

# Glossary and Abbreviations List

7WAMM	The seventh Commonwealth Women's Affairs Ministers Meeting.
AAT	Administrative Appeals Tribunal
ABS	Australian Bureau of Statistics
ADF	Australian Defence Force
administered items	Those assets, liabilities, revenues and expenses that are controlled by the Australian Government but managed or overseen by the department on the government's behalf
ANAO	Australian National Audit Office
APEC	Asia-Pacific Economic Cooperation
APS	Australian Public Service
Archives Act	<i>Archives Act 1983</i>
ATSIC	Aboriginal and Torres Strait Islander Commission
AUSPIC	The government photographic service
Australian Government	The Government of the Commonwealth of Australia
Australiana Fund	A private company established in 1978 to encourage direct public participation in the acquisition and preservation of a permanent collection of works of Australian artistic and historical interest for the four official residences
AWA	Australian Workplace Agreement
biofuels	Fuels produced from renewable organic sources
CABNET	The secure document management system used to store and transmit Cabinet documents
CAS	Central Advertising System
CEIs	Chief Executive Instructions
CERHOS	Ceremonial and Hospitality Unit
COAG	Council of Australian Governments
CSIRO Organisation	Commonwealth Scientific and Industrial Research
CSW 48	The forty-eighth session of the United Nations Commission on the Status of Women
data warehouse	An electronic facility for the storage and retrieval of data
Defence	Department of Defence
Doha round	The round of World Trade Organization trade negotiations launched in Doha in November 2001

FOI	freedom of information
FOI Act	<i>Freedom of Information Act 1982</i>
GPU	Government Communications Unit
HIH	HIH insurance group
IT	information technology
MCGC	Ministerial Committee on Government Communications
Mutual Recognition Agreement	A 1992 agreement between Australian governments to address the difficulties caused by regulatory differences between jurisdictions in relation to goods and occupations
NAA	National Archives of Australia
NADC	National Australia Day Council
NCTC	National Counter-Terrorism Committee
NGOs	non-government organisations
NICSA	National Initiative to Combat Sexual Assault
NSC	National Security Committee of Cabinet
NWI	National Water Initiative
OH&S	occupational health and safety
OSW	Office of the Status of Women
OWP	Other Women's Programmes
PAD scheme	Performance Appraisal and Development scheme
PADV	Partnerships Against Domestic Violence
PM&C	Department of the Prime Minister and Cabinet
RAMSI	Regional Assistance Mission to Solomon Islands
reasonable adjustment	Providing an employee with a disability with services and/or facilities to assist them in carrying out the inherent requirements of their employment, where this does not impose unjustifiable hardship on the employer
SCNS	Secretaries' Committee on National Security
SES	Senior Executive Service
SET Unit	Science, Engineering and Technology Unit of the National Security Division
SOC	Secretariat of the Cabinet, Royal Thai Government
SOE	standard operating environment
WDP	Women's Development Programme
White Ribbon Day	The International Day for the Elimination of Violence Against Women (25 November)
WMD	weapons of mass destruction

## Compliance index

Description	Section/Page
Letter of transmittal	iii
Table of contents	iv
Index	232
Glossary	228
Contact officer	ii
Internet home page address and internet address for report	ii
Review by the Secretary	1
Departmental Overview	14
Overview description of department	14-18
Role and functions	14
Organisational structure	17
Outcome and output structure	14-15
Where outcome and output structures differ from PBS format, details of variation and reasons for change	Nil to report
Portfolio structure	12
Report on Performance	31-103
Review of performance during the year in relation to outputs and contribution to outcomes	19-24
Actual performance in relation to performance targets set out in PBS/ PAES	See output group chapters
Performance of purchaser/provider arrangements	Nil to report
Where performance targets differ from the PBS/PAES, details of both former and new targets, and reasons for the change	Nil to report
Narrative discussion and analysis of performance	31-103
Trend information	See output group chapters
Factors, events or trends influencing departmental performance	See output group chapters
Significant changes in nature of principal functions/services	Nil to report
Performance against service charter customer service standards, complaints data, and the department's response to complaints	130
Discussion and analysis of the department's financial performance	25-30
Discussion of any significant changes from the prior year or from budget	25-30
Summary resource table, by outcomes	20

