

The Hon Jenny Macklin MP
Minister for Families, Community Services and Indigenous Affairs
Minister for Disability Reform
Submitted to: women@fahcsia.gov.au

24th January, 2013

To The Hon Jenny Macklin MP,

Re: Workplace Gender Equality: Response to call for public comments

Thank you for the opportunity to comment on this pressing and growing concern. I was the Managing Director of Apple Australia from 1997 to 2001. While holding this position, the company was recognised by Hewitt Associates as 'Employer of the Year'. When I stepped down from that position at the end of 2001 I decided to expand my involvement in inspiring leadership, supportive workplace cultures and the success of women.

I founded Xplore for Success in 2002 to support Professional Women in their career progression. During time as Vice President of the Chief Executive Women's (CEW) I initiated the Talent Development Program and was a joint author of the CEO Kit - for attracting and retaining female talent. For two years I was on the Diversity Council for Commonwealth Bank of Australia, and sat on the panel for Deloitte's Businesswomen of the year awards. I was delighted to be granted the Order of Australia in 2010 for my work in Gender Diversity.

Xplore for Success has since celebrated it's 10 year milestone and through it's programs, has challenged over 6000 women and men in organisations such as American Express, CBA, Deloitte, and Dept. of Commerce. Luxottica, KPMG and NAB.

Xplore for Success, have taken this opportunity to conduct a Workplace Gender Diversity survey with over 6,000 of our clients and program participants. We submit the survey results (attached), in response to your call for public comments. Key results of the survey include:

- Flexible working conditions needed for all, i.e. regardless of whether a person has children or not
- Policies and procedures alone do not reform workplace culture. Management accountability is key.
- Insufficient child-care provisions and high cost of childcare is an issue.
- Perception that only "real work" is full time work. Lack of promotions offered for part-timers.

For further comments and support, please contact Diana Ryall at Xplore for Success.

Sincerely,

Diana Ryall AM, Founder and Managing Director - Xplore for Success

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