

Resources & Energy Industry National Gender Diversity Survey 2018

1. What broad industry classification does your organisation identify as?
 - Resources
 - Energy
 - Construction
 - Allied services
 - Other (please specify)

2. Which sector does your organisation operate in? Select as many as applicable.
 - Mining
 - Hydrocarbons (oil and gas)
 - Maritime
 - Exploration
 - Energy
 - Transport
 - Construction
 - Smelting and refining
 - Allied services
 - Other (please specify)

3. How many people does your organisation currently employ in Australia?
 - 1-99
 - 100-199
 - 200-499
 - 500-999
 - 1000-2999
 - 3000-4999
 - 5000+

4. In which Australian States/Territories does your organisation operate? (Select as many as applicable).
- Queensland
 - New South Wales
 - Victoria
 - South Australia
 - Western Australia
 - Northern Territory
 - ACT
5. Is your organisation ASX listed?
- Yes
 - No
6. Which of the following best defines your organisation?
- Australian headquarters and Australian operations
 - Australian headquarters and multiple country operations including Australia
 - International headquarters and Australian operations
 - International headquarters and operating in multiple countries including Australia
 - Other (please specify)

Pay Equity

7. Does your organisation have a formal policy and/or strategy on remuneration? Select as many as applicable.
- Policy – Yes
 - Strategy – Yes
 - No
 - Policy – Work in Progress
 - Strategy – Work in Progress
8. Does your organisation's policy/strategy include specific targets or goals for pay equity?
- Yes
 - No
 - Work in Progress
 - We don't have a policy or strategy
 - If yes, please specify the targets or goals for pay equity

9. Are you able to identify your organisation's largest challenges in relation to pay equity?
10. Does your organisation conduct an annual gender remuneration gap analysis?
 - Yes
 - No
 - If yes, what were the results for the most recent gender remuneration gap analysis?
11. If your organisation has undertaken a gap analysis – have you identified any gender pay gaps?
 - Yes
 - No
 - Work in progress
 - We have not undertaken a gap analysis
12. Has your organisation conducted an analysis to determine whether time away from the organisation disadvantages women's pay progression?
 - Yes
 - No
 - Work in progress
 - If yes, what have you found from the analysis
13. Does your organisation have a remuneration committee?
 - Yes and the committee reviews both executive and non-executive remuneration
 - Yes and the committee does not review both executive and non-executive remuneration
 - No
 - Work in progress
 - Other (please specify)
14. Does your organisation have any new or different pay equity initiatives that have been implemented? If yes, please describe below.

Female Workforce Participation

15. What is the percentage of women employed in your organisation?
 - We do not collect this data
 - Percentage of women employed
16. What is the percentage of women working on regional worksites in your organisation?
17. What is the percentage of women working FIFO in your organisation?
 - We do not collect this data
 - We do not have FIFO employees
 - Number of women working FIFO (please specify)
18. Does your organisation specifically track the retention of female employees?
 - Yes
 - No
 - Work in progress
19. Does your organisation specifically track the retention of female FIFO employees?
 - Yes
 - No
 - Work in progress
 - We don't have FIFO employees
 - Other (please specify)
20. Does your organisation have quotas or targets regarding the recruitment of women? Please select all that apply.
 - Yes – Targets
 - Yes – Quotas
 - No – Targets
 - No – Quotas

21. Does your organisation undertake any of the following in the recruitment process? Please select all that apply.

- Blind CVs/Resumes
- Panels with at least one male and one female
- Gender-neutral language in job advertisements
- Advertising with jobs boards aimed at women
- Other (please specify)

22. Does your organisation have any new or different strategies to attract women to your organisation? If yes, please describe below.

Diversity in your Organisation

23. Does your organisation have any of the following diversity policies or strategies? (Select as many as are applicable)

- Gender – Policy
- Gender – Strategy
- Disability – Policy
- Disability – Strategy
- Age – Policy
- Age – Strategy
- LGBTIQ – Policy
- LGBTIQ – Strategy
- Now, we don't have any diversity policies or strategies
- Other (please specify)

24. Does your organisation have a diversity council/committee?

- Yes
- No
- Work in progress

25. Who is primarily responsible for diversity in your organisation?

- Human Resources
- External provider/consultant
- Managers
- Internal diversity professional
- No one
- Other (please specify)

26. Are diversity metrics provided to the leadership team and/or board?

- Yes – Leadership Team only
- Yes – Board only
- Yes – Leadership Team and Board
- No, we don't provide diversity metrics to the leadership team and/or board
- Work in progress

27. Does your organisation have any new or different diversity initiatives that have been implemented? If yes, please describe below.

