

APPENDIX A

Gender Equality Initiatives

Gender-based HR initiatives (WGEA, 2014):

1. Organization has formal policies or formal strategies that specifically support gender equality in relation to recruitment
2. Organization has formal policies or formal strategies that specifically support gender equality in relation to retention
3. Organization has formal policies or formal strategies that specifically support gender equality in relation to performance management process
4. Organization has formal policies or formal strategies that specifically support gender equality in relation to promotion
5. Organization has formal policies or formal strategies that specifically support gender equality in relation to talent identification/identification of high potentials
6. Organization has formal policies or formal strategies that specifically support gender equality in relation to succession planning
7. Organization has formal policies or formal strategies that specifically support gender equality in relation to training and development
8. Organization has formal policies or formal strategies that specifically support gender equality in relation to resignations
9. Organization has formal policies or formal strategies that specifically support gender equality in relation to key performance indicators for managers relating to gender equality
10. Organization has formal policies or formal strategies that specifically support gender equality in relation to gender equality overall

Work–life initiatives (WGEA, 2014):

1. Organization provides employer-funded paid parental leave for primary carers, in addition to any government-funded parental leave scheme
2. Organization provides employer-funded paid parental leave for secondary carers, in addition to any government-funded parental leave scheme
3. Organization has any non-leave-based measures to support employees with family and caring responsibilities
4. Organization has a formal policy or formal strategy on flexible working arrangements
5. Organization has a formal policy or formal strategy to support employees with family and caring responsibilities