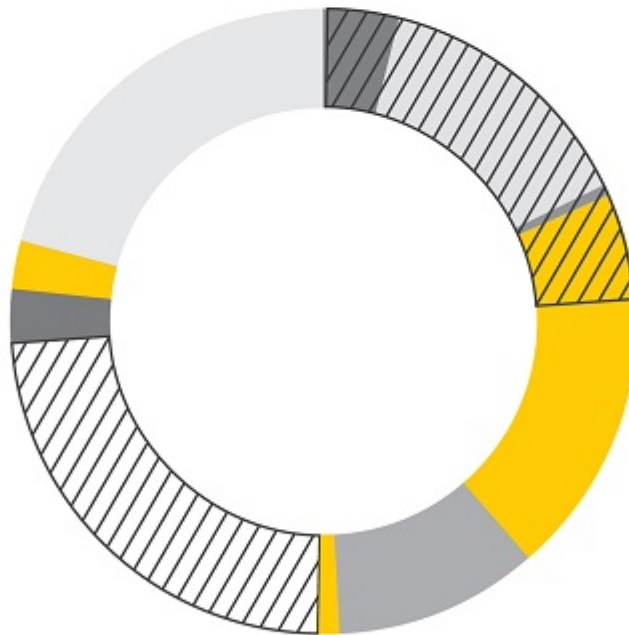




Gender Equality Competitor Analysis Benchmark Report

A confidential report customised for:
ABC SAMPLE Pty Ltd



GEI 5: Consultation on gender equality

Reporting under gender equality indicator 5 (GEI 5) provides information about consultation that occurs between employers and employees on issues concerning gender equality in the workplace. Examples of consultation include employee surveys and focus groups.

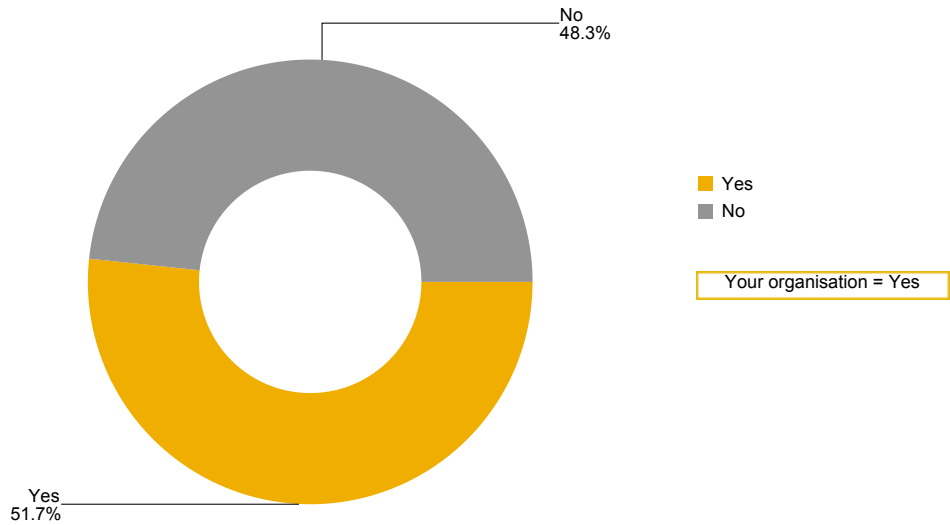
Relevant questions in the reporting questionnaire relate to:

- whether employee consultation around gender equality issues in the workplace has taken place
- the type of consultation that has taken place
- categories of employees consulted.

The tables and graphs presented in this section of the Competitor Analysis Benchmark Report show the results for your organisation and comparison group on a range of indicators, as follows:

Benchmark	Description	Section or question in compliance report
5.1	Consultation with employees on gender equality in the workplace	Q.15
5.2	Mode of employee consultation	Q.15.1
5.3	Categories of employees consulted	Q.15.2

Benchmark 5.1: Consultation with employees on gender equality in the workplace



If employees have not been consulted, why not?

