

26th August 2024

ASI Diversity and Inclusiveness Survey report

Executive Summary

The recently conducted survey drew responses from a wide range of members, with the types of business activity and size of business represented being broadly consistent with composition of the ASI member base. The purpose of the survey was to help establish baselines of the current state of workplace diversity and inclusiveness within the steel industry, across a range of indicators. In reporting the results of the survey, the ASI is not seeking to advise members in regard to their individual approach to diversity and inclusiveness in their workplace.

Just over half of respondents reported that their workplace was somewhat or not at all gender diverse, with female employees making up approximately 16% of the workforce. The proportion of female employees in the steel industry is also slightly below the 18% recorded for the overall manufacturing sector (Fabricated Metal Product Manufacturing).

Nearly 60% of respondents reported that their workplace was either very or extremely diverse in terms of ethnicity. Across all the survey responses, the approximate percentage of employees who were born overseas or would identify as ethnically diverse came in at just over 33%, which compares with 30% for the general population.

Considering the range of other categories surveyed, the reported figures for the steel industry were consistently below that for the general population. For example, the proportion of Aboriginal and Torres Strait Islander steel industry workers was 1.9%, which compares to this group making up 3.8% of the general population.

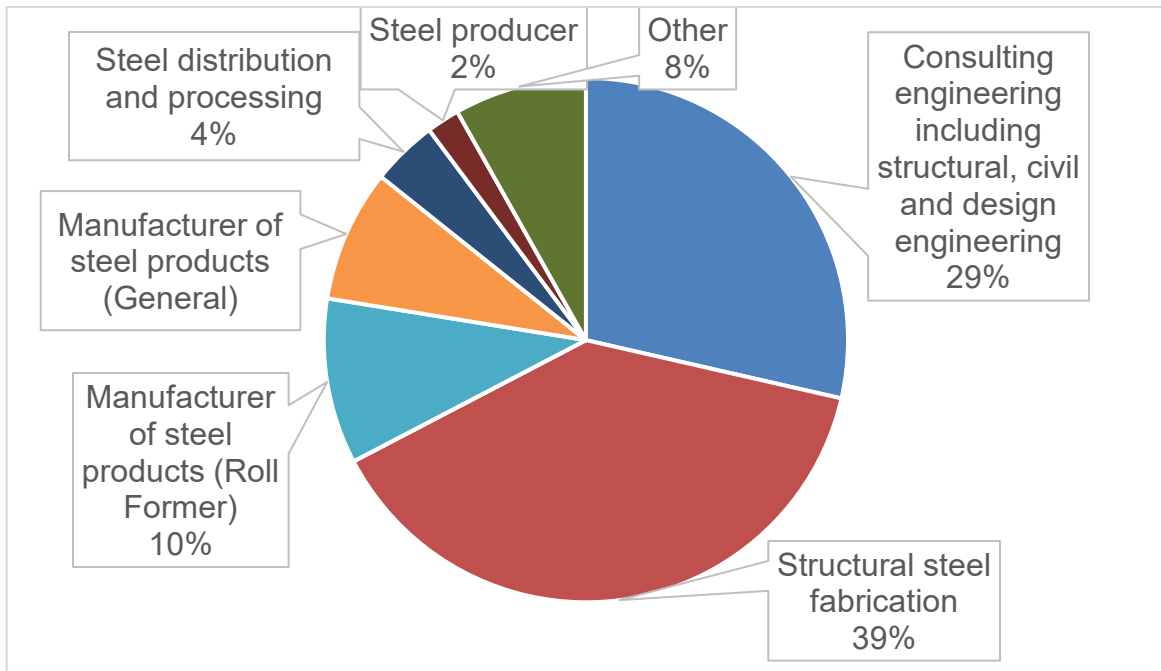
The training of apprentices provided an exception to this trend, with the steel industry workforce including 6.6% apprentice employees, which is double that for the national labour force.

Half of the businesses surveyed have some kind of diversity and inclusiveness policies. Of those businesses with policies in place, the majority reported that they are neutral in their effectiveness, contrasting with a significant minority finding they are either effective or very effective.

