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# A Consultations

## A.1 Conduct of the inquiry

Following receipt of the terms of reference, the Commission placed advertisements in national and metropolitan newspapers and sent a circular to a wide range of individuals and organisations, inviting participation in the inquiry.

In April 2008, the Commission released an Issues Paper and a Personal Feedback Paper inviting public submissions and personal responses, and indicating some particular matters on which it sought information. In total, 416 public submissions have been received and placed on the inquiry website, 163 of which were received after the release of the draft report. A full list of public submissions is contained in section A.2.

In addition, the Commission received a few confidential submissions and several hundred (mainly unsigned) emails that expressed opinions on paid parental leave and in some cases advised of their personal experiences. Some emails subsequently became public submissions. A selection of the remainder was placed on the inquiry website for participants to read.

During the early stages of the inquiry, the Commission consulted with a range of interested parties in Australia to obtain an overview of the key issues. While on a visit to New Zealand, the Commission took the opportunity to discuss the operation of that country's paid parental leave scheme. A list of people and organisations that the Commission met with is contained in section A.3.

During May and June 2008, a first round of public hearings was held in most state and territory capital cities. A list of those participants who took part is contained in section A.4. Commissioners held a community consultation in Dandenong, and one with its own staff, to discuss people's personal experiences of combining childbirth and ongoing employment. Commissioners and staff also took part in several community consultations convened by other organisations. A second round of hearings was held after the release of the draft report in September 2008 (section A.4).

The Commission thanks all those who have contributed to this inquiry.

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## A.2 Submissions

The following is a list of all public submissions received. Those with the prefix DR were received after the release of the draft report.

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<i>Participants</i>	<i>Submission no.</i>
ACT Council of Social Service	129
ACT Government	232
ACTU	69, DR365
Adams, Sarah	243
Alcoa of Australia	DR312
Allen, Hilary	DR269, DR282
Amnesty International Australia	216
AMP Limited	251
Apps, Peter	DR369
Association of Consulting Engineers Australia	155
Association of Professional Engineers, Scientists and Managers Australia	204, DR335
Australasian Institute of Mining and Metallurgy	185
Australasian Society for HIV Medicine Inc	57
Australian Association for Infant Mental Health	25
Australian Breastfeeding Association	249, DR391
Australian Bureau of Statistics	DR332
Australian Catholic Council for Employment Relations and Catholic Social Services Australia (joint submission)	225, DR322
Australian Chamber of Commerce and Industry	135, DR399, DR403
Australian Education Union	140, DR354
Australian Education Union – SA Branch	DR291
Australian Fair Pay Commission	DR406
Australian Family Association	205
Australian Federation of Employers and Industries	202, DR339
Australian Federation of University Women	7, DR320
Australian Federation of University Women — SA	56
Australian Human Rights Commission	DR377
Australian Industry Group	182, DR363
Australian Institute of Family Studies	138
Australian Institute of Superannuation Trustees	131
Australian Manufacturing Workers' Union	53
Australian Mines and Metals Association	121, DR348

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Australian Nursing Federation	163, DR347
Australian Public Service Commission Better Practice Group	98
Australian Rail, Tram and Bus Industry Union	127, DR326
Australian Rail, Tram and Bus Industry Union, Brookvale Bus Depot Division	DR398
Australian Rail, Tram and Bus Industry Union, Women's Campaign Committee, NSW Branch	DR397
Australian Retailers Association	60
Australian Services Union	119
Australian Women Lawyers	143, DR389
Australian Women's Coalition	DR381
Australian Women's Health Network	149
Australian Workers' Union	187
Bain, Luke	115
Ball, Olivia	52
Barnes, Renae	DR257
Barron, Dan	193
Bartels, Lorana	9
The Benevolent Society	DR302
Black, Christine	71
Black, Veronica	96
BP Australia Pty Ltd	210
BPW Australia	142, DR321
BPW Central Coast	145
Brooker, Leanne	6
Brotherhood of St Laurence	92
Brown, Robert	12
Brus, Mischa and Matt Schlitz	DR263
Budai, Angela	17, DR329
Burnett, V. D.	223
Business and Professional Women Maitland	93
Business Council of Australia	81, DR288
Business South Australia	139
Bussenschutt, Lisa	207
Butler, Terri	DR273
Calder, Lauren	23
Calilhanna, Gerard and Andrea	208
Cameron, Hannah	5
Canberra Business Council	DR341
CareerMums	228