Reasons	% of organisations
Not needed	16.3
Insufficient human resources staff	10.2
Don't have expertise	2.6
Not a priority	9.9
No reason provided	58.1
Other	17.9

Note the percentages in this table may not add to 100% because multiple responses are allowable.

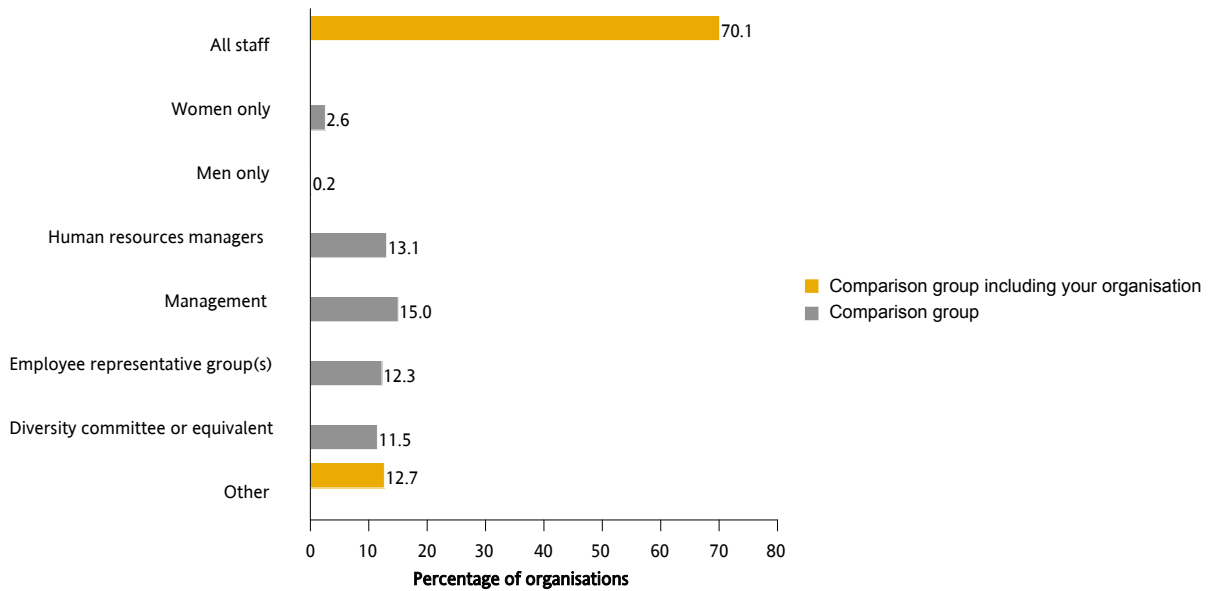
The figure above shows the percentage of organisations in your comparison group that have consulted with employees about issues concerning gender equality in the workplace. The table above shows the reasons given by employers for not consulting with employees on issues concerning gender equality in the workplace. Your organisation's results have been highlighted in yellow.

Benchmark 5.2: Mode of employee consultation

	Your organisation	% of organisations
Survey	N	59.6
Consultative committee or group	N	49.3
Focus groups	Y	35.6
Exit interviews	Y	50.7
Performance discussions	Y	30.3
Other	Y	34.1

The table above shows the percentage of organisations in your comparison group that have undertaken each mode of employee consultation. Your organisation’s modes of consultation have been highlighted in yellow.

Benchmark 5.3: Categories of employees consulted



The figure above shows the percentage of organisations in your comparison group that have consulted and the different categories of employees with whom they have consulted. Your organisation’s modes of consultation have been highlighted in yellow.

Research, tools and other resources to help your organisation improve against GEI 5 are available at www.wgea.gov.au.

GEI 6: Sex-based harassment and discrimination

Reporting under gender equality indicator 6 (GEI 6) provides information on an organisation's policies and/or strategies for preventing sex-based harassment and discrimination.