A quarter of businesses reported that they have a dedicated resource with responsibility for diversity and inclusion. This is consistent with many of the respondents representing small and medium sized businesses, with insufficient administration staff to make this type of commitment. Similarly, just over 20% of businesses reported that training or workshops are currently provided.

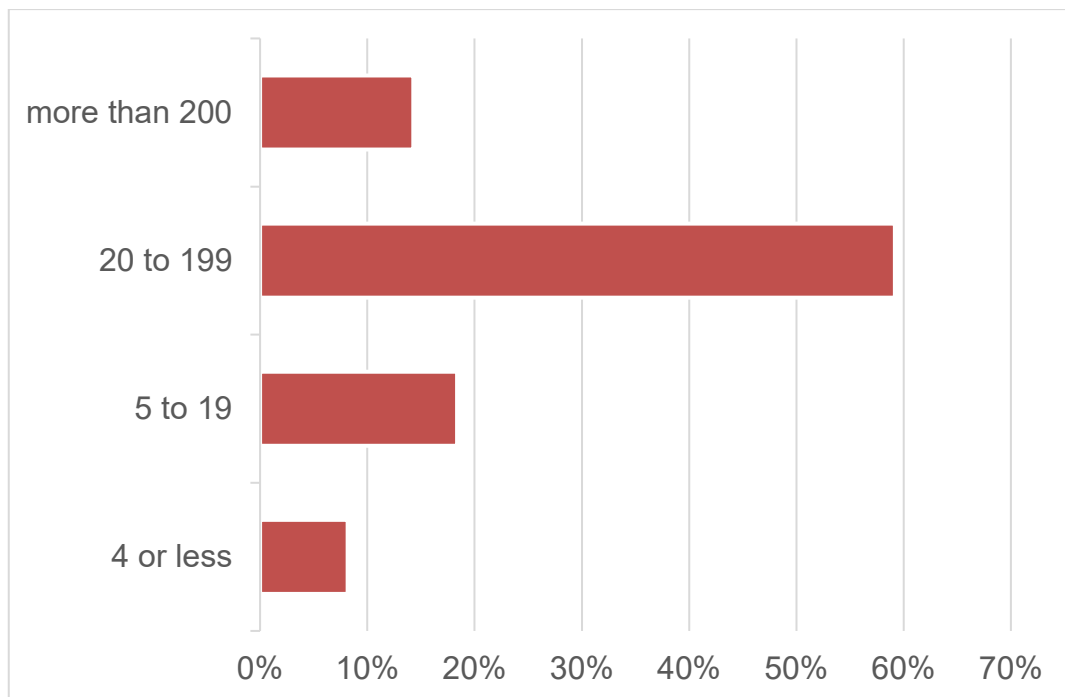
Main business activity

The composition of the responding businesses was largely consistent with the make-up of the ASI membership base.



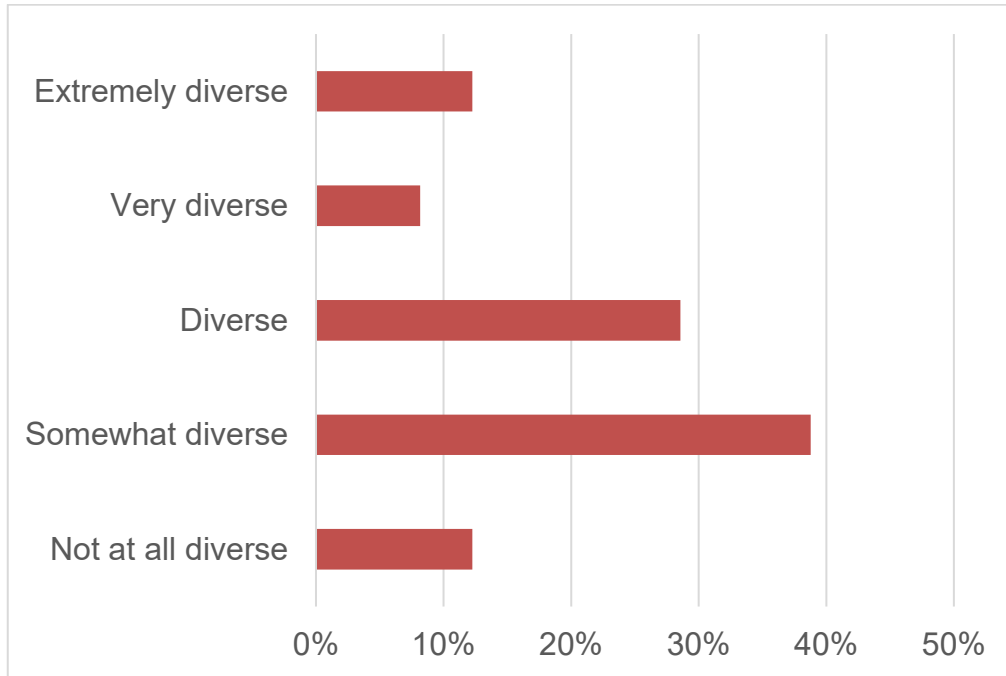
How many employees (full time equivalent basis) are employed at your business?

