# 2013-14 public report form submitted by Fairfax Media Limited to the Workplace Gender Equality Agency

# Organisation and contact details

| Organisation registration | Legal name<br>ABN<br>ANZSIC | Fairfax Media Limited<br>15008663161<br>5411 Newspaper Publishing |
|---|---|---|
| Organisation details | Trading name/s<br>ASX code (if relevant)<br><br>Postal address<br><br><br>Organisation phone number | Fairfax Media Limited<br>FXJ<br><br>GPO Box 506,<br>SYDNEY,<br>NSW,2001,AUSTRALIA<br>(02) 9282 2833 |
| Reporting structure | Number of employees covered in this report submission | 7104 |
| | Other organisations reported on in this report | Mapshed Pty Ltd<br>Property Data Solutions Pty Ltd<br>Rural Press Pty Limited<br>The Border Morning Mail Pty Limited<br>Stock Journal Publishers Pty. Ltd.<br>The Federal Capital Press of Australia Pty Limited<br>Newcastle Newspapers Pty Ltd<br>Fairfax Media Publications Pty Limited<br>Illawarra Newspapers Holdings Pty Ltd<br>Fairfax Community Newspapers Pty Limited<br>Radio 3AW Melbourne Pty Limited<br>Radio 4BC Brisbane Pty Limited<br>Radio 6PR Perth Pty Limited<br>Radio 2UE Sydney Pty Ltd<br>Tricom Group Pty. Ltd.<br>Western Magazine Pty Ltd<br>The Age Company Pty Limited<br>Fairfax Printers Pty Limited<br>The Warrnambool Standard Pty Ltd<br>Radio 96FM Perth Pty Limited<br>Fairfax Radio Syndication Pty Limited<br>Regional Publishers (Western Victoria) Pty. Limited<br>Radio Magic 882 Brisbane Pty Limited<br>The Age Print Company Pty Ltd<br>Satellite Music Australia Pty Limited<br>Fairfax Digital Australia And New Zealand Pty Ltd<br>Radio 1278 Melbourne Pty Ltd<br>Agricultural Publishers Pty Ltd<br>Bridge Printing Office Pty Ltd<br>Carpentaria Newspapers Pty Ltd<br>Country Publishers Pty Ltd<br>Harris Print Pty Ltd<br>Hunter Distribution Network Pty Ltd |

**A.C.N. 001 260 671 Pty Limited**
**Micosh Pty Ltd**
**Milton Ulladulla Publishing Company Pty Ltd**
**Mountain Press Pty Ltd**
**North Australian News Pty Ltd**
**Northern Newspapers Pty Ltd**
**Port Lincoln Times Pty. Ltd.**
**Queensland Community Newspapers Pty. Ltd.**
**Regional Printers Pty Limited**
**Regional Publishers (Tasmania) Pty Ltd**
**Regional Publishers Pty Ltd**
**Regional Publishers (Victoria) Pty Limited**
**A.C.N. 001 004 815 Pty Limited**
**Rural Press Printing (Victoria) Pty Limited**
**Rural Press Printing Pty. Limited**
**Rural Press Queensland Pty. Ltd.**
**Rural Press Regional Media (W.A.) Pty Limited**
**Rural Publishers Pty. Limited**
**S.A. Regional Media Pty. Limited**
**The Advocate Newspaper Proprietary Limited**
**The Barossa News Pty Ltd**
**Fairfax Regional Media (Tasmania) Pty Limited**
**Creative House Publications Pty Ltd**
**Fairfax Radio Network Pty Ltd**
**The Wagga Daily Advertiser Pty Ltd**
**West Australian Primary Industry Press Pty Ltd**
**Countrycars.com.au Pty Ltd**
**Border Mail Printing Pty Ltd**
**Fairfax Regional Printers Pty Limited**
**TheVine.com.au Pty Limited**
**Fairfax Corporation Pty. Limited**
**The Weather Company Pty Limited**
**Whyalla News Properties Pty Ltd**
**Fairfax Media Management Pty Ltd**
**ACN 101 806 302 Pty Ltd**
**Associated Newspapers Pty Limited**
**Aussie Destination (1) Pty Ltd**
**AZXC Pty Ltd**
**Commerce Australia Pty Ltd**
**A.C.N. 113 587 527 Pty Limited**
**Find a Babysitter Pty Ltd**
**Integrated Publication Solutions Pty Limited**
**Internet Marketing Australia Pty Ltd**
**Internet Products Sales & Services Pty Ltd**
**John Fairfax Pty Limited**
**Lime Digital Pty Ltd**
**Mistcue Pty Ltd**
**Newsagents Direct Distribution Pty Ltd**
**Ollority Pty Ltd**
**Online Marketing Group Pty Limited**

