

ENGAGE committed and motivated employees

As well as work and family, employees have additional priorities

- Similar numbers of women and men say their highest current priority is their personal relationships (22% and 18% respectively), while 14% of women and 15% of men consider travelling and life experiences to be most important.

Gender equality has yet to be achieved in Australian workplaces

- Nearly one quarter of women and men do not believe that women are treated equally to men in their workplace.
- Women and men equally believe (44%) that women in their workplace tend to work in traditionally female-dominated areas.
- Nearly half of all employees believe that a boys' club exists within their organisation.
- More than half of both women and men agree that promotions and job opportunities in their workplace are not always awarded on merit.
- Nearly 40% of women and 30% of men say that men in their workplace progress and are promoted more quickly than women.
- Men are 10% more likely than women to believe that their organisations do not appoint women to senior positions, or provide flexible working conditions.

TIPS FOR BUSINESS

- Communicate regularly and transparently with staff.
- Encourage an open culture where employees feel comfortable voicing any opinions or raising any issues of concern.
- Remember that employees are a diverse group and that each staff member will have different professional needs and expectations, which may evolve with changes in life stages.
- Avoid making assumptions based on gender, family situation, age or job position about employees' career advancement and development plans. Instead, communicate regularly with all staff about their personal goals and aspirations.
- Train management to be aware of the importance of staff and ensure that open communication is taking place throughout all departments and levels of the organisation.
- Develop a consistent scorecard for all review and promotion processes and hold management accountable for its equitable implementation.
- Ensure that staff can comfortably and confidentially raise more sensitive issues such as bullying or harassment and importantly, that all employees are aware that they can do this at any time.
- Ensure that meetings are held in times and places where all relevant staff can attend and have the opportunity to share their opinions and voice their concerns.
- Conduct organisation-wide surveys. Surveys enable staff to communicate their perceptions and issues confidentially and honestly. Consider different surveys that target specific outcomes, e.g:
 - An induction survey. This enables employers to identify the individual needs and expectations of staff.
 - A staff satisfaction or organisational survey. This will help you to understand general staff morale and enable employees to suggest how to improve the workplace culture.
 - Exit interviews. These reveal workplace issues that may diminish staff engagement.