The high proportion of small (5 to 19 employees) and medium (20 to 199 employees) size businesses that responded is also consistent with the make-up of the ASI membership base.



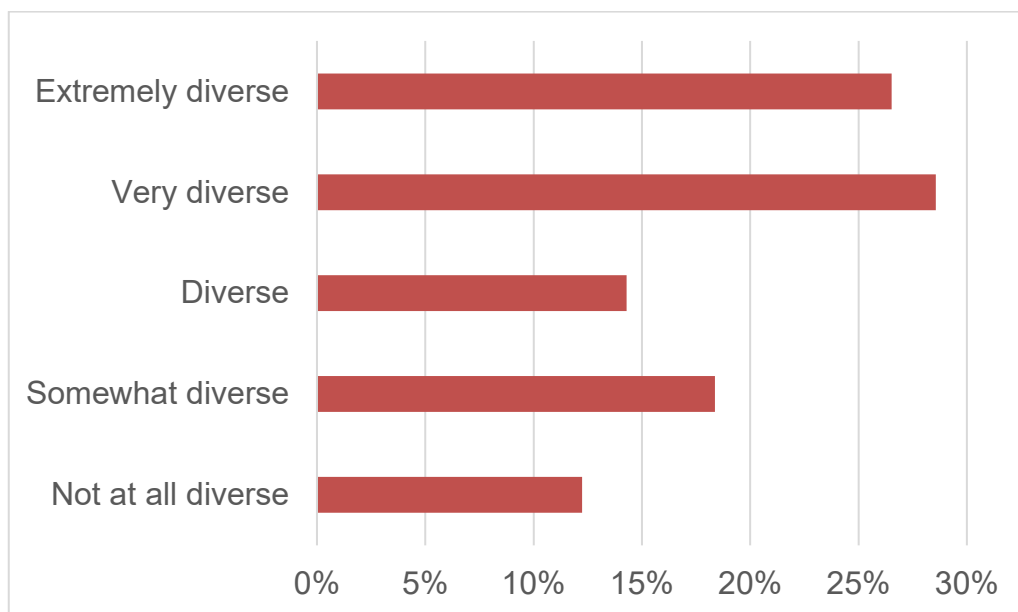
How diverse do you believe your workplace is in terms of gender?

Whilst 20% of respondents felt that their workplace was either very or extremely diverse in regard to gender, just over 50% reported that it was somewhat or not at all gender diverse.