**OSF Australia Pty Ltd**
**Port Stephens Publishers Pty Ltd**
**Regional Press Australia Pty Ltd**
**A.C.N. 000 128 281 Pty Limited**
**Vident Pty Ltd**
**West Australian Rural Media Pty Ltd**
**Winbourne Pty Ltd**
**Gunnedah Publishing Co Pty Ltd**
**2GTHR Pty Limited**
**Allure Media Pty Ltd**
**Canberra Newspapers Pty Limited**
**JFRF Nominee Pty Ltd**
**Netus Pty Limited**
**Review Property Pty Ltd**
**The Age Staff Pensions Pty Ltd**
**Rural Press Superannuation Plan Pty Limited**

# Workplace profile
## Manager

| Manager occupational categories | Reporting level to CEO | Employment status | No. of employees | | |
|---|---|---|---|---|---|
| | | | F | M | Total employees |
| CEO/Head of Business in Australia | 0 | Full-time permanent | 0 | 1 | 1 |
| | | Full-time contract | 0 | 0 | 0 |
| | | Part-time permanent | 0 | 0 | 0 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| Key management personnel | -1 | Full-time permanent | 1 | 2 | 3 |
| | | Full-time contract | 0 | 0 | 0 |
| | | Part-time permanent | 0 | 0 | 0 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| Other executives/General managers | -1 | Full-time permanent | 1 | 5 | 6 |
| | | Full-time contract | 0 | 0 | 0 |
| | | Part-time permanent | 0 | 0 | 0 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| Senior Managers | -2 | Full-time permanent | 5 | 11 | 16 |
| | | Full-time contract | 0 | 0 | 0 |
| | | Part-time permanent | 1 | 0 | 1 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| | -3 | Full-time permanent | 0 | 7 | 7 |
| | | Full-time contract | 0 | 0 | 0 |
| | | Part-time permanent | 0 | 0 | 0 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| Other managers | -2 | Full-time permanent | 12 | 38 | 50 |
| | | Full-time contract | 2 | 1 | 3 |
| | | Part-time permanent | 1 | 1 | 2 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| | -3 | Full-time permanent | 22 | 41 | 63 |
| | | Full-time contract | 0 | 1 | 1 |
| | | Part-time permanent | 3 | 0 | 3 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |

| Manager occupational categories | Reporting level to CEO | Employment status | No. of employees | | |
|---|---|---|---|---|---|
| | | | F | M | Total employees |
| | -4 | Full-time permanent | 26 | 66 | 92 |
| | | Full-time contract | 0 | 0 | 0 |
| | | Part-time permanent | 2 | 0 | 2 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| | -5 | Full-time permanent | 3 | 5 | 8 |
| | | Full-time contract | 0 | 0 | 0 |
| | | Part-time permanent | 0 | 0 | 0 |
| | | Part-time contract | 0 | 0 | 0 |
| | | Casual | 0 | 0 | 0 |
| Grand total: all managers | | | 79 | 179 | 258 |

