

Kimberly Clark Australia Pty Ltd

Case Study

Workplace Program Development

What did they analyse?

- Numbers and gender percentage of initial applicant pool, new recruits, promotions and transfers
- Number of pregnancies
- Number of women returning from maternity leave
- Information collected through exit interviews, employee surveys, informal discussions

Recruitment and Selection Issue

Low number of applications from women for middle management, upper management and non-traditional female roles.

Actions taken

- Established recruitment and selection criteria incorporating non-technical competencies.
- Encouraged female graduates through presentations at universities.

Outcomes

The number of females employed in sales, marketing, finance, technical and logistics areas has increased.

Promotion, Transfer and Termination Issue

There were a low number of women transfers, promotions, and appointments to IT, General Management and Sales.

Actions taken

- Established scholarship program at UTS to recruit finance staff.
- Advertised jobs on intranet.
- Annual review of remuneration packages.

Outcomes

A 10% increase in the number of women promoted over the reporting year.

Work Organisation Issue

Need for family and work/life balance and for flexible work conditions.

Actions taken

- Training for managers in managing part-time and job-share arrangements; research into job sharing and flexible hours.

Outcomes

- Normal business hours set at 8.30am to 4.45pm with no expectation to work beyond these hours.
- All employees can negotiate their working hours with their manager.

Quick Facts File

Industry:

Manufacturing – Paper Products

Number of employees: 1,812

Male/Female: 1,370/435

Status:

Waived – 2 years

Relevant Employment Matters:

- ✓ Recruitment and Selection
- ✓ Promotion, Transfer, Termination
- ✓ Work Organisation
- ✓ Sex-based Harassment
- ✓ Pregnancy, Potential Pregnancy and Breastfeeding

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Sex-based Harassment Issue

Need for education of staff and managers on sex-based harassment policies and procedures.

Actions taken

- Updated internal training to include EEO and sex-based harassment.

Outcomes

- No formally reported incidents.
- Any issues or problems are dealt with at the lowest possible level ensuring no formal incidents arise.

Pregnancy, Potential Pregnancy and Breastfeeding Issue

Business needs to increase rate of return from maternity leave.

Actions taken

- Set up *Family Carelink*, to provide advice on childcare, elder care, etc.
- Set up ACCESS – counselling program.
- Provided breastfeeding rooms.
- Communication program for staff on maternity leave.

Outcomes

- In the manufacturing section, there is almost a 100% return to work after maternity leave rate.