Developments since the end of the financial year that have affected or may significantly affect the department's operations or financial results in future	Nil to report
Management and Accountability	105-138
Corporate Governance	106-118
Statement of the main corporate governance practices in place	115-118
Names of the senior executive and their responsibilities	17, 107-109
Senior management committees and their roles	109-116
Corporate and operational planning and associated performance reporting and review	109-110, 117
Approach adopted to identifying areas of significant financial or operational risk and arrangements in place to manage risks	114-116
Certification of fraud measures in place	116
Policy and practices on the establishment and maintenance of appropriate ethical standards	117-118
How nature and amount of remuneration for Senior Executive Service employees is determined	122
External Scrutiny	88,119
Significant developments in external scrutiny	88, 119
Judicial decisions and decisions of administrative tribunals	88
Reports by the Auditor-General, a parliamentary committee or the Commonwealth Ombudsman	119
Management of Human Resources	120-130
Assessment of effectiveness in managing and developing human resources	120-121
Workforce planning, staff turnover and retention	120
Training and development	125-126
Occupational health and safety performance	129
Statistics on staffing	140-142
Certified Agreement and Australian Workplace Agreements	121-123
Performance pay	123-124
Purchasing	131-133
Assets Management	132
Consultants and Competitive Tendering and Contracting	137-138, 149-155
Commonwealth Disability Strategy	156-160
Financial Statements	161-225
Other Information	
Occupational health and safety	129
Freedom of information	24, 88, 143-146
Advertising and market research	147-148
Ecologically sustainable development and environmental performance	133
Discretionary grants	132
Correction of material errors in previous annual report	Nil to report

## Alphabetical Index

- Aboriginal and Torres Strait Islander Commission, 87
- accommodation, 25, 26, 30, 132–133
- accountability, 105–138
- Acts
- Archives Act 1983*, 82, 143, 145
  - Commonwealth Authorities and Companies Act 1997*, 91
  - Disability Discrimination Act 1992*, 129
  - Financial Management and Accountability Act 1997*, 12, 115, 146
  - Financial Services Reform Act 2001*, 36
  - Freedom of Information Act 1982*, 21, 88, 143
  - Public Service Act 1999*, 3, 87
  - Royal Commissions Act 1902*, 143, 145
- administered items, 28–30
- allowances and support to former Governors-General, 28, 77, 96, 99
  - Media Commissions Special Account, 77, 94
  - National Australia Day Council, 77, 91
  - National Counter-Terrorism Committee, 64, 77
  - official residences, 77, 95–97
  - women's programmes, 43, 55–63
- administration, government, 16
- Administrative Appeals Tribunal, 88, 119
- advertising, 16, 58, 93–94, 147–148
- aged care, 47
- allowances and support to former Governors-General, 28, 77, 96, 99
- archival records, access to, 145–146
- Archives Act 1983*, 82, 143, 145
- Asia-Pacific Economic Cooperation Gender Focal Point Network, 50
- assets, 27–28, 30; *see also* property management
- Attorney-General's Department, 88
- Audit Committee, 110, 111–112, 114
- audit services, 25, 138
- AusAID, 82
- AUSPIC, 92, 93–94, 117
- Australia Day Achievement Awards, 127–128
- Australia–Thailand Free Trade Agreement, 67
- Australia–United States Free Trade Agreement, 37, 40, 67
- Australian Bravery Decorations Council, 89
- Australian Centre for the Study of Sexual Assault, 50, 51
- Australian Defence Force operations, 70
- Australian Domestic and Family Violence Clearinghouse, 51, 57
- Australian Government Information Management Office, 87
- Australian Heritage Council, 96
- Australian Longitudinal Study on Women's Health, 51
- Australian Micro Business Network, 61
- Australian National Audit Office, 12, 110, 119
- Australian Public Service Commission, 12
- Australian Public Service Management Advisory Committee, 84
- Australian Public Service Values and Code of Conduct, 107, 117
- Australian War Memorial, London, 66, 90
- Australian Women's Coalition, 54
- Australian WomenSpeak Conference 2002, 117
- Australian Workplace Agreements, 121–123
- Australiana Fund, 96, 132
- Australia's Ocean Policy, 40
- automotive manufacturing sector, 39
- aviation security, 73
- Bali bombing, 46, 66, 89, 101, 103
- Bali Regional Ministerial Meeting on Counter-Terrorism, 74
- Beijing Platform for Action, 52
- biodiversity, 40
- border protection, 74; *see also* security policy
- briefings, 23, 88
- budget process, 36, 53, 72, 84
- Bush, George W, official visit, 4, 28, 66, 68, 101, 102
- bushfire inquiry, 38
- Business Continuity Plan, 116
- Cabinet, 16, 22, 39, 42, 80
- access to records, 82, 146
  - Cabinet room flood, 82
  - Energy Committee, 42
  - National Security Committee, 79, 80
  - Parliamentary Business, 86, 87
  - Sustainable Environment Committee, 39, 133
- Cabinet Implementation Unit, 3, 72, 83–84
- consultancy contracts, 153