Flexible Working Arrangements

28. Does your organisation have a formal policy and/or strategy on flexible working arrangements?

- Policy
- Strategy
- Work in progress
- No

29. Which of the following flexible work arrangements (both formal and informal) are offered to your organisation's employees? (Select as many as applicable)

- Telecommuting
- Flexible working hours
- Compressed work week (eg 38 hours over 4 days)
- Time off in-lieu
- Part-time work
- Job sharing
- Carer's leave
- Purchased leave

- We don't offer any flexible work arrangements
 - Other (please specify)
30. Does your organisation track the retention rates of employees who undertake flexible work arrangements?
- Yes
 - No
 - Work in progress
 - If yes, please provide details
31. At what stage of employment does your organisation explore flexible work arrangements? Select as many as apply.
- When designing the job
 - Phone screening stage
 - In person interview
 - After the job is given
 - When requested by the employee
 - We don't offer flexible work arrangements
 - Other (please specify)
32. What are the percentages of all employees taking up flexible work within your organisation?
- We do not collect this data
 - Percentage of all employees taking up flexible work
33. Does your organisation have any new or different flexible work initiatives that have been implemented? If yes, please describe below
34. Does your organisation have any new or different family friendly initiatives that have been implemented? If yes, please describe below.

Parental Leave and Family & Caring Responsibilities

35. Does your organisation provide paid parental leave for primary carers, in addition to the current government-funded parental leave scheme?
- Yes
 - No
 - Work in progress
 - If yes, please specify how many weeks are provided to primary carers?

36. Does your organisation provide paid parental leave for secondary carers, in addition to the current government-funded parental leave scheme?
- Yes
 - No
 - Work in progress
 - If yes, please specify how many weeks are provided to secondary carers?
37. Does your organisation collect data on the retention rates of employees returning from parental leave?
- Yes
 - No
 - Work in progress
 - If yes, what have the results been?
38. Does your organisation offer additional support to new parents – for example a bonus for returning to work after parental leave; superannuation continuing to be paid while on parental leave etc?
- Yes
 - No
 - Work in progress
 - If yes, please specify what additional support is offered
39. Does your organisation offer additional support to new parents working in FIFO roles?
- Yes
 - No
 - We don't have FIFO roles
 - If yes, please specify what this entails?
40. Does your organisation have private breastfeeding facilities?
- Yes – Corporate office
 - Yes – On site
 - No – Corporate office
 - No – On site
 - Other
 - Work in Progress

41. Does your organisation have any new or different initiatives regarding parental leave that have been implemented? If yes, please describe below.

Training & Development

42. Which of the following professional development opportunities does your organisation offer to female employees? Select as many as applicable.
- Mentoring programs
 - Leadership development programs
 - Women's networking groups
 - Coaching programs
 - Formal sponsorship programs
 - None of the above
 - We don't offer professional development opportunities specifically to female employees
 - Work in progress
 - Other/s (please specify)
43. Is your organisation involved in any education or industry/career awareness programs? Select as many as applicable.
- Yes – Primary
 - Yes – Secondary
 - Yes- Tertiary
 - No
 - Please outline the program/s

Assistance

44. Does your organisation access external assistance to develop diversity programs/initiatives?
- Yes
 - No
 - If yes, please specify what these are
45. Is your organisation required to report to the Workplace Gender Equality Agency?
46. If yes, does your organisation use the WGEA reporting results as a practical support tool to guide decision making?
- Yes
 - No

Sexual Harassment

47. With regards to sexual harassment does your organisation have the following?
- Policy – Yes
 - Policy – No
 - Policy – Work in progress
 - Procedures – Yes
 - Procedures – No
 - Procedures – Work in progress
 - Programs – Yes
 - Programs – No
 - Programs – Work in progress
48. Do you report and monitor instances of sexual harassment?
- Yes
 - No
 - Work in Progress
49. Does your organisation have any new or different initiatives regarding sexual harassment that have been implemented? If yes, please describe below.

Mental Health & Wellbeing

50. Does your organisation have a strategy in relation to mental health and wellbeing?
- Yes
 - No
 - Work in progress
51. Does your organisation have an EAP provider?
- Yes
 - No
 - Work in progress

52. Who is responsible for mental health and wellbeing in your organisation?
53. Do you seek external assistance/consultants to assist with mental health in your organisation?
- Yes
 - No
54. Does your organisation have any new or different initiatives regarding mental health that have been implemented? If yes, please describe below.

Miscellaneous

55. Does your organisation have a policy and/or strategy addressing domestic and family violence?
- Yes – Policy
 - Yes – Strategy
 - Yes – Policy and Strategy
 - No – Policy or Strategy
 - Work in Progress
56. Does your organisation provide specific PPE for women? If yes, are women accessing it? If no, why not or do you plan to introduce it?
57. Does your organisation provide dedicated facilities specifically for women in operational situations (e.g. remote or regional worksites) e.g. toilets, gyms? If yes, please outline below.
58. What are the biggest challenges regarding gender diversity in your organisation?
59. Is there any further diversity and inclusion support that your organisation requires?
60. What information/topics would you be interested in hearing more about?