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Women and the Economy Individual Action Plan - Australia

Purpose: Information
Submitted by: Australia



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the Economy Meeting
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Women and the Economy Individual Action Plan - Australia

Objective

In order to achieve the sustainable and inclusive growth objectives and include women as an economic growth strategy, APEC member economies should implement policies and programs called for by the APEC leadership, including the recommendations in San Francisco declaration.

Guidelines

Recognising the untapped talent of women, each APEC economy will:

- (a) Establish or continue programs and policies which foster women's economic empowerment.
- (b) Note the important role the private sector plays in providing insight for effective programs and policies, and
- (c) Co-operate with and enhance the capability of other APEC economies to implement.

Collective Actions

APEC Economies may take Collective Actions relating to women and the economy in areas to be agreed.

Australia's approach to women's economic empowerment

The Australian Government believes it is essential for all women to receive social and financial recognition for the work they do and the contribution they make to Australian society. Both women and men also need opportunities to make genuine choices about their participation in the economy, community and at home. The Government has introduced and implemented significant reforms to support working Australians and their families, help build a new Australian economy, and strengthen our communities, reforms which have a significant impact on women's economic participation and security.

These reforms are intrinsically linked: a strong, well-managed economy enables Australian women and men to receive a fair dividend for their contribution and hard work, helps households meet cost of living pressures, and means we can provide support to those who need it most.

Central to a strong economy is improving the economic participation of all parts of Australian society. Women's workforce participation is a major contributor to individual and family wellbeing as well as women's economic security and empowerment which is why the Australian Government is committed to the removal of barriers to women's full and equal participation in the workforce.

<i>Area</i>	<i>Program or policy name</i>	<i>Programs and policies being implemented</i>	<i>Programs and policies to be implemented</i>	<i>Progress made in 2011-2012</i>
Access to Capital	AusIndustry	AusIndustry is the business program delivery division of the Department of Industry, Innovation, Science, Research and Tertiary Education (DIISRTE). It delivers more than 30 business programs including innovation grants, tax and duty concessions, small business skills development, industry support and venture capital. These programs are open to female applicants. There are no gender restrictions.		AusIndustry has delivered business programs worth about A\$2 billion each year to more than 12,000 Australian businesses and 70,000 individuals. These programs are helping Australian businesses to conduct research and development; grow small business; take up new technology; undertake industry-specific manufacturing and production; commercialise new technology or venture; improve export competitiveness; and gain access to science resources.
	<i>Financial Services for the Poor: A Strategy for the Australian Aid Program 2010-2015</i>	The Australian Government's approach to further improving access to financial services to break down the barriers to economic participation by the poor is articulated in the <i>Financial Services for the Poor: A Strategy for the Australian Aid Program 2010–15</i> , launched in March 2010. One of the underlying principles of the strategy is to pursue the advancement of gender equality through provision of financial services. The Government is committed to understanding the impacts of microfinance on women, to ensure no harm results and development impact is maximized. The strategy focuses on four outcomes: <ul style="list-style-type: none"> • A policy and regulatory environment that allows institutions offering financial services to the poor to enter the market and grow; • Financial service providers and 		Australia supported Fiji with their transition to a new electronic social welfare payments system which has assisted 17,403 social welfare recipients (63 per cent are women) to receive welfare payments directly into their 'fee free' Westpac Bank Accounts.

		<p>infrastructure that have the capacity to provide high quality financial services to the poor;</p> <ul style="list-style-type: none"> • Innovative models of financial service provision that are used effectively to extend outreach to underserved regions and groups; and • Increased capacity of clients to understand and utilize financial services effectively. 		
	Public Lending Rights (PLR) and Educational Lending Rights (ELR)	Public Lending Rights (PLR) and Educational Lending Rights (ELR) are Australian Government programs which make payments to eligible creators and publishers in recognition that income is lost through the multiple free use of their books in public and educational libraries.		In 2010-11, PLR made A\$3,802,364.16 worth of payments to female authors. In the same period, ELR made payments worth A\$5,548,610.37 to female authors.
	Social Enterprise Development and Investment Funds (SEDIF)	The Australian Government has made A\$20 million available to improve access to seed and growth capital for social enterprises through the Social Enterprise Development and Investment Funds (SEDIF). The SEDIF funds managers – Social Enterprise Finance Australia and Foresters Community Finance – will provide innovative financial products and support services to social enterprises that are ready to take on investment. This approach seeks to improve the ability of social enterprises to access finance and support at the right time in order to grow their businesses, and by doing so, increase the positive impact of their work in their communities. Funds managers are committed to making loans to social enterprises and organisations that can demonstrate		

		significant social impact as well as economic viability and the ability to create employment opportunities, including for women.		
	Higher Education Loan Program (HELP)	The Higher Education Loan Program (HELP) is an income-contingent loan program that supports access to higher education for Australian citizens and permanent humanitarian visa holders through the provision of discounts and loans for tuition costs. The repayment arrangements under HELP ensure that only those people whose income level reaches the minimum repayment threshold (A\$47,195 in 2011-12) are required to make compulsory repayments. HELP debts are indexed annually, but there is no real interest charged on the loans. This income threshold relates to the person who undertakes the study and not their parents, spouse or other family members. Repayments depend on the level of income above the threshold, starting at 4 per cent and reaching 8 per cent of income for the highest income earners. Most people repay their HELP debts over a number of years. This means that the Australian Government bears the deferral costs of the loans, which increase over the repayment period. If a HELP debt is never repaid because of low income the Government meets the cost. HELP is not specific to women, but it does allow women to leave the workforce to raise children without repaying their HELP loan until they are back in the workforce earning	The Government has announced measures to reduce the compulsory HELP repayment (with a matching reduction in their HELP debt) for particular graduates through a HECS-HELP benefit. The benefit applies to early childhood education, teacher education, nursing, mathematics and science graduates who meet the eligibility criteria.	

		over the minimum repayment threshold.		
Access to Markets	National Broadband Network (NBN)	The National Broadband Network (NBN) will provide ubiquitous, reliable, high-speed broadband to all Australian households. This will provide women, particularly in rural and remote areas, with new opportunities to conduct business and to access markets nationally and internationally.		As of April 2012, construction of the NBN fibre network is underway or completed in more than 40 communities. On 29 March 2012, NBN Co released its first three year national fibre rollout plan. The indicative plan lists 3.5 million homes and businesses, where work is completed, underway or due to begin up until mid-2015. NBN Co has begun rolling out the fixed wireless network, due for completion in 2015, and is offering services to almost 6,000 end users on the interim satellite service ahead of a long term satellite service due for launch in 2015.
	Women in Global Business Program (WIGB)	The main objective of the Women in Global Business (WIGB) program is to increase female participation in international trade and investment. This has been achieved by: <ul style="list-style-type: none"> • Bringing together Australian female business owners with international trading partners to help them build sustainable businesses; • Encouraging and supporting them with programs and services to build capability in the international marketplace, both on a company and personal level; • Increase the profile of these women with the international business community by building relationships; and • Connecting Australian women directly to international networks through the programs many international alliances. 		In 2011, 750 women attended the national speaker series, highlighting two specific markets per year and educating and inspiring attendees to access and export to those markets. Australia also hosted the J-Win study tour in Sydney in 2011, when 55 senior Japanese female executives from the corporate sector were introduced to multiple organisations in the corporate and government sectors.

