

# Senate Standing Committee on Education and Employment

## QUESTIONS ON NOTICE Supplementary Budget Estimates 2016 - 2017

### Agency - Workplace Gender Equality Agency

Department of Employment Question No. EMSQ16-000859

Senator Kakoschke-Moore provided in writing.

### Question

#### WGEA - Improving gender equality in the workplace

1. Under section 10(1)(a) the Workplace Gender Equality Agency has the function of advising and assisting employers in improving gender equality in the workforce. Are you able to provide the committee with the number of employers the agency has advised and assisted in the;

- a. 2015-2016 financial year?
- b. 2014-2015 financial year?
- c. 2013-2014 financial year?

2. Can you provide the Committee with examples of the type of advice and assistance you provided to employers?

### Answer

1. The Workplace Gender Equality Agency (Agency) provides advice and assistance to employers to improve workplace gender equality. Inquiries are received by telephone, email, the WGEA website and educational forums. The majority of enquiries are by phone. The Agency records the number of inquiries received each year.

- a. 2015–16 financial year: there were 6,064 inquiries from 2,942 employers.
- b. 2014–15 financial year: there were 6,514 inquiries from 3,363 employers.
- c. 2013–14 financial year: there were 4,078 inquiries from 2,004 employers.

2. Examples of the type of advice and assistance provided to employers included:

- The business case for gender equality.
- Strategies to achieve gender equality.
- Improving the representation of women in leadership.
- Improving gender balance in male and female dominated roles and industries.
- Identifying and addressing gender pay gaps.
- Flexible working for women and men.
- Prevention of sex-based harassment and discrimination.
- Understanding best practice in gender equality.