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2018

# Women and the Future of Work

Report 1 of The Australian  
Women's Working Futures Project





## The Research Team and Funding:

The Australian Women's Working Futures project was funded by a Sydney Research Excellence Initiative (SREI) Grant in 2017 and we acknowledge the contribution of the University of Sydney to facilitating this unique, multi-disciplinary study.

Each of the academic study leaders is based at the University of Sydney in a range of Schools and Faculties including:

- Professor Marian Baird, The Women, Work and Leadership Research Group, The University of Sydney Business School
- Professor Rae Cooper, The Women, Work and Leadership Research Group, The University of Sydney Business School
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- Professor Ariadne Vromen, Department of Government and International Relations, Faculty of Arts and Social Sciences, The University of Sydney

In addition, Dr Sarah Oxenbridge, The Women Work and Leadership Research Group, for providing research assistance on the project.

## Acknowledgements

Full responsibility for the construction of the survey and focus group questions lies with the AWWF researchers (Marian Baird, Rae Cooper, Elizabeth Hill, Elspeth Probyn and Ariadne Vromen).

IPSOS were commissioned by the AWWF team to undertake the survey and focus group research and also drafted the report findings. We thank Jessica Elgood and Kathrina Phan for their excellent work and guidance on the research for AWWF.



We thank Coolamon Advisors for undertaking the consultation with Aboriginal and/or Torres Strait Islander women on our behalf.

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# Women and the Future of Work:

## Report 1 of The Australian Women's Working Futures Project

**Marian Baird, Rae Cooper, Elizabeth Hill, Elspeth Probyn and Ariadne Vromen**  
Commissioned Research by: Ipsos (Jessica Elgood and Kathrina Phan)

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# 1. Executive Summary

This publication reports the findings from a combined quantitative and qualitative study of Australian working women, aged under 40. It draws together four separate data sources: a nationally representative online survey of (n=2,109) working women under 40; a smaller comparative survey of (n=502) working men under 40; additional boosted survey sample among (n=53) Aboriginal and Torres Strait Islander working women aged under 40; and the findings from five focus groups of (n=41) working women under 40. Quantitative fieldwork was conducted between September and October, while qualitative fieldwork was conducted in November 2017.

At the time of being surveyed: over half of the women in the sample (55%) were working full-time or part-time for an employer, a fifth (19%) were working on a casual, freelance or short-term contract basis and 6% were self-employed. Half of the women (55%) were working in the private sector, 28% in the public sector and 6% for not-for-profit organisations. Over half (56%) were working in four industry sectors: retail trade, healthcare and social assistance, education and training, and accommodation and food services. A sample profile is included at the end of the Methodology section (Section 2).

The key findings are summarised below.

## Working life

When asked about a range of job attributes, women placed most value on having a job where they would be treated with respect (80%), where their job was secure (80%), where the job paid well (65%), was interesting (64%) and offered the flexibility they might need (62%). The majority of women viewed their job as being useful to society (69%) and felt that their job allowed them to 'help others' (73%).

Two in five working women (43%) said they felt stressed at work, with it more likely being an issue for younger women, those still in education, and those in lower paid or casual roles. One in five women (20%) said they felt isolated at work, particularly those self-employed and working at home.

Two-thirds of women said they received paid sick (67%) and annual leave (65%). Fewer received paid parental leave (42%) and paid carers leave (43%), and one in five women were unaware whether or not they received these entitlements at work.

## Workforce skills and training

Most working women thought that developing the right skills and qualifications was important to being successful at work (92%) and appreciated the importance of support and mentoring to develop their leadership skills (84%). However, only three-quarters felt their current role allowed them to use their skills, knowledge and abilities.

Despite this recognition of the need to develop and maintain a relevant, current skill set, only two in five working women said they could access free or affordable training which was needed to boost their career. Working women perceived themselves as being the party who should hold primary responsibility for their workforce skill development, while employers, colleges and universities, schools and the Government were all seen as sharing secondary responsibility.

Working women under 40 were aware of a range of ways that changing technology and automation were impacting on their workplace. However, most did not feel threatened by these changes and only a minority (19%) were concerned.

## Job security and working

Job security was an important aspect of employment for the vast majority of working women (96%) and was a key influence on women's choice of employment sector and occupation. While security was the goal for most women, just under three in five (59%) said they were secure in their current job, and over a quarter (28%) were concerned that their role could be automated or that they may lose their job due to their industry shrinking (28%). However, these were greater concerns for men than for women.

Having a role with predictable and regular hours was a priority for nine in ten working women, and was particularly important for women managing caring responsibilities. A lack of predictability was an attraction for some women in casual or freelance roles, but was seen to negatively impact on their social and personal life.

Earning a wage or salary that paid well mattered 'a lot' to two-thirds of working women, and almost two-thirds agreed that they were currently earning enough to pay their bills. Sources of financial stress for the working women in the qualitative research included the challenges of buying a property (both saving a deposit and paying a mortgage), making sufficient contributions to their superannuation and establishing themselves to be able to afford children.

## Work and home

Four in ten working women have at least one child and half said they expect to have a child in the future. Just under half of all women surveyed (48%) acknowledged that accessing care for dependents is very important for them to be able to succeed at work, as is having a partner who shares both childcare and domestic work. Women were concerned about earning enough to be able to both afford a child, and also afford childcare so that they can return to work.

Having access to workplace flexibility was important for working women; nine in ten said it was an important aspect of their job and six in ten agreed that they presently had the flexibility they needed in their workplace. The qualitative research reinforced that flexibility was essential for women to combine their work and personal commitments, however there was widespread recognition that other colleagues were sometimes resentful of the flexibility offered to working parents.

## Management and communications

For 80% of working women, being treated 'with respect' was viewed as an essential part of their relationship with their manager and/or employer. However, there was a significant gap between this aspiration and their working reality. In practice, only two-thirds (68%) said they were treated with respect, 48% said they received adequate recognition at work, and 56% felt valued at work.

Just over nine in ten working women (93%) said being able to control their work was important, but only two-thirds agreed that they could currently do this in their role. Less than half of all women said that they had the capacity to be heard and had an influence at work. Only 46% said they could influence decisions in their workplace, and 49% said their manager asked for their input on important workplace issues. Many working women in focus groups reported feeling that their workplaces often make considerable effort to create the impression of listening to employees, but many felt that this lacked meaning and impact in practice.

## Equality

Less than a third of women surveyed (31%) thought men and women were treated equally in the workplace; in contrast 50% of men thought this is the case. However, when asked to think about their own job, women were more positive, with 61% saying that they experienced gender equality.

A slight majority of working women (58%) said there was equal opportunity for promotion, and 58% agreed there was equal access to leadership roles for both men and women.

One in ten working women (10%) have experienced sexual harassment in the workplace. The qualitative research highlighted women's experience of sexual harassment as being commonplace and a difficult part of their work environment.

As well as sexual harassment, many focus group participants discussed having experienced other forms of gender-based discrimination such as being belittled or singled out for their physical appearance, and many pointed to structural barriers to progression for women, especially for those working on a part time basis.

While women have had these experiences, overall, just over half (53%) believed gender equality in the workforce would improve over the next decade and a third (34%) felt it would remain the same. On this topic, men and women shared similar viewpoints.

Working women reported that discrimination on the basis of cultural background was more pronounced than was gender-based discrimination. Only 28% agreed that all Australians were treated equally in the workplace, irrespective of their cultural background. However, 43% believed that, in terms of equality, the experience of workers with different cultural backgrounds would improve over the next ten years.

## Aspirations

Looking to the future, women were aiming to undertake further education (36%), change jobs (31%) and to achieve greater flexibility at work (27%). One in eight (12%) anticipated moving to a different organisation within the next year. Having the right skills and qualifications (92%), having access to flexibility (90%), receiving paid leave to have and care for family (84%), and support and mentoring to develop leadership skills (83%) were seen by women as the most important factors to facilitate career progress.

Two in five working women (44%) believed that their current role was in the same area of their desired career. Almost half (48%) felt that their current job would help their career aspirations, while 43% felt that they had the opportunity to move to a more senior position at their job.

Online sources such as jobs listing sites were the predominant method of finding new employment opportunities (83%). Half of women (52%) said they use word of mouth or family and friends to hear about new roles, and a third (35%) said they use social media platforms such as Facebook and LinkedIn.

## 2. Methodology

### 2.1 Methodology

The diagram below outlines the methodology adopted for this study:





## 2.2 In-scope population

The aim of the project was to understand the experiences of Australian working women aged under 40. The quantitative sample was designed to be representative of this audience, based on Australian Bureau of Statistic demographic quotas (described in section 2.4).

As the number of Aboriginal and Torres Strait Islander women likely to be surveyed in this achieved sample would be too small for separate analysis, the University of Sydney commissioned a larger sample of this group (more detail available in Section 2.4).

In addition, a parallel sample of working men aged under 40 were surveyed. This was undertaken to contrast the experience of working people by gender and to highlight the differences and similarities between the working experiences of women and men.

## 2.3 Qualitative fieldwork

### Cognitive interviews

Six cognitive interviews were conducted with working women to investigate how they interpreted and responded to the draft version of the questionnaire to be used in the main quantitative phase to follow. Interviews were conducted face-to-face in Sydney between 9th and 14th August 2017. The cognitive interviews were approximately 45 minutes. Each participant was given an incentive to thank them for their participation in the study.

The cognitive interviewing phase ensured:

- Questionnaire validity (i.e. that questions were understood, consistently interpreted and measured what they were intended to measure);
- The questionnaire flowed in a logical order, and that routing instructions ensured respondents were only asked the relevant questions; and
- Individual questions were relevant and no crucial question areas were missing (from the University's perspective).

A range of working women were included in the cognitive interviews. This included women of mix of ages within the 16-40 group, included Culturally and Linguistically Diverse women, participants who were both low in educational attainment and earned low-incomes. We interviewed women working in a variety of skill, occupation and industry roles. Cognitive interviewing was conducted in two stages. Questions identified as problematic in the first stage were redrafted and presented to participants in the second stage or removed altogether. Following the completion of the cognitive interviews, Ipsos finalised the questionnaire with input from the University of Sydney team. The final questionnaire is appended (appendix 10.1).

### Group discussions

A total of n=41 women participated in the discussion groups, all were aged 18-40 and working.

Table 1 below summarises the design of the five discussion groups conducted.

Location	Description	Detailed criteria	Final sample size
<b>Group 1: Parramatta</b>	<b>Lower skill/pay and insecure working conditions</b>	<p><b>Low skill</b> i.e. jobs that were low skill in terms of little formal education and training, previous experience and on-the-job training</p> <p><b>Low pay</b> i.e. 6-8 women earning &lt;\$50,000 annual personal income, and 0-2 women earning \$50,000-\$70,000 annual personal income.</p> <p><b>Insecure</b> i.e. contract work, temporary/casual roles, e.g. in retail, hospitality, care and construction.</p>	n=8
<b>Group 2: Brisbane</b>	<b>Lower skill/pay and secure working conditions</b>	<p><b>Low skill</b> i.e. jobs that were low skill in terms of little formal education and training, previous experience and on-the-job training</p> <p><b>Low pay</b> i.e. 6-8 women earning &lt;\$50,000 annual personal income, and 0-2 women earning \$50,000-\$70,000 annual personal income</p> <p><b>Secure</b> i.e. public sector roles, permanent contracts, e.g. public sector admin, human services, childcare, health, transport and manufacturing</p>	n=8
<b>Group 3: Brisbane</b>	<b>Higher skill/pay and insecure working conditions</b>	<p><b>High skill</b> i.e. often denoted by tertiary education (or, “high skill in terms of high levels of formal education and training, previous experience and on-the-job training”)</p> <p><b>High pay</b> i.e. All earning &gt;\$70,000 annual personal income</p> <p><b>Insecure</b> i.e. contractual work, managing a business, e.g. professional contractors (IT, HR etc.), professional services roles (but those who were on temporary contracts), professional freelancers (e.g. web designers, consultants), entrepreneurs/self-employed and small business owners</p>	n=8
<b>Group 4: Sydney</b>	<b>Higher skill/pay and secure working conditions</b>	<p><b>High skill</b> i.e. often denoted by tertiary education (or, “high skill in terms of high levels of formal education and training, previous experience and on-the-job training”)</p> <p><b>High pay</b> i.e. All earning &gt;\$70,000 annual personal income</p> <p><b>Secure</b> i.e. salaried positions, public sector roles, permanent contracts, e.g. senior public servants, professionals (lawyers, managers in banking and finance, accountants), health professionals, para-professionals private and public sector, chief executives and senior management roles across different industries.</p>	n=9
<b>Group 5: Parramatta</b>	<b>Working mothers</b>	Mothers working full- or part-time, with children aged 0-18.	n=8

**Table 1: Focus group design**

## **Recruitment**

QRA, a specialist qualitative recruitment agency with ISO2052 accreditation, was responsible for inviting individuals to participate in the research. Nine participants were recruited per group, for 6-8 to attend (on average). The recruitment screener is included in the appendices (appendix 10.2).

## **Discussion guide**

A discussion guide was developed in close consultation with the academic research team and included dedicated sections for specific audiences. The discussion guide is appended (appendix 10.3).

## **Moderation**

All group discussions were conducted by experienced moderators from the Ipsos project team.

## **Timeline**

The discussion groups were conducted between the 9th and 13th November 2017.

## **Duration and incentives**

The discussion groups were approximately 1½ hours in duration.

Participants received an incentive to thank them for their time.

## **Recording and observation**

All discussion groups were audio-recorded with participants' permission. Metropolitan groups were also video-recorded. Members of the research team observed each Sydney-based group and participants were informed of this.

# **2.4 Quantitative online fieldwork**

## **Quantitative Design**

The main sample of n=2,109 working women aged under 40 from across Australia were surveyed online. In addition, a national survey sample of n=502 working men aged under 40 were surveyed to draw any comparisons that may arise, together with a boosted survey sample of n=53 Aboriginal and/or Torres Strait Islander working women aged under 40.

The main online surveying took place between the 22nd September and 10th October 2017 while the boosted sample of Aboriginal and Torres Strait Islander women were surveyed between the 22nd September and 23rd October 2017.

Australian Bureau of Statistics based interlocking quotas were set by age and location for the main sample of women and men. These quotas can be found in Appendix 10.1. The final sample structures achieved for the main female and male samples were detailed below in Table 2 and

Table 3, while further detail on the boosted sample of Aboriginal and/or Torres Strait Islander women can be found on Table 4.

**Table 2: Online sample structure (main female sample)**

	NSW	VIC	QLD	SA	WA	TAS	NT	ACT
16-20	101	81	77	25	40	8	2	6
21-30	287	247	165	54	98	12	4	17
31-40	299	246	160	52	94	13	6	15
n	687	574	402	131	232	33	12	38

**Table 3: Online sample structure (males)**

	NSW	VIC	QLD	SA	WA	TAS	NT	ACT
16-20	24	21	18	8	9	2	1	1
21-30	66	55	39	14	20	2	0	4
31-40	73	58	39	13	25	4	1	5
n	163	134	96	35	54	8	2	10

Women in the study were screened on the basis of:

- Being aged 40 and under; and
- Working either full-time or part-time in their own business, full-time or part-time for an employer, casually, freelance or on short-term contracts; or not working, however with the intention of returning to work (i.e. looking for work, on leave with a current position to return to or on a career break).
- Sample source

The online sample of women and men consisted mainly of people who have been recruited to become members of the I-view MyView panel, Ipsos' in-house panel. Respondents were sourced by I-view via a variety of methods such as (but not limited to) conducting digital, email and social media marketing campaigns. Recruited respondents undergo strict and comprehensive validation and screening processes to ensure legitimacy of the person as well as ensure that the information provided will be viable.

Additional sample was also sourced from partner panels Research Now and SSI. All panels used were ISO 20252 & ISO 26362 accredited and therefore meets internationally recognised standards for processes and documentation for conducting research projects.

### **Aboriginal and/or Torres Strait Islander sample**

The boosted sample of Aboriginal and/or Torres Strait Islander women was incorporated into the study design to ensure a greater sample size of this group of women was achieved. This was required to provide a sufficient level of statistical confidence when reporting on differences between women identifying as Aboriginal and/or Torres Strait Islander and women who do not.

Coolamon Advisors, a consultancy of Aboriginal and/or Torres Strait Islander researchers, was sub-contracted for the boosted sample, to attract additional Aboriginal and/or Torres Strait Islander participants to the study. They made contact with Aboriginal and/or Torres Strait Islander women across the public, private and not-for-profit sectors, and encouraged them to take part in the survey. Note that this sample is skewed towards women working in the public sector (see Table 4 for further detail) and should be treated as indicative only.

This boosted sample was not drawn subject to quotas.

**Table 4: Aboriginal and/or Torres Strait Islander boosted sample**

		Achieved
Age	16-20	7
	21-30	21
	31-40	25
Sector (of those who were working)	Public	29
	Private	12
	Not-for-profit	5
Total boosted sample n		53

A summary of the total Aboriginal and/or Torres Strait Islander sample is detailed below in Table 5:

**Table 5: Total Aboriginal and/or Torres Strait Islander sample structure**

		Achieved
Age	16-20	20
	21-30	47
	31-40	35
Sector (of those who were working)	Public	41
	Private	24
	Not-for-profit	7
Total sample n		102

## 2.5 Analysis

### Qualitative analysis

The qualitative analysis process involved Ipsos moderators listening to and/or watching what was conveyed by participants in groups and interviews, and collectively brainstorming to determine the underlying narrative.

- Following each interview or group, moderators who observed the session noted their impressions of the key themes, issues, notable quotes, patterns and points of contention that arose during the discussion.
- To ensure that learning and hypotheses from one discussion were brought to bear on the next group discussion, moderators liaised with each other following each 'round' of groups to determine if the flow was effective and all requisite information was obtained, or if changes were needed.
- Recordings and notes were reviewed in detail, and a comprehensive thematic analysis conducted to determine key themes, points of view, trends and patterns in what participants said.
- Moderators focused first on what was found, then interpreted what it means and theorised how it related to the needs of the University. The project team then developed the top-line findings in a workshop-style session as the basis for this report.

Members of the Sydney University academic research team were also observers of the Sydney and Parramatta focus groups.

## Quantitative analysis

### Analysis and reporting of differences

Analysis of survey data was carried out using SPSS and Q data analysis software (software packages used for statistical analyses in social research).

Significance testing was undertaken by testing the proportion of respondents from a particular group who gave a particular response, against the proportion of all other respondents who gave that same response. Two-sided t-tests for numerical data were used, with a significance level ( $\alpha$ ) of 0.05. The False Discovery Rate was applied to minimise type one errors (false positives) in multiple comparisons.

Where there were two sub-groups (e.g. male and female), we can say that the sub-groups were significantly different from each other. Where there were more than two sub-groups (e.g. age categories), a group reported in the findings as 'different' is significantly different from the average for all other groups for that question.

Statistically significant differences were annotated in the following ways throughout the report:

- Significant differences between sub-groups of respondents were labelled on charts using arrows (  $\uparrow$   $\downarrow$  ); and
- Only instances where significant differences were detected were mentioned in the report.

The data was analysed by the following characteristics:

- Age (16-20, 21-30 and 31-40 years);
- Work status (full-time/part-time in own business, full-time/part-time for an employer, casually/freelance/short-term contract basis, looking for work);
- Working multiple jobs;
- Studying (in school, TAFE/technical college, university, not studying);
- Have/do not have children;
- Metro or regional location – based on Accessibility/Remoteness Index of Australia (ARIA) classifications;
- Sector (public, private, not-for-profit);
- Working from home;
- Education level (Bachelor or higher, TAFE certificate or diploma, secondary school);
- Living situation (at home with parents, in own home, in share house);
- Disability<sup>1</sup>;
- Ethnicity (Australia, New Zealand, Pacific, Europe, Asia, Americas, Middle East/Africa);
- Culturally and Linguistically Diverse;
- Aboriginal and/or Torres Strait Island status; and
- Income (low – below \$40,000, medium - \$40,000-\$80,000 and high – above \$80,000).

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<sup>1</sup> Defined as a work-limiting health problem or disability which has lasted, or is expected to last, at least 12 months.

### **Aboriginal and/or Torres Strait Islander analysis**

For the analysis incorporating Aboriginal and/or Torres Strait Islander status, comparisons were made between the following two groups:

- Women identifying as Aboriginal and/or Torres Strait Islander: comprising the Aboriginal and/or Torres Strait Islander boosted sample (n=53) and the spontaneous responses of the Aboriginal and/or Torres Strait Islander women (n=49) within the main sample; and
- Women who do not identify as Aboriginal and/or Torres Strait Islander: comprising the main sample of working women, less the n=49 Aboriginal and/or Torres Strait Islander women mentioned above.

The original weighting has been used for the non-Aboriginal and/or Torres Strait Islander women here and all Aboriginal and/Torres Strait Islander women have been assigned a weight equivalent to 1 (as the boosted sample is unweighted).

Also note that given the unique nature of the boosted sample (see Table 5), it cannot be treated as accurately reflective of the Aboriginal and/or Torres Strait Islander female population. As such, it has been excluded from the main sample reporting and sub-group analysis (although the responses of Aboriginal and/or Torres Strait Islander women naturally occurring in the main, non-boosted sample have been included).

### **Weighting**

Interlocking weights on age and location (using ABS National and State Population statistics) were applied to the final achieved main sample to ensure the representativeness of the data was maintained. A profile of the main survey sample can be found at Table 2.

The boosted sample of Aboriginal and Torres Strait Islander working women aged under 40 is unweighted.

### **Rounding in charts**

In some charts, response categories shown may not sum to 100% due to rounding of the numbers displayed. It should also be noted that for questions where multiple responses were allowed, response categories may sum to more than 100%.

### **Exclusions and modifications**

#### **Gender**

Participants were asked to indicate whether they identify as being 'female', 'male' or 'other'. As the target sample groups were women and men, n=5 respondents who selected 'other' have been excluded in this analysis.

#### **Employment status**

As the Australian Bureau of Statistics defines casual employees as those employees 'without leave arrangements', respondents who self-identify as being part-time employees, yet also indicate that they do not receive paid sick leave, have been recoded as casual employees.

## 2.6 Sample characteristics

The table below summarises the characteristics of women and men within the sample. This data is unweighted.

**Table 6: Sample characteristics**

<b>Summary of survey sample</b>		
	<b>Women</b>	<b>Men</b>
<b>Age:</b>		
16-20	16%	17%
21-30	42%	40%
31-40	42%	43%
<b>Employment status:</b>		
In own business	6%	9%
For an employer	55%	65%
Casual/freelance/short term contract	19%	12%
Looking for work	15%	13%
On a career break or on leave	5%	1%
<b>Sector of employment:</b>		
Private sector	55%	71%
Public sector	28%	23%
Not-for-profit	6%	3%
<b>Number of jobs held:</b>		
One	85%	84%
At least two	15%	16%
<b>Working hours:</b>		
0-20 hours/week	31%	21%
21-40 hours/week	60%	61%
More than 40 hours/week	8%	17%



<b>Summary of survey sample</b>		
	<b>Women</b>	<b>Men</b>
<b>Trade union membership</b>	17%	17%
<b>Highest education level completed:</b>		
University (Bachelor/Post grad.)	46%	50%
TAFE (diploma/advanced dip.)	28%	22%
High school Year 12	17%	17%
High school Year 11 or under	8%	11%
<b>Location:</b>		
Metropolitan	87%	92%
Regional	13%	8%
<b>Those with at least one dependent child</b>	39%	32%
<b>Proportion of those with at least one:</b>		
0-5 years old	54%	48%
5-17 years old	55%	54%
18 or over	2%	1%
<b>Living situation and housing:</b>		
Living at home with parents	25%	28%
Living in own home	60%	55%
Living in share house or other	15%	17%
<b>Culturally and Linguistically Diverse status (speak a language other than English at home)</b>	25%	29%
<b>Country of birth:</b>		
Australia	76%	71%
New Zealand	3%	2%
Pacific	1%	1%
Europe	5%	4%
Asia	12%	19%
Americas	1%	1%
Middle East/Africa	2%	3%
<b>Those affected by a disability:</b>		
Yes, limited a little	12%	9%
Yes, limited a lot	3%	5%
<b>Income:</b>		
Less than \$40,000	36%	27%
\$40,001 - \$80,000	33%	37%
More than \$80,000	18%	26%

Note that 'Prefer not to say' and 'Don't know' answer categories have been excluded from the above.