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Carpenter, Tracey	203
Catalyst Australia	167, DR374
Catholic Commission for Employment Relations	224, DR337
Catholic Women's League Australia	86
Centre for Independent Studies	89, DR284
Centre for Women's Studies and Gender Research	99
Chamber of Commerce and Industry Queensland	DR300
Chamber of Commerce and Industry Western Australia	147, DR316
Chamber of Minerals and Energy of Western Australia	DR352
Chapman, Bruce (Prof), Tim Higgins, and Lynette Lin	244
Chapman, Bruce (Prof) and Tim Higgins	DR415
Childcare Associations Australia	DR407
ClubsNSW	94, DR328
Clune, P.	33
Coall, Gillian	16
Collis, Alison	DR259
Commerce Queensland	172
Commissioner for Children and Young People, Western Australia	75, DR311
Commissioner for Children, Tasmania	DR281
Community and Public Sector Union	160, DR376
Community and Public Sector Union – State Public Services Federation Group	124, DR346
Conroy, Kate	44
Conroy, Stella	21
Construction Forestry Mining and Energy Union	206
Cook, Dr Peter	DR349
Cowling, Rachel	39
CPA Australia	157
Crocker, Anne	191
Crows Nest Medical Practice	61
Curtis, Nicholas	DR277
Dads on the Air	122
Damnics, Melissa	195
Davies, Lynda	DR274
Department of Education, Employment and Workplace Relations	164
Department of Families, Housing, Community Services and Indigenous Affairs	141
Department of Health and Human Services	DR296
Deverell, Trent	DR261
Diversity Council Australia	239, DR289

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Doyle, Mary	45
Duncan, Karen	DR382
Early Childhood Australia	237
Edmonds, Michelle	68
Egginton, Jo	199
Eldridge, Sally	171
Electrical and Communications Association	DR285
Ellery, Sue MLC	227
EMILY's List Australia	65, DR331
Employment Law Centre of WA	236
Equal Opportunity for Women in the Workplace Agency	97
Families Australia	113
Family Action Centre, University of Newcastle	34
Family Day Care Australia	186, DR379
Family Voice Australia	DR298
Federation of Ethnic Communities' Council of Australia	102
Festival of Light Australia	88
Finance Sector Union of Australia	194, DR306
Finlaysons	2
Fleetwood, Ros	DR278
Flood, Jason	DR361
Flowers, Ceri	218
Gans, Joshua (Prof)	24
Garvan, Joan	248
Gelsi, Rebecca	79
Georgeson, Laurence (Dr) OAM	151
Gifford-Cock, Helen	32
Glen, Simon	DR287
GM Holden Ltd	222, DR388
Goedhart, Darryl	196
Gordon, Tom	28
Government of South Australia	DR401
Government of Western Australia	231
Grant, Linley OAM	77
Guerin, Nikki	198
Hair and Beauty Australia	DR266
Hall, Phillip	76, DR260
Harris, Anne	201
Hayes, Fran	14

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Headlam, Freya	213
Helel, Shahar	DR385
Hemlof, Loris Erik Kent	DR270
Hendriks, Max	59
Herbert, Jim	130
Heron, Alex	DR404
Hines, Lorraine	26
Hobart Women's Health Centre	DR313
Houghton, Carol	200
Human Rights and Equal Opportunity Commission	128
Hurley, Susan	148
Independent Education Union of Australia	72, DR308
International Survey Center	241
Jeffery, Lisa	175, DR357
JobWatch	112
Johnson, Leonie	179
Johnston, Adam	63
Jolley, Susan	230
Kanowski, Sarah and Nigel Pearn	197
Kay, Susan	29
Ker, Margaret	103
Key, Dale	DR294
Khoo, Fiona	4
Kingsford Legal Centre	27
Klein, GR	1
Law Institute of Victoria	DR405
Levy, Anne	DR292
Lewis, Chelsea	22
Li, Bo	168
Liquor, Hospitality and Miscellaneous Union	238
Liu, Siu Yin	DR364
Lleonart, Martine	DR359
Local Government Association of Queensland	DR279
Lording, Ros	146
Lovering, Kerry OAM	36
Marshall, Emma	DR360
Martin, Jane	170
Martinez, Richie	3
Master Grocers Australia	73, DR324