# Non-manager

| Non-manager occupational categories | Employment status | No. of employees (excluding graduates and apprentices) | | No. of graduates (if applicable) | | No. of apprentices (if applicable) | | Total employees |
|---|---|---|---|---|---|---|---|---|
| | | F | M | F | M | F | M | |
| Professionals | Full-time permanent | 957 | 1,335 | 0 | 0 | 0 | 0 | 2,292 |
| | Full-time contract | 58 | 57 | 0 | 0 | 0 | 0 | 115 |
| | Part-time permanent | 274 | 85 | 0 | 0 | 0 | 0 | 359 |
| | Part-time contract | 9 | 2 | 0 | 0 | 0 | 0 | 11 |
| | Casual | 369 | 294 | 0 | 0 | 0 | 0 | 663 |
| Technicians and trade | Full-time permanent | 83 | 568 | 0 | 0 | 0 | 32 | 683 |
| | Full-time contract | 0 | 1 | 0 | 0 | 0 | 0 | 1 |
| | Part-time permanent | 38 | 15 | 0 | 0 | 0 | 0 | 53 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 62 | 35 | 0 | 0 | 0 | 0 | 97 |
| Community and personal service | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Clerical and administrative | Full-time permanent | 400 | 81 | 0 | 0 | 0 | 0 | 481 |
| | Full-time contract | 30 | 12 | 0 | 0 | 0 | 0 | 42 |
| | Part-time permanent | 217 | 13 | 0 | 0 | 0 | 0 | 230 |
| | Part-time contract | 4 | 0 | 0 | 0 | 0 | 0 | 4 |
| | Casual | 179 | 77 | 0 | 0 | 0 | 0 | 256 |
| Sales | Full-time permanent | 557 | 312 | 0 | 0 | 0 | 0 | 869 |
| | Full-time contract | 19 | 6 | 0 | 0 | 0 | 0 | 25 |
| | Part-time permanent | 88 | 6 | 0 | 0 | 0 | 0 | 94 |

| Non-manager occupational categories | Employment status | No. of employees (excluding graduates and apprentices) | | No. of graduates (if applicable) | | No. of apprentices (if applicable) | | Total employees |
|---|---|---|---|---|---|---|---|---|
| | | F | M | F | M | F | M | |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 48 | 23 | 0 | 0 | 0 | 0 | 71 |
| Machinery operators and drivers | Full-time permanent | 4 | 98 | 0 | 0 | 0 | 0 | 102 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 6 | 11 | 0 | 0 | 0 | 0 | 17 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 1 | 15 | 0 | 0 | 0 | 0 | 16 |
| Labourers | Full-time permanent | 1 | 6 | 0 | 0 | 0 | 0 | 7 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 0 | 2 | 0 | 0 | 0 | 0 | 2 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 185 | 171 | 0 | 0 | 0 | 0 | 356 |
| Others | Full-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Full-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time permanent | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Part-time contract | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| | Casual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Grand total: all non-managers | | 3,589 | 3,225 | 0 | 0 | 0 | 32 | 6,846 |

# Reporting questionnaire

Gender equality indicator 1: Gender composition of workforce

1        Do you have formal policies or formal strategies in place that SPECIFICALLY SUPPORT GENDER EQUALITY in relation to:
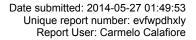
1.1        Recruitment?
☒ Yes
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.2        Retention?
☐ Yes
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☒ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.3        Performance management processes?
☐ Yes
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☒ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.4        Promotions?
☐ Yes
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☒ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.5        Talent identification/identification of high potentials?

☐ Yes
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☒ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.6    Succession planning?
☐ Yes
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☒ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.7    Training and development?
☒ Yes
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.8    Resignations?
☐ Yes
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☒ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.9    Key performance indicators for managers relating to gender equality?
☐ Yes
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☒ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.10    Gender equality overall?

☒ Yes
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority

1.11    You may provide details of other formal policies or formal strategies that specifically support gender equality that may be in place:
Diversity Guidelines - supporting the company values and encourages diversity including but not limited to gender. This is in line with the ASX Good Governance Reporting Principles.

