements against it by the end of two further reporting periods
- Has the report signed by the chief executive officer (CEO)
- If asked, gives the Agency information for the purpose of reviewing compliance
- Does not give false or misleading information in a report, or when providing information as requested by the Agency for the purpose of reviewing compliance with the Act.

The WGEA does not have access to information regarding the identity or number of relevant employers applying for government tenders.