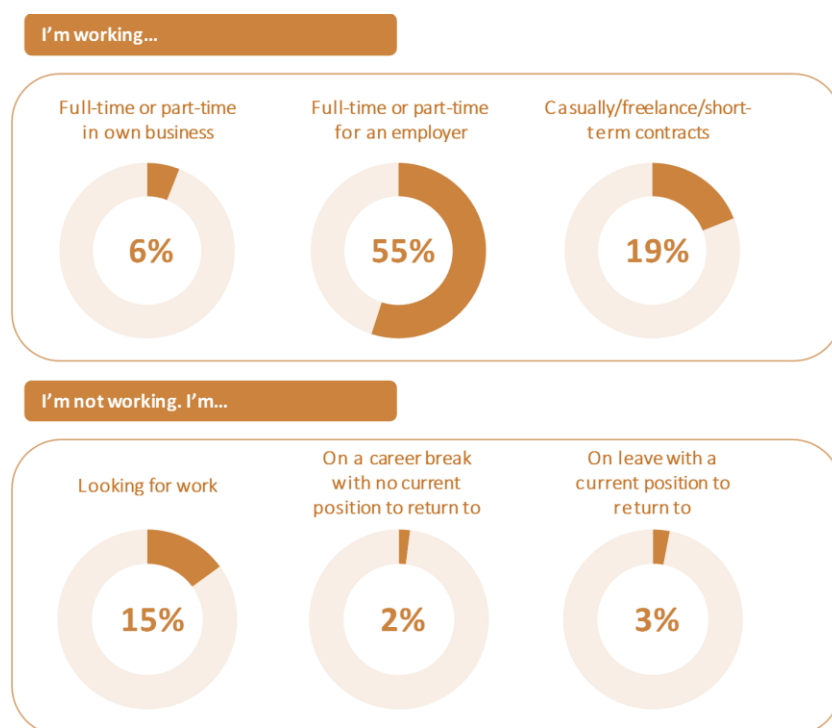
## 3. Working Life

### 3.1 Current Work Environment

#### Main employment status

Among our sample of women aged under forty, over three-quarters of women (80%) indicated that they were employed at the time of survey. Of these women, half (55%) said they were working full-time or part-time for an employer (see Figure 1).

Figure 1: Main employment status



SQ4. Which of the following best describes your main employment status? Please select one only. (Base: All women under 40, n=2,109)

Clear patterns were observed among groups of women in differing life stages and their work status. Women aged 31-40, for example, were more likely than younger women to be working in their own business (8% compared to 3% of those aged 16-20), on a career break, or on leave (respectively 4% and 5% of those aged 31-40, compared with 1% and 2% of those aged 21-30).

Those who said they were studying were more likely to also be working on a casual/freelance basis (41% compared to 16% of those who were not studying). Almost eight in ten of those not studying (77%) said they were working full-time for an employer compared to 51% of those studying.

Women who were working more than one job were more likely than those with a single job to be self-employed (11% compared to 6% of single job-holders) and be working casually/on a freelance basis (39% compared to 20% of single job-holders).

Women with children were also more likely to be self-employed (8% compared to 4% of those without children) and were more likely to be on a career break or on leave than those without children (4% and 7% compared to 1% and 0% respectively). Those who said they work from home were also more likely to be self-employed (15% compared with 1% of those who do not work from home) and less likely to be working casually (19% of those who work from home compared with 28% of those who do not).

At the time of study, women with the following characteristics were found as being *less likely* to be working (noting that the first of these characteristics may be age-related):

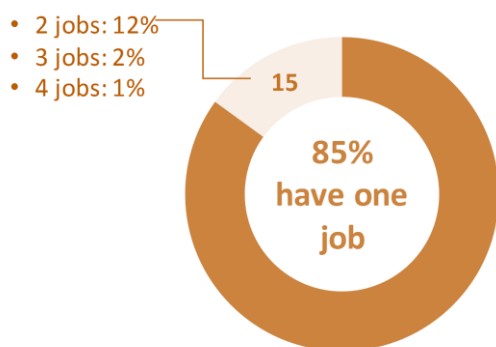
- Those who have only completed secondary school (70% compared to 86% of those who have completed tertiary education, for example);
- Those living at home with parents (71% compared to 84% of those living in their own home);
- Women with disability (74% compared with 82% of those without disability);
- Culturally and Linguistically Diverse women (75% in comparison to 82% of women who are not Culturally and Linguistically Diverse); and
- Low-income earners (70% of those earning below \$40,000 as opposed to 88% of those earning above \$80,000, for example).

Men were more likely than women to be working full-time or part-time in their own business (9% or for an employer (63%) compared with 6% and 55% of women. Women, however, were more likely to be working casually or on a freelance basis (19% compared with 13% of men).

## Multiple jobs

Most women who indicated that they were currently working have a single job while 15% have at least two jobs (Figure 2).

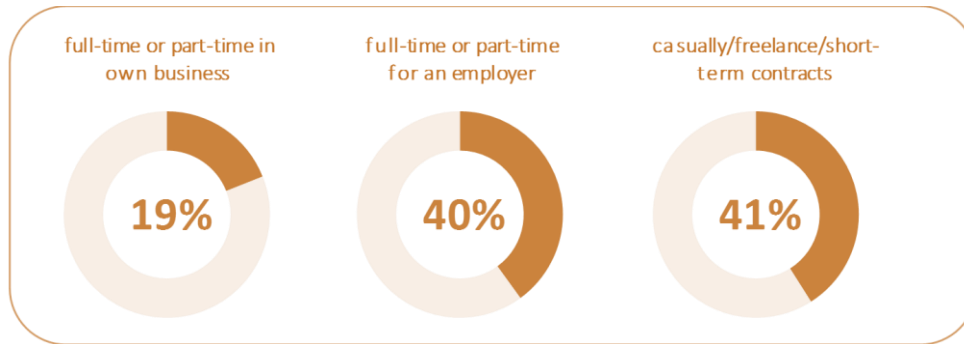
**Figure 2: Multiple jobs**



SQ3. How many jobs do you have? (Base: All women under 40 who are currently working n=1,692)

The nature of the second job for most of these women was split almost equally between casual, freelance or short-term contract work and work for an employer, with a fifth (19%) working in their own business (see Figure 3).

**Figure 3: Employment status of second job**



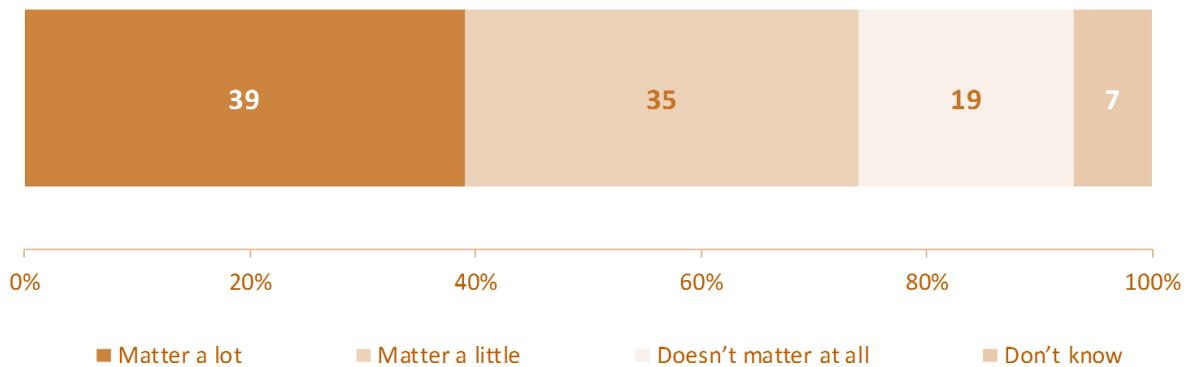
SQ5. For your second job, which of the following best describes your employment status? Please select one only (Base: All women under 40 with more than one job n=247)

Half of the women who described their main job as being on a casual, freelance or short-term contract basis (51%) were working multiple jobs on the same basis. In contrast, just 28% of women working on a full-time or part-time basis for an employer said that their second job was on a casual, freelance or a short-term contract.

**The importance of having a single job**

Three-quarters of women (74%) said having a single job mattered to them. Of these, four in ten (39%) said it ‘matters a lot’.

**Figure 4: Importance of having a single job**



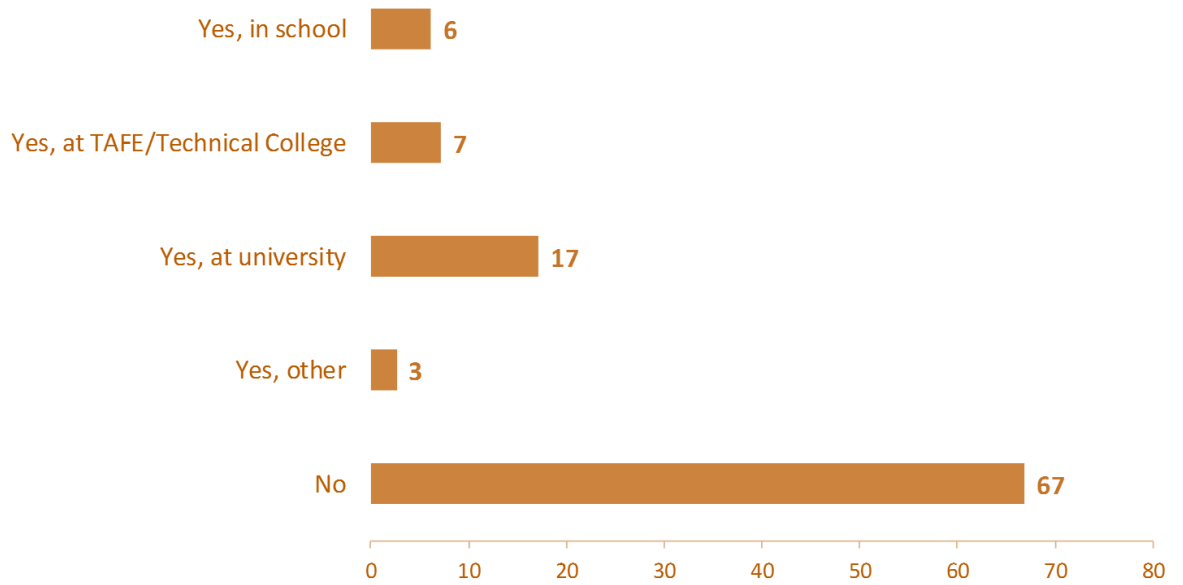
Q22g. Below are a range of issues that can be important in a job. For each of these, do they matter a lot to you, a little, or do they not matter at all? ... To have a single job (Base: All women under 40, n=2,109)

Women in their thirties and mothers were more likely to say that having a single job ‘matters a lot’ (43% of those 31-40 said this, compared to 31% of those 16-20; and 45% of mothers compared with 36% of non-mothers). Meanwhile, women who never work from home were also more likely to say that having a single job ‘matters a lot’ (40% compared with 33% of those who don’t).

## Studying

Of the women currently working, a third (33%) said they were also studying. Figure 5 depicts the proportions of women in the sample at differing educational institutions.

**Figure 5: Studying**

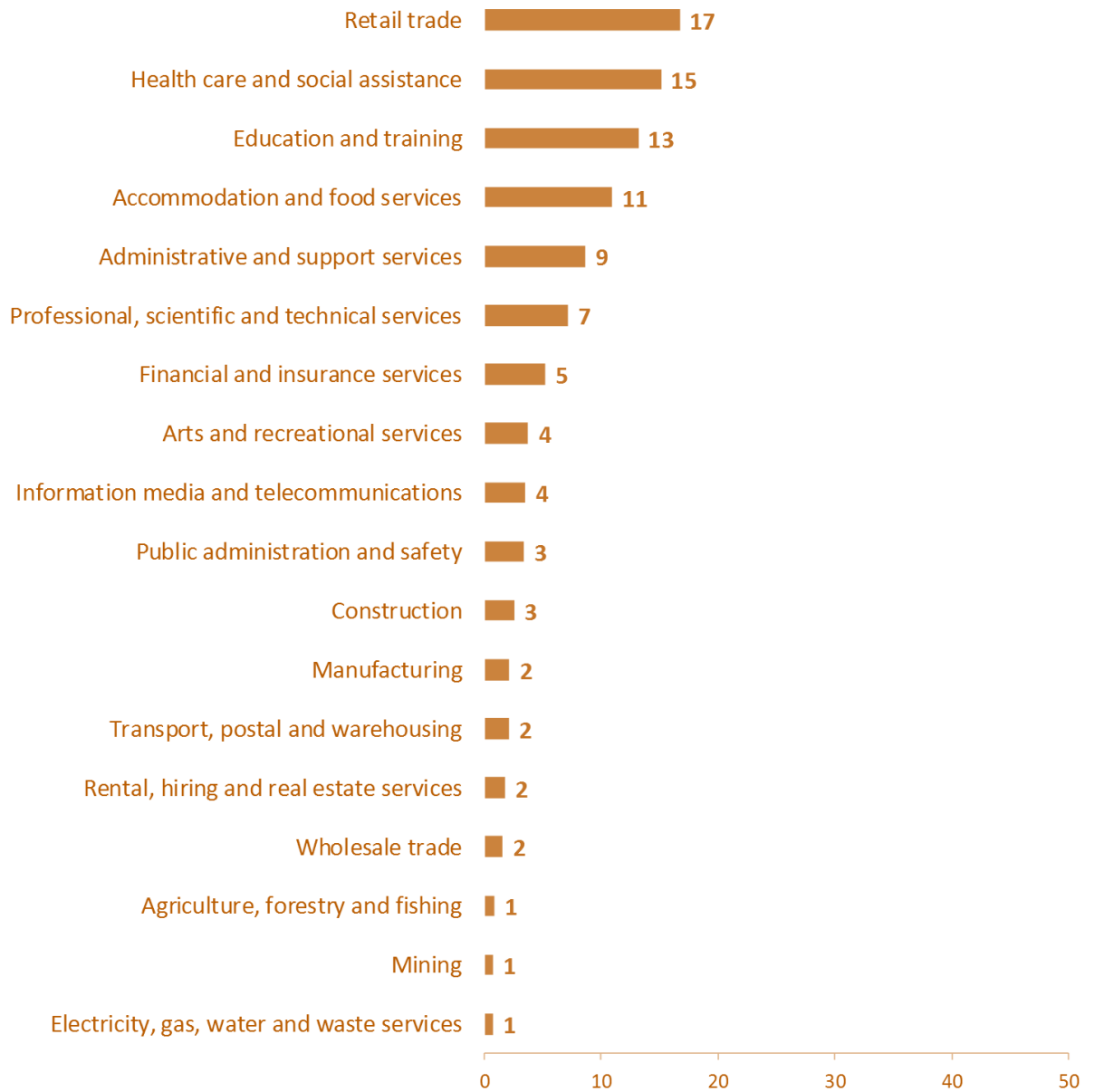


Q1. Are you currently studying? (Base: All women under 40 who are currently working, n=1,692)

## Industry location

Women were asked to indicate which industry sector they were working in. Figure 6 displays the results in descending order.

**Figure 6: Industry sectors**



Q4. What industry do you work in? (Base: All women under 40 who are currently working, n=1,692)

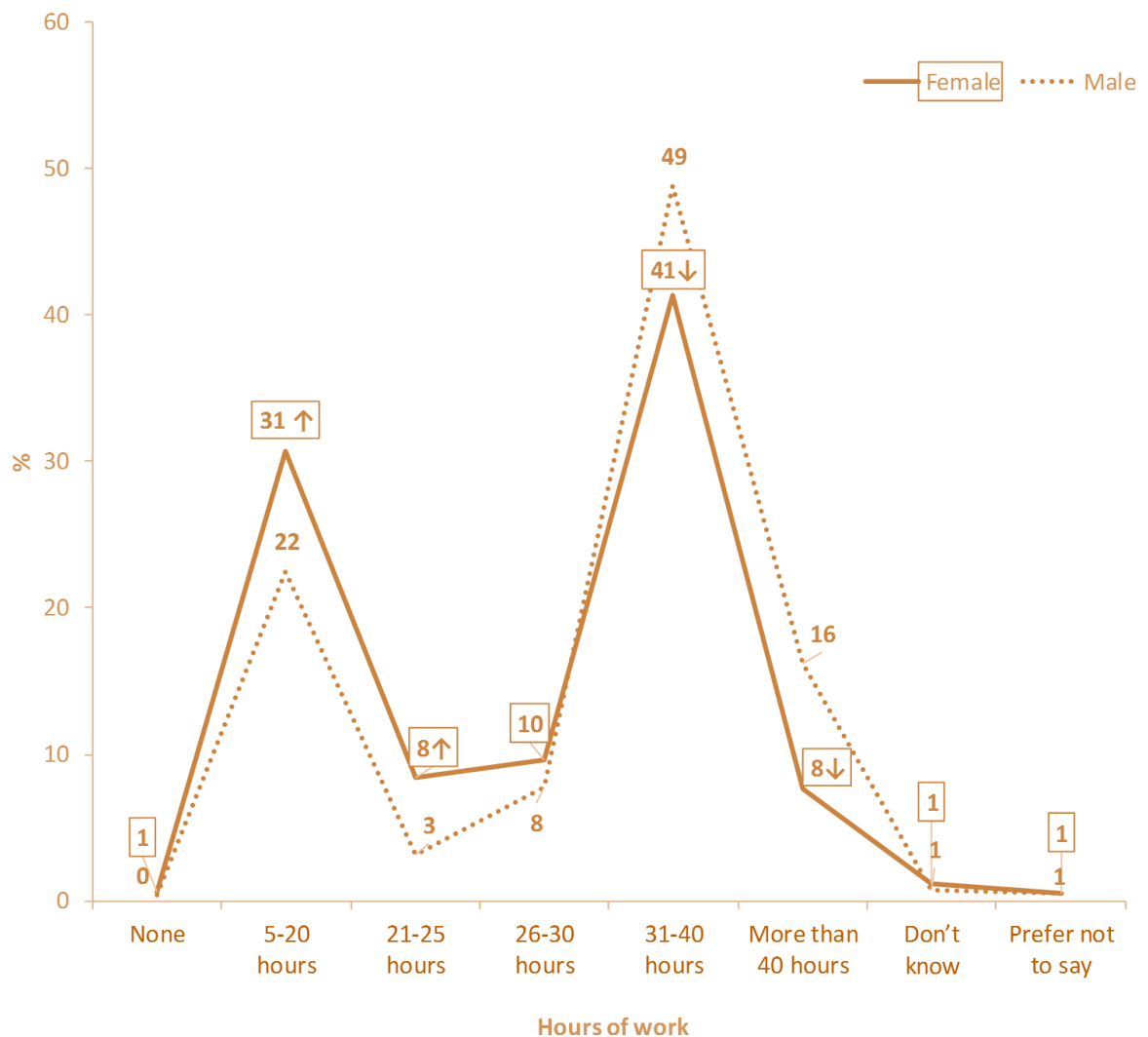
## Working patterns

### Number of working hours

Of the women currently working, half (50%) said that they were working between 26-40 hours.

As shown in Figure 7, women were more likely than men to say they work 5-30 hours (casual or part-time hours), however beyond that point, men were more likely to be working full-time (49% of men said they work 31-40 hours; compared with 41% of women).

Figure 7: Paid working hours

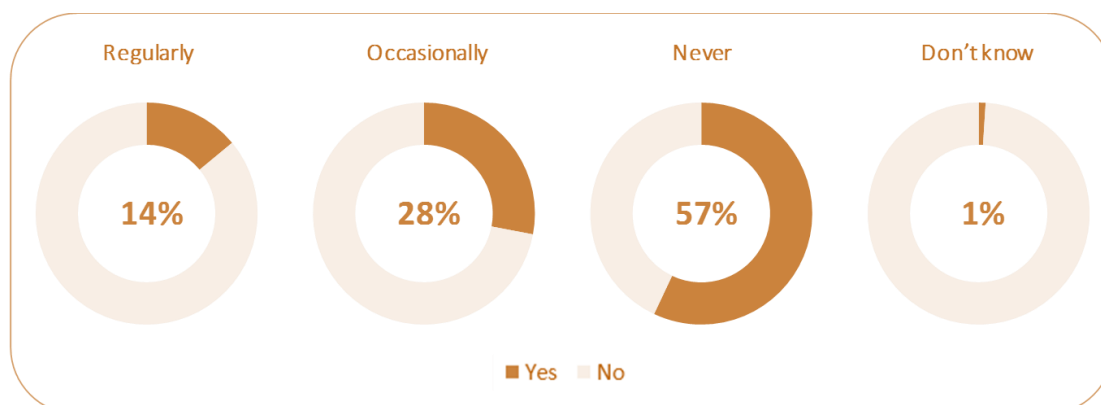


Q8. How many hours of paid work do you do in an average week? (Base: All women under 40 who are currently working, n=1,692 and all men under 40 who are currently working, n=429)  
 (↑↓ are used to denote statistically significant differences between men and women).

## Frequency of working from home

Just over four in ten women (42%) said they work from home, either regularly or occasionally.

**Figure 8: Working from home**



Q11. How often, if at all, do you work from home? (Base: All women under 40 who are currently working, n=1,692)

Certain characteristics (having children and being self-employed, for example) were more likely to result in women working from home. The following groups of women were more likely to report working from home regularly or occasionally:

- Women in their 30s (48% compared with 27% of those aged 16-20 years and 42% of those aged 21-30 years);
- Self-employed women (90% compared with 41% of those working for an employer and 32% of those working casually or freelancing);
- Women working multiple jobs (52% compared with 40% of those with a single job);
- Mothers (47% compared with 39% of those who are not);
- Women who are Culturally and Linguistically Diverse (50% compared with 40% of those who are not); and
- High-income earners (57% compared to 37% of those earning below \$40,000, for example).

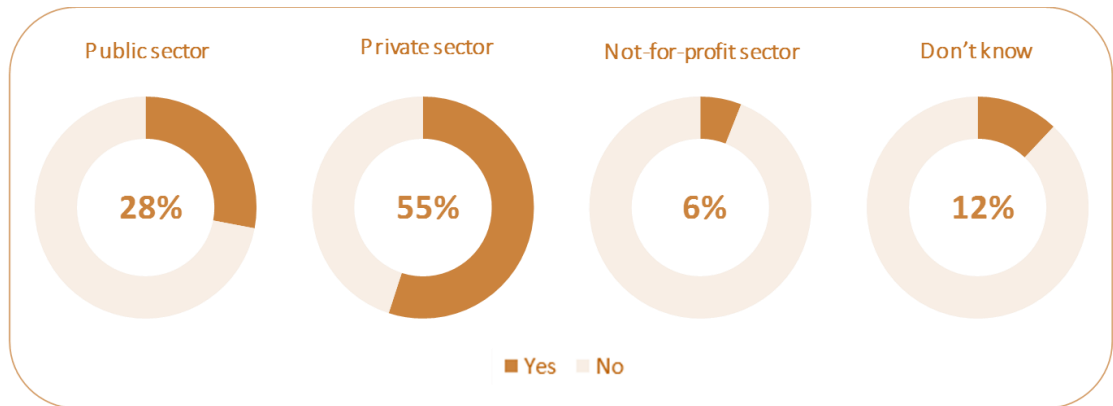
There were no significant differences between men and women in terms of whether they work from home.

## Employment sector

Over half of employed women (55%) said that they were working in the private sector (described as 'employment by a commercial company'). Basic descriptions on each sector were provided, however 12% of women did not know what sector they were employed in (see Figure 9).



**Figure 9: Employment sectors**



Q6. Are you employed in the ...? (Base: All women under 40 who are currently working, n=1,692)

The following groups of women were more likely to say they didn't know which sector they were working in:

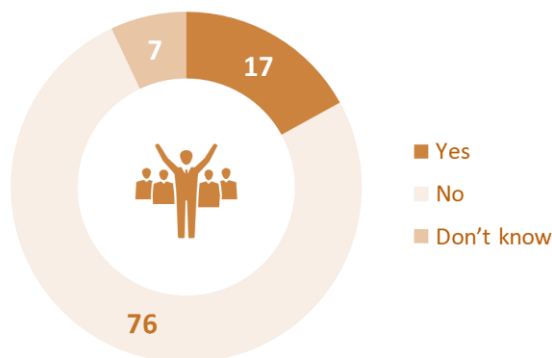
- Women aged 16-20 (30% in comparison to 6% of those aged 31-40, for example);
- Women working on a casual, freelance or short-term contract basis (22% compared to 8% of those working full-time or part-time for an employer); and
- Those living in regional areas (18% in comparison to 11% of those in metropolitan areas).

Those still in school, those living at home with parents and low-income earners were also more likely not to know which sector they were working in (30%, 20% and 18%, respectively), however this may also be due to the higher proportion of young women in each of these sub-groups. Additionally, women were more likely than men to say they didn't know which sector they worked in (12% in comparison to 4% of men).

### Trade union membership

Around one in six women currently working (17%) said that they were members of a trade union (see Figure 10).

**Figure 10: Trade union membership**



Q7. Do you belong to a union? (This refers to: An organisation which primarily seeks to improve the conditions and wages of employees in a particular industry sector) (Base: All women under 40 who are currently working, n=1,692)

Women with the following characteristics were more likely to be trade union members:

- Those working for an employer (20% in comparison to 10% of casual/freelance workers);
- Public sector workers (29% in comparison to 14% employed in the private sector);
- Women with a Bachelor’s degree or higher (21% in comparison to 14% of those with a TAFE certificate and 13% of those with a School Certificate);
- Women with a disability (24% in comparison to 16% of women without a disability);
- High-income earners (22% of those earning above \$80,000 compared with 14% of those earning \$40,000 or less); and
- Aboriginal and/or Torres Strait Islander women (29% in comparison to 17% of women who are not of Aboriginal and/or Torres Strait Islander background). This may, however, be a reflection of the sample make-up, as mentioned in Section 2.4.

Furthermore, those aged 16-20 were more likely to say they didn’t know whether they were a part of a trade union (23% compared with 2% of those 31-40 who were unsure).