- Cabinet Secretariat, 4, 78–82, 95
  - ceremonial and hospitality activities, 101–103
- CABNET document management system, 79, 80, 81, 135
- Campaign Special Account, 26, 27
- Career Advisory Panel, 113, 124
- carers, assistance for, 46
- Centenary Flag, 90
- Central Advertising System, 93–94, 146
- Ceremonial and Hospitality Branch, 4, 16, 66, 100–103
- certified agreements, 114, 118, 121–123, 128
- Chief Executive Instructions, 115, 116, 117
- children, 45, 48, 51
- Civilian Service Medal, 89
- client service charter, 130
- climate change policy, 39–40
- cloning, human, 47
- Comcover Risk Management Benchmarking Survey, 115
- Commonwealth Authorities and Companies Act 1997*, 91
- Commonwealth Disability Strategy, 156–160
- Commonwealth Fraud Control Guidelines, 116
- Commonwealth Heads of Government, 65, 67
- Commonwealth Ombudsman, 12
- Commonwealth Plan of Action on Gender and Development, 52
- Commonwealth Procurement Guidelines, 131
- Commonwealth State Housing Agreement, 46
- Commonwealth Women's Affairs Ministers Meeting, 52
- communications, government, 16, 77, 87, 92–94
- communications, internal, 113, 114, 136
- communications policy, 38
- Community Business Partnership, 46
- community services, 45–46
- competition policy, 39
- complaints, 156
- constitutional reform, public consultation on, 86
- consultants, 137–138, 149–155
- Consultative Committee, 111, 114
- contacts, ii, 143; *see also* websites
- contracts, 115, 117, 137–138
- coordination, 3–4
- corporate governance, 106–118
  - Corporate Governance Unit, 115–116, 131
  - Corporate Leadership Group, 110, 111, 113
  - Executive Group, 109
- corporate services, cost of, 16
- correspondence, ministerial, 4–5, 22–23, 53
- Council of Australian Governments, 16, 38, 39, 47, 52, 72
- Council of the Order of Australia, 89
- counter-terrorism, 64, 70, 72–74
- database, National Security Committee, 79, 81
- defence policy, 70–71
- Department of Communications, Information Technology and the Arts, 87
- Department of Immigration and Multicultural and Indigenous Affairs, 74
- Department of Transport and Regional Services, 73
- Departmental Security Plan, 116
- Deputy Secretaries, 108
- Disability Action Plan, 129
- Disability Discrimination Act 1992*, 129
- disability employment services, 45–46
- diversity, workplace, 121
- document management system, 79, 80, 81, 135
- documents, categories held, 144
- domestic violence
  - clearinghouse, 51, 57
  - Partnerships Against Domestic Violence, 29, 50, 51, 52, 56–57, 58
  - in the Indigenous community, 48, 57
- drugs, illicit, 46
- ecologically sustainable development, 133
- economic and industry policy, 33–34, 33–42
- economic conditions and analysis, 36
- Economic Division, 34–37
- economic policy advice and coordination, 32–42
- education policy, 47
- employment policy, 46
- Energy Committee of Cabinet, 42
- energy policy, 39, 40, 41–42
- energy saving measures, 132–133
- Energy Taskforce, 14, 16, 34, 41–42
- Enhanced Aviation Security Package, 73
- Enhanced Cooperation Package for Papua New Guinea, 4, 66, 68
- environment policy, 39–40

equity, 26–27  
 Ethanol Confidence Building Working Group, 42  
 ethical standards, 117–118  
 evaluation
 