Gender equality indicator 2: Gender composition of governing bodies

2    Does your organisation, or any organisation you are reporting on, have a governing body/board? (If you answered no, you will only be required to answer question 2.4, if applicable)
☒ Yes
☐ No

2.1    Please complete the table below. List the names of organisations on whose governing bodies/boards you are reporting. For each organisation, also indicate the gender composition of that governing body/board; and where in place, include what gender composition target has been set and the year the target is to be reached. IMPORTANT NOTE: where an organisation name has been entered in the table, you must enter the gender composition numbers of that governing body/board. If no target has been set for that particular governing body/board, please enter the number 0 in the '% Target' column and leave the 'Year to be reached' column blank. Otherwise, please enter a number from 0-100 in the '% Target' column and a future date in the format of YYYY in the ' Year to be reached' column.

| | Organisation name | Chairperson | | Board members | | % Target | Year to be reached |
|---|---|---|---|---|---|---|---|
| | | F | M | F | M | | |
| 1 | Fairfax Media Limited | 0 | 1 | 2 | 5 | | |
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| 50 | | | | | | |

2.2     For any governing bodies/boards where gender composition targets have not been set, you may specify why below:

☐ Governing body has gender balance (e.g 40% women/40% men/20% either)
☐ Currently under development
☐ Insufficient human resources staff
☐ Don't have expertise
☐ Don't have control over board appointments (provide details why):

☐ Not a priority
☐ Other (provide details):


2.3     Do you have a formal selection policy or formal selection strategy  for governing body/board members for ALL organisations covered in this report?
☒ Yes
   ☒ Standalone policy
   ☐ Policy is contained within another policy
   ☐ Standalone strategy
   ☐ Strategy is contained within another strategy
☐ No
☐ No, in place for some governing bodies
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, do not have control over board appointments (provide details why):

☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

2.4     If your organisation, or any organisation you are reporting on, is a partnership please enter the total number of male and female EQUITY PARTNERS in the following table (if your managing partner is also an equity partner enter those details separately in the relevant row below). If you have a separate governing body/board of directors, please enter its composition in 2.1

|  | F | M |
|---|---|---|
| Managing partner |  |  |
| Other equity partners |  |  |

Gender equality indicator 3: Equal remuneration between women and men

3     Do you have a formal policy or strategy on remuneration generally?
☒ Yes
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☒ Standalone strategy
    ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No non-award employees paid market rate
☐ No, not a priority
☐ No, other (provide details):

3.1     Are specific gender pay equity objectives included in your formal policy or formal strategy?
☐ Yes
☒ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees paid market rate
☐ No, not a priority
☐ No, other (provide details):

4     Has a gender remuneration gap analysis been undertaken?
☒ Yes - please indicate when this analysis was most recently undetaken
    ☒ Within last 12 months
    ☐ Within last 1-2 years
    ☐ More than 2 years ago but less than 4 years ago
    ☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees paid market rate
☐ No, not a priority
☐ No, other (provide details):

4.1     Were any actions taken as a result of your gender remuneration gap analysis?

☐ Yes - please indicate what actions were taken:
　　　　☐ Identified cause/s of the gaps
　　　　☐ Created an action plan to address causes
　　　　☐ Reviewed remuneration decision-making processes
　　　　☐ Reviewed individual remuneration outcomes
　　　　☐ Conducted a gender-based job evaluation process
　　　　☐ Implemented other changes (provide details):

☐ No
☐ No gaps identified
☒ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, salaries set by awards or industrial agreements
☐ No, non-award employees paid market rate
☐ No, unable to address cause/s of gaps (provide details why):

☐ No, not a priority
☐ No, other (provide details):

Gender equality indicator 4: Availability and utility of employment terms, conditions and practices relating to flexible working arrangements for employess and to working arrangements supporting employees with family or caring responsibilities

5     Do you provide employer funded paid parental leave for PRIMARY CARERS, in addition to any government funded parental leave scheme for primary carers?
☒ Yes
☐ No
☐ No, currently being considered
☐ No, insufficient human resources staff
☐ No, government scheme is sufficient
☐ No, don't know how to implement
☐ No, not a priority
☐ No, other (provide details):

5.1     Please indicate the number of weeks of employer funded paid parental leave that are provided for primary carers.
8

5.2     How is employer funded paid parental leave provided to the primary carer?
☐ By paying the gap between the employee's salary and the government's paid parental leave scheme
☒ By paying the employee's full salary (in addition to the government's paid scheme) (regardless of the period of time over which it is paid for example, full pay for 12 weeks or half pay for 24 weeks)
☐ As a lump sum payment (paid pre- or post- parental leave, or a combination)