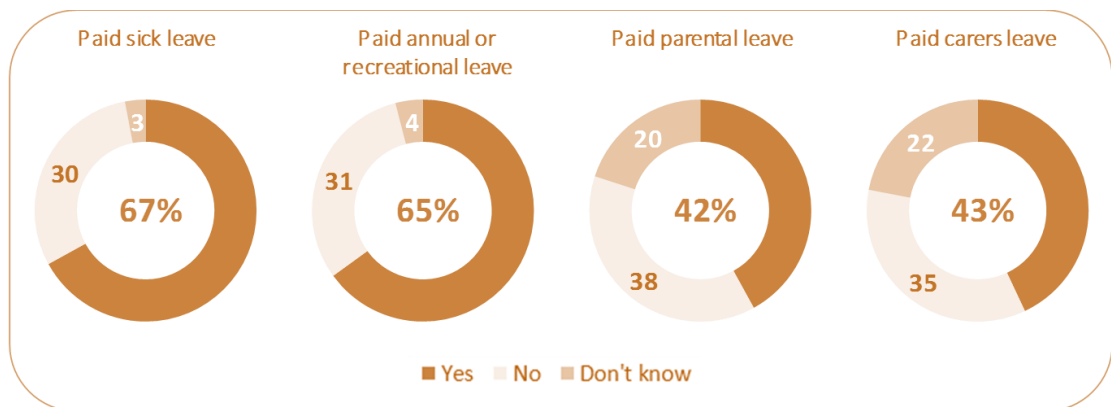
### Paid entitlements

Women who indicated that they were working at the time of the study, were asked whether they received the following paid entitlements in their role: sick leave, annual or recreational leave, parental leave (in addition to the Government provided paid parental leave) and carers leave.

Paid sick leave and annual leave emerged as being more common than paid parental and carers leave (see Figure 11). At least a fifth of women also said they didn’t know whether they received paid parental and carers leave (20% and 22% respectively).

Women and men were equally as likely to say they received annual or recreational leave, parental leave and carers leave. A higher proportion of men said they received paid sick leave (73% compared with 66% of women) which is likely due to the higher proportion of women working casually (see Section 3.1).

Figure 11: Paid entitlements



Q5. In your job, are you able to get ...? (Base: All women under 40 who are currently working, n=1,692)

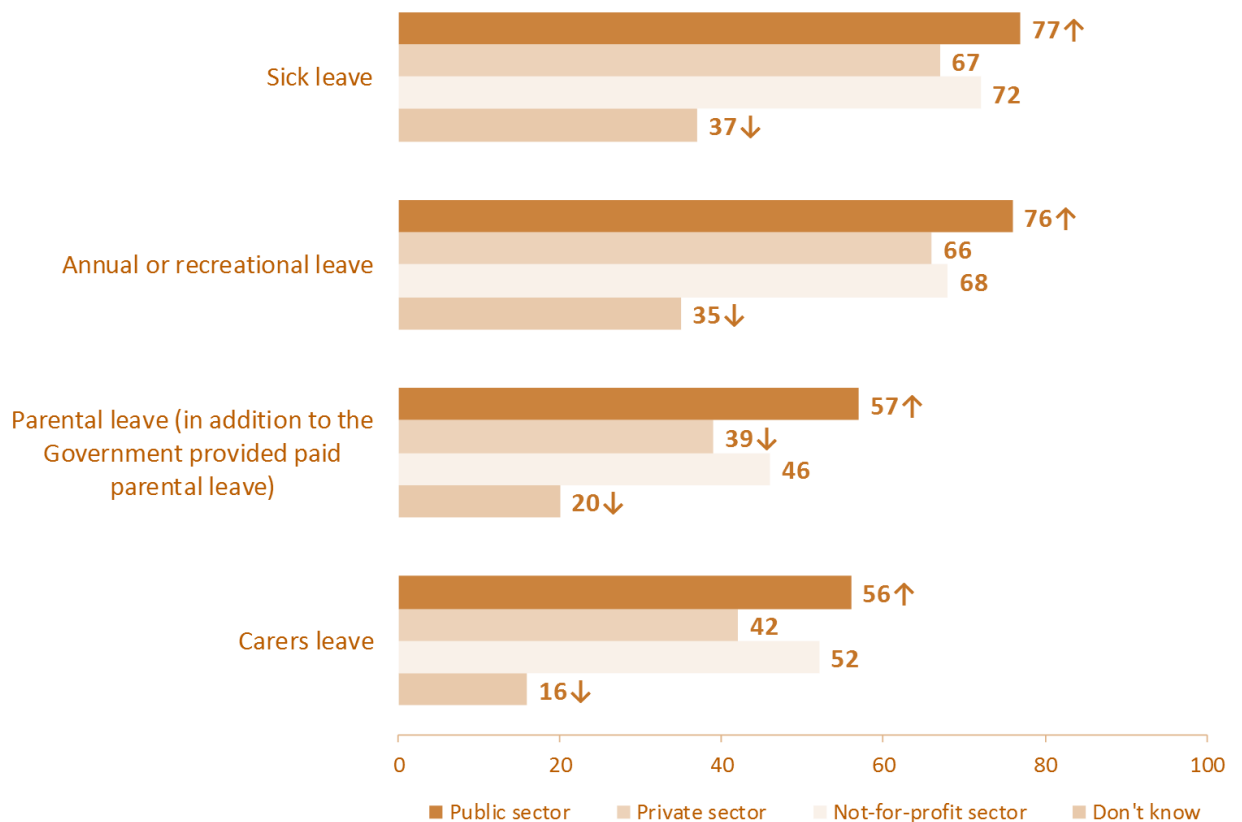
Certain groups of women were consistently found less likely to report receiving the paid entitlements mentioned above:

- Women aged 16-20 years (28% received paid sick leave, 27% annual or recreational leave, 16% parental leave and 13% carers leave);
- Self-employed women (35% received sick leave, 31% annual or recreational leave, 24% parental leave and 20% carers leave).
- Women working multiple jobs (50% received paid sick leave, 47% annual or recreational leave, 32% parental leave and 34% carers leave); and
- Low-income earners (42% received paid sick leave, 41% annual or recreational leave, 23% parental leave and 23% carers leave).

### Paid entitlements by sector

For each of the paid entitlements, women working in the public sector were more likely to say that they received these benefits, than those in the private sector. Figure 12 displays a side-by-side comparison of each sector and the proportion of women who said they received each paid entitlement.

**Figure 12: Paid entitlements by sector**



Q5. In your job, are you able to get ...? (Base: All working women n=1,692)

Q6. Are you employed in the (public/private/not-for-profit sector) ...? (Base: All women under 40 who are currently working, n=1,692)

(↑↓ are used to denote statistically significant differences between work sectors.)

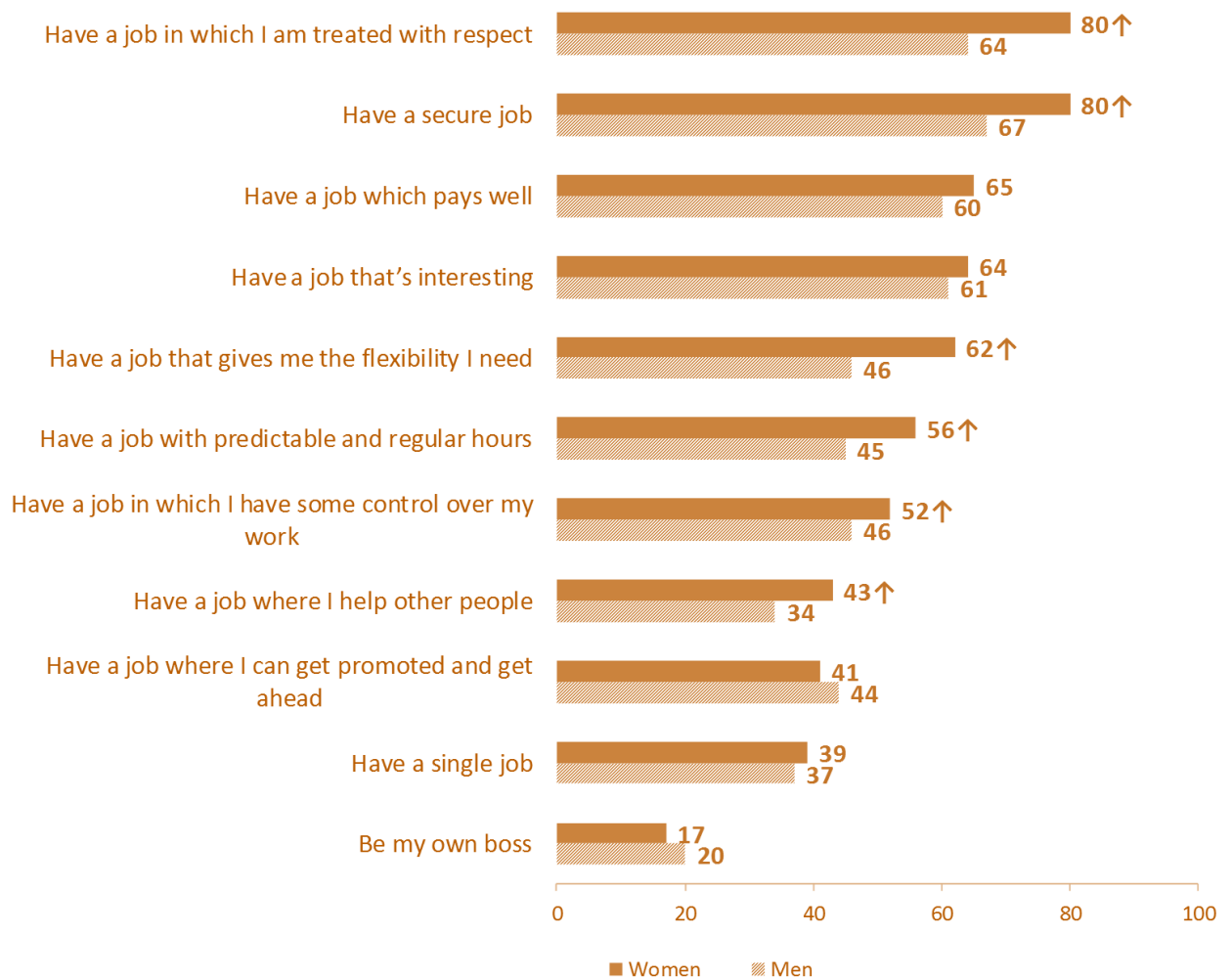
## 3.2 What women want in a job

### What women value in a job

Respondents were asked how much they valued a range of attributes relating to jobs and workplaces, by indicating whether each issue 'matters a lot', 'a little' or 'not at all' to them. Figure 13 shows the extent to which men and women felt that certain job attributes 'matter a lot'. Each of these attributes will be discussed further throughout the report.

The most important job attributes for women were identified as having a job that is secure and where they are treated with respect (80% for both). However, only 68% agreed that their manager treated them with respect at work (Figure 52) and 59% of women currently working agreed that their job was secure (Figure 26).

**Figure 13: Most valued job attributes, by gender ('matters a lot')**



Q22. Below are a range of issues that can be important in a job. For each of these, do they matter a lot to you, a little, or do they not matter at all? (Base: All women under 40, n=2,109 and all men under 40, n=502)

\*Note that only top box is displayed above ('matters a lot').

(↑↓ are used to denote statistically significant differences between men and women).

Women and men shared similar responses in terms of what mattered to them at work. These were acknowledged as: being treated with respect; job security; flexibility; predictable/regular hours; control over work; and helping other people.

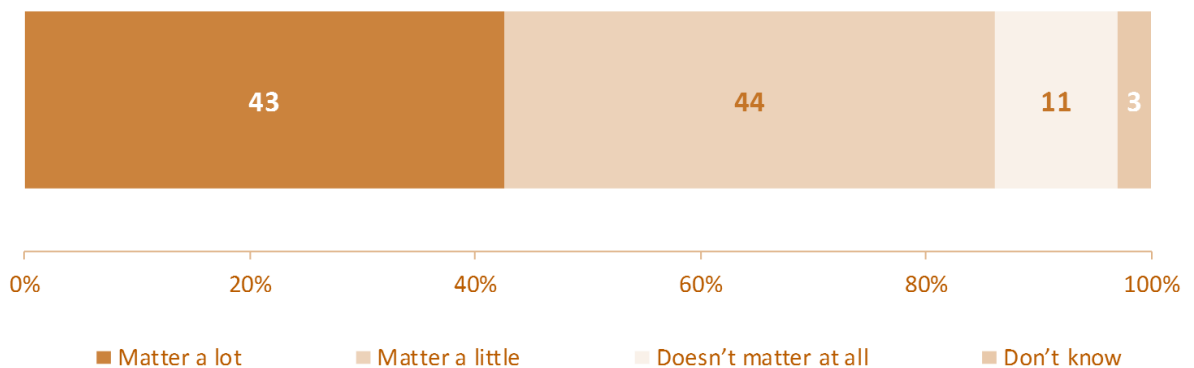
Women in their thirties valued different job attributes to women in their teens and twenties. This is likely associated with their position in life and their career pathway. Women in their thirties were more likely to say that the following aspects about their job mattered ‘a lot’:

- Having a job that is interesting (67% in comparison to 61% of those aged 21-30);
- Having a job with predictable and regular hours (60% in comparison to 50% of those aged 16-20);
- Having a single job (43% in comparison to 31% of those aged 16-20);
- Having some control over their work (56% in comparison to 49% of those aged 16-30); and
- Having the flexibility they need (67% in comparison to 57% of those aged 21-30).

Conversely, women in their thirties were less likely to say that having a job where they could be promoted and get ahead mattered ‘a lot’ (37% in comparison to 45% of those aged 16-20 and 44% of those aged 21-30). These years are likely to coincide with raising young children for some, which may cause women to value different job attributes.

### A job involving helping other people

Figure 14: Importance of having a job that helps other people

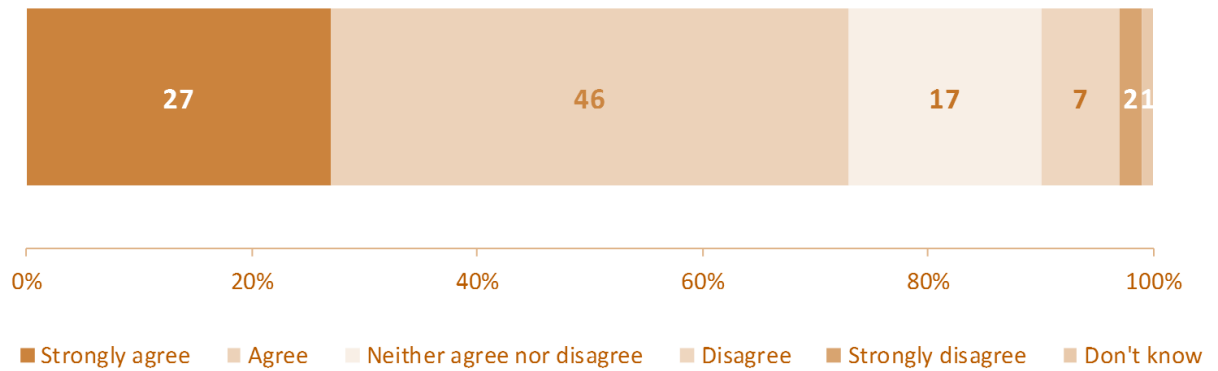


Q22. Below are a range of issues that can be important in a job. For each of these, do they matter a lot to you, a little, or do they not matter at all? To have a job where I help other people (Base: All women under 40, n=2,109)

When asked whether having a job where one can help others mattered to them, the majority of women under 40 (87%) said that it did (Figure 14). Women who work in the not-for-profit sector (61%), women who hold multiple jobs (51%) and those who have a Bachelor’s degree or higher (47%) were more likely to say it ‘matters a lot’.

While 87% of women said having a job that helps others is important, of the working women, 73% felt they could do this in their current roles (see Figure 15). This increased to 91% among those women working in the not-for-profit sector, which is significantly higher than those in the public (79%) and private sectors (69%). Men and women were equally likely to agree that they had jobs in which they could help other people.

**Figure 15: Agreement that one's job allows them to help others**

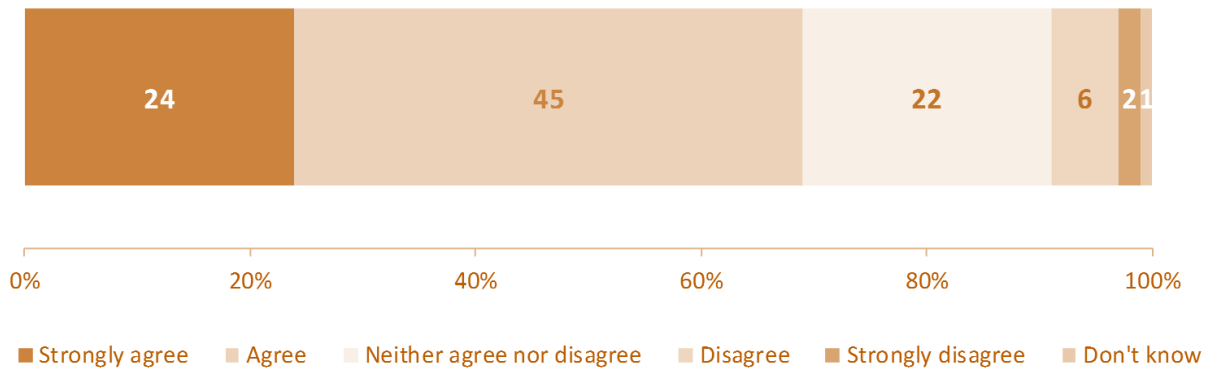


Q12g. Below are some statements about jobs and workplaces. For each, please think about your main job. Do you agree or disagree that... In my job I can help other people (Base: All women under 40 who are currently working, n=1,692)

### A job that is useful to society

Around seven in ten women (69%) agreed that their job was useful to society, with almost a quarter of these women (24%) strongly agreeing. Only 8% did not think their job was useful to society.

**Figure 16: Agreement on job being useful to society**



Q12f. Below are some statements about jobs and workplaces. For each, please think about your main job. Do you agree or disagree that... My job is useful to society (Base: All women under 40 who are currently working, n=1,692)

Significant differences here existed mostly between women working in different sectors. Women who work in the public and not-for-profit sectors were much more likely to feel their job was useful to society; almost eight in ten of these women agreed (79% in the public sector and 85% in the not-for-profit sector). In contrast, 64% of women in the private sector felt that their job was useful to society, with one in ten (10%) disagreeing (compared to just 2% of those not-for-profit and 5% in public sector). Women who have a tertiary education were more likely to 'strongly agree' (28% compared to 16% of those who have completed secondary school).

## Work with variety and which is stimulating: findings from the qualitative research

Women working in insecure, but higher skilled roles, saw the variety in their employment as a strong positive factor but spoke of needing to mitigate the varying levels of income that were often tied to working contractual roles or working casually.

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*“My job takes me to a lot of places, (I) travel quite a lot for work, so it is exciting to work in different offices, meeting people, different cities.”*  
-Brisbane, higher skill/pay, and insecure working conditions

*“I manage my risk ... I’ve got two jobs. I have one that gives me a regular income and one that fluctuates.”*  
-Brisbane, higher skill/pay, and insecure working conditions

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Women in lower skilled jobs were also more likely to mention the repetitive nature of their jobs, and their lack of mental stimulation.

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*“I work for (emergency services organisation) and it’s very mundane day-to-day ... it’s just not mentally stimulating ... My brain – if I turn my head – it will just fall out.”*  
-Brisbane, lower skill/pay, and secure working conditions

*“I’m doing everything the same, every day. Just repeating.”*  
-Parramatta, lower skill/pay, and insecure working conditions

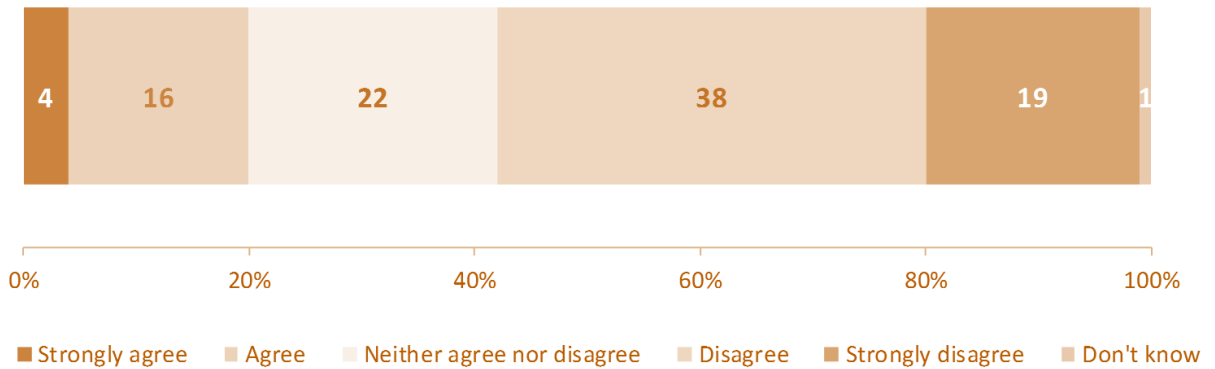
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### 3.3 Isolation and stress at work

#### Isolation at work

As shown in Figure 17, one in five women (20%) agreed that they feel isolated at work.

Figure 17: Agreement on feeling isolated at work



Q12e. Below are some statements about jobs and workplaces. For each, please think about your main job. Do you agree or disagree that... I feel isolated at work (Base: All women under 40 who are currently working, n=1,692)

Those more likely to agree that they feel isolated in their workplace were:

- Self-employed women (30% compared to those working for an employer - 20% of full-time and part-time women and 18% of women working casually);
- Women who work from home regularly or occasionally (24% compared to 17% of those who never work from home);
- Tertiary-educated women (23% compared to 15% of women whose highest educational attainment is completing secondary school); and
- Women with a disability (34% while 18% of women without a disability).

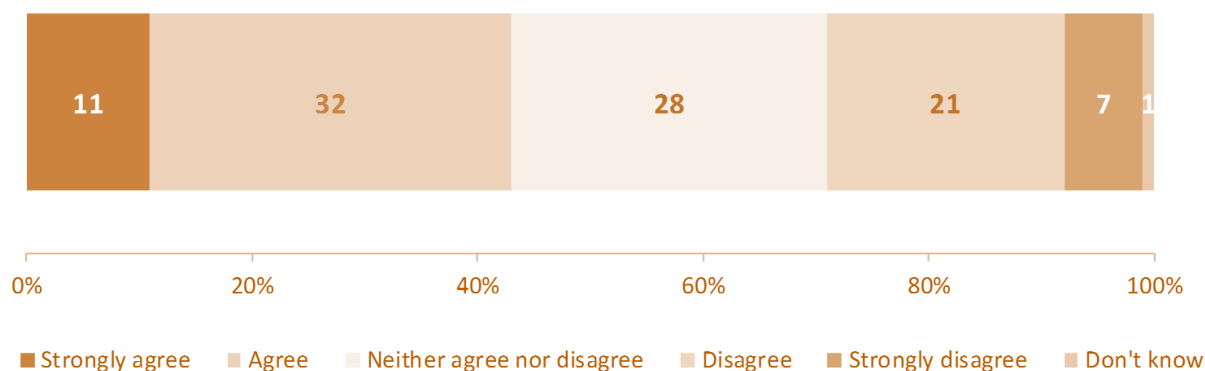
Men were more likely than women to say they felt isolated at work (26% compared to 20% of women).

#### Job stress

Just over two in five women (43%) agreed that their job makes them feel stressed; of these, 11% 'strongly' agreed (see Figure 18).



**Figure 18: Agreement on being stressed at work**



Q12h. Below are some statements about jobs and workplaces. For each, please think about your main job. Do you agree or disagree that... My job makes me stressed (Base: All women under 40 who are currently working, n=1,692)

Reported stress was higher among:

- Women in their 20s and 30s (46% among both age groups agreed, compared to 30% among those 16-20);
- Women working full-time or part-time for an employer (49% compared to 30% among those working casually or freelance);
- Women with a tertiary education (48% compared to 38% of those whose highest education level attained was secondary school, for example);
- Women with disability (51% compared to 43% of those without disability); and
- Higher-income earners (49% of those earning \$40,000 and above for example, compared to 33% among those earning less than \$40,000 per annum).

Longer working hours were also associated with whether women felt they were stressed at work.

Table 7 below evidences the inverse relationship between hours worked in an average week and reported stress. Half of the women working 31-40 hours a week agree that their job makes them stressed. Women who work more than 40 hours a week were twice as likely than those working 5-20 hours to said they were stressed at work (62%; compared with 31%).

**Table 7: Agreement on being stressed at work, by number of paid hours worked per week**

	None	5-20 hours	21-25 hours	26-30 hours	31-40 hours	Over 40 hours
<b>NET Agreement</b> (Strongly agree and agree)	37%	31%↓	43%	45%	51%↑	62%↑
<b>Neither agree nor disagree</b>	27%	28%	31%	22%	30%	21%
<b>NET Disagreement</b> (Strongly disagree and disagree)	37%	40%↑	25%	32%	20%↓	16%↓
<b>n</b>	11*	512	146	165	701	129

Q8. How many hours of paid work do you do in an average week? (Base: All women under 40 who are currently working, n=1,692 and all men under 40 who are currently working, n=429)

Q12h. Below are some statements about jobs and workplaces. For each, please think about your main job. Do you agree or disagree that... My job makes me stressed (Base: All women under 40 who are currently working, n=1,692) \*Note the small base size for 'None'.