	GSMA mWomen program	<p>Australia is providing A\$3.6m (2011-12 to 2012-13) in support of the GSMA mWomen program. mWomen is about bringing together women and mobile technology to advance gender equality and global development.</p> <p>Jointly funded through USAID's Global Development Alliance by AusAID, USAID, Visa Inc. and the GSM Association, the program aims to reduce the mobile phone gender gap by 50 per cent by 2014.</p>		
Capacity and Skills Building	Digital Hubs Program	The Digital Hubs program will establish a Digital Hub in 40 communities that benefit from the National Broadband Network (NBN). The program will provide residents in the local community with training in digital literacy skills to help them to participate in the NBN-enabled digital economy. The Digital Hubs will also demonstrate the opportunities presented by the NBN and how households can take advantage of these opportunities by connecting with it.		The program was launched in the first seven communities under Round One.
	Digital Enterprise Program	The Digital Enterprise program will provide training and advice to small-to-medium enterprises and not-for-profit organisations in 40 communities that benefit from the NBN. The program will help these organisations to better understand how they can maximise the opportunities from greater digital engagement, enabled by the NBN.		The program was launched in the first seven communities under Round One.
	National Telework Goal	The National Telework Goal seeks to double the number of people working from home by 2020. Increased telework	The Australian Government is considering Telework as part of flexible working conditions in the Australian	National Telework Week is being used to promote an economy-wide uptake of Telework through engaging with

		will benefit women's access to employment, particularly women with dependents, those who live in outer suburban areas facing long commutes to work, and those living in non-metropolitan areas.	Public Service.	industry associations, large and small and medium companies, not -for-profit organizations and government agencies as Telework Partners.
	Visions of Australia	The Visions of Australia program provides assistance for collecting institutions and other eligible organisations with the costs of developing and touring major exhibitions of Australian visual arts and cultural heritage material across State and Territory borders. In 2010-11, Visions of Australia supported a number of exhibitions featuring women and/or by women artists. For example, approximately A\$75,000 was provided for the <i>Women With Clever Hands: Gapuwiyak Miyalkurruwurr Gong Djambitjmala</i> exhibition. <i>Women With Clever Hands</i> features baskets, mats, bags, sculpture and body wear. The exhibition represents a deep understanding of Yolngu culture and traditions and aspires to encourage younger women to become involved in fibre practice as a means of artistic, economic and cultural growth.		In the 2011-2012 financial year, the Visions of Australia program has funded two touring exhibitions promoting women's achievements and women's art. Additionally, nine exhibitions, featuring women artists or promoting women's stories, including those funded this year, have toured to 23 venues across South Australia, New South Wales, Tasmania, Victoria, Queensland, the Australian Capital Territory and Western Australia.
	Australia Council	The arts sector in Australia is divided approximately equally between men and women (unlike the general labour force which is 55 per cent male). The Australian Government's primary funding body for the arts is the Australia Council.		In 2010-11, the Australia Council distributed A\$163.8 million to artists and arts organisations in Australia.
	Paid Parental Leave Scheme	The Paid Parental Leave (PPL) scheme commenced on 1 January 2011 and gives eligible working parents up to 18	Dad and Partner Pay will support the increasing role that fathers and partners want to play in caring for children –	As at 31 March 2012 more than 138,000 parents had received or were receiving parental leave pay, and more

		<p>weeks Parental Leave Pay at the rate of the national minimum wage, currently about A\$590 a week before tax. Through encouraging women to stay connected to the workforce, PPL aims to increase women's workforce participation.</p>	<p>helping families to balance work and caring. It will give eligible fathers and partners two weeks' pay at the rate of the national minimum wage. It will be available to eligible fathers and partners – including adopting parents and parents in same sex couples – from 1 January 2013.</p>	<p>than 21,000 were awaiting the birth or their payment start date. More than 29,000 businesses had registered for the scheme and over 19,000 employers had provided or were providing the pay to their long-term employees.</p>
	<p>Superannuation Reforms</p>	<p>Major reforms in superannuation will ensure more Australian women are adequately prepared for life after paid work. As part of the Stronger, Fairer, Simpler tax reforms, the Government has provided better superannuation concessions for over three million low income earners, many of whom are women. The superannuation measures, announced in May 2010 and to cost A\$2.4 billion over four years will:</p> <ul style="list-style-type: none"> • Provide an annual super contribution of up to A\$500 from 1 July 2012, to those earning under A\$37,000, boosting the retirement savings of lower income women; • Permanently extend the A\$50,000 Concessional Contributions Cap from 1 July 2012 for individuals aged 50 or over with total superannuation balances of less than A\$500,000, enabling women with broken work patterns to make additional 'catch-up' contributions close to retirement; • Increase the superannuation guarantee rate to 12 per cent by 2019-20, with around 4.1 million women or almost half of all people, estimated to benefit from the increase in that year; and 		

		<ul style="list-style-type: none"> • Raise the superannuation guarantee age limit from 70 to 75 providing an incentive for mature workers to remain in the workforce while boosting their retirement savings. 		
	<i>Fair Work Act 2009</i> (Cth)	<p>Fair and flexible workplaces are a vital part of encouraging greater levels of women's workforce participation and leadership. The <i>Fair Work Act 2009</i> (Cth) (the Act) provides a framework to support women's workforce participation, improve economic outcomes for women, and promote equity in the workplace. The Act includes a strong safety net of 10 National Employment Standards and modern awards which provide all employees in the federal system with clear, comprehensive and enforceable minimum protections. Under the Act, all modern awards and enterprise agreements must include a flexibility clause, which will allow employers and individual employees to make arrangements that suit their particular needs, including accommodating family or caring responsibilities. The Act also provides protections against workplace discrimination, including discrimination based on family or career's responsibilities or pregnancy.</p>	<p>The Government is conducting a review of the Act which will consider whether the legislation has had differential impacts on particular groups of workers, including women, and whether the Act has facilitated flexible working arrangements to assist employees to balance their work and family responsibilities.</p>	<p>In February 2012, the first equal remuneration application under the Act resulted in significant pay increases being awarded to workers in the female-dominated social and community services sector. The increases were awarded on the grounds that the sector had long been undervalued because the work has traditionally been seen as being associated with women (see Social and Community Sector Equal Remuneration Case, below).</p>
	Social and Community Sector Equal Remuneration Case	<p>The <i>Fair Work Act 2009</i> (Cth) extended the equal remuneration provisions to work of equal or comparable value. In a test case of the new provisions, Fair Work Australia has awarded significant wage increases to certain social and</p>		