Relevant questions in the reporting questionnaire relate to:

- the existence of a formal policy and/or strategy on sex-based harassment
- the existence of a grievance policy within a formal policy and/or strategy on sex-based harassment
- training for managers on preventing sex-based harassment and discrimination.

The tables and graphs presented in this section of the Competitor Analysis Benchmark Report show the results for your organisation and comparison group on a range of indicators, as follows:

Benchmark	Description	Section or question in compliance report
6.1	Policies or strategies on sex-based harassment and discrimination prevention	Q.16
6.2	Grievance processes in sex-based harassment and discrimination prevention policies or strategies	Q.16.1
6.3	Provision of workplace training for managers on sex-based harassment and discrimination prevention	Q.17
6.3.1	Provision of workplace training for managers on sex-based harassment and discrimination prevention over time	Q.17
6.4	Frequency of workplace training for managers on sex-based harassment and discrimination prevention	Q.17

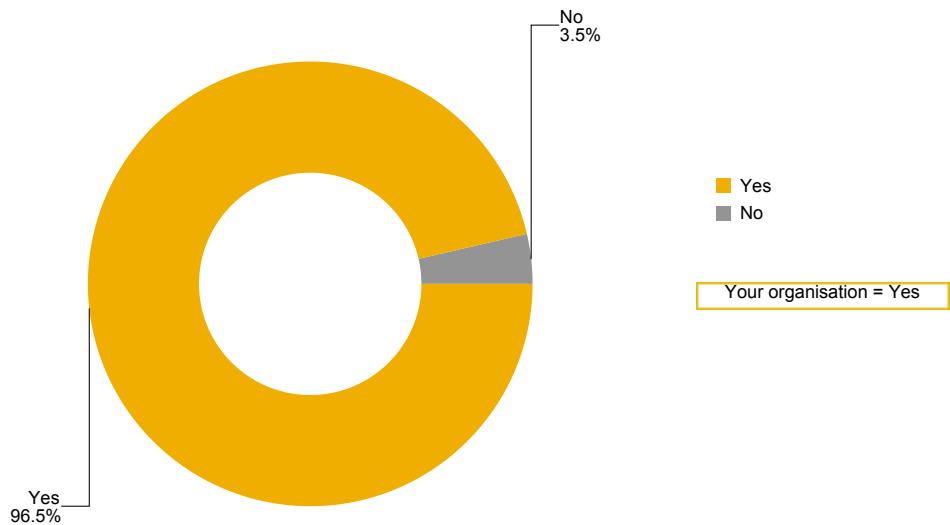
Benchmark 6.1: Policies or strategies on sex-based harassment and discrimination prevention

Policy and/or strategy	% of organisations
Policy	96.4
Strategy	9.1
No, because:	1.9
Currently under development	19.0
Insufficient human resources staff	14.3
Included in workplace agreement	9.5
Don't have expertise	0.0
Not a priority	0.0
No reason provided	42.9
Other	19.0

Note the percentages in this table may not add to 100% because multiple responses are allowable.