(↑↓ are used to denote statistically significant differences from the average).

### **Job stress among women in professional occupations**

Job stress was also explored in the qualitative research. Somewhat at odds with the findings that lower qualified and paid women experience higher rates of stress, the most notable examples of stress in the workplace were the pressures faced by the group of female participants working in the private sector, particularly those in highly skilled, well paid jobs. While the long hours demanded of them were expected when they took on their jobs, they were no less a major negative aspect and for many, a reason to consider whether their time within their current role was limited. The long hours related not only to direct work but were also associated with time spent attending client events, which was often viewed as an integral part of their job performance. These women were aiming to gain experience and reach a senior level in the organisation, and then use the transferrable skills that they had developed to move to employment sectors which they perceived as offering less stressful working environments (e.g. public or not-for-profit sectors).

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*“I feel like that when I went into this field, I armed myself with the mentality that I wasn’t always going to have a work-life balance.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“Too many events ... you do not want to do it and it becomes a burden and you’re like ‘I don’t want this’ ... it actually starts putting a strain on your relationship because you’re trying to explain that to somebody else ‘I’ve got to go to this function, it’s not an option for me’ becomes difficult.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“I moved into non-profit for a bit more balance. I used to work in property funds management and that was busy.”*

*-Sydney, higher skill/pay, and secure working conditions*

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Despite recognising that the long hours and levels of stress may be excessive, these women were well remunerated and were loath to step away from their well-rewarded positions.

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*“It’s difficult to give up the lifestyle that you’ve built up for a long time. And there’s a lot of things that pull you in there and keep you there too – like we’re treated very well obviously.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“I don’t mind working a fifty-hour week because it allows me to live a certain way. I could work a thirty-hour week but then I would have to draw back on certain things.”*

*-Sydney, higher skill/pay, and secure working conditions*

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## **SUMMARY: WORKING LIFE**

At the time of survey, 55% of the women aged under 40 were working full- or part-time; 19% were working casually or freelance; 6% were working within their own business; 15% were looking for work; 3% were on leave; and 2% were on a career break. Among those women currently working, 33% were also studying. Two in five (39%) said it mattered a lot to have a single job, yet 15% had at least two jobs. Half of women (50%) were working between 26-40 hours per week.

Two in five women said they regularly (14%) or occasionally (28%) work from home. This was more often the case among self-employed women, those in their 30s and those working multiple jobs.

Half (55%) said they were working in the private sector, 28% in the public sector and 6% for not-for-profit organisations. 17% of women said they were members of a trade union, and this was higher among public sector workers.

Two-thirds of women said they received paid sick (67%) and annual leave (65%), only two in five said they could receive paid parental leave (42%) and paid carers leave (43%). One in five women didn't know whether they were able to receive paid parental and carers leave.

The attributes women most valued in a job were that they were treated with respect (80%), that their job was secure (80%), that the job paid well (65%), that the job was interesting (64%) and that it offered the flexibility they needed (62%).

One in five women (20%) said they felt isolated in their work, particularly those self-employed and working at home. Two in five (43%) felt stressed at work. Stress was a more significant concern for younger women, those still in education, and those in lower paid or casual roles. The majority of women viewed that their job as being useful to society (69%) and as one that allowed them to help others (73%).

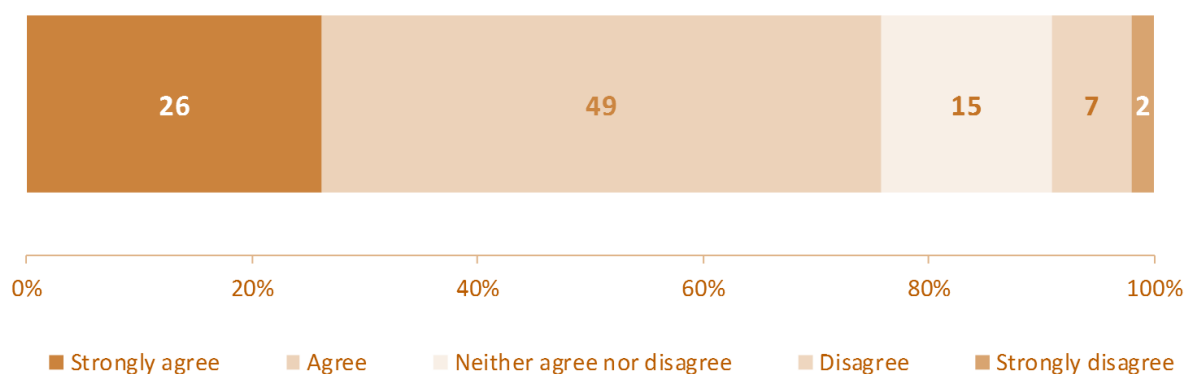
## 4. Workforce skills and training

### 4.1 Importance of skill currency

#### A job that allows use of skills, knowledge and abilities

Three-quarters of the women currently working (75%) agreed that their job allows them to use their skills, knowledge and abilities (see Figure 19).

Figure 19: Agreement that my job allows me to use my skills, knowledge and abilities



Q12b. Below are some statements about jobs and workplaces. For each, please think about your main job. Do you agree or disagree that... My job allows me to use my skills, knowledge and abilities (Base: All women under 40 who are currently working, n=1,692)

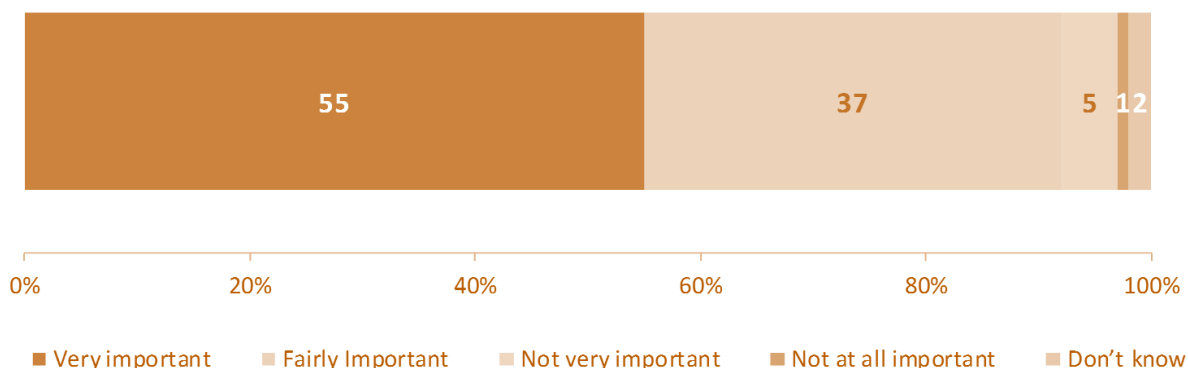
The following groups of women were less likely to agree:

- Younger women aged 16-20 (62% compared to 82% of those women aged 31-40);
- Those working on a casual or freelance basis (65% in comparison to 87% of those self-employed and 78% of those working for an employer);
- Women currently studying (68% compared to 79% of those who are not); and
- Low-income earners (69% of those earning below \$40,000 in comparison to 83% of those earning above \$80,000).

#### Importance of having the right skills and qualifications

While three-quarters of working women said their job allows them to use their knowledge and abilities, more than nine in ten (92%) said they believe having the right skills and qualifications is important in order to succeed in work. Over half (55%) said it is 'very important' (see Figure 20).

**Figure 20: Importance of having the right skills and qualifications**



Q23a. How important do you think each of the following will be to you succeeding in your work? Having the right skills and qualifications (Base: All women under 40, n=2,109)

Women were slightly more likely than men to say it is important to have the appropriate skills and qualifications to succeed at work (92% compared to 88% of men).

Women with a disability and high-income earners were more likely to say that having the right skills and qualifications is not important to them succeeding in their work (13% of women with disability compared to 5% of women without disability and 10% of high-income earners compared to 4% of women earning below \$40,000).

Women in focus groups discussed the need to keep skills current. In order to develop their careers, young women in their twenties were conscious that, they needed to supplement their educational qualifications and improve their skillset to progress beyond lower skilled roles. Working mothers also discussed remaining in the workforce on a part-time basis during the early years of parenthood to keep their skills current until they could take on a role with more hours, or greater responsibility.

*“I’m worried about my boss asking me to work more hours ... I don’t have to work three days and I want to be there with (my son) and I don’t even need to work. It’s about career progression, it’s staying in the industry for later on.”*

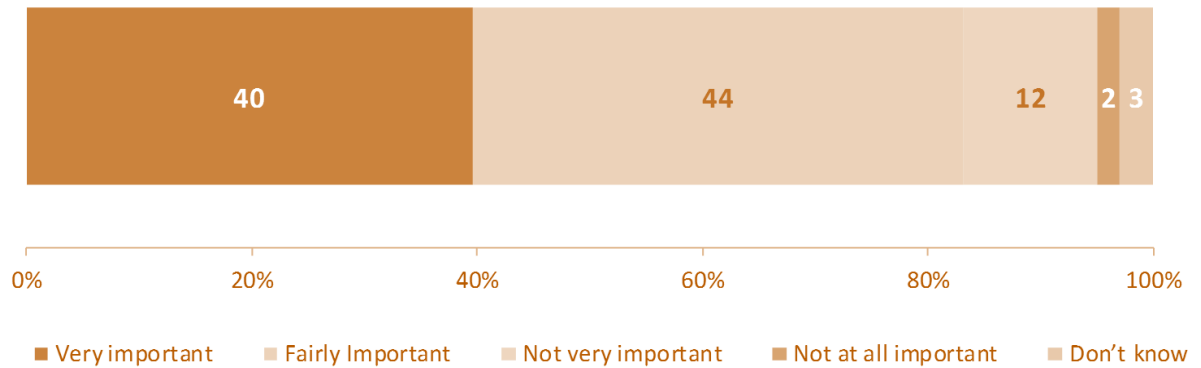
*-Parramatta, working mothers*

### **Importance of support and mentoring to develop leadership skills**

A high proportion of women – over eight in ten (84%) – felt that support and mentoring to develop their leadership skills were important to them succeeding in their job (as illustrated in Figure 21). Men and women were equally as likely to view support and mentoring as important to success.

Women identifying as Culturally and Linguistically Diverse were more likely to say this aspect was ‘very important’ to succeeding at work (48% compared to 37% of those who are not Culturally and Linguistically Diverse).

**Figure 21: Importance of receiving support and mentoring to develop leadership skills**

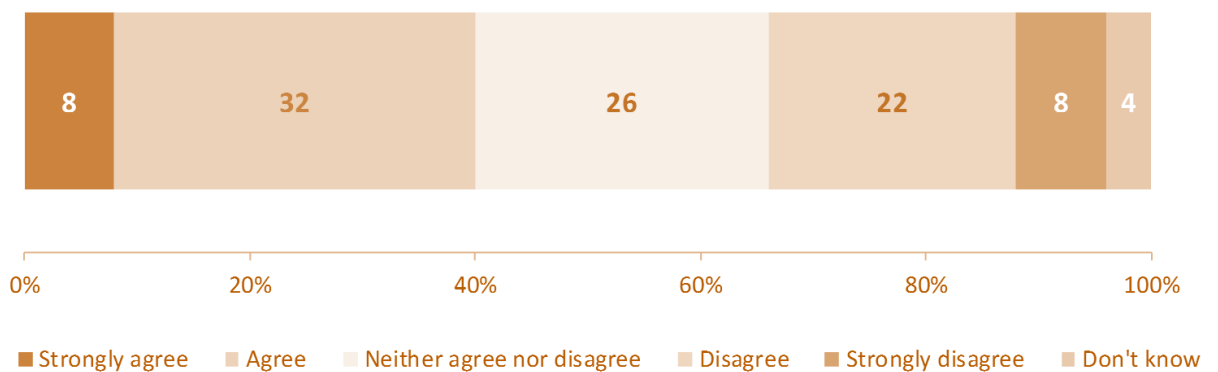


Q23b. How important do you think each of the following will be to you succeeding in your work? Support and mentoring to develop my leadership skills (Base: All women under 40, n=2,109)

### Access to free or affordable training for better jobs

While the vast majority of working women said that having the right skills and qualifications and receiving support to develop leadership skills is important to succeed at work, only 40% of women currently working felt they were able to access free or affordable training, equipping them for better jobs (see Figure 22). A higher proportion of men (48%) agreed that they could access this.

**Figure 22: Agreement that I can access the free or affordable training I need to equip me for better jobs**



Q13a. Below are some statements about your current job. For each, please think about your main job. Do you agree or disagree that... I can access the free or affordable training I need to equip me for better jobs (Base: All women under 40 who are currently working, n=1,692)

Women with the following characteristics were more likely to agree they could access free or affordable training to equip them for future roles:

- Those in the public sector (49% compared with 39% of women in the private sector);
- Those who work from home (47% compared with 35% of who do not);
- Women with a tertiary education (45% of those with a Bachelor's degree and higher in contrast to 36% of those with a TAFE diploma or certificate, for example); and
- Women born in Asia (52% compared to 40% of those born in Australia).

On the other hand, women working on a casual or freelance basis were more likely to say they couldn't access this training (36% disagreed, compared to 27% of those working full-time or part-time for an employer).

The qualitative research highlighted the varying level of support for training from employers. Some women felt that their employers were unwilling to provide sufficient investment in skill development, whereas others felt they were well supported by managers to access appropriate training. Some part-time working women noted that it was difficult for them to access the available training.

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*“Well, at my workplace they encourage self-learning a little bit ... I would prefer to do courses and things like that ... I just think that they're a little bit tight with their money ... I'd much rather get a qualification than work at it myself.”*

*-Parramatta, lower skill/pay, and insecure working conditions*

*“My (supervisor) he's pretty cool. He's like 'just do what you want, if you want to go on this course, if we've got room you can go on it, whatever'. It's pretty good.”*

*-Parramatta, working mothers*

*“There is training but it is only when you can get it available ... it's only on these days or it's in the city. I work in Parramatta ... so getting to that training is really not convenient whatsoever. And they kind of don't put it as a priority and I wonder if it's because I'm there three days, if I was there five days I'm wondering if they'd push it more.”*

*-Parramatta, working mothers*

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## 4.2 Responsibility for workforce skills

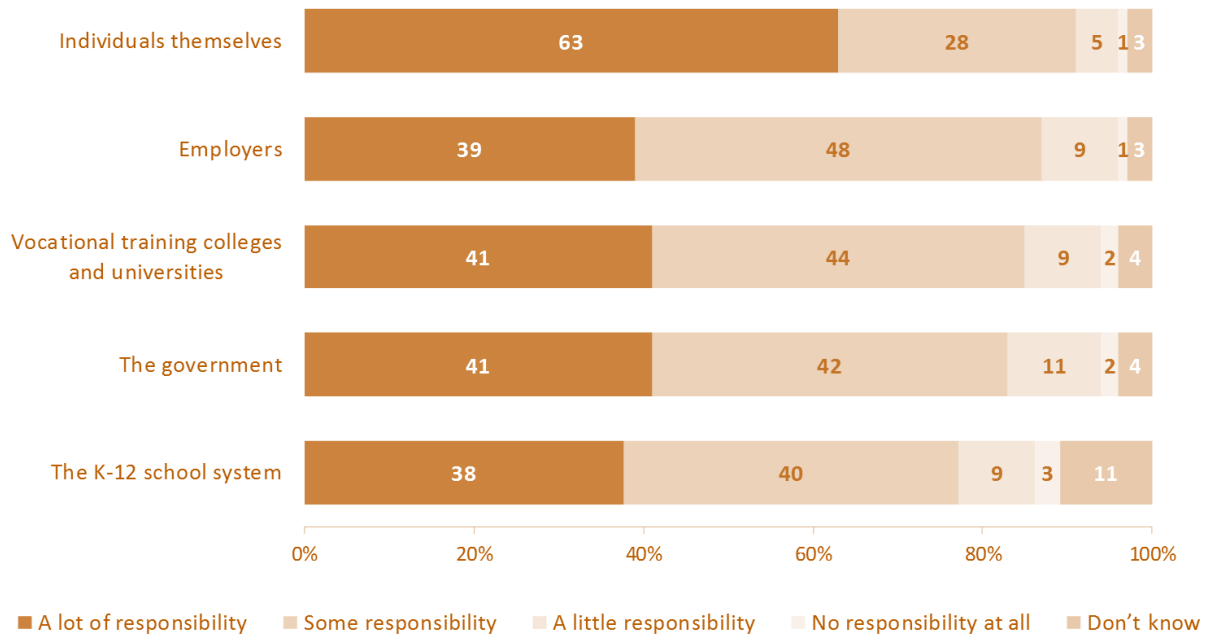
Women were asked how much responsibility certain institutions should have in ensuring that the Australian workforce is equipped with the skills necessary for success. Figure 23 summarises these findings.

Almost all women (96%) said that individuals themselves should have responsibility (a lot, some, or a little) for ensuring they have the necessary skills and education. Employers, vocational colleges, the Government and the K-12 school system were seen as having broadly the same overall level of responsibility for equipping individuals with the skills required for work. However, women were less likely to view these institutions as having 'a lot' of responsibility than they were, to feel that individuals themselves have 'a lot' of responsibility.

Women aged 16-20 years were more likely than women in other age groups to think that the Government should have 'a lot' of responsibility in facilitating the development of the workforce skills and education (50% compared with 41% of those aged 21-30 years and 38% of those aged 31-40). On the other hand, women with disability were less likely to think this responsibility sits with the individual and were more likely to say individuals have only 'a little' or 'no responsibility at all' (13% compared to 5% of those without disability).

Women currently unemployed and looking for work were also more likely than those working full-time or part-time for an employer to say that most of the parties below have 'a lot' of responsibility in this regard. For example, 53% of those looking for work said the Government has a 'a lot of responsibility', while 38% of those working for an employer said the same.

**Figure 23: Perceptions on who is responsible for a successful Australian workforce**



Q21. How much responsibility should each of the following have in making sure that the Australian workforce has the right skills and education to be successful? (Base: All women under 40, n=2,109)

While women and men shared similar views on the role that the Government should play in providing skills and education to Australians, women were more likely than men to feel that all other parties should have ‘a lot’ of responsibility;

- Individuals themselves (63% of women felt that women had ‘a lot’ of responsibility; compared to 54% of men);
- Employers (39% of women compared with 28% of men);
- The K-12 school system (38% whereas 32% of men said the same); and
- Vocational training colleges and universities (41% in comparison to 33% of men).

## 4.3 Future skills

### Perceptions of adequacy of education and training

Figure 24 shows that just over half of Australian working women (51%) believe they have the necessary education and training to remain in a good job. There was little difference in the responses of men and women to this question.



**Figure 24: Having the education and training required for a 'good job'**



Q20. How do you feel about your work over the next 5-10 years...? (Base: All women under 40, n=2,109). The data in Figure 24 does not sum to 100 as respondents were able to give more than one answer (i.e. a multi-response question).

Women with certain characteristics – most of which relate to life stage or position within the career pathway – were more likely to think that they already possessed the necessary education and training to remain in a good job:

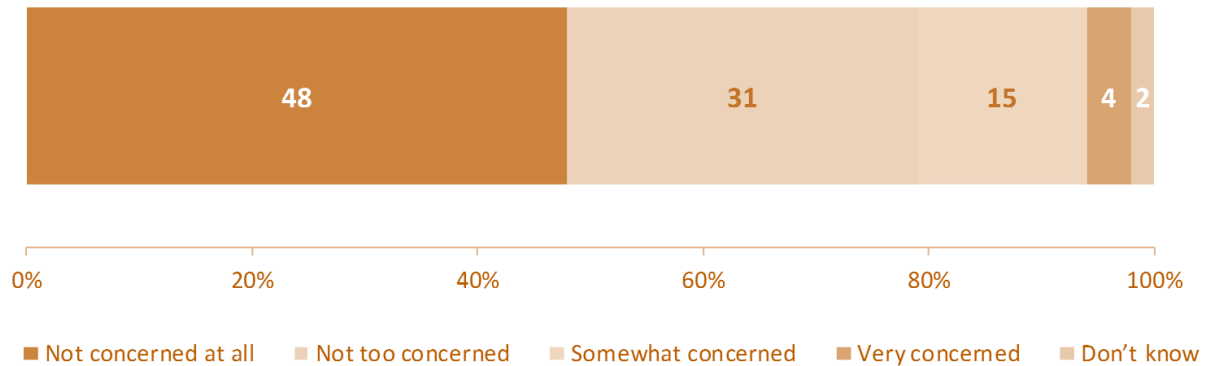
- Women aged in their twenties and thirties (55% of those aged 21-30 years and 57% of those aged 31-40 years in comparison to 30% of those aged 16-20 years);
- Mothers (57% compared to 48% of those who are not);
- Women working in the public sector (62% compared to 54% of those in the private sector);
- Those with a tertiary education (60% of those with a Bachelor's degree and higher compared to 52% of those with a TAFE certificate and 36% of those with a school certificate); and
- Medium- and high-income earners (61% of those earning \$40,000-\$80,000 and 57% of those earning above \$80,000 in comparison to 43% of those earning below \$40,000).

Women currently studying were more likely to feel they needed more education or training (21% as opposed to 11% of those not studying); as were women living at home with their parents (29% compared to 13% of those who live in their own home). Casual and freelance workers, those looking for work and low-income earners also felt this way (25%, 42% and 28% respectively).

### Keeping up with technical skills

The majority of women – almost four in five (79%) – did not feel concerned that they would lose their job because of inadequate technical skills (see Figure 25). Men were more likely than women to feel 'very' or 'somewhat concerned' that they could not keep up with the requisite technical skills (32% in comparison to 19% of women).

**Figure 25: Concern about job loss due to an inability to keep up with technical skills**



Q15b. How concerned, if at all, are you about potentially losing your job because ... You aren't able to keep up with the technical skills required to do your job (Base: All women under 40 who are currently working, n=1,692)

Women more likely to be concerned about not being able to keep up with the technical skills required in their jobs tended to be:

- Self-employed women (29% compared to 19% of those working for an employer, for example);
- Women who work from home (26% compared with 15% who do not);
- Women with Bachelor's degrees or higher (24% compared with 16% of those with TAFE or high school education);
- Women with disability (38% compared to 16% who do not); and
- Women who are Culturally and Linguistically Diverse (32% compared to 16% of those who are not).

During the discussion groups, some women discussed the introduction of new technology within their workplace. While most were receptive to change and welcomed the training provided, there was a recognition of the stress that this introduced for some older workers who were less comfortable with both change and technology. Working mothers returning from maternity leave also reported feeling challenged by updated systems.

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*"We've recently got a new system. Like a new actual computer system within [work unit] and the training that we received, if you were receptive to technology and used it, the support was absolutely there but I know there were some older staff within the organisation who were very stressed at the amount of training that we received."*  
*-Brisbane, lower skill/pay, and secure working conditions*

*"After five months (maternity leave) I logged in and the systems were different. Five months and that was all it took for these things to change and I had to relearn the systems ... and ... programs ... this is why women can't stay at home with their children anymore and come back when they've five, when they go to school. Because five months was all it took!"*  
*-Parramatta, working mothers*

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### **SUMMARY: WORKFORCE SKILLS AND TRAINING**

Three-quarters of working women agreed that their current role allowed them to use their skills, knowledge and abilities, and there was almost universal agreement (92%) that developing the right blend of skills and qualifications was essential for success at work. Women were more likely than men to feel that developing these skills and qualifications were essential, as were high-income earners. Most women also recognised the importance of support and mentoring to develop their leadership skills (84%).

There was a significant gap between the perceived need for developing the right skill set, and working women's current ability to access free or affordable training – only two in five working women could access this type of training. Women believed that individuals were the ones who had the primary responsibility for their employment skill development, with employers, colleges and universities, schools and the Government all sharing secondary responsibility.

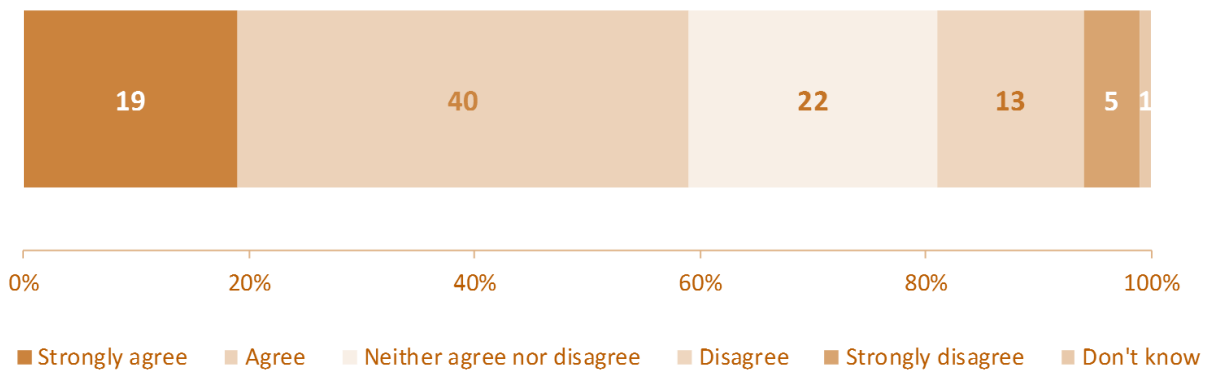
While the qualitative research highlighted that working women were experiencing the impact of changing technology and automation in the workplace and some had already seen job losses as a consequence, only a minority in the survey (19%) were concerned that they would not be able to keep up with the technical skills needed to do their job.