		<p>community sector workers in recognition that their work had been undervalued on gender grounds. Around 150,000 of Australia's lowest paid workers will benefit from substantial pay rises of between 23 and 45 per cent above the minimum rates in the modern award as a result of Fair Work Australia's historic pay equity decision this year. 120,000 of these social and community sector workers are women. These increases will be phased in over eight years from 1 December 2012. The Australian Government has committed to fund its share of the increases for those Commonwealth funded programs that fall within the scope of Fair Work Australia's decision.</p>		
	<p>Economic Security 4 Women Alliance</p>	<p>The Australian Government provides funding to six National Women's Alliances. The Alliances are made up of a mix of sector-based and issues-based women's groups each with a distinct focus and a strong capacity for networking and advocacy activities. In particular, economic Security 4 Women (eS4W) focuses on the promotion of lifelong economic well-being for women. ES4W's current priorities includes:</p> <ul style="list-style-type: none"> • Advocating for Government to include women and girls in the Skills Connect – Connecting Skills and Jobs initiative; • Advocating for flexible working conditions throughout the Australian workforce; • Undertaking research and analysis on care work in Australia; • Developing an online pay equity kit for 		<p>In 2012, eS4W launched the <i>Does Size Matter? Attitudes to Equal Pay in Small Businesses</i> project.</p>

		<p>small to medium size enterprises;</p> <ul style="list-style-type: none"> • Conducting education and awareness on issues around equal pay; • Undertaking advocacy, analysis and training in relation to gender and the 2012-13 Federal Budget; and • Producing a report detailing gendered approaches that address the economic empowerment needs of women from rural flood zones. 		
	<p><i>Equal Opportunity for Women in the Workplace Act 1999 (Cth)</i></p>	<p>Under the <i>Equal Opportunity for Women in the Workplace Act 1999 (Cth)</i> (the Act) employers that employ 100 or more staff are required to develop a workplace program aimed at promoting equal opportunity and eliminating discrimination against women. These employers report to the Equal Opportunity for Women in the Workplace Agency (the Agency) annually on that program. Employers need to include in their report details of analysis and actions taken in relation to specified employment matters, including selection processes and conditions of service. The Agency assists reporting organisations by providing information to them on what actions can be taken to improve their gender equality practices and outcomes. The Agency also publishes educational materials such as case studies and industry-related research relating to gender equality.</p>	<p>On 1 March 2012, following extensive consultation with industry, unions and the women's sector, the <i>Equal Opportunity for Women in the Workplace Amendment Bill 2012</i> was introduced into Parliament where it is currently being considered. The Bill aims to modernise the Act and to more effectively drive improvement in gender equality in Australian workplaces. The new legislation will streamline reporting by focusing on outcomes and simplifying processes. The requirement for organisations to develop workplace programs will be replaced with an annual online report on gender equality indicators in their workplaces. The Agency's role in providing advice, resources, referrals, and targeted assistance, particularly to low performing organisations, will be enhanced. The amended objects of the Act will highlight the expanded coverage to men, particularly in relation to caring responsibilities, as well as the importance of equal remuneration to gender equality. It also improves the transparency and fairness of the compliance framework and</p>	<p>The 2012 EOWA Employer of Choice for Women program resulted in an increase in the number of successful organisations from 99 in 2011 to 125. Currently, progress on individual elements within workplace programs is not measured on a year-by-year basis. Under the new legislation, the Agency will develop industry-level benchmarks and strategies, and the Minister will set industry-specific minimum standards, to target attention to areas where improvements are most needed. The first reports under the new legislation will be due in 2014.</p>

			consequences for non-compliance.	
	White Ribbon Workplaces Program		<p>The White Ribbon Foundation has received funding from the Australian Government of A\$1 million over four years to 2013-14 to develop the White Ribbon Workplaces program. The White Ribbon Workplaces program will establish and maintain an Australia-wide workplace approach aimed at creating long term sustainable changes in attitudes to violence, and to implement prevention strategies through the workplace.</p> <p>The Program:</p> <ul style="list-style-type: none"> • Will be designed as an awareness, early intervention and prevention program specifically for workplace settings; • Will work to increase the knowledge and skills of staff and managers to address issues of violence against women in the workplace; and • Will encompass large, medium and small-scale workplaces. <p>The program is structured around three key elements: ambassadors, accreditation and awards for workplaces that implement prevention strategies and speak out about violence against women.</p> <p>A draft accreditation framework has been developed and will be piloted in late 2012.</p>	
	Valuing Unpaid Caring Work Research Project	The Australian Human Rights Commission (AHRC), with funding provided by Westpac, is undertaking a research project on valuing unpaid caring work to address a critical		

		<p>research gap. In Australia, women continue to undertake the large majority of unpaid caring work in households (i.e. caring for children, persons with disability or persons experiencing chronic illness or frailty due to older age). The disproportionate level of unpaid caring work undertaken by women has been identified as a critical barrier to women's equal participation in the workforce.</p> <p>This research will:</p> <ul style="list-style-type: none"> • Identify models for reforms that will properly recognise and compensate those who undertake unpaid caring work, • Inform evidence-based development of employment and retirement income strategies (e.g. workplace entitlements, flexible workplaces, superannuation reforms); and • Provide valuable information for policy and law-makers, academics and other opinion makers. The AHRC has engaged the Social Policy Research Centre (SPRC) at the University of NSW to undertake research. The project is anticipated to be completed in late 2012. 		
	<i>Sex Discrimination Act 1984 (Cth)</i>	<p>The Australian Government is committed to eliminating discrimination against women. The <i>Sex Discrimination Act 1984 (Cth)</i> (the Act) prohibits discrimination on the basis of sex, marital status, pregnancy, potential pregnancy, breastfeeding or family responsibilities in many areas of public life. These include work, education, provision of goods and services,</p>		

