

**Senate Standing Committee on Education and Employment - Education**

**QUESTIONS ON NOTICE  
Additional Estimates 2013-2014**

**Agency - Australian Research Council**

**Department of Education Question No. ED0316\_14**

**Senator Ludwig provided in writing.**

**Question**

***ARC - GENDER EQUITY***

1. Has the organisation required that supported institutions/internally institute the following? (see

<http://www.science.org.au/policy/documents/GenderEquityEMCRForum.pdf>).

If not, why not?

- a) Gender Equity Committees
- b) "Women in Science" lectures and support for women to give major lectures
- c) Advocacy and promotion to Increase women's representation at conferences
- d) Mentoring
- e) Academic promotion information for women.
- f) Female representation on all committees.

2. Please report the gender and EMCRs makeup of all committees, and review panels for grant applications

3. Has the organisation required the following for supported institutions/internally? If not, why not?

- a) Flexibility for return to work to meet deadlines and immovable commitments.
- b) Flexibility for return to work to meet the needs of the baby
- c) Flexible access to work
- d) Assessing achievement relative to opportunity
- e) Lactation room and parenting room
- f) Family-friendly meeting times
- g) Peer support
- h) Travel insurance
- i) "Save that spot"

**Answer**

The Australian Research Council has provided the following response.

1. All ARC Funding Agreements require Administering Organisations to ensure compliance with a range of obligations, including the *Workplace Gender Equality Act 2012*.

Under the Australian Laureate Fellowships scheme, two named awards are allocated to exceptional female researchers who will also undertake an ambassadorial role to promote women in research. All Laureate Fellows are expected to play a role in mentoring the next generation of researchers.

Internally, the ARC encourages female representation on all committees as well as encouraging workplace mentoring.

2. The ARC College of Experts is made up of 45 women and 114 men. In 2013 there were three additional Selection Advisory Committees (SAC) as follows:
  - The Industrial Transformation Research Program SAC was made up of five women and five men.
  - The Australian Laureate Fellowships SAC was made up of four women and ten men.
  - The ARC Centres of Excellence SAC was made up of seven women and nine men.The ARC does not have data on the EMCR makeup of its selection committees.
3. The ARC does not specifically require Administering Organisations to institute the initiatives listed. The ARC views these activities as being the responsibility of the organisations supported by the ARC, as employers of the researchers. In signing a funding agreement with the ARC, Administering Organisations acknowledge that they may have obligations under the *Workplace Gender Equality Act 2012* and that they must comply with those obligations.

Researchers awarded funding under the fellowships schemes of the National Competitive Grants Program have access to the following mechanisms:

- In relation to c) flexible access to work, all fellows (except Australian Laureate Fellows) have access to part-time arrangements.
- In relation to d) assessing achievement relative to opportunity, assessment of all individuals is undertaken on the basis of ROPE ([http://www.arc.gov.au/applicants/rope\\_statement.htm](http://www.arc.gov.au/applicants/rope_statement.htm)).

Internally, the ARC provides employees with flexibility for return to work, flexible access to work and family friendly core-hours through the Enterprise Agreement, and assessment of achievement relative to opportunity through performance agreement mechanisms.