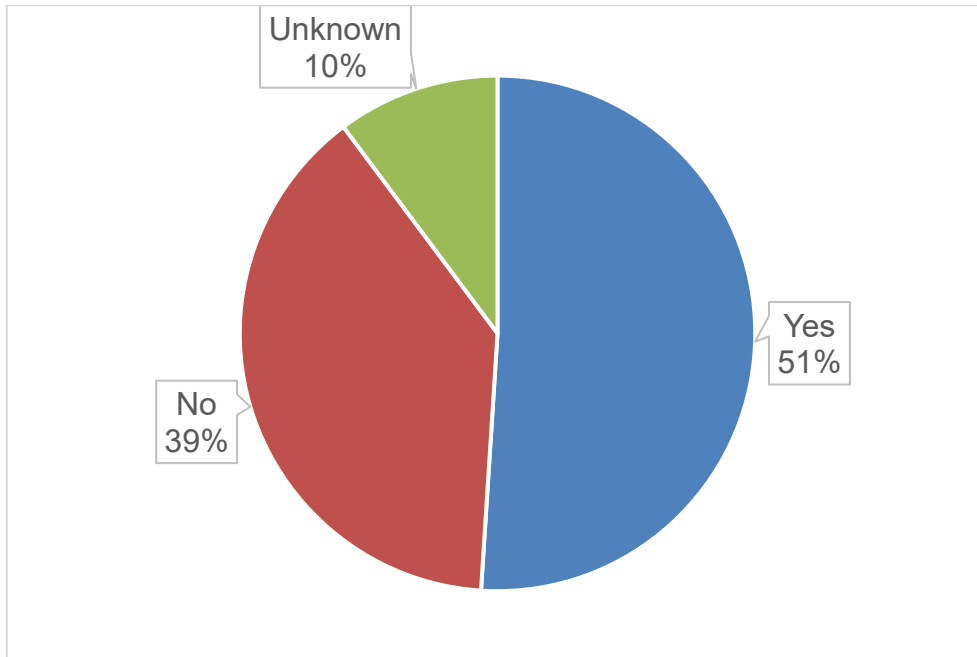
How diverse do you believe your workplace is in terms of ethnicity?

Nearly 60% of respondents reported that their workplace was either very or extremely diverse in terms of ethnicity. This is consistent with other survey data indicating that the steel industry has a higher proportion of employees who were born overseas or would identify as ethnically diverse, when compared to the general population.



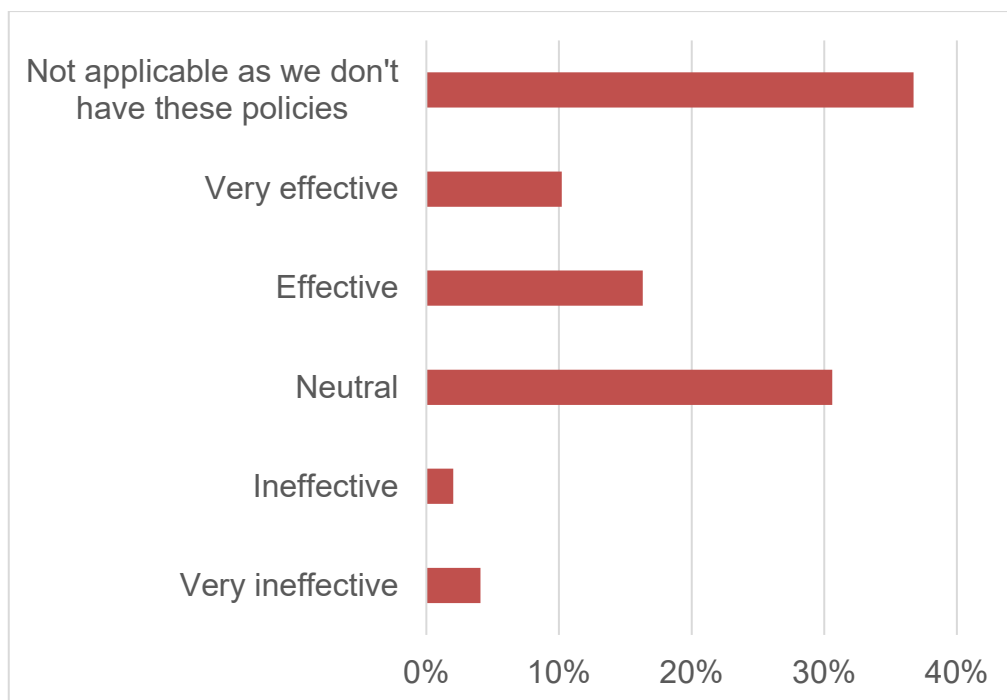
Does your business have diversity and inclusion policies in place?