- allowances and support to former
  - Governors-General, 99
  - Cabinet Implementation Unit, 83
  - Cabinet Secretariat, 78, 79
  - Ceremonial and Hospitality Branch, 101
  - economic and industry policy, 33–34
  - Government Communication Unit, 92–93
  - Government Division, 86
  - ministerial offices, support for, 98
  - official establishments, 95
  - security policy, 65, 69
  - social policy advice, 44
  - women's policy, 49–50
  - women's programmes, 56

Executive Council, 79, 80  
 Executive Group, 109, 111, 113  
 Executive Search service, 59  
 external scrutiny, 119

families, income support for, 45  
 Family Violence Prevention Legal Service, 48  
 financial management, 25–26, 116, 131–132  
*Financial Management and Accountability Act 1997*, 12, 115, 146  
 Financial Management Information Systems
 

- Business Continuity Plan, 116

Financial Management Section, 131  
 financial sector policy, 35–36  
*Financial Services Reform Act 2001*, 36  
 First Assistant Secretaries, 108  
 fiscal policy, 36  
 fisheries, 40  
 foreign policy, 66  
 fraud control, 115–116  
 free trade agreements, 37, 40, 65, 67  
 freedom of information, 24, 143–146  
*Freedom of Information Act 1982*, 21, 88, 143  
 functions of the department, changes to, 3–4  
 funerals, state, 101, 103

Government Communication Unit, 4, 92–94, 146, 156  
 consultancy contracts, 154  
 Government Division, 85–90  
 government operations, support services for, 76–103  
 Governors-General, 28, 77, 86–87, 96, 99  
 GP Red Tape Taskforce, 46  
 graduate programme, 121, 126  
 grants, discretionary, 132  
 Great Barrier Reef Marine Park, 40

health policy, 46–47  
 Health Week programmes, 129  
 Honouring Women programme, 56, 60  
 honours, 16, 77, 89–90  
 House of Representatives Standing Committee on Family and Community Affairs, 48  
 housing, 46  
 Hu Jintao, official visit, 4, 28, 67, 68, 101, 102  
 human resource management, 113, 120–130  
 Humanitarian Overseas Service Medal, 89

immigration policy, 48  
 indigenous policy, 47–48, 87  
 Indigenous Women's National Action Plan, 52  
 Industry, Infrastructure and Environment
 

- Division, 37–40

industry, science and resources policy, 38–39  
 information management, 134–136  
 infrastructure, 134–135  
 library services, 135–136  
 Information Management Strategic Advisory Committee, 110, 111, 113  
 information, requests for, 53  
 Information Services Branch, 98  
 Informed Choices for Australian Women, 56, 59  
 Inspector-General of Intelligence and Security, 12  
 intelligence policy, 71  
 Intergovernmental Agreement on Counter-Terrorism Laws, 73  
 intergovernmental relations, 16, 38  
 International Atomic Energy Agency, 72  
 International Day for the Elimination of Violence Against Women (White Ribbon Day), 48, 53, 61  
 International Division, 64, 65–68  
 international relations, 82  
 International Women's Day, 53, 61  
 Iraq, engagement in, 65, 66, 89  
 Iraq Survey Group, 72

