

## INVITATION

# Equal opportunities for women in the workplace: raising employer accountability

## THE ISSUE

Today, equal opportunities management and reporting has real significance in corporate social responsibility (CSR) and socially responsible investment criteria. Business, government and non-governmental organisations acknowledge effective monitoring of equal opportunities and diversity in the workplace as an important part of improved human capital management and equality practice. The drive for transparency and accountability for such issues - including equal opportunities for women - has perhaps never been stronger.

## THE RESEARCH

Recent research conducted by ACCA investigated the reporting on equal opportunities for women in the workplace among some of the largest employers in three national regulatory environments: the US; Australia and the UK. Although reporting by the leading companies is comparable in all three countries, collectively Australian companies are found to report less information on this issue than their UK and US counterparts. Across all three countries, findings suggest that the recent drive for greater CSR has become a major influence on the reporting of gender workplace issues, although regulation to report to government also plays a role in driving this agenda.

But problems of clarification and comparability remain and further disclosure innovation is needed. Company reporting is idiosyncratic and there is significant scope for improvement, through the development and use of widely accepted key performance indicators. ACCA's research concludes that further guidance and agreement on best practice reporting is required to improve transparency and accountability to stakeholders on equal opportunities and diversity issues.

*Public Reporting of Equal Opportunity for Women: A comparison of regulatory and voluntary frameworks in the UK, Australia and the US.*

Kate Grosser, Carol Adams and Jeremy Moon. The International Centre for Corporate Social Responsibility, Nottingham University Business School and La Trobe University, Melbourne

ACCA Research Report No 102; published September 2008.

Copies will be available from [www.accaglobal.com/research](http://www.accaglobal.com/research)

## **THE DEBATE**

To mark publication of the research, ACCA's Research Committee is hosting a policy debate to open up some of the issues involved. As well as being able to listen to leading opinion, delegates will have the valuable opportunity to question the speakers, both during the event itself as well as directly afterwards, when ACCA and its Research Committee host an early evening drinks reception for panellists, their guests and other delegates.

## **VENUE**

5 June 2008, 4pm – 6pm followed by a drinks reception.

ACCA  
29 Lincoln's Inn Fields  
London  
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## **RSVP**

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