Half of the businesses surveyed have some kind of diversity and inclusiveness policies.



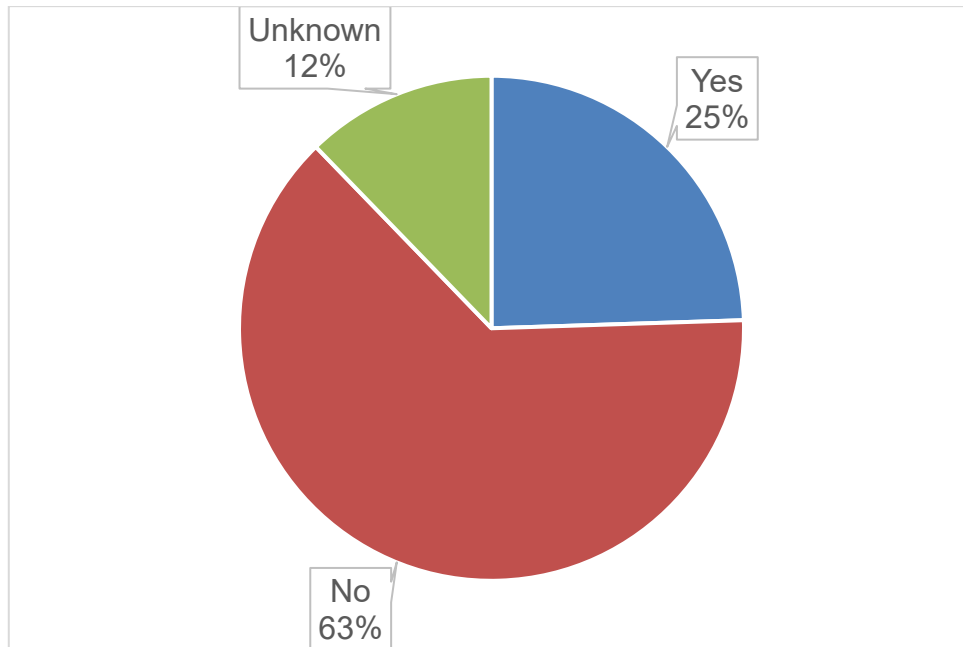
How effective do you believe your businesses diversity and inclusion policies are?

Of those businesses with policies in place, the majority reported that they are neutral in their effectiveness, with a significant minority finding they are either effective or very effective.



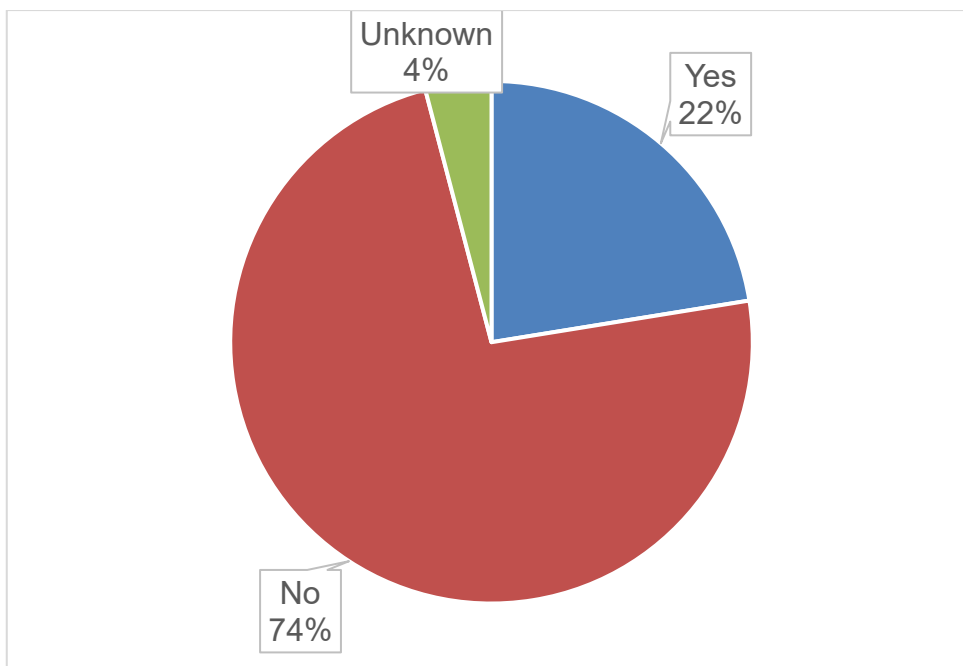
Is there a dedicated resource responsible for diversity and inclusion at your business?