# 5. Job security and working

## 5.1 Overall job security

As shown in Figure 26 below, almost three in five working women (59%) agreed their job was secure. There was little difference between perceptions of job security among male and female respondents.

**Figure 26: Agreement on job security**



Q12a. Do you agree or disagree that...? My job is secure (Base: All women under 40 who are currently working, n=1,692)

Women in the following circumstances were less likely to feel their jobs were secure:

- Those working multiple jobs (51% compared with 61% of single-job holders);
- Those living at home with parents (50% compared with 63% living in their own home and 55% of those in a share house);
- Those working casually, freelance or short-term contracts (39% compared to 66% of those working full-time and/or part time for an employer, and 56% of those working in their own business); and
- Culturally and Linguistically Diverse women (52% compared with 61% of women who are not).

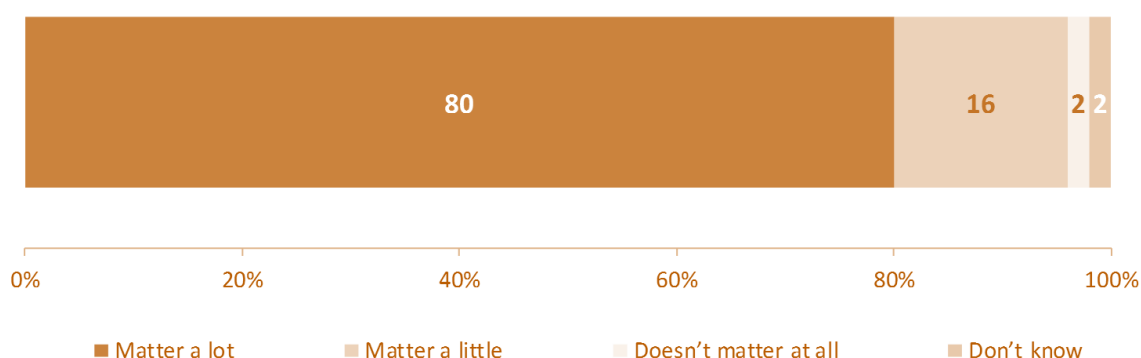
Conversely, women with the following characteristics were more likely to feel secure in their jobs:

- Those working the public sector (66% compared with 57% of those in the private sector and 54% in the non-profit sector); and
- Women without disability (61% compared to 50% with disability).

## Importance of job security

Despite only a small majority of women feeling that their job was secure, almost all women (96%) said it mattered to them that they had a secure job and most women (80%) said it mattered a lot (see Figure 27 below).

**Figure 27: The importance of having a secure job**



Q22h. For each of these issues, do they matter a lot to you, a little, or do they not matter at all? To have a secure job (Base: All women under 40, n=2,109)

While most women said that having a secure job mattered, there were variances between different groups of women. For example, self-employed women were less likely to say that having a secure job mattered 'a lot' (65% in comparison to 80% of those working for an employer). Similarly, women who work from home were less likely to feel that job security mattered a lot (73% compared to 83% of those who do not work from home). Women affected by a disability were also less likely to feel this way; 91% said that job security mattered, in comparison to 97% of women without a disability.

The qualitative research indicates that those women who work in what they consider to be secure jobs, enjoy the regularity and reliability of working in a work environment that does not suffer from some of the risks they associate with smaller organisations, or some aspects of private sector employment.

However, while the entitlements attached to public sector jobs were viewed as positive by women working in that sector, the sector no longer necessarily delivers the security of employment that these women were looking for. Some described a culture of rolling temporary contracts that not only limited continuity within the workplace and added to their stress, but also made it difficult to buy a home.

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*"We have the issue that no one is actually on a permanent contract, we're all temps ... you might be like a category three lawyer, but you haven't actually been given a permanent job and you've been working there for five years. And a lot of people complain that it is hard to get mortgages and loans and stuff like that if all you've got is a temporary contract that just keeps getting renewed, four months and four months and four months."*  
*-Sydney, higher skill/pay, and secure working conditions*

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*“It becomes a bit frustrating because you feel like you don’t have control over what you’re supposed to actually be doing.”*  
*-Sydney, higher skill/pay, and secure working conditions*

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Among the higher skilled women, one individual described how her employer had tried to outsource legal work to India, which would challenge her job security.

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*“We ... outsourced like some legal work to India. Working with different lawyers there but we found out luckily, but also unfortunately, to be a really bad experience because the translation between cultures, law and also language meant that we were like doubly overdoing that work again.”*  
*-Sydney, higher skill/pay, and secure working conditions*

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Other women raised the issue of the casualization of the workforce, and the insecurity that is bringing into the employment market.

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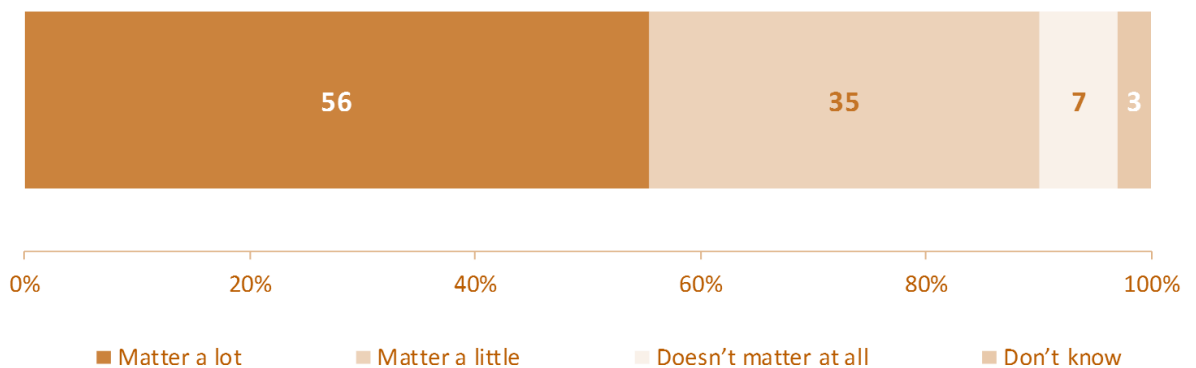
*“Everyone just wants to employ casuals now. There is no permanent. They don’t want to pay shift penalties, they don’t want to pay leave. I reckon casualization of the workforce is the biggest issue.”*  
*-Brisbane, lower skill/pay, and secure working conditions*

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### Importance of predictable working hours

In addition to having a secure job, almost all women (91%) thought having a job with predictable and regular hours mattered. Well over half (56%) said this mattered ‘a lot’ (as indicated in Figure 28).

**Figure 28: The importance of having a job with predictable and regular hours**



Q22f. For each of these issues, do they matter a lot to you, a little, or do they not matter at all? To have a job with predictable and regular hours (Base: All women under 40, n=2,109)

Certain groups of women were more likely to report that having a job with regular and predictable hours mattered 'a lot': those in their 30s (60% compared with 50% of those aged under 20) and those not studying (58% compared with 47% of those currently studying). As might be expected, women with children were much more likely to say predictable and regular hours mattered 'a lot' (63% compared to 51% of women without children).

The qualitative findings showed that women working in lower skilled jobs were often dissatisfied with the hours they worked, and the anti-social hours required. For some women in insecure employment, with often-changing work days and hours, the lack of predictability of their working hours was found to negatively impact their lives out of work. This was particularly a concern for those in a hospitality or retail setting.

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*"It was a 365 days a year, 24/7 rotating roster as a call centre attendant ... I could start anywhere from like 4am in the morning and finish anywhere up to like 1am."*

*-Brisbane, lower skill/pay, and secure working conditions*

*"Like when it comes to events, like 21<sup>sts</sup> or birthdays or whatever, I do feel like I miss out quite a lot. But I guess that's just kind of what you pay when you work in hospitality. Like you sign up for it. Like you know that you were going to have to work Friday and Saturday nights."*

*-Parramatta, lower skill/pay, and insecure working conditions*

*"I am away like three weeks of the month, so like I have a really strange routine ... it would be nice to be able to not have to live out of a suitcase 24/7."*

*-Brisbane, higher skill/pay, and insecure working conditions*

*"I'm in a retail setting so it's really annoying when your friends were clocking off at 4 o'clock on a Friday and having drinks, and we close at 7pm. Or when people were having Melbourne Cup lunches and we're still serving away in the pharmacy."*

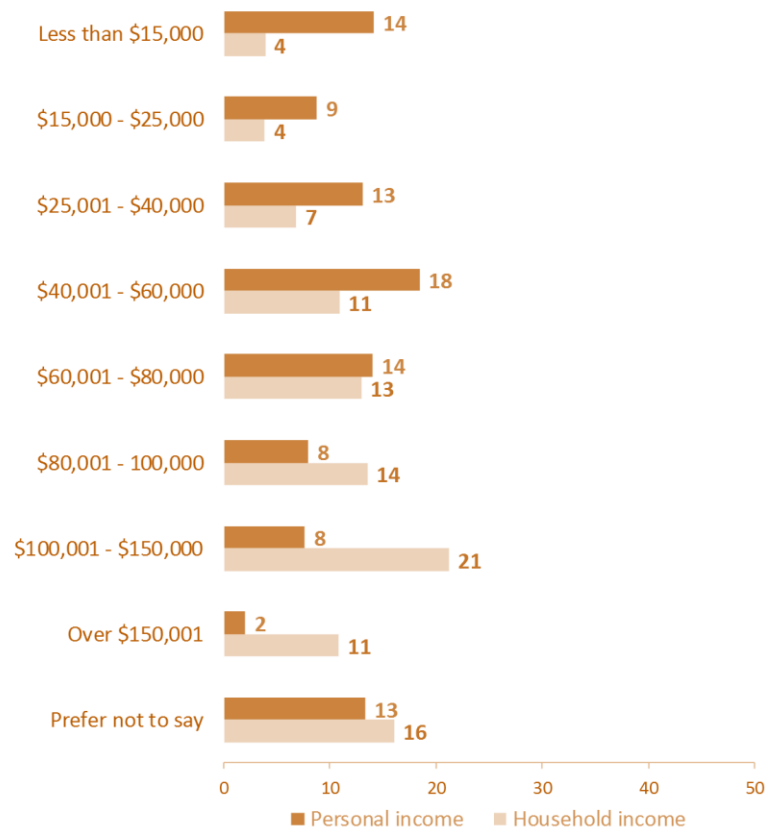
*-Sydney, higher skill/pay, and secure working conditions*

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## 5.2 Income security

### Income

Figure 29: Personal and household incomes



Q42. What is your approximate annual personal income before tax?

Q43. What is your approximate annual household income before tax? That is, the combined income of all members of your household. (Base: All women under 40, n=2,109)

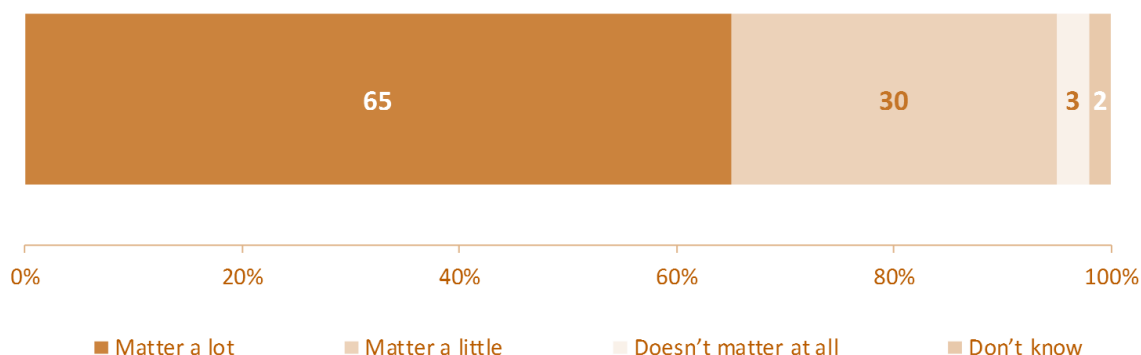
Figure 29 depicts the income split within the sample – over half of the women (54%) have an annual personal income of \$60,000 or less, while 46% have a household income of above \$80,000. As might be expected, there is an inverse correlation between age and income. Women aged 16-20 were twice as likely to select the ‘prefer not to say’ option.

### The importance of having a job that pays well

Almost all women (95%) said it mattered that they had a job that paid well (see Figure 30).



**Figure 30: Importance of having a job that pays well**



Q22b. For each of these issues, do they matter a lot to you, a little, or do they not matter at all? To have a job which pays well (Base: All women under 40, n=2,109)

While the overwhelming consensus was that a good income mattered, working women not currently studying were more likely to say it mattered ‘a lot’ (67% compared to 58% of those studying). In contrast, women with disability were more likely to discount this aspect; 10% said it ‘doesn’t matter at all’, whereas just 2% of those without disability said the same.

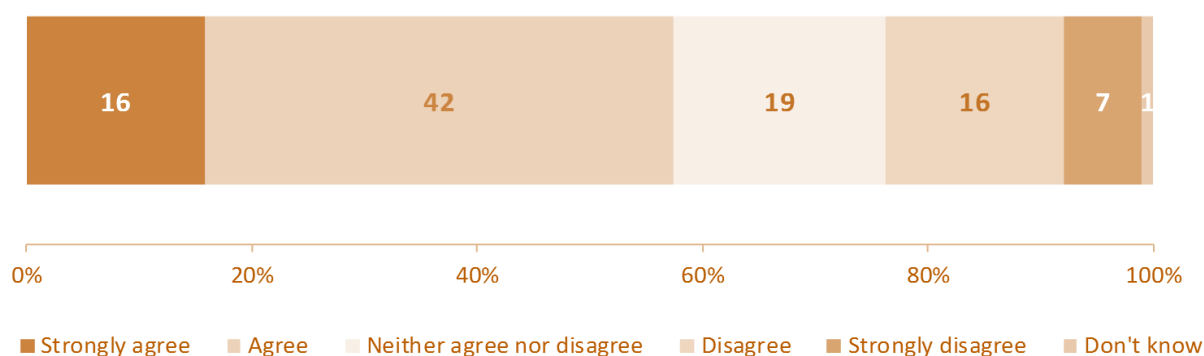
Aboriginal and/or Torres Strait Islander women were also more likely to place a high value on a well-paying job; three-quarters (78%) said this mattered ‘a lot’, while 65% of non-Aboriginal and/or Torres Strait Islander women said the same.

### Earning enough to pay the bills

Although 95% of women said that a job which pays well is important, a much smaller proportion of women currently working (58%) felt that they were, in fact, earning enough to pay their bills. Almost a quarter of women (23%) disagreed that they earned enough to pay their bills (see Figure 31 for further detail).

Compared with women, a higher proportion of men (67%) agreed that they earn enough to pay their bills.

**Figure 31: Earning enough to pay bills**



Q12c. Below are some statements about jobs and workplaces. For each, please think about your main job. Do you agree or disagree that ... I earn enough to pay my bills (Base: All women under 40 who are currently working, n=1,692)

Women with the following characteristics were less likely to agree that they earned sufficient amount to pay their bills:

- Lower income earners (42% compared with 69% of those earning above \$40,000 per annum);
- Those aged 16-20 (39% compared with 62% of those in their 30s);
- Those working casually/freelance (37% in comparison to 66% of those working for an employer and 51% of those self-employed);
- Those currently studying (49% in comparison to 63% of those who are not);
- Those with a secondary school certificate (42% compared with 56% of those with a TAFE diploma and 66% of those with a tertiary education);
- Those living at home (45% compared to 64% of those in their own home); and
- Those with a disability (50% compared with 60% of those without a disability).

In the discussion groups, working women focused on the challenges of buying a property. A minority of participants had purchased a property and, despite some earning high salaries, they still saw this goal as out of reach to them. They recognised that saving for the deposit and mortgage payments would require them to change their lifestyle; some were willing to do this, while others weren't prepared to limit their current quality of living in order to get on to the property ladder. Many argued that no matter how they changed their spending, home ownership would remain unobtainable.

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*"Well travelling is one thing we've been doing less of. We were still travelling but I feel like it's taking away from us buying a house and doing other things, like it's impacting on other goals."*

*-Parramatta, lower skill/pay, and insecure working conditions working conditions*

*"We live quite a comfortable lifestyle. We're able to have nice dinners and we're able to travel. But even if we said 'okay, well, we're not going to do these dinners or we won't travel as much' it still wouldn't create a deposit necessarily."*

*-Sydney, higher pay, and secure working conditions*

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In relation to household income, some women described broader concerns in relation to longer-term financial security and the sacrifices they had made in an effort to reduce their outgoings:

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*"So it's a stress now to imagine if I lose my job or, god forbid, I fall pregnant next year and lose my job, how were we going to sustain our lifestyle? ... it brings in the fear factor."*

*-Sydney higher skill/pay, and secure working conditions*

*"We made the choice to move in with my mum and we don't have to pay rent. So we made the sacrifice of like living with her. I don't have a good relationship with her and she doesn't help look after (my child) or anything. So it's not an ideal situation for us but we chose that to take the stress off financially."*

*-Parramatta, working mothers*

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Women in both higher and lower paid insecure employment discussed the more precarious nature of not being able to rely on a consistent wage, and the challenges this introduced into managing their lives and financial planning.

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*“I earn a decent amount at my job but I feel like even if I got a better job with more pay it still wouldn’t be enough. Like it feels like it’s never enough ... I am saving, it’s pretty stressful and intense.”*

*-Parramatta, lower skill/pay, and insecure working conditions*

*“There were some risks involved ... you probably will not have a regular income, you may not be able to forecast how much you’re going to earn, (and) you may earn more or less than previous years.”*

*-Brisbane, higher skill/pay, and insecure working conditions*

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Those women who did not have children discussed how they could afford to do so.

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*“I look around and see other people having kids on my salary, I think ‘wow, how do you do that?’ and I realise it’s because I don’t save.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“I think having enough money to have children is like, even though there (are) benefits, the time that you would want to have off, as opposed to the money that you get during that time, it is just nothing ... there is no way you would have the same amount of money coming in, or the same lifestyle as you would have if you were working.”*

*-Brisbane, higher skill/pay, and insecure working conditions*

*“I want to have kids eventually but I need to save a lot money to be able to do that.”*

*-Parramatta, lower skill/pay, and insecure working conditions*

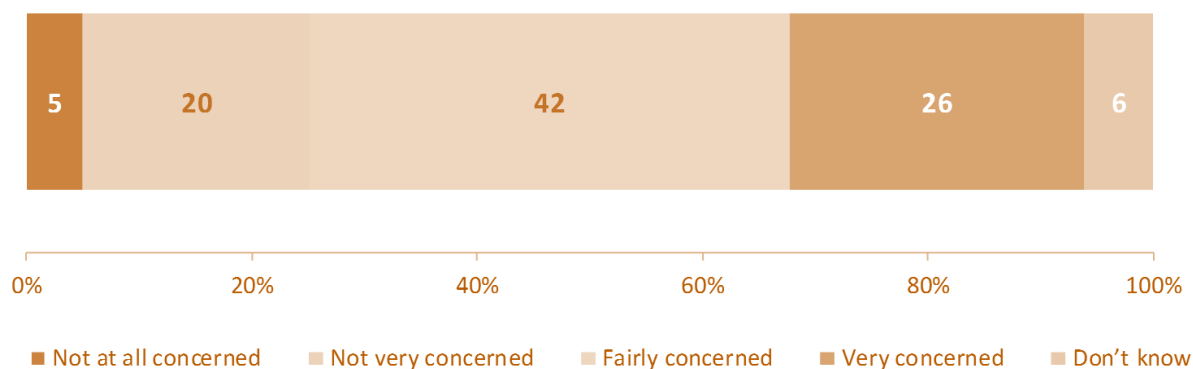
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## 5.3 Retirement income

### Concerns regarding retirement income

As can be seen in Figure 32, over two-thirds of women surveyed (68%) expressed concern that they would not have sufficient retirement income to retire comfortably. Women were more likely than men to say they were concerned about having adequate income to retire comfortably (69% compared to 62% of men).

**Figure 32: Concern regarding superannuation**



Q25. How concerned are you that you won't have adequate retirement income to retire comfortably? Are you ... (Base: All women under 40, n=2,109)

Working women with the following characteristics were more likely to feel concerned:

- Women in their 30s (75% in comparison to 58% of those aged 16-20 years);
- Mothers (75% compared to 65% of those without children);
- Those living in their own home (72%, whereas 61% of those living at home with their parents were concerned);
- Women born in Asia (80% in comparison to 67% of those who were Australian-born); and
- Culturally and Linguistically Diverse women (75% in comparison to 67% of those who are not).

Working women in discussion groups also reflected on their superannuation. There was concern that their contributions to date were insufficient, and that they would not have enough to live on in retirement.

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*"I looked at my super (superannuation balance) and I've been working for over ten years now and I've got like less than a year's worth of money put aside ... How many years am I going to keep working, how much money am I going to have, can I ever retire like comfortably?"*  
 -Sydney, higher skill/pay, and secure working conditions

*"I started to salary sacrifice ... it's very depressing. I don't know how I would be able to sustain myself through retirement. And I don't save anything."*  
 -Sydney, higher skill/pay, and secure working conditions

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The higher level of superannuation contributions by public sector employers is a considerable motivator for Government employees. One woman also liked the security of knowing her Government employer contributions would definitely be paid, in contrast to her experience of working for a small business, where it took several years to receive her employer contributions.

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*"The one reason I switched to Government ... in the small firm I was working for before, my super was never paid. I just got paid my super – I stopped working there three years ago. So for me that was a really massive fear. I never, ever, ever, ever am going back to a small firm environment."*  
 -Sydney, higher skill/pay, and secure working conditions

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There was also a general sense among the women in discussion groups that they lacked sufficient knowledge about how to manage their superannuation effectively – but many acknowledged that it is a topic they tend to avoid.

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*“I’m trying to find strategies, like should I invest, be putting more aside, like obviously self-funding into my superannuation?”*

*-Parramatta, lower skill/pay, and insecure working conditions*

*“I feel like we haven’t been educated about super, in terms of what you want to know about super, and you have to go and educate yourself.”*

*-Sydney, higher skill/pay, and secure working conditions*

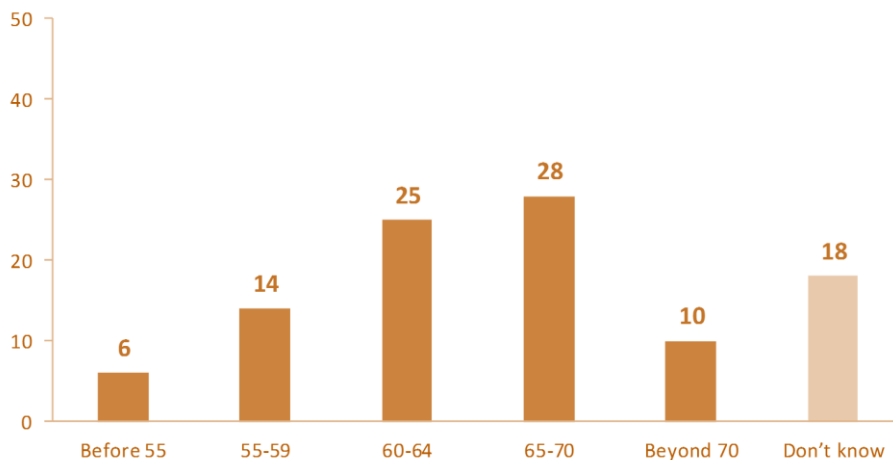
*“My plan is to set up a default plan, whatever that is, and I tell myself twice ‘you really need to look at that’ and ‘have more control over your future’ and then you forget about it.”*

*-Sydney, higher skill/pay, and secure working conditions*

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## Expectations about retirement age

Figure 33: Expected retirement age



Q24. At what age do you expect to retire? (Base: All women under 40, n=2,109)

Despite most women (68%) indicating concerns that they may not have sufficient savings for retirement, almost three-quarters of Australian women between the ages of 16 and 40 (73%) expected to be retired by the age of 70. A fifth (18%) said they did not know what age they would retire. Women and men shared similar expectations about their retirement age.