Maternal and Child Health State Coordinators Group	212
McAuslan, Kate	DR356, DR383
McGarity, Barbara	83
McKerrell, Jo OAM	178
Men's Confraternity	180
Moir, Hazel V. J. (Dr)	158
Moment by Moment	144
Morgan, Ainsley	169
Morrison, Lisa	DR268
Mosbauer, Alicja	10, DR367
Moser, Sara	11
Motor Trade Association of South Australia Inc.	DR338
Muscular Dystrophy	DR290
National Children's and Youth Law Centre	152, DR327
National Council for Women Queensland	DR392
National Council of Women New South Wales	87
National Council of Women of Australia Inc	DR295
National Council of Women of Queensland	DR301
National Council of Women of Western Australia Inc	DR297
National Council of Women Tasmania	192
National Farmers' Federation	183, DR317
National Foundation for Australian Women	54, DR319
National Investment for the Early Years (NIFTeY) NSW	55, DR386
National Pay Equity Coalition	116, DR342
National Tertiary Education Union	108, DR344
Newcastle Montessori	190
Next Wave Policy Group	174
Ng, Stella	13
Nicholson, Leanne	67
North, Sally	DR272
NSW Business Chamber and Australian Business Industrial	134, DR340
NSW Commission for Children and Young People and National Investment for the Early Years (NIFTeY) (joint submission)	234, DR373
NSW Government	250
NSW Government, Minister for Industrial Relations and Minister for Women	DR351
NT Association of Community Legal Centres	DR299
O'Donnell, Carol	19, DR366
O'Neil, Nesha	DR255
O'Shea, Peter	DR265

O'Sullivan, Jane	161
O'Sullivan, Meghan	DR390
Office of the Anti-Discrimination Commissioner	DR378
Office of the Child Safety Commissioner	120, DR314
Office of the Commissioner for Equal Opportunity SA	78
Office of Women's Policy – NT Government	DR414
Older Women's Network	215
Page, Leah	DR293
Paton, Jim	20
Pearce, Mrs Kath	DR393
Pech, Jocelyn	154
Percy, Andrew	41
Perrella, Sharon	173
Perry, Julia	8, DR309
Pharmacy Guild of Australia	245, DR325
Phelps, Juliana	221
Philips, Peter	229
Piercy, Julie	15, 188
Pocock, B (Prof) and Elizabeth (Dr) Hill	220
PolMin	95
Premier's Council for Women, South Australia	233, DR280
Preston, Melissa	37
Public Health Association of Australia	117
Public Interest Advocacy Centre	226
Public Service Association and Professional Officers Association Amalgamated Union of NSW	DR380
Public Service Association of NSW	107
Queen Victoria Women's Centre	DR402
Queensland Council of Unions	118, DR333
Queensland Government	246
Queensland Nurses' Union	125, DR303
Queensland Working Women's Service	105
Radical Women	85
Real Estate Employers Federation of WA	80
Real Estate Institute of Australia	51
Recruiting and Consulting Services Association	100
Redfern Legal Centre	165
Refugee Advice and Casework Service (Australia)	159
Reiger, K. (Dr)	176

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Retail Confectionery and Mixed Business Association Inc	DR318
Rickard, Scott	DR271
Ritchie, Allison MLC	240
Rogers, Sally	DR409
Rose, Skye	DR286
Russell, Judy	211
Russell, Kirsty	18
Scarr, Dr Lorraine	DR256
Schembri, Michael	DR258
Scott, Andrew (Dr)	90
Scurry, Susanna	252
Sessions, Robert	48
Sheb'a, Aviva	40
Shop, Distributive and Allied Employees' Association	114, DR330
Smith, Belinda (Dr)	133
Smith, Tracey	47
The Smith Family	DR387
Smyth, Eris	DR394
Somerville, Louise	DR267
South Australian Men's Health Alliance	132
South Australian Wine Industry Association Inc	137, DR323
Squarey, Natasha	177
Stephenson, Katrena (Dr)	189
Stimpson, Claire	DR362
Stott Despoja, Natasha (Senator)	106
Such, Hon. Dr Bob MP	DR416
Sullivan, Martin	214
Surman, Hilary	35
Sustainable Population Australia	62, 101, DR275
Suttor, Gail	247, DR254
Tadpoles Early Learning Centres	DR334
Tasmanian Government	253, DR411
Tasmanian Women's Council	DR307
tasmanianjobs.com	109
Taylor, Cheryl (Assoc. Prof)	43
Textile Clothing and Footwear Union of Australia	217
Thompson, Ruth	46
Ting, Gary	30
Toming, Bridget	42