Joint Economic Forecasting Group, 36  
 judicial decisions, 88–89

- Kirribilli House, 97
- land clearing, 40
- leadership, senior, 107–110
- legal actions, 88–89, 119
- legislation, 87–88
- library services, 135–136
- Library Services Strategic Plan, 113, 136
- Livestock Export Review, 37
- Living Murray Initiative, 40–41
- machinery of government, 85–91, 153–154
- management and accountability, 105–138
- management committees, 110–118
  - Audit Committee, 110, 114
  - Consultative Committee, 111, 114
  - Information Management Strategic Advisory Committee, 110, 113
  - People and Leadership Committee, 113
  - Security Committee, 110, 115
- maritime security, 73
- market research, 146–147
- medals, campaign, 89
- Media Commissions Special Account, 29–30, 77, 94
- medical indemnity insurance, 35–36
- Medicare, 46, 94
- memorial ceremonies, 101, 103
- Migrant Women in Business Award, 61
- Military Rehabilitation and Compensation Scheme, 45
- ministerial arrangements, 79, 87
- Ministerial Committee on Government Communications, 92, 93–94
- ministerial offices, support for, 97–98
- Murray–Darling Basin, 40–41
- National Action Plan for Salinity and Water Quality, 40
- National Agenda for Early Childhood, 45
- National Archives of Australia, 136
- National Australia Day Council, 77, 91
- National Competition Council, 39
- National Counter-Terrorism Committee, 64, 75
- National Estate, 96
- National Framework for Preventing Family Violence and Child Abuse in Indigenous Communities, 48
- National Framework of Principles for Delivering Services to Indigenous Australians, 48
- National Illicit Drugs Strategy, 46
- National Indigenous Family Violence Grants Programme, 57
- National Initiative to Combat Sexual Assault, 51, 56, 57–58
- National Inquiry on Bushfire Management, Prevention and Mitigation, 38
- National Leadership Initiative, 59–60
- National Medal, 89
- National Rural Women’s Coalition, 54
- National Security Committee of Cabinet, 79, 80
- National Security Division, 66, 69–75, 88
- National Water Initiative, 40–41
- National Women’s Non-government Organisation Funding Programme, 60
- National Women’s Safety Taskforce, 52
- natural resources policy, 39–40
- New Accommodation Project Team, 132
- New Apprenticeships, 94
- non-government organisations, 60
  - grants to, 62–63
- occupational health and safety, 129
- Office of Indigenous Policy Coordination, 47
- Office of National Assessments, 12, 71
- Office of Parliamentary Counsel, 86, 88
- Office of the Status of Women, 3, 43, 49–63, 132
- communication and consultation, 52–54
- Official Establishments Trust, 95–97
- official visits, 28, 77, 81, 100–101, 102, 103
- organisational structure, 17
- outcomes, 18, 20–21
- output groups, 14–16, 18, 19–21
- Economic Policy Advice and Coordination, 32–42
- International, and National Security, Policy Advice and Coordination, 64–67
- Social Policy Advice and Coordination, 43–63
- Support Services for Government Operations, 76–103
- outsourcing, 134
- overviews, 11–30
  - departmental, 14–18
  - financial, 25–30
  - performance, 19–24
  - portfolio, 12–13
- Pacific Islands Forum, 66, 68

paper recycling, 133  
 Parliamentary Business Committee of Cabinet, 86, 87  
 Parliamentary Joint Committee on ASIO, ASIS and DSD, 71  
 Partnerships Against Domestic Violence, 29, 50, 51, 52, 56–57, 58  
 People and Leadership Committee, 5, 111, 112, 113  
 People and Resource Management Branch, 98  
 people smuggling, 50, 74  
 performance, 15, 30–103  
     under the Commonwealth Disability Strategy, 157–160  
     criteria for, 21  
     departmental, 19–24  
     factors affecting future, 30  
     financial, 25–30  
 Performance Appraisal and Development scheme, 19, 49, 65, 86, 123, 126, 156  
 performance management taskforce, 113, 125  
 Pharmaceutical Benefits Scheme, 94  
 photographic services, 92, 93–94  
 policy advice, 2–3, 14, 77  
     consultancy services, 149  
     performance under the Commonwealth Disability Strategy, 160  
     security, 64–75  
 population, ageing of, 34  
 population health issues, 46  
 portfolio structure, 13  
  
 Prime Minister  
     administrative support, 16  
     official residences, 77, 95–97  
     policy advice, 16  
     travel, 4, 68, 102  
 procurement, 131, 137  
 Productivity Commission, 39, 40  
 Proliferation Security Initiative, 72  
 property management, 132–133  
 public awareness, 58–59  
 public consultation, 86  
 public interest immunity claims, 88  
*Public Service Act 1999*, 3, 87  
 purchasing, 131  
  