Women with certain characteristics were more likely to anticipate retiring before the age of 55:

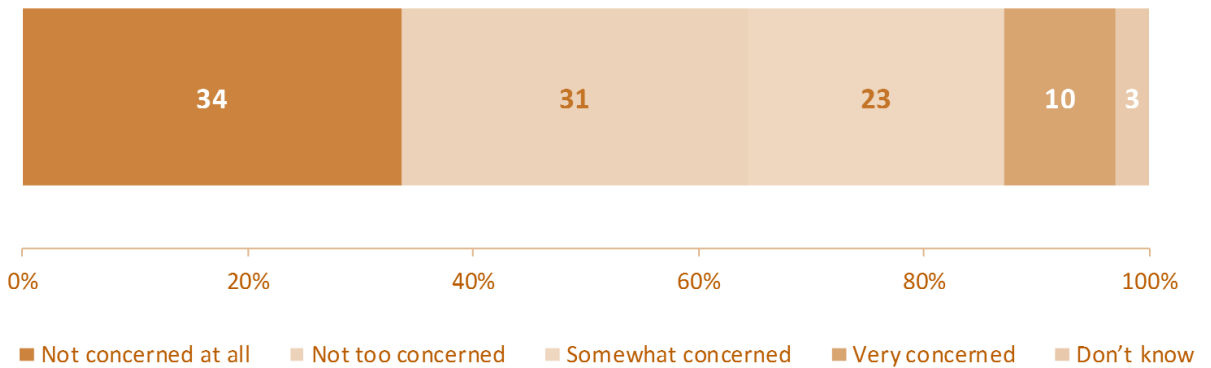
- Self-employed women (12% compared with 5% of those working casually or freelance, for example); and
- Women born in Asia (12% compared with 6% of those born in Australia).

## 5.4 Secure employment

### Concerns about being replaced by lower cost workers

One third of working women (33%) said they were concerned that they could lose their job to someone willing to take less money for the role (Figure 34). A higher proportion of men (44%) were concerned about being replaced by someone at a lower wage.

Figure 34: Concern about replacement by workers willing to earn less



Q15a. How concerned, if at all, are you about potentially losing your job because ...? You will be replaced by someone who is willing to do your job for less money (Base: All women under 40 who are currently working, n=1,692)

Women working in the public sector (70%) were more likely to say they were *not* concerned about being replaced by lower cost labour – in comparison to those in the private sector for example, where 62% said the same.

Women with certain characteristics were more likely to feel concerned about potentially losing their job for this reason:

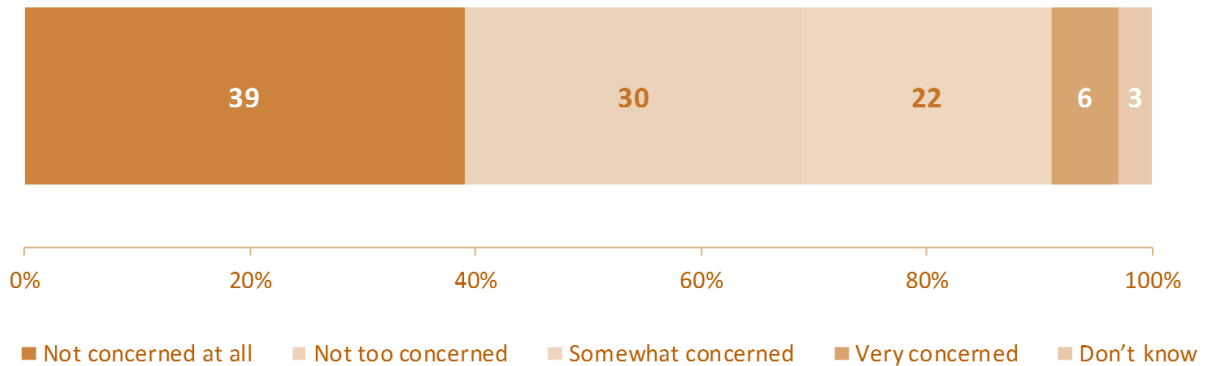
- Casual/freelance workers (38% compared with 30% of women employed full-time or part-time by an employer);
- Women living in metropolitan areas (34% compared to 23% of those in regional areas);
- Women born in Asia (51% compared with 31% of women born in Australia);
- Women in non-English speaking households (41% compared with 30% of those who are Culturally and Linguistically Diverse); and
- Aboriginal and/or Torres Strait Islander women were twice as likely to say they feel ‘very concerned’ about being replaced (19% in comparison to 10% of non-Aboriginal and/or Torres Strait Islander women).

## 5.5 Impact of automation and technology

### Concerns about losing jobs to technology

The majority of women currently working (69%) were ‘not concerned at all’, or ‘not too concerned’ about the possibility of losing their job to a machine or computer. The impact of automation on job security was an area where men were more likely than women to feel concerned – 39% of men said they were concerned while 28% of women said the same.

**Figure 35: Concern on job loss as a result of automation**



Q15c. How concerned, if at all, are you about potentially losing your job because ...? Machines or computer programs will be used to replace human workers (Base: All women under 40 who are currently working, n=1,692)

The following groups of working women were more likely to feel concerned about this possibility:

- Women with disability (38% compared with 27% of those without disability);
- Women born in Asia (51% compared to 26% of women born in Australia); and
- Culturally and Linguistically diverse women (41% in comparison to 25% of those who are not).

The impact of automation or technology on their employment security was not a top-of-mind concern for women in the discussion groups. When prompted, they could see how technological development had impacted on their workplace for both good and ill. However, while they could envisage potential job losses or the need to re-train, most did not feel threatened by these changes.

---

*“In my role we’re automating a lot of processes that we just don’t need people to do anymore ... people who don’t sort of have any value-add and were just transactional. I think in the next five years even they’re not going to have any roles.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“A few years back everything was manual so whatever job was done by ten people can now be done by two people and one computer.”*

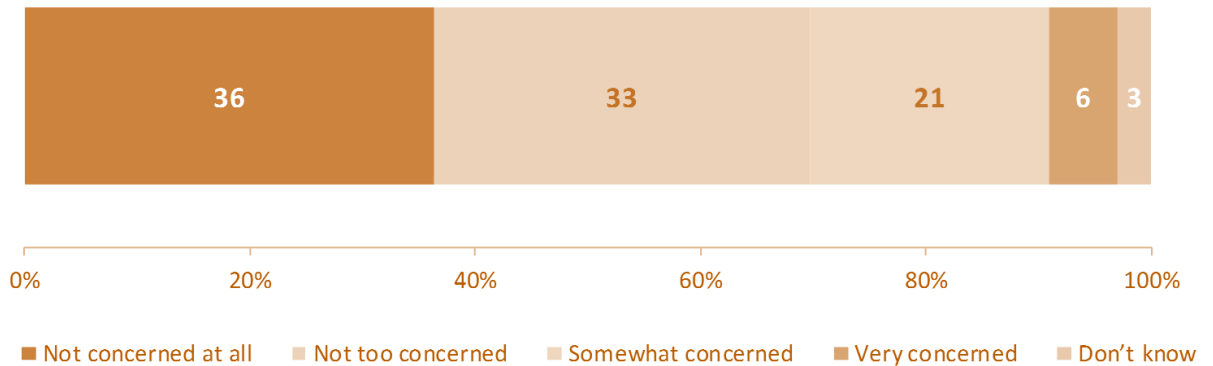
*-Parramatta, working mothers*

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### **Concern about a shrinking industry**

A minority – just over one quarter – of working women (28%) were concerned about potentially losing their job because their industry is shrinking (Figure 36). Consistent with data reported above (in regard to concerns about automation leading to job loss), a higher proportion of men (40%) were concerned about losing their job due to the industry shrinking.

**Figure 36: Concerns on job loss due to a shrinking industry**



Q15d. How concerned, if at all, are you about potentially losing your job because? Your industry is shrinking  
(Base: All women under 40 who are currently working, n=1,692)

The following groups of women were more likely to be concerned about job security due to their industry shrinking:

- Those with a university degree (32% compared to 24% of those with a TAFE certificate or secondary school certificate, for example);
- Those currently studying at TAFE or a technical college (42% compared to 24% of those currently studying at university);
- Women with disability (39% in comparison to 26% of those without disability);
- Women born in Asia (50% compared to 26% of those born in Australia); and
- Culturally and Linguistically Diverse women (36% compared to 25% of women who are not Culturally and Linguistically Diverse).

Women working in administrative roles tended to be more likely to talk about how their job might be threatened by automation, and the likely reduction in headcount within their organisation.

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*“So I kind of wonder, will my job be replaced by a robot, but I guess maybe not in the next 2-5 years ... but my industry instead of having ten people (in this role), you can get away with having five.”*

*-Brisbane, higher skill/pay, and insecure working conditions*

*“My job can very easily be given over to technology because they’re actually doing a trial in my medical centre ... it’s you know, like new kiosks ... it does make me a little bit (worried) because I’m like ‘oh yeah, and what if they then just use them instead of us?’”*

*-Parramatta, lower skill/pay, and insecure working conditions*

*“I think my job can definitely be automated ... yeah, like all I’m doing is popping up at the right times to said ‘okay have you done this’, ‘when were you going to have that done?’ Like you don’t need a person to do that.”*

*-Sydney, higher skill/pay, and secure working conditions*

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In contrast, those women working in environments that were making efficient use of technology felt that the skills they had already developed were ones that could keep them in work, and if



not, would allow them to easily transfer their skills elsewhere. They were also more likely to acknowledge the benefits of technology and how it enhanced their working lives.

---

*“I work in technology, I kind of have that edge in that I’m up to speed with the technologies that people were doing in the workplace so in that sense if I was going to be made redundant, because a machine could do my job, then like maybe, I’ve already got something else in the works.”*  
 -Sydney, higher skill/pay, and secure working conditions

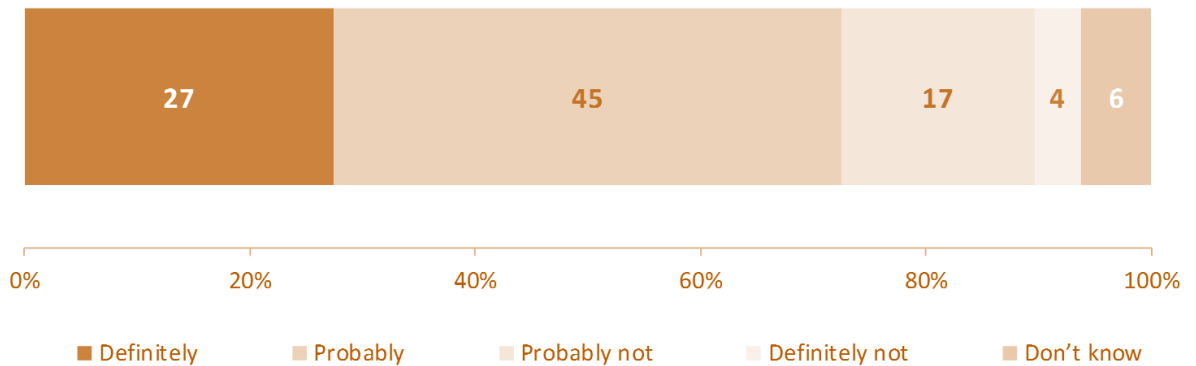
*“I can log in from home ... so I still did things, just from home, like at night or whatever. So I could still work.”*  
 -Parramatta, working mothers

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### Likelihood that occupation will exist in 20 years

Only one in five working women (21%) estimated that their job would no longer exist in its current form in 20 years’ time (Figure 37). Men and women were equally likely to believe that their job would exist in the future.

**Figure 37: Perceptions about likelihood that occupation will exist in 20 years**



Q16. Thinking about the job or occupation that you work in now, how likely do you think it is that it will exist in its current form in 20 years’ time? (Base: All women under 40 who are currently working, n=1,692)

Women currently studying at university were most optimistic that their job or occupation would still exist in 20 years’ time (81% in comparison to 71% of those not studying and 67% of those still in school).

## Surveillance technology in the workplace – evidence from qualitative research

A topic of discussion raised by women in the qualitative research was that of surveillance in their workplace, and how they felt about the use of surveillance technology. Many of the women see it as part-and-parcel of everyday life and do not question its use. In fact, in industries such as hospitality or retail, most see it as a benefit to them in that it provides evidence of their honesty, if challenged. Others described how it provides them with protection in working environments (such as a hospital emergency department) where their physical safety might be under threat.

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*“I like the part that they know everything. Like especially in emergency. I like it there – I feel safe.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“It’s more if there is an incident or if there is like a fight or a drunk person or money went missing ... or something they need to look back on.”*

*-Parramatta, lower skill/pay, and insecure working conditions*

*“I feel safer with the cameras. I’m working with kids. There’s always someone watching ... I just don’t mind. I feel that I can’t do anything wrong and I’m doing my work then I shouldn’t care.”*

*-Parramatta, working mothers*

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A minority of women report being uncomfortable with their employer watching their every move:

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*“I actually feel very watched now because I had to sign this whole policy about how they’re monitoring us ... I just didn’t like that they can look at you at any time and it just kind of feels like they think that I can’t do the job, do they think that I’m doing something wrong?”*

*-Parramatta, lower skill/pay, and insecure working conditions*

*“There was a huge upheaval a few months ago when the owners put in a camera in our dispensary ... we didn’t feel that it helped with our safety or anything but we felt like it was intrusive.”*

*-Sydney, higher skill/pay, and secure working conditions*

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### **SUMMARY: JOB SECURITY**

While job security was important to all women (96% said it mattered), only three in five (59%) said they were secure in their current job. The qualitative research showed that employment security was a key motivator for public sector workers, and deterred others from working in small businesses.

Nine in ten working women said predictable, regular hours mattered to them and this was significantly more important for working mothers. Unpredictable hours were a source of concern for those working in a casual or freelance role.

Two-thirds of working women said having a job that paid well mattered 'a lot', and two-thirds agreed that they currently earned enough to pay their bills. The major financial concerns for working women under forty were how they would manage to buy a property, whether or not they were contributing sufficiently to their superannuation, and how they could afford to become parents.

A third of working women were concerned that they might lose their job to a lower paid employee; 28% feared their role could be automated; and 28% were concerned they might lose their job due to the shrinking of their industry. Men were significantly more likely to be worried by each of these employment risks.

## 6. Work and home

### 6.1 Work support and flexibility

Flexibility was a top-of-mind issue for many working women in the qualitative research, particularly for those with children or those contemplating starting a family at some point in the near future. Access to flexible work arrangements was a crucial factor for these women in being attracted to a role, and remaining in that role. Without the facility to accommodate the demands of family life, many women could not envisage how they could do their jobs.

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*“I don’t have kids yet but ... I work in the [public sector agency], they’re really great because they let you work part-time until your kids start school.”*  
*-Brisbane, lower skill/pay, and secure working conditions*

*“The other day I went into work and my daughter was actually sick and I kind of felt badly for her but I was like ‘I got to get to work’. And then I get to work and I tell them ‘I’m here but my daughter is sick but I’m going to do my hours’. And they’re ‘no, you should just call us – we have so many people anyway so it doesn’t matter’. So I was like ‘should I work/should I stay’? And they were ‘whatever you want’. So ‘you can do your hours if you’re keen to stay’? And I was okay, I called and everything was fine so I stayed.”*  
*-Parramatta, lower skill/pay, and insecure working conditions*

*“If there’s a break, I just go home. I used to breastfeed. I stopped just before she turned two. So I’d go home and breastfeed and quickly come back (to work).”*  
*-Parramatta, working mothers*

*“We’re under flexible working agreements which is great so if I wanted to go in early one day and leave early the next, my manager’s quite happy with that.”*  
*-Parramatta, working mothers*

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For others, the flexibility offered by employers was a significant contribution to their quality of life.

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*“In my job, we were allowed to telecommute – so it means we get to work from home a few days a week which is really good.”*  
*-Sydney, higher skill/pay, and secure working conditions*

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However, the flexibility provided to parents was frequently raised as a cause for irritation or resentment among younger employees and those without children. The flexibility for parents was seen as an unfair advantage to those workers, specifically in relation to flexible working hours and access to leave.

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*“If something comes in and you need to respond later in the afternoon you can hear well ‘so and so is not going to go’ because obviously, they’re going to go to their kids. So you know, there were definitely snide comments.”*  
 -Parramatta working mothers

*“I’ve got shorter hours so I feel sometimes they look at me like ‘she’s out of the door at 3pm’, like you know when they’re there till 5.30pm.”*  
 -Parramatta, working mothers

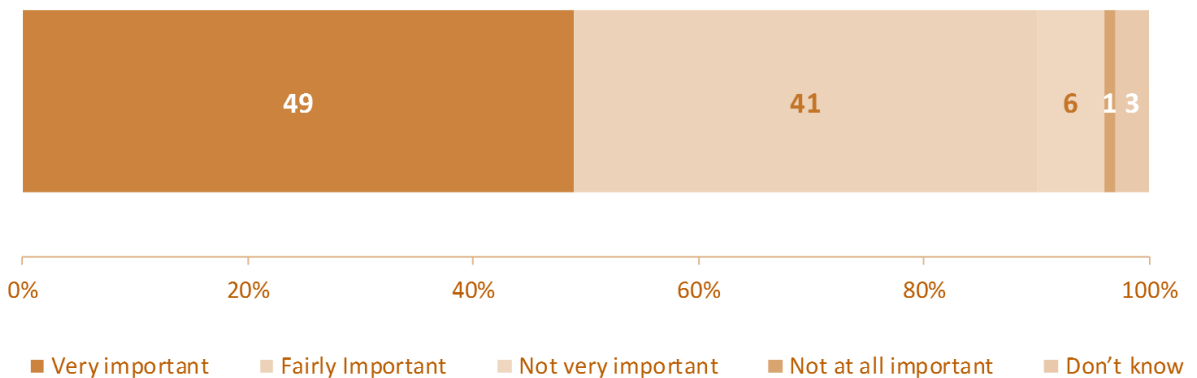
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## Flexibility as contributing to success at work

### Importance of having access to flexibility at work

Nine in ten working women (90%) believed that having access to the flexibility they needed would be important to them succeeding in their work. A similar proportion of men (86%) also believed access to flexibility was important.

**Figure 38: Importance of access to flexibility at work**



Q23d. How important do you think each of the following will be to you succeeding in your work? Having access to the flexibility I need (Base: All women under 40, n=2,109)

Women in the following circumstances were more likely to believe that having access to flexibility was important to success at work:

- Women in their 30s (93% in comparison to 87% of those aged 16-20 and 88% of those in their 20s);
- Mothers (93% in comparison to 88% of those without children); and
- Those without disability (91% in comparison to 85% of those with disability).

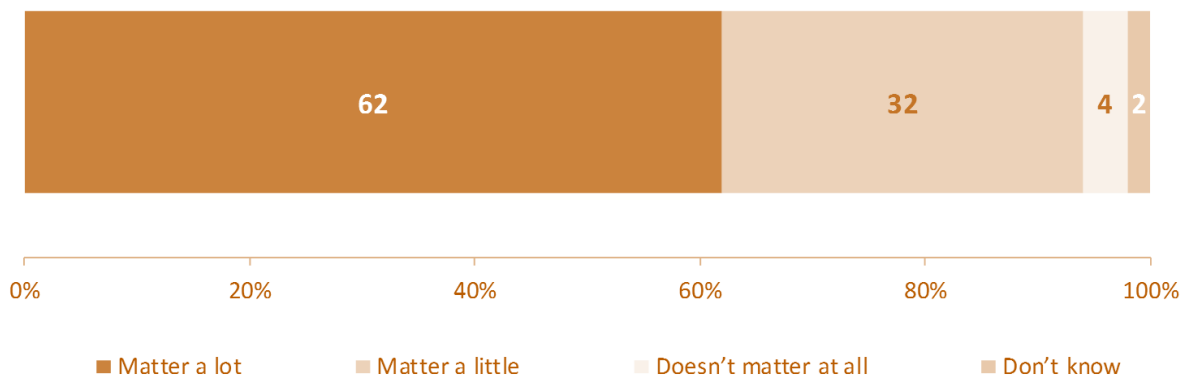
### Importance of having a job with flexibility

As can be seen in Figure 39, almost all women (94%) said that it mattered ‘a little’ or ‘a lot’ to have a job that provided flexibility. Over three in five women (62%) said that it mattered ‘a lot’. By comparison, 90% of men believed that access to flexibility mattered ‘a little’ or a ‘lot’, with 46% of men indicating that it mattered ‘a lot’.

The following sub-groups were more likely to say that it mattered a lot to have a job providing flexibility:

- Women in their 30s (67% while 57% of those in their 20s said the same);
- Mothers (70% in comparison to 57% of those without children);
- Women with children aged under 18 (70% in comparison to 60% of those with children aged over 18); and
- Those living in their own home (65% in comparison to 59% of those living at home with their parents and 58% of those living in a share house).

**Figure 39: Importance of having a job with flexibility**

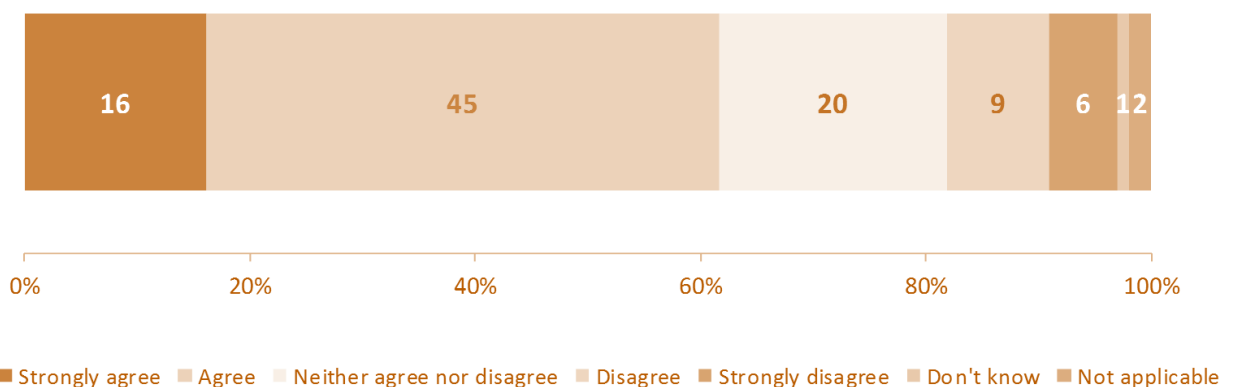


Q22k. Below are a range of issues that can be important in a job. For each of these, do they matter a lot to you, a little, or do they not matter at all? To have a job that gives me the flexibility I need (Base: All women under 40, n=2,109)

### Agreement regarding job flexibility within the workplace

Over six in ten working women (61%) agreed that they had access to the necessary flexibility within the workplace; 16% strongly agreed. Similar proportions of men reported access to flexibility.

**Figure 40: Agreement regarding job flexibility**



Q26e. Below are some further statements about people's experience in the workplace. For each, please think about your main job. Do you agree or disagree that...I have access to the flexibility I need (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

The following groups of women were more likely to 'strongly agree' that they had access to the flexibility they needed:

- Those who are self-employed (28% compared to 14% of those who work for an employer, for example); and
- Those who regularly work from home (29% in comparison to 13% of those who do not work from home).

Women with disability were also less likely to agree that they could access the flexibility they required (50% compared with 64% of women without disability).

Flexibility was a critical issue for most working women, but the qualitative research underscored its importance for working women with children.

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*“When I decided to go back to work I couldn’t find a job in an office that had flexible school hours and ... I was probably looking for a good 12 months.”*

*-Parramatta, working mothers*

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For some women, there was a wide gap between the company policy regarding flexible working, and the cultural reality of what was actually supported within the workplace.

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*“I’ve also worked for tech companies that have unlimited leave hours but I would never take it because it’s just culturally ... you just don’t ... there’s a bit of a stigma around it, you have a lot of guilt associated with that then other people ... like your team then having a heavier load.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“It is hard because you know you can’t discriminate against those people, but you can see that frustration that comes out of having to manage people who were always having babies. And the uncertainty of when they were coming back, or what is happening.”*

*-Brisbane, higher skill/pay, and insecure working conditions*

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In addition to the resentment of some colleagues at the flexibility shown to working mothers, women also discussed line managers, or employers, who did not appreciate the demands on them as parents and were unsupportive.

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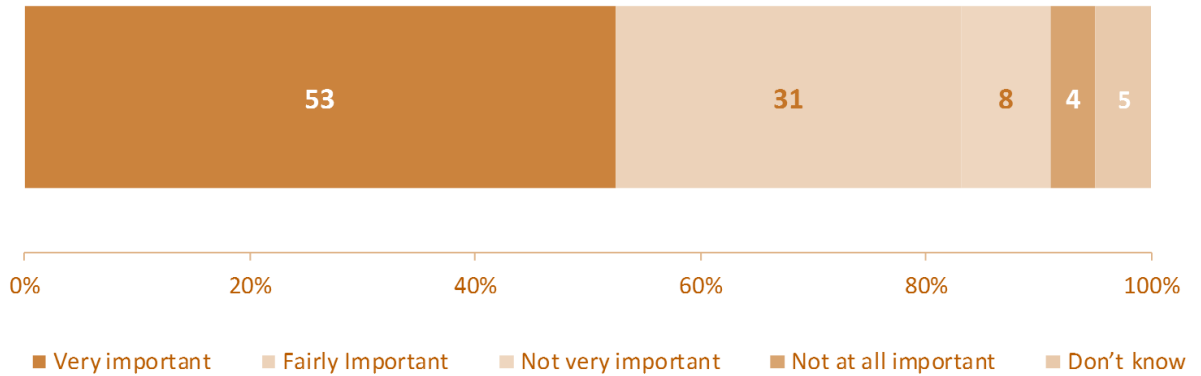
*“Through both my pregnancies I was super sick. I was vomiting all the time, in hospital all the time. I was just so bad. And I called up one day and I said ‘I’m sick, I can’t come in, I’m actually in hospital’ and he’s like ‘you do know you’re not the only pregnant person here?’”*

*-Parramatta, working mothers*

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## Importance of paid leave to succeeding at work

Figure 41: Importance of paid leave



Q23c. How important do you think each of the following will be to you succeeding in your work? Paid leave to have and care for family (Base: All women under 40, n=2,109)

More than eight in ten working women (84%) said that the availability of paid leave to have and care for family was important to succeeding at work. This compares with 75% of men who thought that paid leave was important to success.