6     Do you provide employer funded parental leave for SECONDARY CARERS, in addition to any government funded parental leave scheme for secondary carers?
☒ Yes, one week or greater
☐ Yes, less than one week
☐ No
☐ No, currently being considered

☐ No, insufficient human resources staff
☐ No, government scheme is sufficient
☐ No, don't know how to implement
☐ No, not a priority
☐ No, other (provide details)

6.1     Please indicate the number of weeks of employer funded parental leave that are provided for secondary carers.
1

7     How many female and male managers, and female and male non-managers, have utilised parental leave (paid and/or unpaid) during the last reporting period?

|  | Primary carer's leave | | Secondary carer's leave | |
| --- | --- | --- | --- | --- |
|  | Female | Male | Female | Male |
| Managers | 7 | 0 | 0 | 7 |
| Non-managers | 153 | 4 | 0 | 49 |

8     What proportion of your total workforce has access to employer funded paid parental leave?

|  | Primary carer's leave | Secondary carer's leave |
| --- | --- | --- |
| % | 79 | 79 |

9     Do you have a formal policy or formal strategy on flexible working arrangements?
☒ Yes
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, don't offer flexible arrangements
☐ No, not a priority
☐ No, other (provide details):

10     Do you have a formal policy or formal strategy to support employees with family and caring responsibilities?
☒ Yes
    ☐ Standalone policy
    ☒ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

11       Do you have any non-leave based measures to support employees with family and caring responsibilities?

☒ Yes
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):


11.1      To understand where these measures are available, do you have other worksites in addition to your head office?

☒ Yes
☐ No


11.2      Please indicate what measures are in place and in which worksites they are available (if you do not have multiple worksites, you would select 'Head office only'):

☐ Employer subsidised childcare
      ☐ Head office only
      ☐ Other worksites only
      ☐ Head office and some other worksites
      ☐ All worksites including head office
☐ On-site childcare
      ☐ Head office only
      ☐ Other worksites only
      ☐ Head office and some other worksites
      ☐ All worksites including head office
☒ Breastfeeding facilities
      ☐ Head office only
      ☐ Other worksites only
      ☒ Head office and some other worksites
      ☐ All worksites including head office
☒ Childcare referral services
      ☒ Head office only
      ☐ Other worksites only
      ☐ Head office and some other worksites
      ☐ All worksites including head office
☐ Internal support network for parents
      ☐ Head office only
      ☐ Other worksites only
      ☐ Head office and some other worksites
      ☐ All worksites including head office
☐ Return to work bonus
      ☐ Head office only
      ☐ Other worksites only
      ☐ Head office and some other worksites
      ☐ All worksites including head office
☐ Information packs to support new parents and/or those with elder care responsibilities
      ☐ Head office only
      ☐ Other worksites only
      ☐ Head office and some other worksites
      ☐ All worksites including head office
☐ Referral services to support employees with family and/or caring responsibilities
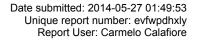      ☐ Head office only
      ☐ Other worksites only
      ☐ Head office and some other worksites
      ☐ All worksites including head office
☐ Targeted communication mechanisms, for example intranet/forums
      ☐ Head office only

☐ Other worksites only
☐ Head office and some other worksites
☐ All worksites including head office
☐ None of the above, please complete question 11.3 below

12  Do you have a formal policy or formal strategy to support employees who are experiencing family or domestic violence?
☐ Yes
    ☐ Standalone policy
    ☐ Policy is contained within another policy
    ☐ Standalone strategy
    ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, not aware of the need
☐ No, don't have expertise
☐ No, not a priority
☒ No, other (provide details):
    Included in our EEO policy is the availability for all staff to use our Employee Assitance Provider (EAP) for any circumstances relating to work or private situations or concerns

13  Other than a policy or strategy, do you have any measures to support employees who are experiencing family or domestic violence?
☒ Yes - please indicate the type of measures in place:
    ☒ Employee assistance program
    ☐ Access to leave
    ☐ Training of human resources (or other) staff
    ☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, not aware of the need
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):