		<p>accommodation, land, clubs and administration of Commonwealth laws and programs. The Act also prohibits unwelcome sexual conduct (sexual harassment). On 24 May 2011, the Act was amended to provide greater protections for men and women against discrimination and sexual harassment by:</p> <ul style="list-style-type: none"> • Establishing breastfeeding as a separate grounds for discrimination; • Extending protections from discrimination on the grounds of family responsibilities to all areas of employment; • Ensuring the Act applies to men and women equally; and • Providing greater protection from sexual harassment for students and workers. <p>The Government is currently undertaking a project to consolidate Commonwealth anti-discrimination law into a single Act, including the <i>Sex Discrimination Act</i>, to make anti-discrimination law simpler and easier to understand and use. As part of the project, the Government is considering a number of recommendations made by a Parliamentary Committee inquiry to improve the effectiveness of the Act.</p>		
	<p>Strategic Framework for Access to Justice</p>	<p>The Australian Government has adopted a Strategic Framework for Access to Justice to guide future civil justice reforms. The Strategic Framework incorporates the principle of equity, which includes gender equity, which will inform the development of</p>		

		laws, regulations and legal processes which encourage economic participation by women. The Government has also commenced work on a long-term project to develop a stronger evidence base for the civil justice system which should provide better data about equality of women in the legal system to inform future policy and program reforms.		
	National Women's Health Policy 2010	The National Women's Health Policy aims to continue to improve the health and wellbeing of all women in Australia, especially those at greater risk of poor health. The policy encourages the active participation of women in their own health and aims to improve health equity through attention to social determinants of health. Some of the social determinants of health examined in the Policy are women's access to resources, such as income, education, employment, social connections, and safety and security. All these determinants affect a woman's access to capital, markets, capacity and skills building and leadership in all roles of life. For example, there is a strong link between income and health for women. In all economies, at all income levels, health and illness follow a social gradient. The lower the socioeconomic position, the worse the health. In regards to education, women's participation in higher education in Australia has steadily increased. Higher levels of education result in better employment opportunities and higher income and can provide the		

		knowledge and skills necessary to access health.		
	Australian National Breastfeeding Strategy	<p>The Australian National Breastfeeding Strategy 2010-2015 was endorsed by the Federal, State and Territory Health Ministers in 2009. The aim of the Strategy is to contribute to improving the health, nutrition and wellbeing of infants and young children, and the health and wellbeing of mothers, by protecting, promoting, supporting and monitoring breastfeeding. The Strategy, which is being implemented through ten action areas, provides a framework for priorities and action for Australian governments at all levels. It recognises:</p> <ul style="list-style-type: none"> • The economic value of breastfeeding; • The health risks and financial costs of not breastfeeding; and • The range of social and economic factors, including workplace environments and paid parental leave, that influence mothers' decisions about initiating and continuing breastfeeding. <p>Under the Strategy, the Australian Government has committed significant funding to breastfeeding initiatives, including A\$2.5 million over five years to enable the Australian Breastfeeding Association to establish and maintain a toll-free 24 hour telephone helpline providing breastfeeding information and peer support for mothers and their families. The Government has also funded the Australian Breastfeeding Association to develop and provide information and training, including nationally recognised courses for</p>		

		<p>volunteer peer breastfeeding counsellors and increased educational opportunities for health professionals. The Australian Breastfeeding Association is one of Australia's largest women's not-for-profit organisations. It has around 1,200 volunteer breastfeeding counsellors and community educators. In funding the Australian Breastfeeding Association's education and training work, the Government is also supporting women's leadership, capacity and skills building, and support networks.</p>		
	New Enterprise Incentive Scheme (NEIS)	<p>The New Enterprise Incentive Scheme (NEIS) provides accredited small business training, business advice and mentoring for eligible job seekers to help them establish and run their own small business. As part of their training job seekers develop a business plan and once approved by a NEIS provider the individual receives business mentoring and support during the first year of operation to maximise the potential success of the business. This includes advice about organisational, financial and marketing issues. Aboriginal and Torres Strait Islander job seekers and those assessed as highly disadvantaged are entitled to additional support under NEIS. NEIS participants receive income support, NEIS Allowance, for up to 52 weeks and may also be entitled to NEIS Rental Assistance. People on Carers Payment and Parenting Payment (Single) may choose to remain on these payments while participating in NEIS, which helps</p>		<p>In 2010-11, there were 5713 business start-ups under the scheme (91 per cent of the scheme's annual cap). Approximately 48 per cent of NEIS businesses were established by women.</p>

		to support women with caring responsibilities access NEIS.		
	AusIndustry	AusIndustry delivers more than 30 business programs including small business skills development and industry support. These programs are open to female applicants. There are no gender restrictions.		AusIndustry has delivered business programs worth about A\$2 billion each year to more than 12,000 Australian businesses and 70,000 individuals. These programs are helping Australian businesses to conduct research and development; grow small business; take up new technology; undertake industry-specific manufacturing and production; commercialise new technology or venture; improve export competitiveness; and gain access to science resources.
	Women in Global Business (WIGB) Program	<p>The Women in Global Business (WIGB) Program has demonstrated a successful track record in building capability through:</p> <ul style="list-style-type: none"> • Education and training programs delivered in collaboration with allies such as the workshop aimed at training ICT women to take their businesses to the global market; • WIGB Mentoring that pairs successful Australian businesswomen who wish to export with women who have a proven and successful track record in trading internationally over many years. This program is unique in that it matches women across the regions in Australia thereby enhancing the talent nationally; • Delivering the national speaker series, which aims to build capability, educate about the steps and inspire women; and • Engaging in a research project in collaboration with the University of Melbourne to understand the personal qualities and skills required of a 		

		successful female exporter.		
	Australian Women in Resources Alliance (AWRA)	<p>In recognition of the need for an industry wide approach to increase the number of women working in the resources and construction sectors, the Australian Mines and Metals Association (AMMA) is leading a project to assist companies to overcome barriers that affect women's participation in these sectors. This project is funded by the Australian Government and is part of the National Resources Sector Workforce Strategy. The key focus of the project is to provide a catalyst for organisational change that promotes increased female engagement in enterprises in the resources and construction sectors. There are a range of proven actions to overcome barriers to female participation, including improving working conditions at remote worksites, flexible work practices, supporting return to work, and pay equity. Embedding successful practices into management processes will help tap the pool of women workers. AMMA launched the Australian Women in Resources Alliance (AWRA) on 9 November 2011. The Alliance is providing advice and support materials for enterprises, to help them overcome barriers that affect women's participation in the resources and construction sectors.</p>		
	National Partnership Agreement on Training Places for	The National Partnership Agreement on Training Places for Single and Teenage Parents (the Agreement) aims to provide vocational training places for		