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Union of Australian Women (Victorian Section)	82, DR304
Unions NSW	181, DR350
Unions Tasmania	162, DR400
UnionsWA	50
United Services Union	126, DR372
UnitingCare Children, Young People and Families Services	104
Vanha, Martin	31
Vial, Kathrine	DR384
Victorian Equal Opportunity and Human Rights Commission	DR305
Victorian Automobile Chamber of Commerce	123, DR375
Victorian Children's Services Association Inc	58
Victorian Government	235, DR413
Victorian Trades Hall Council	DR370
Victorian Women's Trust	110, DR358
VIEW Clubs of Australia	DR315
Vogels, Belinda	209
WA Council of Social Service	156
Walker, Beverley	66, DR345
Wallsend Area Community Carers	74
Walsh, Kieran	49
Walton, Hayley	DR276
Wand, Amy	DR355
Wells, Jeane	136
Western Australian Department for Communities, Office for Women's Policy	DR371
What Women Want (Australia) Inc	64
Whitehouse, Gillian, Marian Baird and Sara Charlesworth	153
Whiteman, Caitlin	DR396
Williamson, Brian – Workplace Law	DR264
Women and Work Group, University of Sydney	DR283
Women in Social and Economic Research (WiSER)	91
Women's Action Alliance, Australia	166
Women's Council for Domestic and Family Violence Services (WA)	DR353
Women's CPA Network (Vic Div)	150
Women's Electoral Lobby Australia	111, DR262, DR336
Women's Electoral Lobby Victoria	DR368
Women's Employment Rights Project	DR412
Women's Health in the North	DR343
Women's Legal Centre	DR395

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Women’s Legal Services Australia	219
Working Women’s Centres (South Australia, Northern Territory, Queensland)	70, DR310
Work Life Association	38
YMCA Australia	184
YWCA Australia	84, DR410
Zacharias, Nadine (Dr)	242
Zonta International District 24	DR408

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## **A.3 Visits and meetings**

### **Australia**

ACTU

Australian Chamber of Commerce and Industry

Australian Industry Group

Australian Institute of Family Studies

Australian Taxation Office

Australian Breastfeeding Association

Business Council of Australia

CFMEU Western Australia

Chamber of Commerce and Industry WA (teleconference)

Childcare Associations Australia

Community and Public Sector Union

Construction Forestry Mining and Energy Union

Department of Education, Employment and Workplace Relations

Department of Families, Housing, Community Services and Indigenous Affairs

Early Childhood Australia

Australian Fair Pay Commission (teleconference)

Human Rights and Equal Opportunity Commission

Marian Baird (Assoc. Prof)

National Foundation for Australian Women

NSW Commission for Children and Young People

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NSW Government departments  
Queensland Department of Industrial Relations  
Rio Tinto  
Shahar Helel (teleconference)  
South Australian Government  
Tasmanian Government departments  
Telethon Institute for Child Health Research  
The Treasury  
Unions NSW  
Victorian Government departments  
Western Australian Government departments  
Young Women’s Christian Association of Australia

## **New Zealand**

Business New Zealand  
Dr Paul Callister and Dr Judith Galtry, Victoria University  
Department of Labour  
Families Commission  
New Zealand Council of Trade Unions

## **A.4 Public hearings**

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<i>Participants</i>	<i>Transcript pages</i>
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### **Canberra — 7 May 2008**

National Foundation for Australian Women	2 – 17
Public Health Association of Australia	18 – 28
Australian Centre for Economic Research on Health	29 – 48
Community and Public Sector Union	49 – 75
Prof Bruce Chapman and Tim Higgins	76 – 91
Unions ACT	92 – 103

### **Hobart — 12 May 2008**

Council of Small Business of Tasmania	105 – 115
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Catholic Women's League	116 – 127
Ceri Flowers	128 – 135
Pamela Cooke	136 – 137
Unions Tasmania	138 – 147
National Council of Women, Tasmania	148 – 158
Tasmanian Chamber of Commerce	159 – 168
Hair and Beauty Tasmania	169 – 175

### **Melbourne — 13 and 14 May and 11 June 2008**

Women's Action Alliance	177 – 197
Construction, Forestry, Mining and Energy Union	198 – 208
National Tertiary Education Union	209 – 229
Australian Breastfeeding Association	230 – 246
PolMin	247 – 256
Australian Chamber of Commerce and Industry	257 – 273
Robert Hitchcock	275 – 290
Australian Federation of University Women	291 – 305
Shop, Distributive and Allied Employees Association	306 – 318
Victorian Women's Trust	319 – 328
Work/Life Association	329 – 341
ACTU	874 – 888
Australian Institute of Family Studies	889 – 901
Australian Retailers Association	902 – 912
Dr Andrew Scott	913 – 921
Miles Parry	922 – 932

