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# Employee Opinion Survey

## Level 2 – Moving Forward

This is a survey to find out what you think about the issues that affect men and women in the workplace and about your experiences with equal employment opportunity.

People have very different opinions about these issues, ranging from very positive to very negative. Whether you agree or disagree with equal employment opportunity, we would like to know what you think.

Your responses will be kept strictly confidential.

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We would like to know your views about your current work situation. For each of the following statements, please put a circle around the number that is closest to your view.

**There are no right or wrong answers, only opinions.**

**If you feel uncomfortable about answering a particular question there is no need for you to circle a response.**

## General views about the workplace

Circle one number only for each statement

		strongly disagree	disagree	agree	strongly agree	no opinion
1	I am satisfied in my current job	1	2	3	4	0
2	I feel free to express my views openly in this company	1	2	3	4	0
3	I am consistently treated with respect	1	2	3	4	0
4	I feel I am valued as an employee	1	2	3	4	0



## Recruitment and Selection

		strongly disagree	disagree	agree	strongly agree	no opinion
1	People are chosen for jobs on the basis of their competencies to perform the job	1	2	3	4	0
2	Women and men have the same chances of being appointed to operational or line positions	1	2	3	4	0
3	Selection processes for new recruits are fair	1	2	3	4	0
4	In this company, initial pay or remuneration offers are fair	1	2	3	4	0
5	Job vacancies are advertised widely to attract a diverse applicant pool	1	2	3	4	0
6	I was attracted to work at this organisation because of their reputation as an Equal Employment Opportunity employer	1	2	3	4	0
7	My organisation has a succession plan	1	2	3	4	0

## Promotion, Transfer and Termination of Employment

		strongly disagree	disagree	agree	strongly agree	no opinion
1	I have (or have had) good opportunities for promotion in this company	1	2	3	4	0



2	In this company, for a woman to be promoted she probably has to be better than a man	1	2	3	4	0
3	I have the same opportunities here as anyone else of my ability and experience	1	2	3	4	0
4	The promotion decisions at my organisation are fair	1	2	3	4	0
5	I have been actively encouraged to apply for other positions	1	2	3	4	0
6	Most senior managers genuinely support equal employment opportunity for women	1	2	3	4	0
7	My immediate supervisor/manager genuinely support equal employment opportunity for women	1	2	3	4	0

## Training and development

		strongly disagree	disagree	agree	strongly agree	no opinion
1	If I need training, I can ask for it, and get it	1	2	3	4	0
3	I am encouraged to participate in training activities that will help my development	1	2	3	4	0
4	My immediate supervisor gives me coaching and helpful guidance	1	2	3	4	0



5	My immediate supervisor gives me honest and candid feedback on my performance	1	2	3	4	0
6	My immediate supervisor recognises me for my contribution	1	2	3	4	0
7	My supervisor/manager and I have discussed my career development needs within the past six months	1	2	3	4	0
8	I receive regular reviews of my work performance	1	2	3	4	0

## Work organisation

		strongly disagree	disagree	agree	strongly agree	no opinion
1	My job allows me the flexibility I need to balance my work and family/personal life	1	2	3	4	0
2	Leave arrangements are sufficiently flexible to enable me to handle important family issues	1	2	3	4	0
3	People in my workgroup or department are flexible when people have family demands that make it difficult for them to do their work effectively	1	2	3	4	0



4	My immediate supervisor is understanding when I have family demands that make it difficult for me to do my work effectively	1	2	3	4	0
5	The advancement and growth of part-time employees is actively supported	1	2	3	4	0
6	It is very difficult to work part-time and have a career in my organisation	1	2	3	4	0
7	In my work area, it is not practical to hold a management/supervisor position and work part-time	1	2	3	4	0
8	My organisation actively supports opportunities for the advancement and growth of part-time employees	1	2	3	4	0

## Conditions of service

		strongly disagree	disagree	agree	strongly agree	no opinion
1	I believe that women and men are paid at the same rates for performing similar work within this company	1	2	3	4	0
2	I receive recognition based on my level of performance	1	2	3	4	0
3	I believe I am compensated fairly compared to others doing similar work:	1	2	3	4	0



	a) Inside my organisation	1	2	3	4	0
	b) Outside my organisation	1	2	3	4	0
4	My salary reflects my experience and skills	1	2	3	4	0
5	Objective criteria and processes are used to allocate allowances and benefits in my organisation	1	2	3	4	0
6	I am fully aware of the conditions of service for my position in my organisation	1	2	3	4	0

## Arrangements for dealing with sex-based harassment

Have you experienced any of the following at your workplace within the last 12 months?

