

COVID 19 AND IMPACT OF OTHER FACTORS ON EMPLOYEE BEHAVIOR IN AUSTRALIA

(SEGMENT A) – Agriculture, Manufacturing, Aviation, Hospitals, Logistics, Mine and Minerals

A Report By Atticus Advisors
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Methodology



Objective

Research on the factors that affect the employee behavior in various sectors in Australia.



Method

We have divided the major sectors of Australia into the segments and highlighted the key characteristic of the sectors and studied the impact of various factors on employee behavior.



Segments

There are three segments A, B and C. Sectors in the individual segment share similar characteristic in terms of employee related problems

Segment A

- Agriculture
- Manufacturing
- Aviation
- Hospitals
- Logistics
- Mine and Minerals

Segment B

- Consulting
- Education
- FMCG-Retail
- FMCG-Apparel
- Food & Beverages

Segment C

- Banking
- Financial Services
- Information Technology

Analysis Of Human Resource Related Issues (Segment A)

PROBLEM

Gender inequality

- 20.8 % pay gap exist between men and women.
- Studies shows that the pay gap exist because of direct discrimination.
- Women spend twice as much time as men on unpaid work.
- Women are more likely to live below the poverty line according to social policy research center.

Mental health wellbeing

- Untreated mental health conditions cost Australian workplaces an estimated \$10.9 billion per year.
- About (47%) of the 3200 Australians surveyed said they are more stressed as a result of COVID-19.

SOLUTION

Transformational leadership skill

- This encourages interpersonal communication that creates strong healthy culture.
- Training/development for management and leadership staff to plan and deliver primary prevention or gender equity strategies.
- Aware super's CEO- Deanne Stewart - Leadership capability model is based on transformational leadership.

Mental wellness Initiative

- Companies are focusing on employee mental health by initiatives like meditation, yoga, counselling sessions, open conversation and day off to improve mental health.
- Companies in Melbourne like Linktree, Deliveroo, DebtForce are focusing on employee mental health initiatives.

Analysis Of Human Resource Related Issues (Segment A)

PROBLEM

Work-life balance

- Australia is still among the bottom 3rd of OECD countries when it comes to working long hours.

Racial inequality

- Significant examples of race based discrepancy in company policy and company actions.

Physical health Wellbeing

- 5L+ people face work-related injuries annually.
- Only 27% received compensation for the same.

SOLUTION

- Technology use- Employees were equipped with tools to hit their sleep targets, improve their habits, productivity and overall wellbeing.
- Deloitte Australia- Employees uses tools to improve their work life balance.

Open Door Policy

- It enables executives to stay in touch with the day-to-day realities of the business, and increases the flow of information.

- Proper training to handle equipment or machinery and first aid should be provided.
- Implement emergency procedure and have a ergonomic workplace.

Analysis Of Human Resource Related Issues (Segment A)

PROBLEM

Women safety issue

- In Australia according to VIC Health, two in every five women (41%) have experienced violence since the age of 15 years.
- According to PWC violence against women costs Australia \$21.7 bn/ year.
- In 2018, it was reported that 1 in 2 women have experienced sexual harassment and 1 in 3 women have experienced physical or sexual violence.

Racial inequality

- Significant examples of race based discrepancy in company policy and company actions.

SOLUTION

- Workplace training programs for new staff to identify standards of behavior and codes of conduct in the workplace.
- Training for management and leadership staff to provide an early identification and response to violence.
- Anti-sexual-harassment policy should be formed.
- Employees can be made aware of sexual assault service helpline.

Open door policy

- It enables executives to stay in touch with the day-to-day realities of the business, and increases the flow of information.
- IBM uses open door policy-Each manager door is open to every employee who wants help.

For any queries, drop us a mail or connect with us at the details mentioned below



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