### **Sydney — 20 and 21 May 2008**

Community and Public Service Union	477 – 493
Business and Professional Women Australia	494 – 504
National Investment for the Early Years	505 – 517
Catalyst	518 – 527
Public Service Association of New South Wales	528 – 542
Family Action Centre	543 – 553
Kelly Laing	554 – 564
Women's Employment Rights	565 – 574
National Children's and Youth Legal Centre	575 – 587
Australian Industry Group	343 – 356
Liquor, Hospitality and Miscellaneous Union	357 – 370
Senator Natasha Stott Despoja	371 – 384
Unions New South Wales	385 – 401
Diversity Council of Australia	402 – 414
Human Rights and Equal Opportunity Commission	415 – 430

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Kingsford Legal Centre	431 – 438
Women’s Electoral Lobby	439 – 457
Angela Budai	458 – 465
Karleen Gribble	466 – 475
Angela Budai	533 - 543
Family Day Care Australia	544 - 552
Katherine Vial	553 - 557
New South Wales Commission for Children and Young People	558 - 570

### **Adelaide — 28 May 2008**

Working Women’s Centre SA Inc	589 – 598
SA Unions	599 – 609
Australian Federation of University Women	610 – 616
Business and Professional Women Australia	617 – 627
Bridget Partridge	628 – 638
Young Women’s Christian Association	639 – 655
Australian Association for Infant Mental Health	656 – 672
Early Childhood Australia	
National Investment for the Early Years	
Australian Mines and Metals Association	673 – 682
Grace Portolesi MP	683 – 698

### **Perth — 29 May 2008**

Unions WA	698– 710
Centre for Work and Life	711 – 726
Chamber of Commerce and Industry WA	727 – 736
Shona Guilfoyle	737 – 745
Sheena Regan	746 – 755
Equal Opportunity Commission, Western Australia	756 – 769
Men’s Confraternity	770 – 775

### **Brisbane — 5 June 2008**

Equal Opportunity for Women in the Workplace Agency	777 – 785
National Tertiary Education Union, Queensland Division	786 – 797
Commerce Queensland	798 – 808
Queensland Council of Unions	809 – 819
Family Day Care Australia	820 – 832
Australian Catholic Council for Employment Relations	833 – 844
Queensland Nurses Union	845 – 856
Geoffrey Bullock	857 – 863
Children by Choice	864 – 871
Heather Price	872

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## **Draft report public hearings**

### **Adelaide — 12 November 2008**

Australian Mines and Metals Association	2 – 16
Australian Women Lawyers	17 – 29
Australian Federation of University Women	30 -34
Working Women’s Centre SA	35 – 45
SA Unions and Australian Services Union	46 - 62

### **Canberra — 18 November 2008**

Joan Garvan	63 - 69
Queensland Public Sector Union	70 - 76
Unions ACT	77 – 85
National Foundation for Australian Women	86 – 95
Public Health Association of Australia Inc	96 – 102
Sarah McFarland	103 – 107
Prof Bruce Chapman and Tim Higgins	108 - 123

### **Melbourne — 21 November 2008**

Australian Nursing Federation	126 – 134
Mischa Brus	135 – 144
Womens’ Action Alliance	145 – 162
Endeavour Forum	163 - 173
Beverley Walker	174 – 181
Australian Council of Trade Unions	182 – 194
Victorian Child Safety Commissioner	195 – 206
Australian Federation of University Women	207 – 214
Australian Council of Commerce and Industry	215 – 229
National Tertiary Education Union	230 - 238
Victorian Trades Hall Council	239 - 250

### **Brisbane — 25 November 2008**

Queensland nurses Union	252 – 261
Young Women’s Christian Association	262 - 271
Australian Services Union	272 - 282
Chamber of Commerce and Industry Queensland	283 – 294
Jane O’Sullivan	295 – 303
Patricia Johnson	304 – 309
Child Care Queensland	310 – 318
Queensland Council of Unions	319 – 330
University of Queensland	331 - 338

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## **Sydney — 26 November 2008**

Community and Public Service Union	340 - 351
Australian Human Rights Commission	352 - 361
Shop Distributive and Allied Employees Association	362 - 373
Construction, Forestry, Mining and Energy Union	374 - 380
Australian Industry Group	381 - 394
Unions New South Wales	395 - 404
Lactation Consultants Association	405 - 416
Zonta International	417 - 428
Julia Perry	429 - 437
Workplace Law	438 - 446
Public Service Association of New South Wales	447 - 462
Women's Electoral Lobby	463 - 472

## **Sydney — 27 November 2008**

Finance Sector Union	474 - 485
Centre for Independent Studies	486 - 496
Hair and Beauty Australia	497 - 508
Women and Work Group, University of Sydney	509 - 525
National Children's and Youth Law Centre	526 - 532