The following groups of women were more likely to think that paid leave would be important to succeeding at work:

- Those working full-time or part-time for an employer (86% compared with 77% of those working casually, in freelance or short-term contracts and 73% of those working in their own business);
- Mothers (89% compared with 80% of those without children);
- Those working in the public sector (87% in comparison to 75% of those working in the not-for-profit sector);
- Those living in their own home (86% compared with 79% of those living at home with their parents and 83% of those living in a share house);
- Those without a disability (86% compared with 74% of those with a disability); and
- Women who are Culturally and Linguistically Diverse women (88% compared with 82% of women who are not).

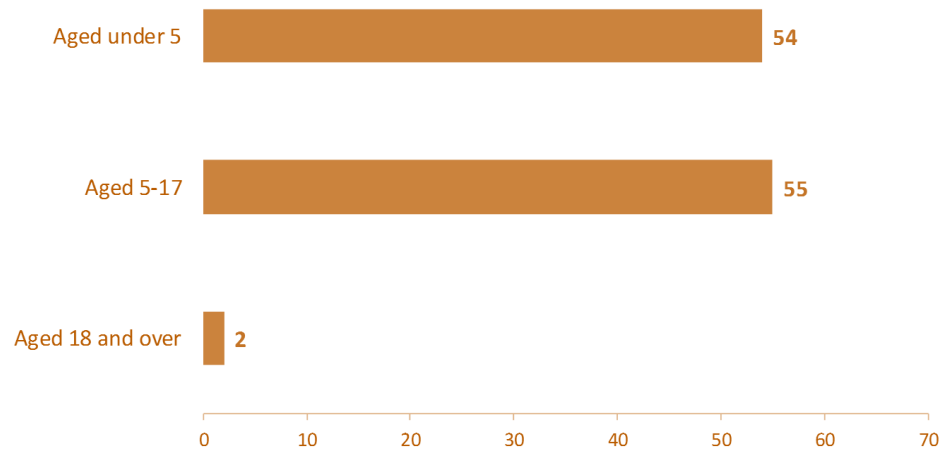
## 6.2 Caring responsibilities

Almost four in ten of the women aged 40 and under in the sample (38%) said they have at least one child who is dependent on them and lives at home. Of these women, the majority (83%) have one or two dependent children (43% and 40% respectively), while the remainder (17%) have at least three dependents.

Of the women with dependent children, over half (54%) have at least one child aged under 5 years and another half (55%) have a dependent between 5 and 17 years (refer to Figure 42).



**Figure 42: Dependent children and ages**



Q35. How many children who were dependent on you live with you at home? (Base: All women n=2,109)

Q36. What is the age of this child/these children? (Base: Women under 40 with at least one dependent child, n=817)

(Note that question has been recoded as a multiple response question).

## Time committed to unpaid work in an average week

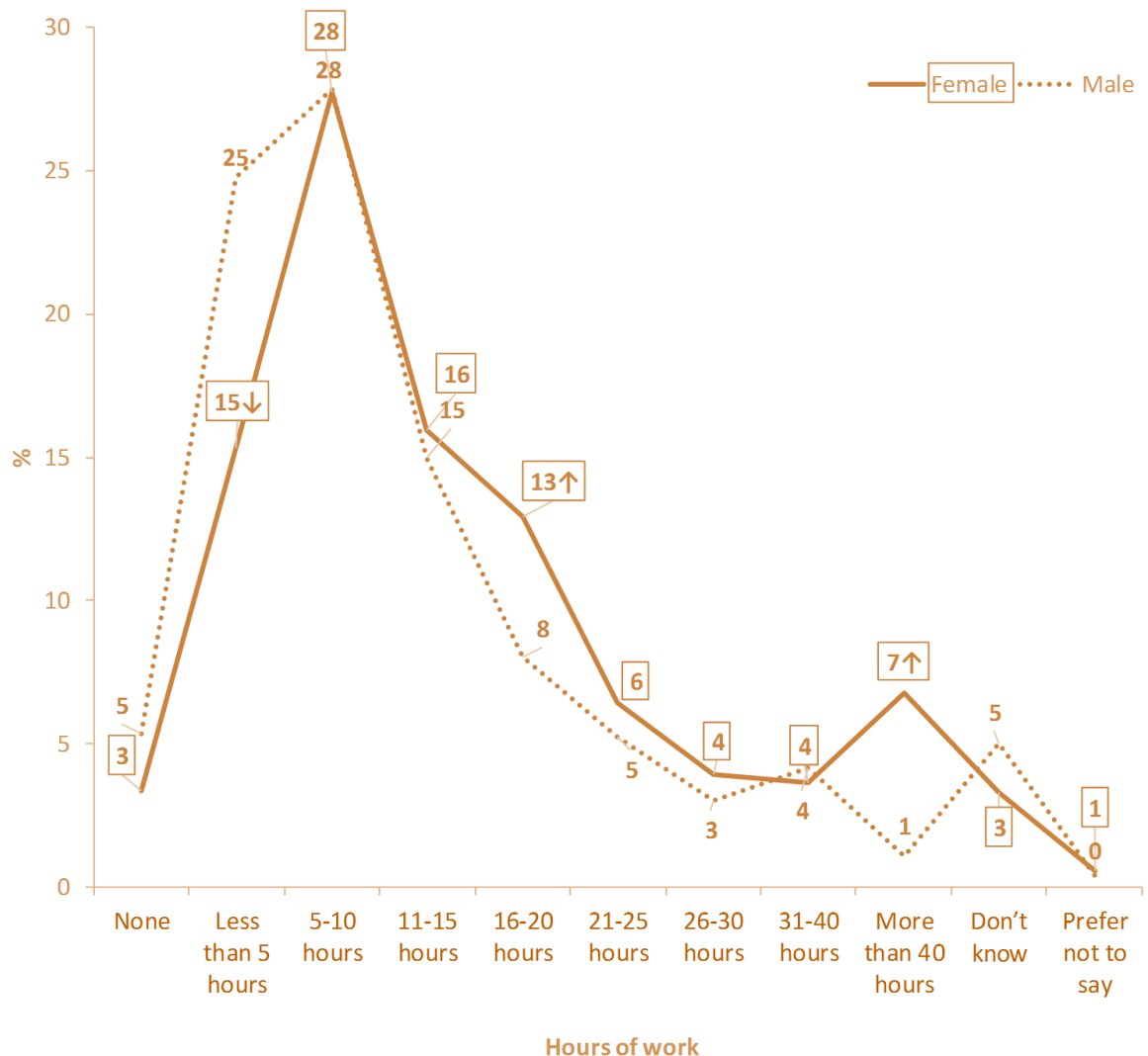
### Unpaid domestic work

Figure 43 provides a comparison between men and women who are currently working and the hours they spend on unpaid domestic work in an average week. Both men and women most frequently do 5-10 hours of unpaid domestic work in an average week. However, women were significantly more likely to say they did more hours, with 13% (compared with 8% of men) doing between 16 and 20 hours, 21% (compared with 14% of men) doing more than 20 hours of unpaid work, and 7% (compared with 1% of men) doing more than 40 hours per week.

In terms of sub-group differences, the following groups of women were more likely to carry out more than 20 hours of unpaid domestic work during an average week:

- Mothers (43% compared with 8% of those without children);
- Those in their 30s (32% compared with 14% of those in their 20s and 7% of those aged 16-20);
- Those working in their own business (38% compared with 19% of those working full or part-time for an employer and 20% of those working casually, freelance or short-term contracts);
- Those who work from home (25% compared with 18% who do not);
- Those with a VET qualification (25% compared with 15% of those with a secondary education);
- Those who live in their own home (27% compared with 7% of those who live at home with their parents and 9% of those who live in a share house); and
- Women born overseas (26% compared with 19% of those born in Australia).

**Figure 43: Unpaid domestic work in an average week**



Q9. How many hours of unpaid domestic work do you do in an average week (including housework, food preparation, cleaning, laundry, gardening, home maintenance and repairs, household shopping and finance management)? (Base: All women under 40 who are currently working, n=1,692; All men under 40 who were currently working, n=429)

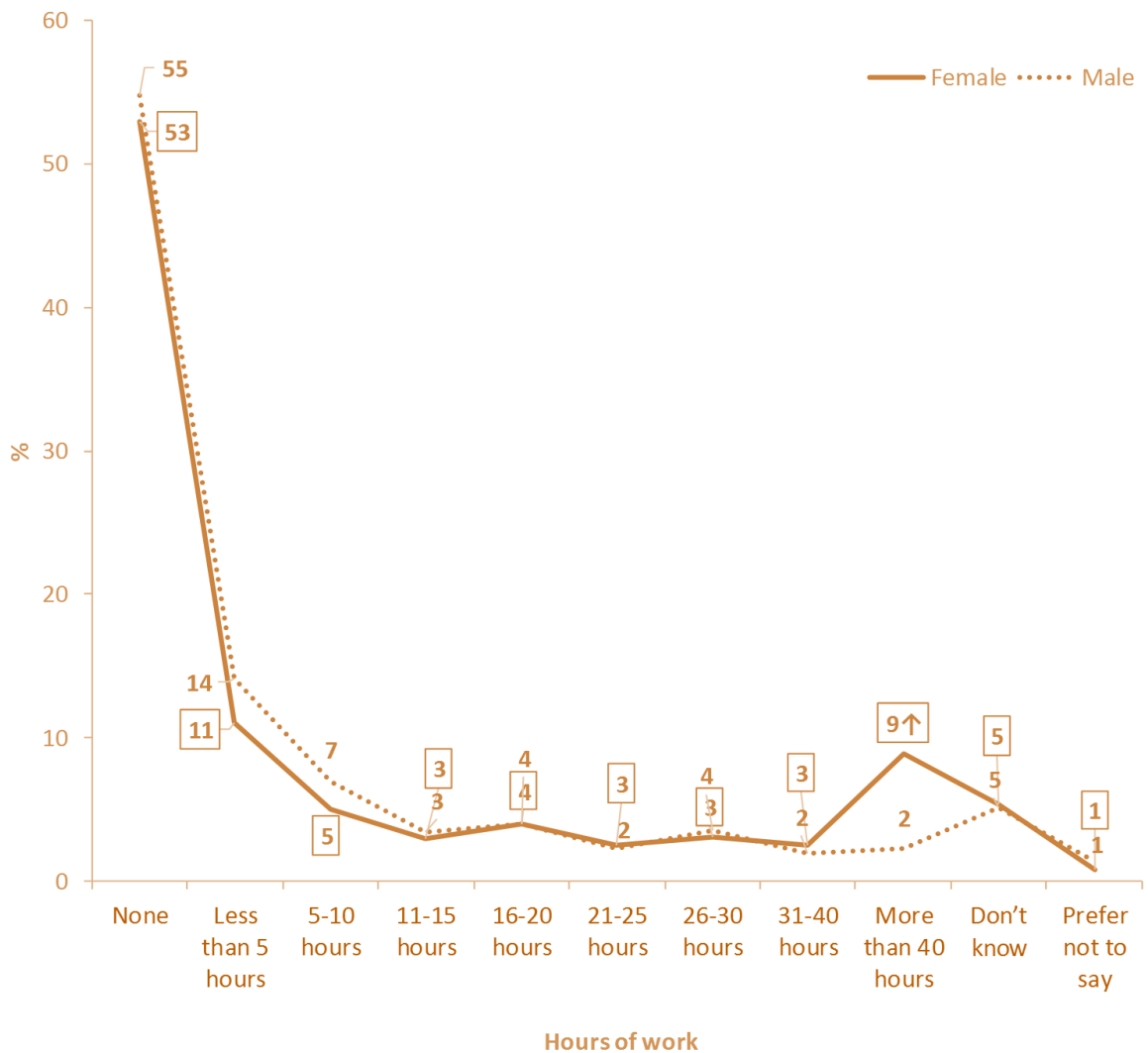
(↑↓ were used to denote statistically significant differences between men and women).

### Unpaid childcare, elder care or care for family/friends

As can be seen in Figure 44, in an average week, more than half of men and women were not committing any hours towards unpaid childcare, elder care or care for family/friends with an illness or disability.

At the same time, however, women were significantly more likely than men to be carrying out more than 40 hours of unpaid care in their average week (9% compared with 2% of men). Similar to the findings for unpaid domestic work, women were also more likely than men to carry out more than 20 hours of unpaid care work per week (17% compared with 10% of men).

**Figure 44: Unpaid care work in an average week**



Q10. How many hours of unpaid childcare, elder care or care for family/friends with an illness or disability do you do in an average week? (Base: All women under 40 who are currently working, n=1,692; All men under 40 who were currently working, n=429)

(↑↓ were used to denote statistically significant differences between men and women).

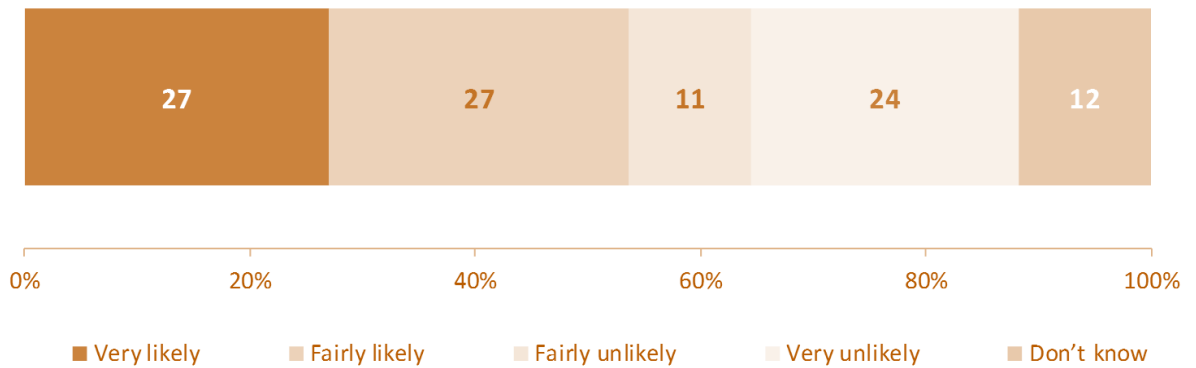
In terms of sub-group differences, the following groups of women were more likely to be carrying out more than 20 hours of unpaid childcare, elder care or care for family/friends per week:

- Mothers (42% compared with 3% of those without children);
- Those in their 30s (28% compared with 11% of those in their 20s, and 4% of those aged 16-20);
- Those who are self-employed (33% compared with 16% of those working full-time or part-time for an employer, and 15% of those working casually, freelance or short-term contracts);
- Those who work from home (22% compared with 14% who do not);
- Those with a VET qualification (21% compared with 9% of those with a secondary education);
- and
- Those who live in their own home (25% compared with 3% of those who live at home with their parents and 4% of those who live in a share house).

## Likelihood of having a child in the future

More than half of working women (54%) said that they were likely to have a child in the future (see Figure 45). No significant differences were observed between men and women in regard to their perceived likelihood of having a child in the future.

**Figure 45: Likelihood of having a child in the future**



Q19. How likely are you to have a child in the future (Base: All women under 40, n=2,109)

The following groups of women, however, were less likely to feel that they would have a child in the future:

- Those in their 30s (37% said they were likely to have a child, compared with 65% of those in their 20s, and 66% of those aged 16-20);
- Those not currently studying (50% compared with 60% of those currently studying);
- Mothers (45% compared with 60% of those without children); and
- Those with a TAFE certificate (48% compared with 57% of those with a secondary education and 56% of those with a university degree).

A minority of the more highly skilled women in focus groups spoke of not wanting to become mothers. Having studied and progressed in their chosen career, they saw motherhood as limiting their career potential, and were not willing to do this. This aligned somewhat with a sentiment expressed by mothers in focus groups that they had to choose between their career and their career responsibilities.

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*“I did eight years at uni and I’m a little bit like ‘well, you know, I want to use it. I want to use all of it”*

*-Sydney, higher skill/pay, and secure working conditions*

*“It seems really hard for me to get my head around it to have children and maintain the job that I’m doing. So I think I have kind of told myself that I don’t want to have them, but sometimes I question that, if I would actually like to, or if it is too hard.”*

*-Brisbane, higher skill/pay, and insecure working conditions*

*“You have to choose between your career and responsibilities.”*

*-Parramatta, working mothers*

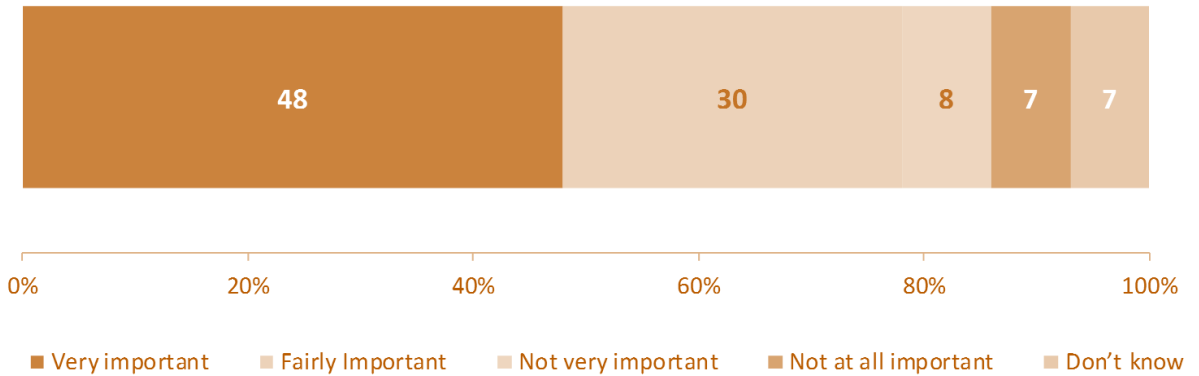
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## Access to care and succeeding at work

### Importance of access to care for children and dependents

More than three-quarters (78%) thought that having access to care for their children and dependents would be important to succeeding at work (see Figure 46). Men were less likely to say the same (73%).

Figure 46: Importance of access to care for children and dependents



Q23f. How important do you think each of the following will be to you succeeding in your work? Access to care for my children and those who depend on me (Base: All women under 40, n=2,109)

The following groups of women were more likely to think that having access to care for their children and dependents will be important to their success at work:

- Mothers (91%; compared with 70% of those without children);
- Those looking for work (84% compared with 70% of those who are self-employed, 77% of those working full-time or part-time for an employer and 75% of those working casually, freelance or short-term contracts);
- Those living in their own home (81% compared with 75% of those living at home with their parents and 72% of those living in a share house);
- Those without disability (80% compared with 72% of those with disability);
- Women born in Asia (86% compared with 77% of those born in Australia); and
- Women who are Culturally and Linguistically Diverse (83% compared with 76% of women who are not).

Aboriginal and/or Torres Strait Islander women were more likely to say that having access to care for their children and dependents would be 'very important' to their success at work (62% in comparison to 48% of those who are not of Aboriginal and/or Torres Strait Islander heritage).

Women in focus groups who anticipated having children were very conscious of needing to establish themselves in a role that would accommodate flexible or part-time working prior to becoming pregnant. For some, this meant remaining in their current job when they might otherwise wish to look for a new role. For those who already had children, there was an acknowledgement that motherhood had slowed, or side-tracked, their career.

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*"I think for me that is one of the reasons I'm staying put and I'm not applying for another job. I mean I don't see myself having kids for another couple of years but if I think of long-term career goals I have to factor in that I do want (kids) and the job I'm in now pays for maternity leave and allows you to come back part-time ... so I think in that regard, I've kind of accepted that for the next couple of years this is where I have to be."*

*-Sydney, higher skill/pay, and secure working conditions*

*"Having a child ... it stops me boosting my career. I should have been up there, but ah, it's okay. The (last) two years has just closed down all (that) stuff."*

*-Sydney, higher skill/pay, and secure working conditions*

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Working mothers raised the concern that they needed to earn over a certain amount to cover child care and to make the effort of returning to work worthwhile. They were motivated to develop their working life, but needed a sufficient margin of earnings above the child care costs.

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*"If I'm preparing for more days, that's getting really expensive now and where is the balance? Like how can I justify the work against the day care bill? So at the moment I can't pick up any extra days."*

*-Parramatta, working mothers*

*"You get a full-time job and what you're going to be earning is just going to cover day care and it's like 'is it worth it?', 'what am I going to be left with?' ... your husband probably earns more than what you do and then you have to sit at home till your kids go to school because you can't afford day care, and then no-one is going to employ you because you haven't been working for five years."*

*-Parramatta, working mothers*

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Some women were aware that they were not being offered the same flexibility within the workforce as some male colleagues. Others commented that they did not have access to the well-paid overtime shifts because of not being able to work anti-social hours due to parenting commitments.

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*"The money you could earn in my job, it's huge. Huge. Like I'm talking high triple digits ... (but) I can't take the overtime and I can't do the night shifts ... that annoys the crap out of me. It's just a very male dominated industry and yes, at face value it is all equal opportunity ... (but) there's nothing actually that helps."*

*-Parramatta, working mothers*

*"Christmas, they're asking me a lot 'can you work tomorrow, can you do more hours, can you stay back today?'. It's like 'I can't because of my little one', I can't, I'd love to make a bit more money at Christmas time you know what I mean, but I just can't."*

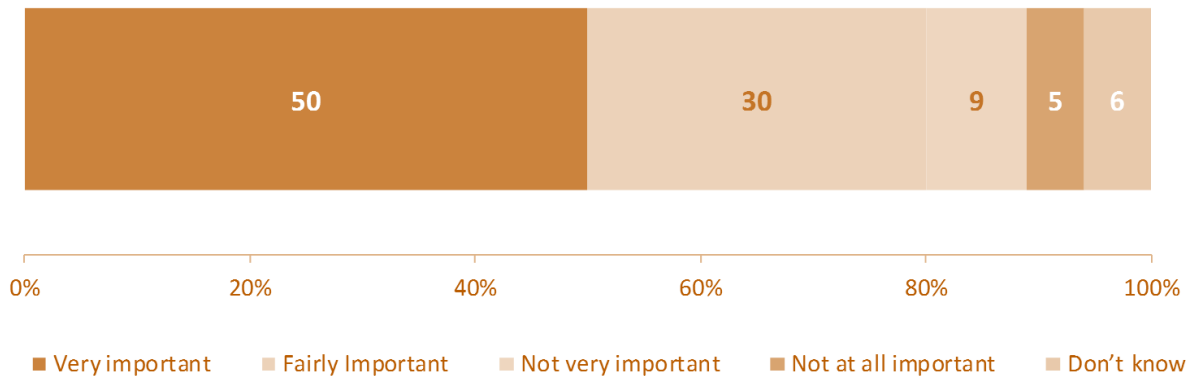
*-Parramatta, working mothers*

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### Importance of having a partner who shares responsibility for childcare and household work

Eight in ten (80%) said that having a partner who shared responsibility for childcare and household domestic work would be important to succeeding at work (refer to Figure 47 below). Three quarters of men (76%) also saw this as important. Half of women (50%) and just over one third of men (36%) viewed shared responsibility by partners as 'very important'.

Figure 47: Importance of having a partner who shares responsibility



Q23e. How important do you think each of the following will be to you succeeding in your work? A partner who shares responsibility with me for childcare and household domestic work (Base: All women under 40, n=2,109)

The following groups of women were more likely to think that having a partner who shared responsibility for childcare and household domestic work would be important to their success at work:

- Mothers (86% compared with 77% of those without children);
- Women with a university degree (84% compared with 77% of those with a secondary education, and 79% of those with a TAFE certificate);
- Those living in their own home (84% compared with 76% of those living at home with their parents);
- Those without disability (83% compared with 69% of those with disability); and
- Culturally and Linguistically Diverse women (86% compared with 79% of women who are not).

In the qualitative research, working women were keen to comment on the help – or lack of it – from their partners. They tended to be critical that while their partners may help with childcare, they failed to undertake any other domestic chores, and did not accomplish as much as when the women were the primary carer.

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*“The days my husband is at work (because he’s a shift worker) so the days he’s there, he looks after my daughter, but not everything else.”*  
 -Parramatta, working mothers

*“The ‘man child’.”*  
 -Parramatta, working mothers.

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Several women also commented that there was an expectation within their relationships with their partners that they as mothers were expected to go to greater lengths to shape their working lives around their caring responsibilities.

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*“It’s still very much a man’s world, a man’s job ... as the ‘mum’ you’re generally the one who has the sick days, who has to pick up from day care, has to drop at day care and so I can’t take the overtime. So therefore, I don’t get to get the extra penalty rates.”*  
*-Parramatta, working mothers*

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Other women had established in the early stages of their relationship who would be their child’s primary carer and as such had a plan for how they, as a couple, could cope with the new demands that parenthood would present.

