

GUIDANCE FOR DISAGGREGATED EMPLOYEE SATISFACTION SURVEY AND RESULTS-SHARING

- The provider asks employees for feedback on at least the following topics: workload; work schedule; compensation and benefits; professional development opportunities; communication, participation, and leadership from supervisors; discrimination based on gender and other protected categories.
- The provider disaggregates survey results by gender, position, and any other relevant categories to understand any discrepancies in perception and satisfaction between men and women, but also between managers and employees, newcomers and longer tenure staff, permanent and interim staff, headquarters, and branch staff, etc.
- The provider shares the survey results with employees to ensure transparent communication and appropriation of the actions proposed and to give a weight to the level of satisfaction of staff.
- The provider gives all outgoing employees the opportunity for an exit survey or interview.