Single and Teenage Parents	<p>single and teenage parents in receipt of parenting payments and improve the workforce participation of eligible parents (many of which are women). The majority of the parents who are eligible for a training place have been out of the workforce for a prolonged period and this Agreement aims to help them re-engage with the workforce. The National Partnership is implemented by the States and Territories, commenced in 2012, and will operate until the end of 2014-15. This measure is not exclusively for women, however the majority of eligible parents will be women.</p>		
Indigenous Employment Program (IEP)	<p>The Indigenous Employment Program (IEP) aims to increase employment outcomes and participation in economic activities, contributing to the Australian Government's commitment to halving the gap between Indigenous and non-Indigenous employment outcomes within a decade.</p> <p>The IEP funds a range of activities which:</p> <ul style="list-style-type: none"> • Support employers to provide sustainable employment opportunities; • Support Indigenous Australians to take up training and employment opportunities and stay in jobs and enhance their future employment prospects; • Develop Indigenous workforce and economic development strategies that support local and regional economic growth; and • Develop sustainable Indigenous businesses and economic opportunities 		<p>In the 2010-11 financial year, the IEP exceeded its targets for total commencements and employment by 14 per cent.</p>

		<p>in urban and regional areas. Through the IEP, funding is being provided to implement the Cape York Super Sisters program. The program is designed to engage with six Cape York Indigenous communities of Aurukun, Pormpuraaw, Kowanyama, Hope Vale, Lockhart River and Napranum, to identify and develop strategies that will re-engage young women in education, training and employment.</p>		
	Gender Balance on Australian Government Boards		<p>In 2010 the Australian Government committed to a target of at least 40 per cent women and at least 40 per cent men on Government boards (the 40:40:20 gender balance target). The target is to be reached by 2015. To build the capacity of both women seeking appointment and those already appointed to Government boards, the following programs are being developed by the Department of Finance and Deregulation (DoFD):</p> <ul style="list-style-type: none"> • A program to engage experienced and qualified senior women in the Gender Balance on Australian Government Boards Network, to provide mentoring, practical advice and guidance to aspiring women board members wishing to achieve appointment to government boards; • A program to provide support for newly-appointed women to transition to Government Boards; and • DoFD is supporting the Australian Institute of Company Directors in delivering a pilot program for women to qualify for appointment as directors. 	<p>The recently released <i>Gender Balance on Australian Government Boards Report 2010-2011</i> found that as at 30 June 2011, 35.3 per cent of Government board appointments were held by women. Four portfolios met or exceeded the 40 per cent target.</p>
	<i>Australian National</i>	<i>The Australian National Action Plan on</i>		<i>After the launch of the National Action</i>

<p><i>Action Plan on Women, Peace and Security 2012-2018</i></p>	<p><i>Women, Peace and Security 2012-2018</i> (the National Action Plan) sets out what Australia will do, at home and overseas, to integrate a gender perspective into peace and security efforts, protect women and girls' human rights, and promote their participation in conflict prevention, management and resolution. Women's economic participation is enabled by the protection of their human rights. Through playing an active role in establishing and maintaining peace, women are also central to rebuilding society through relief and recovery efforts, including economic recovery.</p>		<p>Plan in March 2012, the Government has commenced a planning and implementation process across whole of government partners to ensure effective activities and meeting of National Action Plan reporting requirements to:</p> <ul style="list-style-type: none"> • Build understanding of what other Government partners are doing to meet expectations and prevent duplication of activities; • Pull together agencies working against the same reporting objectives to learn of any cross collaborations and mutual benefits; • Provide support to agencies in particular areas where they may have practice or expertise weakness; and • Build momentum across agencies and the National Action Plan to encourage implementation of the Plan.
<p><i>An Effective Aid Program for Australia and the Gender Equality Thematic Strategy</i></p>	<p>The Australian Government has committed to remaining a firm and persistent advocate and practical supporter of gender equality, and has identified gender as a critical cross-cutting theme across its aid program. One of the ten development objectives of the new aid policy, <i>An Effective Aid Program for Australia</i>, specifically addresses empowering women to participate in the economy, leadership and education. The <i>Gender Equality Thematic Strategy</i> also identifies as priority areas for work:</p> <ul style="list-style-type: none"> • Advancing equal access to gender-responsive health and education services; • Increasing women's voice in decision- 		

		<p>making, leadership and peace building;</p> <ul style="list-style-type: none"> • Empowering women economically and improving their livelihood security; and • Ending violence against women and girls at home, in their communities and in disaster and conflict situations. <p>Capacity and skills building is implicit in both policies. Australia's aid program approach includes:</p> <ul style="list-style-type: none"> • Developing women's leadership abilities in communities, for example, through participation in water supply management committees; • Strengthening women's groups and organisations in civil society, and helping them to build coalitions (including with men) and influence policies and developments; • Building the capacity of women to participate in democratic processes as candidates and voters, and to hold governments and service providers accountable; and • Working with governments and civil society in partner economies to establish an enabling environment for women to participate in democratic processes and administrative decision-making. 		
	<p>Review into the Treatment of Women in the Australian Defence Force</p>	<p>Sex Discrimination Commissioner Elizabeth Broderick is leading a Review into the Treatment of Women in the Australian Defence Force (ADF). Specifically, the Review is examining:</p> <ol style="list-style-type: none"> 1. The treatment of women at the Australian Defence Force Academy (ADFA) with a particular focus on the adequacy and appropriateness of measures to promote gender equality, 	<p>Phase 2 of the Review is now underway and is examining the treatment of women more broadly across the whole ADF. Since 2011 the Review has held:</p> <ul style="list-style-type: none"> • 74 meetings with 324 senior ADF officers and stakeholders; • 111 focus groups with 1110 personnel in 36 bases across Australia; • 10 meetings in with 28 US Defense Personnel at the Pentagon; and 	