 questions on notice, 23–24  
  
 reconciliation, 47–48  
  
 Records Management Unit, 136  
 recruitment, 83, 121, 156  
 regional and rural policy, 37  
 Regional Assistance Mission to Solomon Islands, 4, 66, 67  
 Regional Biodiversity Hotspots Programme, 40  
 Regional Telecommunications Inquiry, 38  
 remuneration levels, 121–123  
 renewable energy, 40  
*Requirements for Annual Reports for Departments, Executive Agencies and FMA Act Bodies*, 87, 138  
 residences, official, 77, 95–97  
 resource management, 131–133  
 Review of the Mandatory Renewable Energy Target (Tambling Report), 40  
 Review of Veterans' Entitlements (Clarke Review), 45  
 risk management, 115–116  
 role of the department, 2–3, 14, 16  
     mission, 12, 106  
     responsibilities, 16  
 Rotations and Secondments Taskforce, 113, 125  
 Royal Commission into the Building and Construction Industry, 88  
 Royal commission records, 145  
*Royal Commissions Act 1902*, 143, 145  
 Science, Engineering and Innovation Council, Prime Minister's, 39  
 Science, Engineering and Technology Unit, 69, 70, 74  
 Secretaries' Committee on National Security, 79  
 Secretary's review, 1–9  
 Security 4 Women, 54  
 Security Committee, 110, 111, 115  
 security policy, 64–75  
     consultancy contracts, 153  
     evaluation, 65, 69  
     international, 65–68  
     national, 69–75  
     qualitative assessment, 65, 69  
     results, 65–68, 70–74  
*Security, Quality Services and Choices for People with a Disability*, 45–46  
 Senate Economics References Committee, 39  
 sexual assault, centre for the study of, 50, 51  
 Sexual Assault Information Development Framework, 58

- small business policy, 35
- social policy advice and coordination, 43–63
- Social Policy Division, 43, 44–48
- South-East Regional Marine Plan, 40
- sport policy, 38
- Sports Leadership programme, 60
- staff, 5, 17, 120
  - Australia Day Achievement Awards, 127–128
  - under Australian Workplace Agreements, 121–122, 123
  - career development, 113
  - under the certified agreement, 122–123
  - disability strategy, 129
  - graduate programme, 113, 126
  - internal rotation scheme, 126
  - learning and development, 124, 125–126
  - occupational health and safety, 129
  - orientation programme, 113, 125
  - performance management, 19, 49, 65, 86, 123–124, 156
  - performance pay, 123–124
  - recruitment, 83, 121, 156
  - remuneration, 121–123
  - rewards and recognition, 128
  - secondments scheme, 125–126
  - statistics, 140–142
  - study opportunities, 126
  - survey, 3, 113, 124–125
  - training, 113, 124, 126
  - work experience, 126
- state occasions, 28, 77
- Strategic Review of Library Services, 135
- Stronger Families and Communities Strategy, 45
- structure of the department, 13, 14–16, 17
- Sugar Industry Reform Programme, 37
- superannuation policy, 34
- Superannuation Safety Amendment Bill 2003, 36
- Support for Victims of People Trafficking Programme, 58
- Supported Accommodation Assistance Program, 46
- surveys, 3, 51, 58, 94, 113, 124–125
- Sustainable Environment Committee of Cabinet, 39, 133
- symbols, national, 16, 77, 90
- taxation policy, 34–35
- telecommunications services, 134–135
- tendering, 131, 134, 138
- terrorism, 65
  - Bali bombing, 46, 66, 89, 101, 103
  - counter-terrorism, 66, 72–74
- textile, clothing and footwear industry, 39
- Thailand–Australia Government Sector Linkages Program, 82
- The Lodge, 97
- Time Use Fellowships, 51, 61
- tourism policy, 38
- trade, international, 67
  - Trade Practices Act 1974*, review of competition provisions (Dawson review), 39
- trafficking in persons, 50, 58
- transport policy, 37–38
- United Nations Convention on the Elimination of All Forms of Discrimination Against Women, 52
- United Nations Commission on the Status of Women, 50
- values, 106–107
- veterans' affairs, 45, 70
- violence against women, 4, 94; *see also* domestic violence
- visits by foreign heads of state, 4, 28, 68, 101, 102
- Water Taskforce, 37, 40–41
- weapons of mass destruction, non-proliferation of, 71–72
- websites, ii, 12, 84, 156
  - COAG, 38
  - honours information, 90
  - women's, 59
- Welfare Reform Consultative Forum, 45
- Women in Australia*, 61
- Women in Business award, 61
- Women in Trade*, 61
- women, status of, 3, 16, 43, 49–63, 132
- women's data warehouse, 56, 59
- Women's Development Programme, 56, 60, 132
- women's national secretariats, 54, 56, 60, 132

- women's policy, 49–63
  - consultancy contracts, 149–152
  - evaluation, 49–50
- women's programmes, 55, 56–61
  - expenses for, 29
  - training and mentoring projects, 63
- women's suffrage, centenary of, 53, 61
- WomenSpeak Network, 54
- work–life balance, 125, 129
- Workplace Diversity Programme, 121
- workplace relations policy, 37
- World Trade Organization, 67