

## **EMI Music Australia**

- The EMI Resource Library was implemented in 2003 and includes a range of music industry, artist/music, Management, training, MBTI, work/life balance, health and lifestyle books which were purchased by the company for all employees to access. There are now approximately 220 titles in total and EMI recently re-communicated the availability of the resources to all employees.
- The company is planning a 'Recruitment for line managers' training session in February 2008 which will cover the internal recruitment process, equal opportunity employment principles, job design and selection criteria, as well as interviewing techniques. This will ensure EEO principles are again communicated throughout the business in a practical context to ensure that line managers continue to adhere to such principles.
- A Work/life balance section in EMI's staff performance review form ensures that both managers and employees are aware of employees' personal and out of work hours commitments and agree on a plan to ensure employees can maintain an appropriate work/life balance.
- Over the past 3 years EMI has experienced a consistent increase in the number of women in middle management roles. In 2004, women represented 25% of middle management; this number rose to 36% in 2007. EMI believes that this increased representation of women in middle management roles we assist the business in addressing the under-representation of women in the senior management team in the years to come.