

Gender Equality Policy

Purpose

The purpose of this policy is to set out principles and strategies for the ongoing improvement in gender equity across the industry.

Policy Statement

The Australian Printing Industry, through its representative organisations, corporate participants, individual leaders, stakeholders, and workers, acknowledge a commitment to gender equity and inclusive workforce participation. Gender equity leads to gender equality where there are equal rights, responsibilities, and opportunities.

All signatory participants within and related to the industry recognise their responsibility to progress matters of gender equality and equity for the moral, social, and economic benefits it will bring to all participants. This policy and strategy seek to achieve these outcomes.

Objectives

To outwardly and inwardly focus on measures to promote the increased participation of women across all levels of the industry through the adoption of this policy and its priorities by all organisations no matter their size.

Priorities and Principles

The primary objectives of this policy and their beneficial outcomes can be achieved through the implementation of a range of measures, and particularly through prioritising the following four (4) actions.

Attract – create a culture that will attract a greater number of women to enter the industry and across all work types and roles.

Recruit – improve current recruitment methods and practices to increase the application and participation of women.

Train and Develop – undertake to provide women with purposeful and valuable training that will advance their skills and their careers within the industry.

Retain – actively work to retain women within the industry at any stage of their career.

Evaluate – periodic review of the actions undertaken, results and possible further improvements.

Implementation

By implementing this policy industry members and stakeholders can connect their business objectives and goals to help tackle this issue. As part of implementing this policy, businesses should consider identifying any gaps in their practices and determine achievable actions and goals to meet the abovementioned priorities and principles in their recruitment and retention processes. Additionally, businesses may wish to publish their commitment and progress of any determined goals, and encourage related discussions with other industry stakeholders, suppliers, employees, and clients.