		<p>ensure women's safety, address and prevent sexual harassment and abuse, and sex discrimination;</p> <p>2. Initiatives required to drive cultural change in the treatment of women at ADFA, including the adequacy and effectiveness of existing initiatives and of approaches to training, education, mentoring and development;</p> <p>3. The effectiveness of the cultural change strategies recommended by the Chief of the Defence Force Women's Reference Group in the Women's Action Plan including the implementation of these strategies across the ADF;</p> <p>4. Measures and initiatives required to improve the pathways for increased representation of women into the senior ranks and leadership of the ADF; and</p> <p>5. Any other matters the Panel considers appropriate that are incidental to the above terms of reference.</p> <p>The report of Phase 1 of the Review, examining the Treatment of Women in ADFA, was tabled in the Australian Parliament in November 2011. That report made 31 recommendations designed to ensure a more inclusive and equitable environment for women at ADFA. The ADF is currently working on implementing all of those recommendations.</p>	<ul style="list-style-type: none"> • 16 focus groups with 177 personnel in Afghanistan (Tarin Kot and Kabul) and Dubai (Alminhad Air Base). <p>Key issues canvassed in all of these consultations include the recruitment and retention of women in the ADF, leadership pathways and opportunities, work and family balance, sexual abuse, sexual harassment and discrimination and complaints handling.</p> <p>Public and confidential written submissions have also been received. International comparative research is also being undertaken. A survey was developed by the Review Team to collect demographic data and information about the experiences and opinions of ADF members in relation to the Review's Terms of Reference. Over 5000 ADF members have completed the survey.</p> <p>A partially stratified sample of 1000 ADF personnel will also be surveyed on the issue of sexual harassment as part of the Australian Human Rights Commission's Sexual Harassment Survey. A concurrent Survey will be conducted in the general community. These two surveys will allow for the collection and analysis of comparable data between the ADF and the general community on the prevalence of sexual harassment. It is anticipated that the Report of Phase 2 of the Review will be released by August 2012.</p> <p>As required by the terms of reference of the Review 12 months after the release of the Report, a further independent Report will be prepared which:</p>	
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	Removal of Gender Restrictions on ADF Combat Role Employment Categories		The Australian Government's announcement to remove gender restrictions on Australian Defence Force (ADF) combat role employment categories, for which women are presently excluded, will see future selection for all positions in the ADF based on ability to do the job rather than gender. It will increase the employment opportunities for women in the ADF and it will improve ADF capability. The Department of Defence has developed a comprehensive implementation plan for the integration of women into combat roles for Government's consideration in the coming months. The implementation plan features a phased approach toward full integration.	
	<i>ADF Recruitment of Women Strategy and Chief of the Defence Force Action Plan for the Recruitment and Retention of Women in the ADF</i>	A number of initiatives are underway to raise the profile of the Australian Defence Force (ADF) as a preferred employer for women. The <i>Action Plan for the Recruitment and Retention of Women in the ADF</i> has been developed to improve enlistment, workplace flexibility, career management, accountability, mentoring and communication in the ADF. The <i>ADF Recruitment of Women Strategy</i> is aimed at improving the percentage of women attracted and recruited to the		

		ADF. The profile of women in Defence Force Recruitment marketing and public affairs activities has been increased, including a dedicated webpage on the www.defencejobs.gov.au site. A mentoring and alumni visitor program has also been developed.		
	Review of Employment Pathways for APS Women in the Department of Defence		The Department of Defence has agreed to implement all 20 recommendations of The Review of Employment Pathways for Australian Public Service Women in the Department of Defence (the McGregor Review). Activities include key women's leadership initiatives such as: <ul style="list-style-type: none"> • Establishing a senior rotation program for senior women at Band 2/3 with the broader APS; • Establishing a women's network across Defence with Senior Executive Service women in sponsorship roles; • Establishing a Defence-wide mentoring program for women; and • Establishing an external committee to oversee the implementation of the Review's recommendations and evaluation strategy. 	
	Women's Integrated Networking Groups		A local mentoring, networking and development program is to be rolled out across all Air Force bases by July 2012.	
	Project WINTER (Women in Non-Traditional Employment Roles)	Project WINTER entails a series of targeted actions to increase female participation in those roles where women comprise less than 15 per cent of an employment group. The initial focus of this project is women working in aircrew and technical trade fields, which are large employment groups with very low ratios of women (less than		

		<p>three per cent in some fields). The Project is focused on encouraging higher numbers of women to pursue non-traditional careers within the Air Force, and mitigating the gender-based barriers that might negatively impact their long-term retention and progression. Under the auspices of Project WINTER, the Air Force has developed, or is in the process of developing, the following initiatives to assist the attraction, retention and progression of women pilots. These initiatives are being trialed for pilots, with a view to adapting them for other non-traditional employment roles:</p> <ul style="list-style-type: none"> • 'Flying Solo' – a magazine-style guide designed to assist women in progressing through flight training; • 'Flying Through Parenthood' – a guide to Managing Career Pathways for Pilots post-maternity; • The Graduate Pilot Scheme (GPS) – a recruiting initiative specifically targeting women pilots; • Flying females breakfasts – an opportunity for female aircrew students to develop mentoring and networking relationships with senior female aircrew; • Air Force funded flying scholarships for civilian female pilots, through the Australian Women Pilot's Association; and • Mentoring networks across the female aircrew populations. 		
	Navy Women's Networking Forum	<p>The Navy Women's Network aims to:</p> <ul style="list-style-type: none"> • Provide support and professional and personal development for Forum members; 		In 2012, the Network has been expanded to include all ranks in the Canberra and Sydney localities to enable:

		<ul style="list-style-type: none"> • Provide mentors for junior participants of the Navy Women's Mentoring Program; • Network with other subordinate groups; • Draw upon opinion and feedback into the Forum; and • To think tank strategic issues affecting women's retention and future workforce challenges. 		<ul style="list-style-type: none"> • Increased access for juniors to senior women and their experience and expertise; • The provision of mentors and role models external to members' own branch/category/unit; • Increased opportunity and priority for participation in the women's leadership and mentoring programs; and • Increased opportunity for personal and professional development.
	Navy Women's Mentoring Forum	The Navy is committed to supporting the presence of women in all leadership roles, and our participation in the program reinforces this commitment to the wider community. This program uses the Emberin 'My Mentor; Challenging Women to Make it Happen', a self-paced, development program for women within the workplace created by leading Australian businesswoman and gender diversity specialist, Maureen Frank.		The forum commenced in 2010 with 50 participants ranging in rank from Able Seaman to Captain. It has increased to 70 in 2011 and continues in 2012.
	Women in Engineering Mentoring Program	The Defence Material Organisation is promoting the Sydney Division of Engineers Australia's Women in Engineering Mentoring program which seeks to inspire female engineers in the workforce by connecting them with more senior and experienced engineers and business people. The program is an opportunity to explore career aspirations under some guidance, and for mentors to share knowledge and wisdom gained. The program coordinators will undertake the mentor/mentee matching and as part of the program will have the opportunity to attend two invaluable networking		

		evenings.		
Women's Leadership	Sex Discrimination Commissioner	Sex Discrimination Commissioner Elizabeth Broderick, has actively promoted the importance of women's representation in decision-making roles in the community, government and business sectors.		
	Global Ambassador for Women and Girls	In 2011, the Australian Government appointed a Global Ambassador for Women and Girls. The Ambassador is responsible for high level advocacy to promote Government policies and activity regarding gender equality and the social, political and economic empowerment of women and girls, particularly in the Asia-Pacific region.		
	Australian National Women's Alliances	The Office for Women supports work to increase women's roles in decision-making, and encourages Australian women's organisations to contribute to policy development. The funding of six National Women's Alliances aims to ensure that the voices of as many women as possible are heard, especially those who, in the past, have found it difficult to engage in advocacy and decision-making. The six Alliances are economic Security 4 Women (eS4W), Equality Rights Alliance (ERA), the Australian Women Against Violence Alliance (AWAVA), the National Rural Women's Coalition and Network (NRWCN), the Australian Immigrant and Refugee Women's Alliance (AIRWA) and the National Aboriginal and Torres Strait Islander Women's Alliance (NATSIWA).		Several Alliances have undertaken key projects in 2012. <ul style="list-style-type: none"> • AIRWA launched the In Her Shoes campaign, which uses Facebook to encourage women in Australia, from those newly arrived to those settled here for generations, to tell their story of life in Australia; • ERA launched the Settle Petal website, which aims to provide a space for young feminists and allies around Australia. • ERA attended the Australian Government's Tax Forum as "community organisation" representatives. • ES4W launched the <i>Does Size Matter? Attitudes to Equal Pay in Small Businesses</i> project.
	Indigenous	The Australian Government offers		

