

McDonald's

McDonald's is excited to be recognised as an employer of choice by the EOWA for 2008. We support Equal Employment for women in the workplace and we are very committed to providing conditions and benefits that are female friendly.

McDonald's Company Overview

The McDonald's story began in the USA in 1955 with a man named Ray Kroc. In 1971 the first Australian McDonald's restaurant opened in Yagoona, Sydney.

Currently there are over 750 McDonald's restaurants in Australia and over 65,000 employees working for the brand. The strong emphasis of franchising within McDonald's remains strong today with almost 500 restaurants being owned by over 300 franchisees nationwide.

Internationally McDonald's has more than 31,000 restaurants in over 100 countries around the world.

Strong female representation at McDonald's Australia

- 40% of the Board are women
- 80% of the senior vice president positions are held by women
- Nearly 50% of executive management positions are held by women
- A 'People's Scorecard' provides statistics on women's participation at all levels within the organisation. Senior management are then held accountable for equitable results or for taking action on any shift in male/female ratios

Examples of McDonald's Australia's workplace female friendly initiatives

- **Work life family policy** – we have a formal agreement to provide a family friendly workplace for all our people. As part of this policy we provide for employees with carer responsibilities allowing them to apply to work part-time or where possible job share
- **Discount child care** – a child care needs analysis was recently undertaken and resulted in the organisation introducing a discount scheme with a child care provided near Head Office
- **Breast feeding room** – each location has a designated breast feeding room
- **Summer working hours** – allows employees to commence work 30 minutes early or 30 minutes later in order to finish at 1pm on Friday. This practice allows employees to take a greater advantage of the longer periods of day light during summer time to spend with family, friends or enjoying leisure activities
- **Fifth week leave policy** – allows employees who use their full leave entitlement each year to take a fifth week of paid leave in that year. This is designed to provide incentive for employees to use their full entitlement each year making sure they are fully rested as well as providing additional time to revitalise
- **Paid parental leave** – we offer paid parental leave to employees who have been working with the company for 12 months
- **Family/carers leave** – in the event of an illness within the immediate family, employees can take paid sick leave from your annual entitlement in order to care for sick family members.

A few examples of some of the other benefits available to McDonald's Australia employees

- **Employee benefits card** – we have an executive benefits card available which provides discounts to all employees on such things as hotel rates, car rentals and at various retail outlets
- **Flexible salary packaging** – opportunity to salary sacrifice portable computers such as laptop computers and palm pilots via our relationship with one of Australia's largest retailers
- **Education Assistance Policy** – available to corporate staff who wish to further their education and broaden their career opportunities at McDonald's
- **Self funded leave** – is an arrangement that employees purchase up to four weeks of leave during a calendar year (in addition to all other leave entitlements). Salaries (for 48 weeks) are recalculated and paid at a reduced amount over 52 weeks