



Australian Government

Equal Opportunity for
Women in the Workplace Agency

media release

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EOWA Releases the 2009 Employer of Choice for Women List

The Federal Government's Equal Opportunity for Women in the Workplace Agency (EOWA) has released a list of organisations that have been recognised as an Employer of Choice for Women. The 2009 EOWA Employer of Choice for Women (EOCFW) list features 111 organisations ranging in size and spanning across all industries.

To be recognised as an EOWA Employer of Choice for Women, employers are required to meet stringent criteria each year which include offering a minimum of 6 weeks paid maternity leave after 12 months of service; providing the ability for female managers to work part-time; ensuring the percentage of female managers is the same or greater than 28% or the industry average, and ensuring a pay equity analysis has been undertaken and any gap identified is less than their industry average.

Acting Director of EOWA Mairi Steele said, "We don't claim that the organisations on the list are perfect, but they are certainly leading the way. This list provides women with a guide to organisations showing a real commitment to creating fair workplaces and to achieving genuine results for working women."

"Employers work hard to get on this list because despite the economic downturn, many are acutely aware of the need to attract and retain women for sustainability in the long term," she said.

Despite the minimum requirement being 6 weeks paid maternity leave, the average duration provided by these organisations is nearly 12 weeks. EOFCW organisations have an average of 46.7% female managers and the average pay gap is 10.9%, 5.1% lower than the national average.

In addition to meeting the standards, some interesting initiatives include:

- **ANZ's** Diversity Council which introduced a Global Diversity Scorecard including stretch targets for female representation at divisional and group levels.
- **Weststaff** introduced grandparents leave for employees who have been with the organisation for three years or more. The leave recognises the motivations of an ageing workforce and provides for one week off at full pay upon the birth of a grandchild.
- **Corrs Chambers Westgarth** initiated the Female Talent Pipeline to recognise that women do not position themselves for promotion in the same way as men and are often trying to balance personal and career objectives at a critical time in their career. There is also a Women Leading Change and coaching program for women with the potential to become a partner at Corrs.



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- **Curtin University's** practice of ensuring that women have roles as deputies on any Committee where a male has the Chair is proving highly successful. All Executive managers are required to report annually on the trend in numbers of female staff as well on diversity and access matters. In the first 12 months of returning from parental leave, staff members are entitled to paid leave of up to five hours per week for child care assistance.

The EOCFW citation is awarded to non-government organisations with more than 80 employees that have demonstrated that they have policies and practices that support women across the organisation and these have had a positive outcome for both women and the business.

For a complete list of the EOCFW organisations please go to

http://www.eowa.gov.au/EOWA_Employer_of_Choice_for_Women/2009/Media_Page.asp

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Background information on the 2009 EOWA Employer of Choice for Women organisations available at:

http://www.eowa.gov.au/EOWA_Employer_of_Choice_for_Women/2009/Media_Page.asp

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