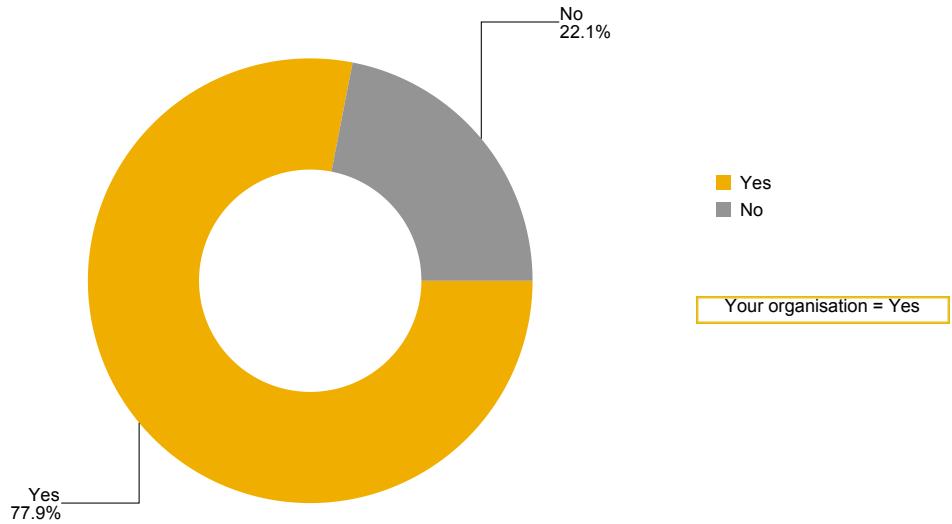
The table above shows the percentage of organisations in your comparison group that have policies or strategies on the prevention of sex-based harassment and discrimination and the reasons given for not having such policies or strategies. Your organisation's results have been highlighted in yellow.

Benchmark 6.2: Grievance processes in sex-based harassment and discrimination prevention policies or strategies



The figure above shows the percentage of organisations in your comparison group that have a grievance process included in their sex-based harassment and discrimination prevention policies or strategies. Your organisation's results have been highlighted in yellow.

Benchmark 6.3: Provision of workplace training for managers on sex-based harassment and discrimination prevention



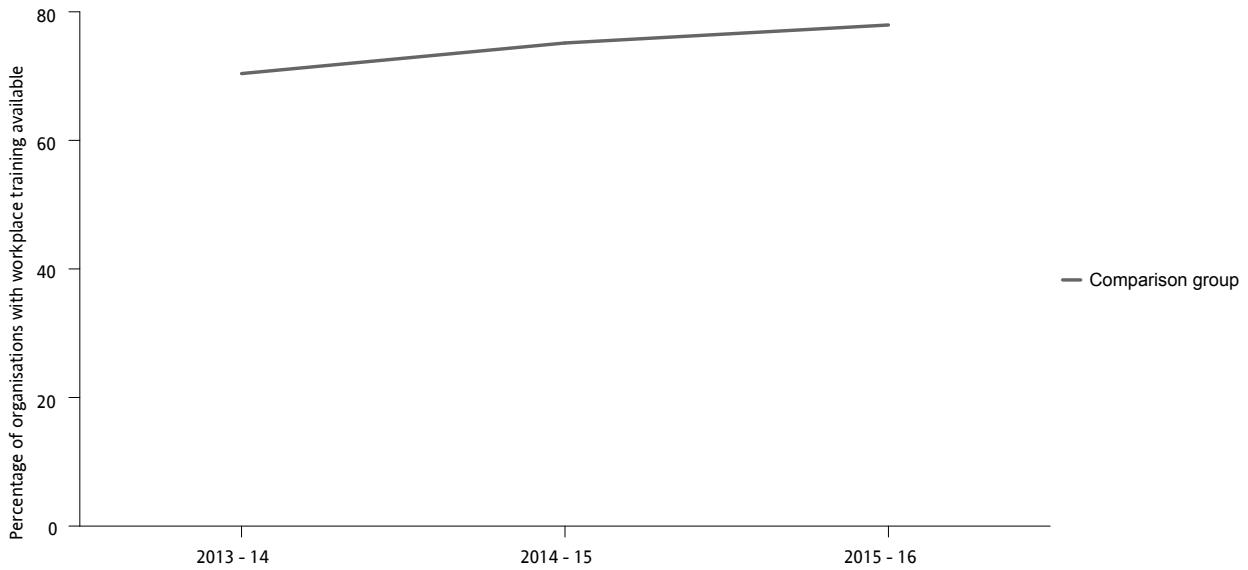
If training managers on the prevention of sex-based harassment and discrimination prevention is not provided, why not?

