

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. EMSQ16-000863

Senator Kakoschke-Moore provided in writing.

Question

WGEA - Educational programs

What educational programs did the agency run in the last two years?

a. Do you have data or feedback from employers on the effectiveness of those programs?

Answer

The Workplace Gender Equality Agency (Agency) provides education to employers via online tools and resources, workshops, webinars, speaking engagements and engagement programs. These include:

- **Tools and resources:** 67 educational tools and resources on the website as at October 2016. These include written toolkits, data collection spreadsheets, videos and recorded webinars. They cover topics including support for reporting, pay equity, flexibility, gender equality strategy and applying for the Employer of Choice for Gender Equality citation.
- **Pay Equity Leadership program:** Developed in 2014 to raise awareness and educate directors, CEOs and management teams about the issues, causes and solutions to gender pay gaps. As at October 2016, 103 CEOs were confirmed Pay Equity Ambassadors, committing to analysing their pay data, addressing gender pay discrepancies they discover and advocating to their peers about taking action to support workplace gender equality. The Agency has hosted 17 workshops and nine roundtables on pay equity in the past two years.
- **Webinars and workshops:** To assist relevant employers to meet their reporting requirements, the Agency conducted: 26 workshops in 2014–15, with 330 participants; and 14 webinars from February to May 2016, with 1,524 attendees. A further 1,473 people have viewed live recordings of the webinars.
- **Speaking engagements and events:** The Agency receives requests for media commentary, presentation of speeches and participation on panels and in fora that play an important role in influencing and educating on gender equality in the workplace. The Agency also initiates events with partner organisations around key gender equality themes. Agency staff spoke at 62 events during the 2015–2016 financial year.
- **Roundtables:** The Agency hosts biannual education roundtable sessions with key organisations in the gender equality education community. Participants include federal and state government agencies, education institutions and consultants. Roundtables have been held in March and October 2015, July 2016 with the next due in December 2016.

The Agency collects feedback on educational offerings in a number of ways, including:

- **Downloads:** The Agency's pay equity resources were downloaded 3,405 times and the gender pay gap statistics fact sheet was downloaded 11,863 times in 2015–16.
- **Participant evaluation:** 2014–15 reporting workshops achieved a 100% satisfaction rating; 2015–16 reporting webinar series achieved an 85% satisfaction rating.
- **Survey:** Our 2016 employer survey showed 80% awareness of 'research and resources on WGEA website'; and an average 44% awareness for individual education products.