		Yes	No	Don't Know
1	People you work with displaying or emailing pictures of a sexual nature which you find offensive	1	2	0
2	People you work with making repeated and unwelcomed remarks, suggestions or jokes to you of a sexual/sexist nature	1	2	0
3	Someone discriminating against you on the basis of your caring responsibilities	1	2	0
4	Someone discriminating against you on the basis of your sex	1	2	0
5	<b>If you answered Yes to any of Questions 1, 2, 3 or 4 above:</b>			
	(a) Did you know what to do about it, and who to talk to?	1	2	0
	(b) Did you report the incident to someone in your organisation?	1	2	0



(c) If you reported it, were you happy with how it was dealt with?	1	2	0
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## Arrangements for dealing with pregnant or potentially pregnant employees or employees who are breastfeeding

		Yes	No	Don't Know		
1	Have you ever taken parental leave from your organisation?	1	2	0		
2	Have you ever continued breastfeeding after you returned to work from having a baby?	1	2	0		
3	<b>In the past 12 months:</b>					
	(a) Has someone discriminated against you on the basis that you were being pregnant?	1	2	0		
	(b) Has someone discriminated against you on the basis that you were breastfeeding?	1	2	0		
		<b>strongly disagree</b>	<b>disagree</b>	<b>agree</b>	<b>strongly agree</b>	<b>no opinion</b>
4	In my organisation, women who take maternity leave return to equivalent positions	1	2	3	4	0
5	In my organisation, it is possible for women to continue breastfeeding after they have returned to work	1	2	3	4	0



6	Managers and supervisors are generally supportive of employees who are pregnant	1	2	3	4	0
7	Managers and supervisors are generally supportive of employees who continue breastfeeding after they have returned to work	1	2	3	4	0

## Background Information

In order to help us with our analysis, we need the following background information.

Please be assured that your confidentiality will be protected, and that this form will only be seen by the research group.

**Please circle the appropriate numbers.**

1. How old are you?

15-24..... 1

25-34..... 2

35-44..... 3

45-54..... 4

55+ ..... 5



2. Are you?

Female ..... 1

Male ..... 2

3. What formal qualifications do you have? **Circle the highest level that applies.**

No formal qualification..... 1

Intermediate/School Certificate or equivalent .. 2

Leaving Certificate/Higher School Certificate ... 3

Technical/TAFE/Business College Certificate .... 4

Trade Certificate..... 5

University Degree or Higher ..... 6

Other (please specify) ..... 7

4. What is your current position? **Circle only one.**

Labourer or related worker ..... 1

Production, distribution or transport worker.....2

Tradesperson or related worker ..... 3

Clerical, sales or service worker ..... 4

Technician.....5

Professional..... 6

Academic staff (teaching and/or research) ..... 7

Manager ..... 8



Senior executive.....9

5. If you are a manager or you supervise other people in your organisation: Which of the following best describes your position.

Executive manager ..... 1

Senior manager..... 2

Middle manager..... 3

Line manager..... 4

Supervisor ..... 5

Team leader ..... 6

6. How many years have you been employed by this company?

Less than 3 years ..... 1

3-4 years..... 2

5-9 years..... 3

10-14 years..... 4

15-19 years..... 5

20 or more years..... 6

7. In your immediate work environment, do you work:

Mainly with women?..... 1

Mainly with men?..... 2



With about equal numbers of men and women? 3

8. Are you employed:

Full-time? ..... 1

Part-time?..... 2

Casual? ..... 3

9. Is your immediate manager/supervisor:

Female ..... 1

Male ..... 2

I have more than one manager/supervisor:

all female ..... 3

all male ..... 4

both male and female . 5

I do not have a manager/supervisor ..... 6

10. Is your first language English?

Yes.. 1

No... 2

11. Were you born in Australia?

Yes.. 1

No... 2

12. Do you have dependent children living with you?



Yes...1

No....2

13. Are any of these children in the following age ranges?

Yes      No

0 to 5 years.....1 ..... 2

Between 6 and 12 years..1 ..... 2

Between 13 and 18 years 1 ..... 2

**Thank you for taking the time to complete this survey.**