A quarter of businesses reported that they have a dedicated resource with responsibility for diversity and inclusion. This is consistent with many of the respondents representing small and medium sized businesses, with insufficient administration staff to make this type of commitment.



Does your business provide training or workshops on diversity and inclusion?

Just over 20% of businesses reported that training or workshops are currently provided.



How does the steel industry compare?

Where available, the comparisons made are with respect to the steel industry and the wider economy, but most of the data provides just a comparison of the steel industry to the overall Australian population.

Survey Questions	ASI Survey Result	Reference Data	Source
What is the approximate percentage of female employees in your business?	15.6%	18%	Australian Government - Workplace Gender Equality Agency - Data Explorer – Fabricated Metal Product Manufacturing ¹
What is the approximate percentage of female employees that are working in a manufacturing or factory environment?	2.6%		
What is the approximate percentage of Aboriginal and Torres Strait Islander people employees in your business?	1.9%	3.8%	Australian Bureau of Statistics ²
What is the approximate percentage of Aboriginal and Torres Strait Islander people employees working in a manufacturing or factory environment?	2.0%		
What is the approximate percentage of employees who were born overseas or would identify as ethnically diverse in your business?	33.4%	30%	Australian Bureau of Statistics ³
What is the approximate percentage of employees who were born overseas or would identify as ethnically diverse working in a manufacturing or factory environment?	24.8%		

¹ <https://www.wgea.gov.au/data-statistics/data-explorer> - Workforce Composition / Manufacturing / Fabricated Metal Product Manufacturing

² <https://www.abs.gov.au/statistics/people/aboriginal-and-torres-strait-islander-peoples#:~:text=Estimates%20of%20Aboriginal%20and%20Torres,under%2015%20years%20of%20age> as at 30th June 2021

³ <https://www.abs.gov.au/statistics/people/population/australias-population-country-birth/latest-release> as at 30th June 2023



Survey Questions	ASI Survey Result	Reference Data	Source
What is the approximate percentage of employees over the age of 65 in your business?	8%	16%	Australian Government - Australian Institute of Health and Welfare ⁴
What is the approximate percentage of employees over the age of 65 working in a manufacturing or factory environment?	2.2%		
What is the approximate percentage of veteran (ex-military service) employees in your business?	0.4%	2.8%	Australian Government - Australian Institute of Health and Welfare ⁵
What is the approximate percentage of veteran employees working in a manufacturing or factory environment?	0.2%		
What is the approximate percentage of employees with a disability in the business?	1%	18%	Australian Government - Australian Institute of Health and Welfare ⁶
What is the approximate percentage of employees with a disability working in a manufacturing or factory environment?	0.3%		
What is the approximate percentage of apprentice employees in your business?	6.6%	3.3%	National Centre for Vocational Education Research (NCVER) and Australian Bureau of Statistics ⁷

⁴ <https://www.aihw.gov.au/reports/older-people/older-australians/contents/summary> as at 30th June 2020

⁵ <https://www.aihw.gov.au/reports/veterans/health-of-veterans#:~:text=than%20non%2Dveterans-.Australia's%20veteran%20population,Australians%20aged%2015%20and%20over> includes currently serving ADF members and reservists (15%)

⁶ <https://www.aihw.gov.au/reports/disability/people-with-disability-in-australia/contents/people-with-disability/prevalence-of-disability>

⁷ NCVER reports that as of 30th June 2022 there are 415,240 apprentices and trainees in-training, relative to a national labour force of 12,695,826, or 3.3%