Women's Grants	Indigenous Women's Grants which provide small grants to eligible organisations across Australia that work to enhance the leadership skills of Indigenous women in a range of areas. These include parenting skills, living skills, pathways to educational and employment opportunities, personal development, social and networking opportunities, and local leadership in governance issues.		
National Congress of Australia's First Peoples	The National Congress of Australia's First Peoples has been established to provide all Aboriginal and Torres Strait Islander people with a voice in policy development and program delivery. To ensure effective gender representation, the structure of the National Congress includes two co-chairs, one of which must be female. Women have equal representation on the National Congress' Ethics Council, which oversees the body's ethical standards and membership appointments.		
Development of Select Council's National Approach to Indigenous Women's Leadership		Encouraging Indigenous women to have a stronger voice as community leaders is critical to reducing Indigenous disadvantage, strengthening communities and reducing violence. For this reason, over the following year, the Council of Australian Governments Select Council on Women's Issues will be developing a national approach to promote the leadership of Indigenous women in governance and decision-making for communities and in organisations.	
Male Champions of	Since April 2010, Sex Discrimination		In 2011 the Male Champions of

	Change	Commissioner Elizabeth Broderick has been instrumental in bringing together some of Australia's most influential male CEOs and Chairpersons to form the Male Champions of Change group. The group aims to use their individual and collective influence and commitment to ensure the issue of women's representation in leadership is elevated on the national business agenda.		Change launched a best practice guide of strategies to assist large organisations to increase the number of women in leadership roles. The guide is titled <i>Our Experiences in Elevating the Representation of Women in Leadership: A Letter from Business Leaders</i> .
	ASX Reforms	Sex Discrimination Commissioner Elizabeth Broderick has worked with the Australian Stock Exchange (ASX) Corporate Governance Council towards her recommendation of 40% representation of each gender on the boards of publicly listed companies in Australia. As of 1 January 2011, the ASX Corporate Governance Council amended its principles to require all publically listed companies in Australia to set gender diversity policies and targets. These companies are required to report on their policies and targets and provide explanations if they are not in place. To assist companies in implementing the ASX Corporate Governance Council diversity recommendations, the Australian Council of Human Rights Agencies (ACHRA) has issued a guide on complying with anti-discrimination legislation for Federal, State and Territory jurisdictions.		Since the introduction of the ASX reforms, the per centage of women on boards of the top 200 ASX companies has increased from 8.30% in 2010 to 13.9% in April 2012.
	Board Diversity Scholarship Program	On 24 January 2011, the Australian Government, in partnership with the Australian Institute of Company Directors, awarded 70 scholarships for		As at 1 December 2011, 59 out of 70 scholarship recipients have completed their awarded course.

		board-ready women and experienced female board directors seeking to serve as Chairs, to complete key industry board directorship training. These scholarships aim to boost the number of Australian women – who have the skills, education, experience and professional acumen to be strong contributors – on to the economy's top boardrooms.		
	<i>Equal Opportunity for Women in the Workplace Act 1999 (Cth)</i>	Reporting under the <i>Equal Opportunity for Women in the Workplace Act 1999 (Cth)</i> (the Act) requires relevant employers to report on the number of women across different levels of management. The Equal Opportunity for Women in the Workplace Agency (the Agency) also conducts a Biennial Census of women in leadership which has previously measured the representation of women on the boards and in senior management of the top 200 ASX listed companies.	Under the proposed amendments to the Act, employers will be required to lodge an annual report online containing information on gender equality indicators in their workplaces. These indicators include the gender composition of the workforce, the gender composition of governing bodies and equal remuneration. For the first time under the Act, employers will be required to report on the composition of their boards.	In 2012, the Agency will be conducting its Census research on the top 500 ASX listed companies. The Census results for 2012 will be released in November.
	Small Business Advisory Committee (SBAC)	The Small Business Advisory Committee (SBAC) has been expanded to strengthen its work on cutting red tape for small business. New appointees to the SBAC include the CEO of the Australian Women Chamber of Commerce and Industry. This will help to give women business owners a voice in small business issues, trends and regulatory reforms.		
	APEC Business Advisory Council (ABAC)	In 2012, Anna Buduls was appointed by the Prime Minister as one of three Australian representatives to the APEC Business Advisory Council (ABAC). Ms Buduls is the first Australian woman in over 15 years to be appointed as an Australian representative to ABAC.		

Gender Balance on Australian Government Boards	<p>In 2010 the Australian Government committed to a target of at least 40 per cent women and at least 40 per cent men on Government boards (the 40:40:20 gender balance target). The target is to be reached by 2015.</p> <p>The Department of Finance and Deregulation (DoFD) has established the Gender Balance on Australian Government Boards Network, made up of senior departmental officials and female members of Government boards to provide practical, experienced-based advice to the Government on strategies to promote achievement of the gender balance target.</p>	<p>The Office for Women (OfW) and DoFD are responsible for delivering a series of initiatives to support portfolios to meet the target by 2015. OfW is developing targeted support strategies for portfolios, including:</p> <ul style="list-style-type: none"> • An information document outlining strategies to assist portfolios in achieving gender balance on their boards; • Board Target Gender Balance Plans for portfolios who do not meet the target in any one year, which outline the actions the portfolio will take to increase the gender balance on their boards; and • A series of fora to provide targeted efforts to support portfolios to achieve the gender balance target. It is envisaged these for a will be held in mid-2012. 	<p>The recently released <i>Gender Balance on Australian Government Boards Report 2010-2011</i> found that as at 30 June 2011, 35.3 per cent of Government board appointments were held by women. Four portfolios met or exceeded the 40 per cent target.</p> <p>A forum for the Gender Balance on Australian Government Boards Network was held in October 2011 to discuss and explore strategies for attracting, developing and retaining high calibre female candidates on Government Boards.</p>
Gender Balance of the Federal Judiciary	<p>The Australian Government is committed to a target of at least 40 per cent women and at least 40 per cent men on Government boards by 2015. A similar target also applies to the federal judiciary. Since 2008, the Government's open and transparent judicial appointments process ensures that all candidates who have the qualities for appointment as a judge or magistrate of a federal court are fairly and properly considered. However as judges and magistrates are appointed until age 70, it will take some time to change to overall gender balance of the federal judiciary.</p>	<p>The current Attorney-General has broadened the bodies asked to provide nominations for appointment to include bodies which represent the interests of women in the judiciary. The Attorney-General has reiterated the Government's policy on seeking greater diversification of the federal judiciary in public notices calling for expressions of interest and in letters to the legal professional calling for nominations.</p>	<p>As at February 2012, women represent 31% of judicial officers currently sitting on the benches of federal courts. Between December 2007 and February 2012, 40% of appointments to federal courts have been women.</p>
Regional Development Australia (RDA)	<p>Regional Development Australia (RDA) is a national network of 55 committees made up of local leaders who work with</p>		<p>Thirty-eight per cent of all current all RDA committee members are women.</p>

