

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Supplementary Budget Estimates 2015 - 2016

Agency - Workplace Gender Equality Agency

Department of Employment Question No. EMSQ15-000299

Senator Waters asked on 22 October 2015 on proof Hansard page 43

Question

WGEA - Domestic violence leave

Senator WATERS: They are still significant. I think there is about 50 per cent of employers that are offering access to leave in the context of DV support. Can you tell me a bit more? Do we know anything more about that figure of 50 per cent? What are they calling access to leave? Is it DV specific leave? Is it personal leave? Do we know that level of detail?

Ms Beattie: I would have to take that on notice. That would depend on how we have structured that in our reference guide in terms of how we are defining access to leave.

Answer

The Workplace Gender Equality Agency's (WGEA) Reference Guide (https://www.wgea.gov.au/sites/default/files/2014-15-Reference-Guide_website.pdf) to reporting under the *Workplace Gender Equality Act 2012*, states that measures to support employees who are experiencing family or domestic violence include but are not limited to:

- employee assistance program
- access to leave (various types)
- training of human resources (or other) staff
- referrals to support services
- other.

The breakdown of responses from 2013–14 reporting data are shown in the table below:

Table 1: Prevalence of policies, strategies or other support measures to support employees experiencing domestic and family violence, for organisations reporting to WGEA (4, 354 organisations) 2013–2014.

Domestic violence support	Organisations
	%
DV policy or strategy	32.2
No DV policy or strategy	67.8
Employee assistance program	63.4
Access to leave	48.6
Staff training	12.5
Other support	13.4

WGEA does not collect any additional information or detail around the nature of the leave access and it is likely to vary between organisations.