Reasons	% of organisations
Currently under development	29.8
Insufficient human resources staff	12.8
Don't have expertise	5.9
Not a priority	4.0
No reason provided	46.1
Other	9.6

Note the percentages in this table may not add to 100% because multiple responses are allowable.

The figure above shows the percentage of organisations in your comparison group that provide training for managers on the prevention of sex-based harassment and discrimination. The table above shows the reasons given for not providing this training.

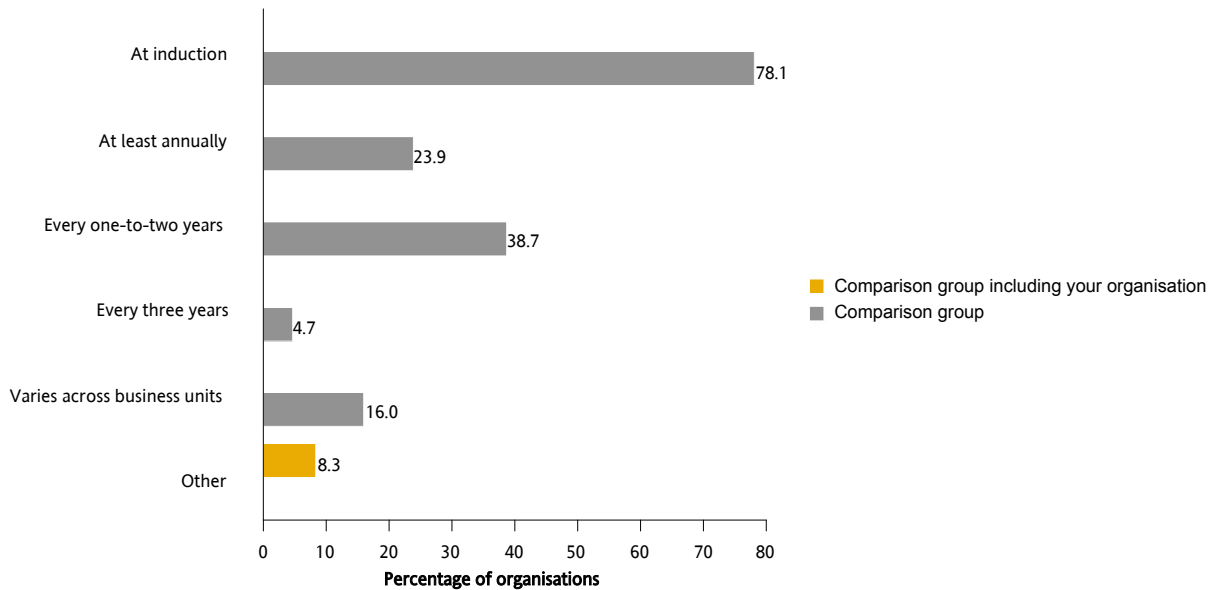
Benchmark 6.3.1: Provision of workplace training for managers on sex-based harassment and discrimination prevention over time



	2013 - 14	2014 - 15	2015 - 16
Your organisation	Yes	Yes	Yes
Comparison group (%)	70.4	75.1	77.9

The figure and table above show change over time in the percentage of organisations in your comparison group that provide training for managers on the prevention of sex-based harassment and discrimination.

Benchmark 6.4: Frequency of workplace training for managers on sex-based harassment and discrimination prevention



The figure above shows the frequency with which organisations in your comparison group provide training for managers on the prevention of sex-based harassment and discrimination. Your organisation's selections have been highlighted in yellow.

Research, tools and other resources to help your organisation improve against GEI 6 are available at www.wgea.gov.au.

Further information

For further advice or assistance on any aspect of your benchmark report please refer to the *Insights Guide* on the reporting portal. Technical information is available in the *Technical User Manual*, also available on the reporting portal. You can explore the data further in the *data explorer* on the WGEA website. You can also contact the Agency via email at wgea@wgea.gov.au or telephone 02 9432 7000 or 1800 730 233.