		<p>all levels of government, business and community groups to support the development of their regions. Women's participation in RDA committees is strongly encouraged. For example, the 2012 advertisements for Expressions of Interest (Eoi) stated that "women, Aboriginal and Torres Strait Islander people, people with diverse cultural backgrounds, people with disabilities and people from across every age group are encouraged to submit an Expression of Interest". Further, electronic advertising for the Eoi process for participation in RDA committees in Victoria includes advertisements being placed on websites of, and distributed by, relevant peak bodies and other key organisations, such as Office of Women's Policy Victoria and the Australian Women Chamber of Commerce and Industry.</p>		
	National Awards for Local Government	<p>The National Awards for Local Government recognise, reward and promote the innovative work of local governments across Australia.</p> <p>One of the categories in the 2012 Awards program is "Women in Local Government" which recognises local governments that demonstrate a commitment to providing opportunities for women to participate in decision-making and management. Details of Category Winning projects and programs are also promoted to local governments, to encourage the wider</p>	<p>It is anticipated a similar category to acknowledge the role of women in local government will be included in the 2013 Awards.</p>	<p>The 2012 "Women in Local Government" Category Award recipient is the Shire of Denmark (WA). The Shire of Denmark's Retention and Attraction of Women in Local Government Program has been extremely successful in improving conditions and opportunities for women across all levels of the organisation, including in leadership roles.</p>

		uptake of innovative, successful projects.		
	Sports Leadership Grants and Scholarships for Women	The Sports Leadership Grants and Scholarships for Women program is administered by the Australian Sports Commission (ASC), in collaboration with the Office for Women (OfW). The program provides women with opportunities to undertake training to reach their leadership potential within the sport industry as coaches, officials and administrators.		<p>In 2011/12 the ASC in collaboration with OfW distributed A\$400,000 in funding for both grants and scholarships to individuals and organisations for training to be undertaken in their desired field within the sport industry.</p> <p>The A\$400,000 supported 55 projects, through 24 organisational grants, 31 individual grants and 15 new scholarships and 15 existing scholarship recipients. In addition to the grant/scholarship funding provided, a further A\$80,000 is allocated by the ASC to provide a two day workshop on leadership to successful participants in major capital cities around Australia.</p>
	Women in Sport Leadership Register	The Women in Sport Leadership Register, administered by the Australian Sports Commission, aims to redress the low representation of women in leadership positions in sporting organisations. The representation of women as Chief Executive Officers of national sporting organisations remains low at 19% and Presidents is very low at 11%. Overall, women comprise only 23.5% of all board positions on national sporting organisations (as at December 2011).		Since its establishment in March 2011, 103 women have completed registrations of their details for consideration by national sporting organisations seeking to fill vacant positions on their boards.
	Women in Sport Media Grants	The <i>Towards a Level Playing Field: Sport and Gender in Australian Media Report</i> , commissioned by the Australian		In 2010/11, the ASC allocated A\$1.45 million in grants to national sporting organisations to improve the coverage

		<p>Sports Commission (ASC), demonstrated coverage of women in sport made up nine per cent of all sports coverage in Australian television news media, while seven per cent of non-news programming content on television was devoted to female sport. As a result of the Australian Government's commitment to improving the coverage of women's sport in the Australian media, combined with the broader media research findings, the ASC introduced a grant funding program aimed at improving the coverage of women's sport in Australian media.</p>		<p>of women's sport in Australian media.</p>
	<p>Prime Minister's Queen Elizabeth II Diamond Jubilee Award</p>		<p>On 7 February 2012, Prime Minister Julia Gillard announced the establishment of a scholarship focused on women's leadership as part of Australia's commemoration activities for The Queen's Diamond Jubilee. The Prime Minister's Queen Elizabeth II Diamond Jubilee Award marks the 60th anniversary of the accession of Her Majesty The Queen and will be awarded to a high achieving Australian female student who will lead the advancement of women's leadership in Australia. The Prime Minister's Queen Elizabeth II Diamond Jubilee Award aims to:</p> <ul style="list-style-type: none"> • Lead the advancement of women's leadership in Australia; • Develop an internationally-aware, skilled future leader; 	

			<ul style="list-style-type: none"> • Build human capital within organisations and contribute to productivity gains and innovations; and • Establish enduring education and professional linkages. <p>The Prime Minister's Queen Elizabeth II Diamond Jubilee Award will provide financial support for an Australian female postgraduate and/or postdoctoral fellow to undertake study and/or research (1-2 years) towards a PhD (in which they are enrolled in Australia) or postdoctoral research, in any field of study, within the participating economies. The top female recipient undertaking study and/or research in the field of women's leadership will be offered the Prime Minister's Queen Elizabeth II Jubilee Award and its benefits. The recipient in their application will have demonstrated that their further research will lead to the advancement of women's leadership in Australia. The perpetual scholarship will be offered for the 2013 Australia Endeavour Awards round opening on 1 April and closing on 30 June 2012. The recipient can undertake her study in any of the participating destination economies for the Endeavour Research Fellowships. The scholarship is part of the Australia Awards (Endeavour Awards) Program.</p>	
	Defence Gender Equality Advisory Board	The Defence Gender Equality Advisory Board will drive and shape the strategic direction of the Department of Defence's gender equality priorities within the broader Defence cultural		

		reform agenda. To perform this role, the Board will consider the most significant gender equality issues for the Defence workforce, and it will monitor and evaluate whole-of-Defence performance on these matters.		
	Navy Women's Leadership Program	The Navy Women's Leadership Program is conducted annually, for all ranks between Able Seaman and Captain and Department of Defence Australian Public Service equivalents. The Program funds professional and leadership development opportunities for women using existing commercial programs conducted nationally in capital cities.		The Program had 38 participants in 2012.