

## ***WOMEN AND WORK INFORMATION SOURCES***

### **Women's Equity Bureau**

This bureau is part of the NSW Department of Industrial Relations and produces a package relating to women and work. The bureau produces fact sheets that cover topics such as work and families, paid and unpaid work, a history of pay equity, women's pay and employment patterns and why is there a gap between men's and women's earnings. These fact sheets also provide some statistical information on women and work.

#### **Department of Industrial Relations**

**Level 3, 1 Oxford St**

**PO Box 847**

**Darlinghurst NSW 2010**

**Phone: 02 9243 8786**

**Fax: 02 9243 8787**

**E-mail: [equity@dir.nsw.gov.au](mailto:equity@dir.nsw.gov.au)**

**Internet: <http://www.dir.nsw.gov.au>**

**Opening Hours: Mon-Fri  
8.30am-5.00pm**

### **NSW Working Women's Centre**

This centre provides information on topics such as pay, work conditions and rights, discrimination, workplace harassment, equal opportunity and work and family issues. The centre has a library that can be accessed upon appointment. They can also send some information to rural students.

**Suites 2-5, 1 Barrack Lane**

**Parramatta NSW 2150**

**Phone: 02 9689 2233**

**Toll free: 1800 062 166**

**Fax: 02 9689 2841**

**E-mail: [Working\\_Women@fcl.fl.asn.au](mailto:Working_Women@fcl.fl.asn.au)**

**Opening Hours: Mon-Fri  
9.00am-5.00pm**

### **Office of the Director of Equal Opportunity in Public Employment (ODEOPE)**

The role of this NSW government office is to advance and evaluate the Equal Employment Opportunity (EEO) program within the NSW public sector. The office also gives expert guidance to help the government ensure that equal opportunity principles become part of employment principles become part of employment policies. They produce a range of free publications, kits and information sheets on topics such as the changing roles of women, maternity leave and harassment in the workplace.

**Level 11, 28 Margaret St**

**Sydney NSW 2000**

**Phone: 02 9248 3555**

**TTY: 02 9248 3544**

**Fax: 02 9248 3500**

**E-mail: [eeo@eeo.nsw.gov.au](mailto:eeo@eeo.nsw.gov.au)**

**Website: <http://www.eeo.nsw.gov.au>**

**Opening Hours: Mon-Fri  
8.30am-5.00pm**

### **Affirmative Action Agency**

The job of the Affirmative Action Agency is to administer the Affirmative Action (Equal Employment Opportunity for Women) Act 1986 and assist Australian business and other organisations to put in place change management processes to make the workplace more efficient by using the talents of the entire workforce. The Affirmative Action Agency also monitors the position of women in the labour force. They produce several publications including Private Sector Facts and Figures which monitors AA/EEO implementation and management.

**Level 17, 1 Market St**

**GPO Box 4373**

**Sydney NSW 2001**

**Phone: 02 9334 9800**

**Fax: 02 9261 1373**

**Website: <http://www.eeo.gov.au>**

**Opening Hours: Mon-Fri  
9.00am-5.00pm**

### **Human Rights and Equal Opportunity Commission**

<http://www.hreoc.gov.au>

This site has a link to the Sex Discrimination Act and information on sexual harassment, workplace issues, speeches from the Sex Discrimination Commissioner, determinations of public inquiries and links to other relevant sites. General information is also available about discrimination, social justice and how to make a complaint.

### **Equal Employment Opportunity**

<http://www.eeo.nsw.gov.au>

This website of ODEOPE (see earlier entry) provides links to publications on a number of topics including a definition of EEO, EEO statistics, harassment and discrimination and women.

### **Women and Work**

[http://www.deetya.gov.au/pubs/w\\_w/homepage.htm](http://www.deetya.gov.au/pubs/w_w/homepage.htm)

Women and Work is a regular magazine about women's employment, education and training issues, published by the Equity and Participation Branch of Australia's Department of Employment, Education, Training and Youth Affairs. The magazine is published online and contains a page of statistics in each issue.

### ***Women and Work – Stats and Facts***

- The participation rate for all women in the workforce reached 53.7% in May 1998. At this time women accounted for nearly three quarters of the part-time sector which in turn included 44.2% of the total female workforce; full-time working women formed one-third of the workforce.
- In May 1998 unemployment for women was 7.6% with 36% of females looking for full time work and 62.3% looking for part time work.

- In February 1998 the average weekly full time adult ordinary time earnings for females were \$641.10 compared to males who receive \$768.80.

**The above statistics are taken from the Australian Bureau of Statistics (ABS) Labour Force Australia Catalogue Number: 6202.0**

- Industries in NSW in which women are highly represented include Health and Community Services (75.3%), Education (67.4%), Finance and Insurance (55.24%), Retail Trade (51.7%) and Accommodation, Cafes and Restaurants (50.77%).
- Industries in NSW with a low representation of women include Mining (2.3%) and Construction (13.7%).

**The above statistics are taken from ABS Catalogue No.6203.0**

- The Finance and Insurance industries and the male-dominated mining industry have emerged as Australia's best performing companies in offering women equality in the workplace in a survey of 3000 of Australia's biggest companies that have over 100 employees.
- There has been a 23% increase in the number of organisations providing training to eliminate sexual harassment.
- While there has been a significant rise in the number of businesses offering paid maternity leave, the numbers are still very low with only 17% of gender mixed businesses, 13% of male dominated and 7% of female dominated businesses offering it.
- The report noted that Australia has the most gender segregated workforce of all OECD countries
- Between 15% and 20% of companies surveyed did not provide permanent part-time work
- Women occupy 10% of top managerial positions, 16% of second tier positions and 27% of third tier positions.

**The above statistics are taken from the Affirmative Action Agency 1998 Australian Company Survey**

- In June 1997 females comprised 50.8% of the labour force and males 49.2%, while the female unemployment rate is 8.0% and 8.4% for males.
- In June 1997 the part time labour force was comprised of 73.1% women.
- In June 1997 43.6% of female part time workers stated that they would prefer to work more hours.

**The above statistics are taken from the Women and Work DEETYA June 1997**

## ***Good Places to look for Statistics and Information on Women and Work***

**Women's Equity Bureau**  
**Department of Industrial Relations**  
**Level 3, 1 Oxford St**  
**P.O. Box 847**  
**Darlinghurst NSW 2010**  
**Phone:02 9243 8786**  
**Fax: 02 9243 8787**  
**Internet: <http://www.dir.nsw.gov.au>**

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**Affirmative Action Agency**  
**Level 17, 1 Market St**  
**Sydney NSW 2000**  
**Phone:02 9334 9800**  
**Fax: 02 9261 1373**  
**Internet: <http://www.dwrsb.gov.au/portoli/aaa/aaa.htm>**

**ABS, Labour Force Australia, Catalogue Number: 6203.0**

**Women and Work**  
**[http://www.deetya.gov.au/pubs/w\\_w/homepage.htm](http://www.deetya.gov.au/pubs/w_w/homepage.htm)**

## ***Women and Work Bibliography***

### **Key References**

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