

MEDIA RELEASE

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Front page news: new voluntary guidelines for Gender Balance Performance released!

economic Security4Women congratulates Women on Boards (WoB) and Chartered Secretaries Australia (CSA) on the release on Wednesday of their Guidelines for Gender Balance Performance and Reporting .

Building on work by the ASX Corporate Governance Council and the Workplace Gender Equality Agency, the guidelines have been developed voluntarily and out of interest by representatives of WoB, CSA, Stockland Property Group, Women Lawyers Association of Australia, UGM Consulting and the Financial Services Institute of Australia. The guidelines are applicable for public and private entities and for large and small to medium sized enterprises (SME).

It is the voluntary development of the guidelines that es4w is particularly pleased about as this displays the growing interest of business and employers in workplace gender diversity and the desire to recruit and retain talent from the widest pool possible.

We are also glad to see these guidelines are applicable to the SME sector. This sector employs large numbers of women and needs to factor in gender equality to maintain its competitive edge in the labour market and be an employer of choice for many women.

There has been little attention to date to gender equity within small businesses compared to the reporting requirements and support offered to large firms of 100 and more employees, particularly by the then Equal Opportunity for Women in the Workplace Agency (now WGEA).

These guidelines will contribute to the employment, retention and promotion of women in the workplace.

The guidelines have been developed in line with the gender equality indicators recently developed by WGEA.

We agree with Graham Bradley AM who at the launch of the guidelines said that gender performance reporting is key to driving change, especially if it is the board or CEO who has to report against it.

The guidelines are available from

- www.csaust.com/genderbalance
- www.womenonboards.org.au

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