14  Please tick the checkboxes in the table below to indicate which employment terms, conditions or practices are available to your employees (please note that not ticking a box indicates that a particular employment term, condition or practice is not in place):

|  | Managers | | | | Non-managers | | | |
|---|---|---|---|---|---|---|---|---|
|  | Female | | Male | | Female | | Male | |
|  | Formal | Informal | Formal | Informal | Formal | Informal | Formal | Informal |
| Flexible hours of work | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| Compressed working weeks | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| Time-in-lieu | ☐ | ☒ | ☐ | ☒ | ☐ | ☒ | ☐ | ☒ |
| Telecommuting | ☐ | ☒ | ☐ | ☒ | ☐ | ☒ | ☐ | ☒ |
| Part-time work | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| Job sharing | ☐ | ☒ | ☐ | ☒ | ☐ | ☒ | ☐ | ☒ |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| Carer's leave | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| Purchased leave | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |
| Unpaid leave | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ | ☒ |

14.1    If there are any other employment terms, conditions or practices that are available to your employees, you may provide details of those below:


14.2    Where employment terms, conditions or practices are not available to your employees for any of the categories listed above, you may specify why below?
☐ Currently under development
☐ Insufficient human resources staff
☐ Don't have expertise
☐ Not a priority
☐ Other (provide details):




Gender equality indicator 5: Consultation with employees on issues concerning gender equality in the workplace

15    Have you consulted with employees on issues concerning gender equality in your workplace?
☒ Yes
☐ No
☐ No, not needed (provide details why):

☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):


15.1    How did you consult with employees on issues concerning gender equality in your workplace?
☒ Survey
☒ Consultative committee or group
☐ Focus groups
☐ Exit interviews
☐ Performance discussions
☐ Other (provide details):


15.2    What categories of employees did you consult?
☒ All staff
☐ Women only
☐ Men only
☐ Human resources managers
☐ Management
☐ Employee representative group(s)
☐ Diversity committee or equivalent
☐ Other (provide details):

Gender equality indicator 6: Sex-based harassment and discrimination

16      Do you have a formal policy or formal strategy on sex-based harassment and discrimination prevention?

☒ Yes
  ☐ Standalone policy
  ☒ Policy is contained within another policy
  ☐ Standalone strategy
  ☐ Strategy is contained within another strategy
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, included in workplace agreement
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):


16.1    Do you include a grievance process in any sex-based harassment and discrimination prevention policy or strategy?

☒ Yes
☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):


17      Does your workplace provide training for all managers on sex-based harassment and discrimination prevention?

☒ Yes - please indicate how often this training is provided:
  ☒ At induction
  ☐ At least annually
  ☒ Every one-to-two years
  ☐ Every three years
  ☐ Varies across business units
  ☐ Other (provide details):

☐ No
☐ No, currently under development
☐ No, insufficient human resources staff
☐ No, don't have expertise
☐ No, not a priority
☐ No, other (provide details):


Other

18      Should you wish to provide details of any initiatives that you feel are particularly outstanding, or that have resulted in improved gender equality outcomes in your workplace, please enter this information below. (Please note that any information you provide here will appear in your public report)

Introduction of the Fairfax Women of Influence Awards. An internal award and recognition program launched and sponsor by the CEO aiming to celebrate the contributions and successes of high-achieving female Fairfax employees to raise their leadership profiles. The awards comprised of six categories: young leader, community leadership, public agenda setting, leadership, innovation, and change champion.

19      You may provide additional details on any information provided in the report below. Fairfax Media's 2013-14 workforce profile data shows improved results, with an increase of women working in senior management positions.  Women accounted for 30.6% of all senior managers in the business, which was 2.5 percentage points better than the prior year. In the latest period, the proportion of women working full-time in management positions increased 2.2 percentage points to 28.8%; while the absolute number of women working part-time in management positions almost doubled. Fairfax Media continues to actively prioritise and promote gender equality and diversity across its workforce - in managerial and non-managerial roles - including through setting specific and non-specific gender equality and diversity policy where relevant and appropriate.

# Notification and access

**List of employee organisations**

# CEO sign off confirmation

| | |
|---|---|
| **Name of CEO or equivalent** | **Greg Hywood** |
| **Confirmation CEO has signed the report** | **Yes** |