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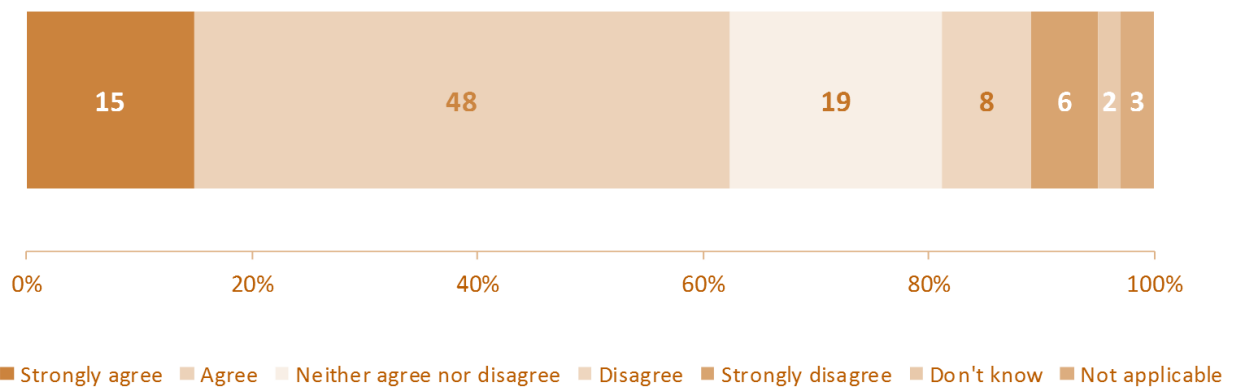
*“We’ve already had the discussion ages ago that I won’t be staying at home. He’s a little bit older than I am. I’m more at the beginning of my career and he’s a little bit more at the end.”*  
*-Sydney higher skill/pay, and secure working conditions*

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### Striking a balance between work and family responsibilities

Over six in ten women (63%) agreed that they were able to strike a balance between work and family responsibilities (see Figure 48). No significant differences were observed between men and women in terms of their agreement regarding the balancing of work and family responsibilities.

**Figure 48: Agreement regarding the balancing of work and family responsibilities**



Q26f. Below are some further statements about people’s experience in the workplace. For each, please think about your main job. Do you agree or disagree that...I am able to strike a balance between work and family responsibilities (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

Women with disability were less likely to agree that they were able to strike this balance (51% compared with 64% of those without disability).



Mothers were very clear that not only did they welcome the variation in experience and mental stimulation of going to work, but that it was simply easier than being at home and as such, was a welcome break.

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*"I feel like at work I don't rush. Everything is nice and easy-going. But once I get home that's when it starts."*

*-Parramatta, working mothers*

*"Everything's just 'mummy, mummy'."*

*-Parramatta, working mothers*

*"I actually earn less now than before I had kids. Mine isn't about money. It's just about the convenience and sanity."*

*-Brisbane, lower skill/pay, and secure working conditions*

*"I'm a person too. I need to be around people, I need to work."*

*-Parramatta, working mothers*

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While all working women made mention of the struggle in achieving a good work-life balance, this was most marked for mothers. Younger women without children felt the strain of finding time to socialise, or simply carve out time on their own, whereas women with children focused on the logistical challenges of managing the demands of home, work and children.

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*"I don't know how we do it. I honestly don't know how with a husband that works different hours and days and I work different hours and days every single week. So, as an example, this morning he had to be in the city by 7am. Dropped my youngest at day care, I waited for my little kids because they've got a proper school bus. They get on that, then I race to work. He came home, picked all of them up and took them to after school care. It's just ... I don't know ... I honestly don't know how we do it but we manage."*

*-Brisbane, lower skill/pay and secure working conditions*

*"I kind of feel like I take some of the mental load either from home or from work vice versa. So when I go to work you know if it was a bad night, I'm sort of taking that and working heavy, but then if something happens at work, it really takes its toll and then I come home in a bad mood or in a good mood, depending."*

*-Parramatta, working mothers*

*"The culture is good but working for the Government, I feel that you definitely... your work/life balance is certainly appreciated a lot more than it was when I was in private practise."*

*-Sydney, higher skill/pay, and secure working conditions*

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Women working for employers who understood the realities of parenting and the occasional need to leave work at short notice to take care of children, were appreciative of both the flexibility and the understanding from others.

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*"I work from my boss' house ... she's got her kids, they run in and out and she just gets up and goes 'oh (name excluded) forgot this' and then she has to go and drop something at school. So she is really understanding of all of those demands that come with kids."*

*-Parramatta, working mothers*

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### **SUMMARY: WORK AND HOME**

Flexibility was a key concern for working women, particularly those with caring responsibilities. The qualitative findings highlighted that without flexibility to respond to the demands of family or personal life, many women did not feel they could fulfil their jobs. Nine in ten said flexibility was important and vital for them to succeed at work.

Over six in ten working women (61%) agreed they could access the flexibility they needed in their workplace. However, working mothers were very aware that this flexibility was sometimes resented by other employees, who felt they received preferential treatment regarding working hours and leave.

Four in ten working women (38%) have at least one child and half (54%) expect to have a child in the future. Half (48%) acknowledged that accessing care for dependents was very important for them to be able to succeed at work, as was having a partner who shared both childcare and domestic work (50%). Women were concerned about earning enough to be able to both afford a child, and childcare costs, so that they could return to work.

# 7. Management and communications

## 7.1 Views on management and communication

Women in the focus groups described how the quality of management and communication had a major impact on their work experience.

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*“I guess what stands out for me is the direct managers that I work for were just inspiring people.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“I think my workplace is actually really fair. Even though like we have doctors, like specialist doctors, they’re awesome and they’re all really respectful.”*

*-Brisbane, lower skill/pay, and secure working conditions*

*“The second in charge manager, she just seemed to demand things, not request things from people ... her way of saying things to everyone else seems very off-putting ... pretty much everyone came out with it ... they took it to the boss. And the boss had a word to her ... her attitude wasn’t the right way to treat people.”*

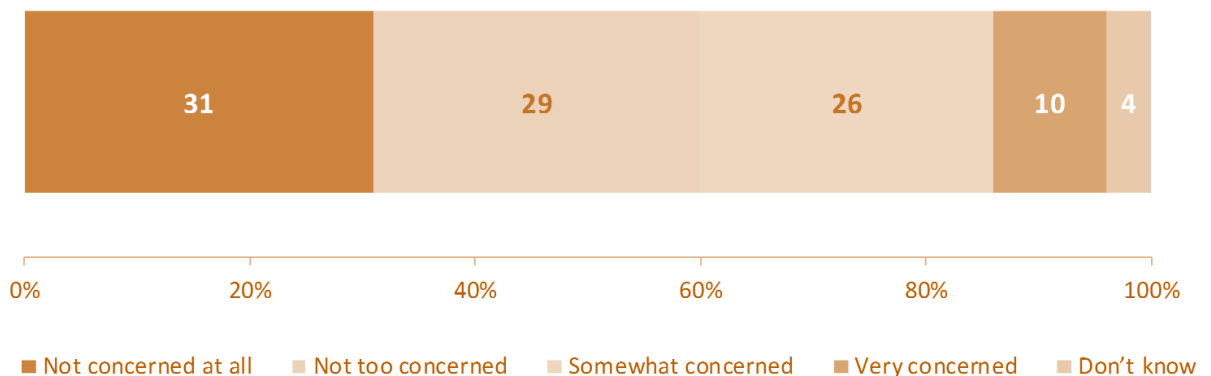
*-Parramatta, lower skill/pay, and insecure working conditions*

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### Concerns about poor management leading to job loss

Among women who are currently working, six in ten (60%) were ‘not too concerned’, or ‘not concerned at all’, about the prospect of losing their job due to poor management. More than one third (36%), however, were concerned (see Figure 49). Consistent with their responses to other questions relating to potential job loss, men were more likely than women to express concern (47%).

**Figure 49: Concern of job loss due to poor company management**



Q15e. How concerned, if at all, are you about potentially losing your job because...The company that you work for is poorly managed (Base: All women under 40 who are currently working, n=1,692)

Women who are self-employed were most likely to say they were ‘not concerned at all’ (43% compared to 30% of those working full-time or part-time for an employer and 31% of those working on a casual or freelance basis).

Some groups of working women were more likely to feel concerned that this may happen:

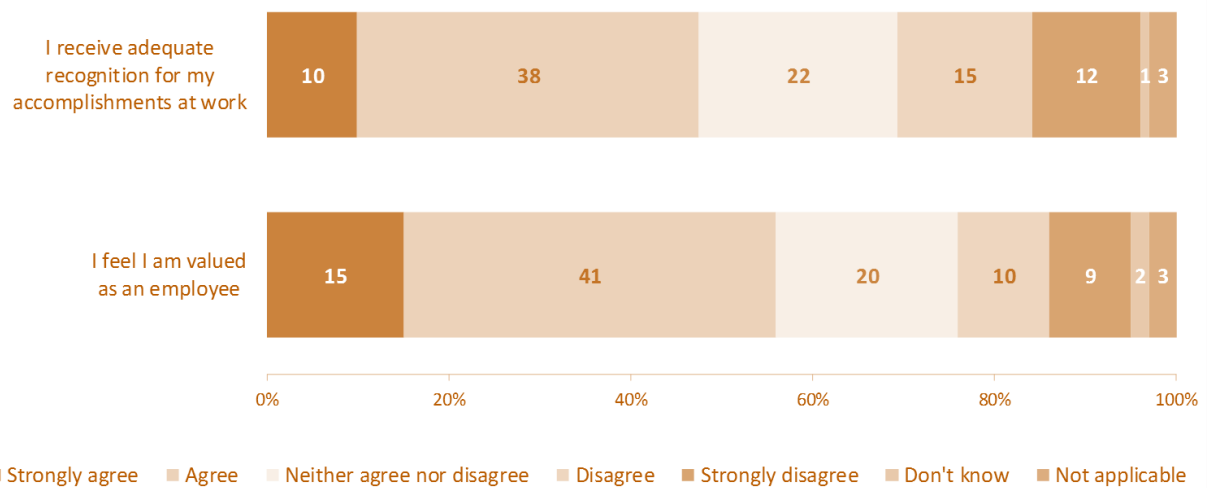
- Women currently studying at TAFE or a technical college (50% compared with 35% of those not studying, for example);
- Women with a disability (46% in comparison to 34% of those without a disability); and
- Those born in Asia (53% while just 33% of women born in Australia felt the same).

### Receiving adequate recognition and feeling valued as an employee

There is correlation between women who felt they received adequate recognition at work and women who felt valued as an employee – 85% of those who agreed they received enough recognition of their work accomplishments also said they felt valued. Conversely, over half of those who did not feel they received sufficient credit or recognition (51%), also did not feel valued as an employee.

Figure 50 illustrates the proportion of women who agreed or disagreed with each of these statements. Over one quarter of women (27%) disagreed that they received adequate recognition for their accomplishments at work, while almost one in five (19%) disagreed that they felt valued as an employee.

**Figure 50: Adequate recognition at work and value as an employee**



Q26c. Below are some further statements about people’s experience in the workplace. For each, please think about your main job. Do you agree or disagree that...I receive adequate recognition for my accomplishments at work (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

Q26d. Below are some further statements about people’s experience in the workplace. For each, please think about your main job. Do you agree or disagree that...I feel I am valued as an employee (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

Women who work from home were more likely to feel that they received adequate recognition for their accomplishments at work, than those who do not work from home (54% and 45%, respectively). However, those who do not work from home were more likely to disagree that they felt valued as an employee (21% compared with 15%).

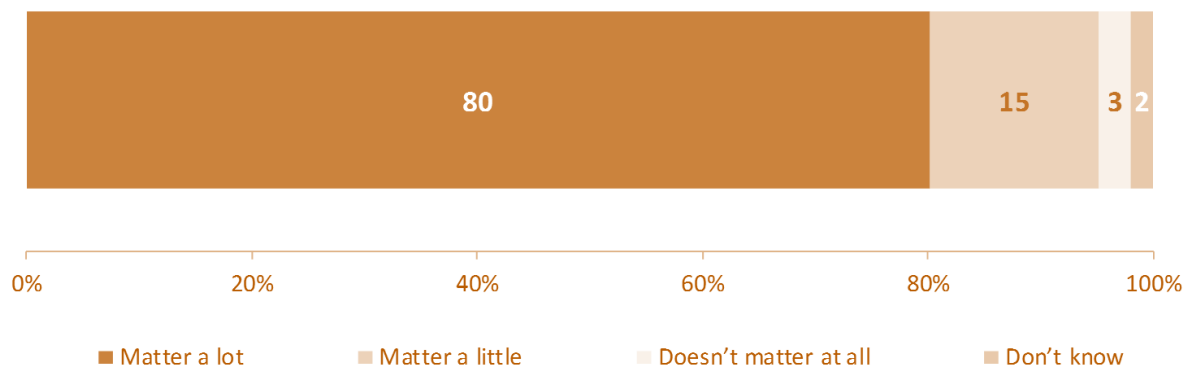
On both aspects, women with disability were less likely to agree (40% said they received adequate recognition and 43% felt valued as an employee, compared to 50% and 59% of those women without disability).

On the other hand, high-income earners and those with a tertiary education were *more likely* to feel that they received sufficient recognition of their accomplishments in the workplace and that they were valued as an employee. More than half of those earning above \$80,000 agreed with both statements (57% and 66%; in comparison to 45% and 52% of those earning under \$40,000). At least half of those who have at least a Bachelor’s degree agreed with both (54% and 62%; whereas 42% and 50% of those with a TAFE qualification felt the same).

### Being treated with respect

Almost all working women (95%) said that it mattered to have a job in which they were treated with respect, with eight in ten (80%) saying that it mattered ‘a lot’ (refer to Figure 51). While women were slightly more likely than men to say this mattered (95% compared to 91% of men), they were much more likely than men to say this mattered ‘a lot’ (just 64% of men said this).

**Figure 51: Importance of having a job where I am treated with respect**



Q22i. Below are a range of issues that can be important in a job. For each of these, do they matter a lot to you, a little, or do they not matter at all? To have a job in which I am treated with respect (Base: All women under 40, n=2,109)

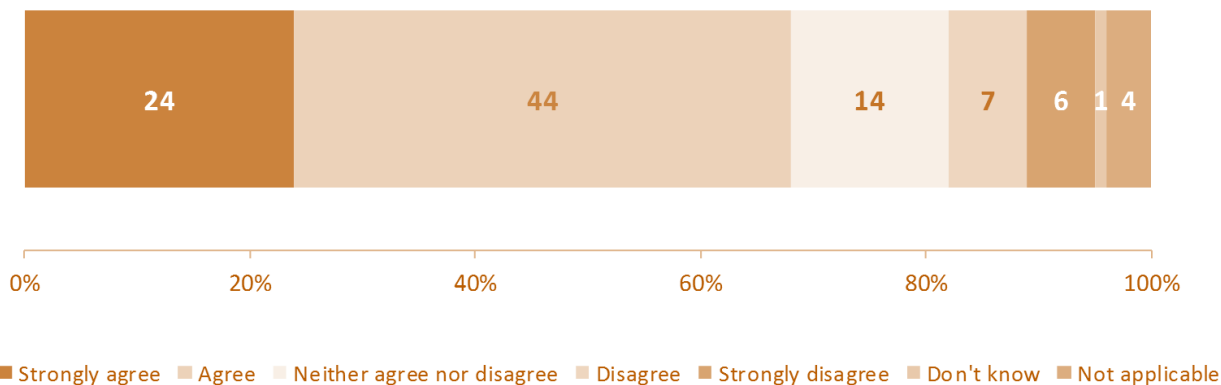
Women with disability were less likely to rate this as relevant, and were more likely to say it didn’t matter at all (9% compared to 2% of those without).

In addition, over two-thirds of women (68%) agreed that their manager treated them with respect (Figure 52), with no significant differences in the responses of men and women to this question.

Women who have completed tertiary education were more likely to agree that their manager treated them with respect (71% in comparison to 65% of those with a TAFE qualification and those who have completed secondary school only).

In contrast, women with disability were twice as likely as those without disability to say they were *not* treated with respect by their manager (20% disagreed compared with 11%).

**Figure 52: My manager treats with me respect**



Q27e. Below are some statements about people’s experience in the workplace. For each, please think about your main job. Do you agree or disagree that...My manager treats me with respect. (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

In the discussion groups, women talked about the value of creating a strong, supportive relationship with their line manager or employer, and how that mutual sense of commitment was something they valued highly in their current role.

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*“I get my boss on board with my personal goals and she’s totally on board with it and that’s why I can teach yoga. So I did my yoga teacher training while I was at my job (she’s flexible like that) so two days a week so that I can teach in the mornings. She’s really on board with what I personally do and I really value that.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“When it comes to negotiating say, some of the work-life balance things or my mental or physical health or arranging leave ... I feel like I have a good amount of said in like directly communicating with my manager ... or what I might like to do or where I’d like to end up in ten years.”*

*-Brisbane, lower skill/pay, and secure working conditions*

*“Generally, you do everything you can for them, but when you need support ... your boss will support you back. Like tomorrow, I want to leave early from work to go and watch the Socceroos game. So she’s driving up all the way from home to close up for me by about an hour. Because she knows that I always (when I can) do everything for her.”*

*-Sydney, higher skill/pay, and secure working conditions*

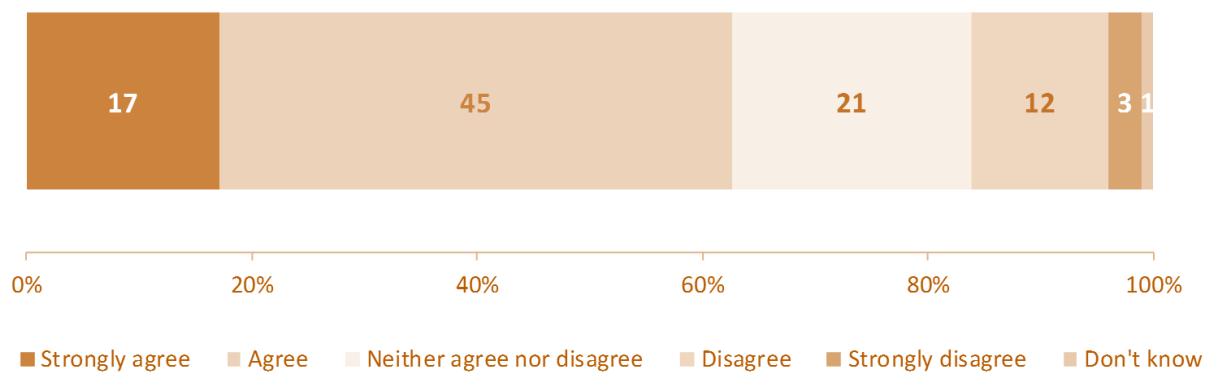
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## 7.2 Voice and decision-making

### Job autonomy

Just over three-fifths of women currently working (62%) agreed that they could control how they ordered and undertook tasks at work (refer to Figure 53). Around the same proportion of men (69%) also agreed with the statement.

Figure 53: Agreement on control in ordering and undertaking tasks at work



Q12d. Below are some statements about jobs and workplaces. For each, please think about your main job. Do you agree or disagree that... I can control how I order and undertake the tasks in my work (Base: All women under 40 who are currently working, n=1,692)

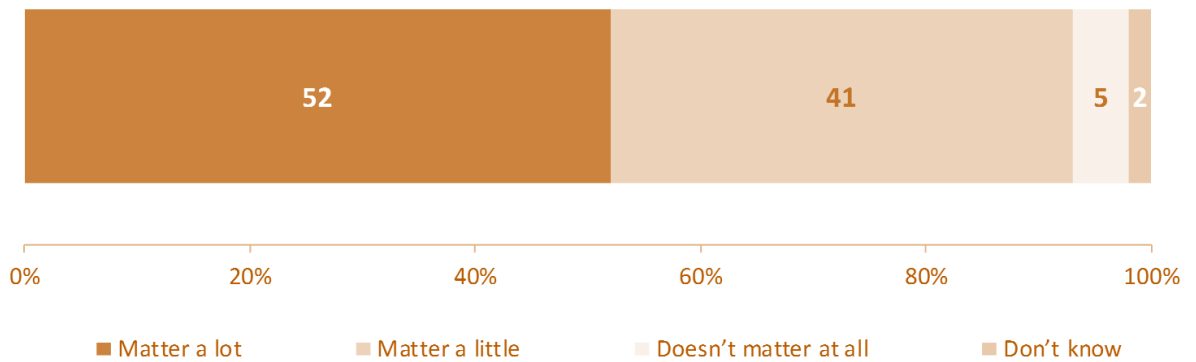
The following women were less likely to agree that they could control how they undertook tasks at work:

- Those aged 16-20 (54% while 67% of those aged 31-40 said the same);
- Women working casually or on a freelance basis (52% while 83% of those who are self-employed said the same);
- Women who never work from home (57% in comparison to 70% of those who do);
- Women with disability (54% compared with 65% of those without disability); and
- Low-income earners (56% of those earning below \$40,000 have control in comparison to 70% of those earning above \$80,000).

### The importance of job autonomy

Almost all women (93%) said that it mattered to have a job in which they had some control over their work. More than half (52%) said that it 'matters a lot' (see Figure 54). While 90% of men desired control over work, they were less likely than women to say that it 'matters a lot' (46% of men said this).

**Figure 54: Importance of having control over my work**



Q22j. Below are a range of issues that can be important in a job. For each of these, do they matter a lot to you, a little, or do they not matter at all? To have a job in which I have some control over my work (Base: All women under 40, n=2,109)

Relative to other women, higher proportions of the groups below said that having some control over their work 'matters a lot':

- Women in their 30s (56% compared to 49% of those aged either 16-20 years or aged 21-30 years);
- Women who are self-employed (64% compared to 48% of those working casually, for example);
- Women who work from home (57% compared with 48% of those who do not); and
- Women with a Bachelor's degree or higher (57% in comparison to 47% of those with a TAFE certificate, for example).

Conversely, these women were *less* likely to say it 'matters a lot':

- Those with a disability (44% compared with 54% of those without); and
- Those born in Australia (50% compared with 61% of those born in Asia).

From the discussion groups, those working in poorly paid, insecure roles were least likely to feel that they had a voice within the workplace, and that their opinions were taken into consideration when workplace decisions were being made.

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*"It's just like so annoying. I just asked him 'can you like do it as soon as possible because we need new software' and he said 'no'... like there's no conversation ... he just says 'no' to me."*  
*-Parramatta, lower skill/pay, and insecure working conditions*

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While women were quick to articulate the benefits of working for Government, they also readily identified the downsides as being the layers of bureaucracy, and distance from decision-makers.



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*“Red tape ... you can’t just have direct access to anyone that can make decisions.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“It becomes a bit frustrating because you feel like you don’t have control over what you’re supposed to actually be doing.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“I feel like we don’t have much said in anything. We’re so policy-based I mean ... Every now and again we’ll have a steering committee for something. And you will have to explain why it is that you should be in the steering committee as opposed to working on progressing your career. And that will take you away from actually doing the things you need to do to get to that next level of promotion.”*

*-Sydney, higher skill/pay, and secure working conditions*

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Several Government employees commented that while there may be the appearance of being listened to, the internal structures and policies mean that change is extremely hard to effect.

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*“It is the structure of the organisation ... if you had an idea, there’s thirty different policies that you might have to change before you could implement that idea.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“Government ... you’re just a number! They’ll do it, they’ll consult and then nothing happens. They don’t follow up.”*

*-Parramatta, working mothers*

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This was also the case for those working in large, multi-national private sector companies. For those whose Head Office was not based in Australia, their access to overseas decision-makers was swift via email and phone. However, the distance brought with it a lack of accountability and open communication. Women working in these organisations tended to describe a culture that was less open.

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*“I work for a large (foreign-based) tech company ... decision making often happens behind the scenes and very, very far away. And so whilst we have a management team here, they can take calls from (foreign-based head office) anytime, so people could be made redundant any day for any reason without any explanation. And that happens a lot of the time.”*

*-Sydney, higher skill/pay and secure working conditions*

*“You’re encouraged to speak out but no-one will do that. It’s a cultural thing. Like there would be a stigma around people who would do that and I don’t think they would last very long. Like you sign up to be a part of this sort of environment and I guess you learn when you’re in there that that is how things work.”*

*-Sydney, higher skill/pay, and secure working conditions.*

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The shorter chain-of-command in smaller workplaces tended to benefit the communications between employee and manager, and increase the sense of being listened to and having greater control, or input into decision-making.

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*“The doctor who owned our hospital, he, on my first day here ‘if you have any suggestions you come and speak to me about it’ which I have a lot. So I feel like we do have a said and you know we can suggest things and sometimes they get implemented and sometimes it’s just no.”*

*-Brisbane, lower skill/pay, and secure working conditions*

*“My mum has always let me introduce new things because I think she’s always trusted my judgement. She’s given me the reins of doing the ordering and buying ... she actually listens and it’s good that I’ve got that control ... you actually feel like you’re an asset to the business.”*

*-Parramatta, working mothers*

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## **Ability to influence decisions in the workplace**

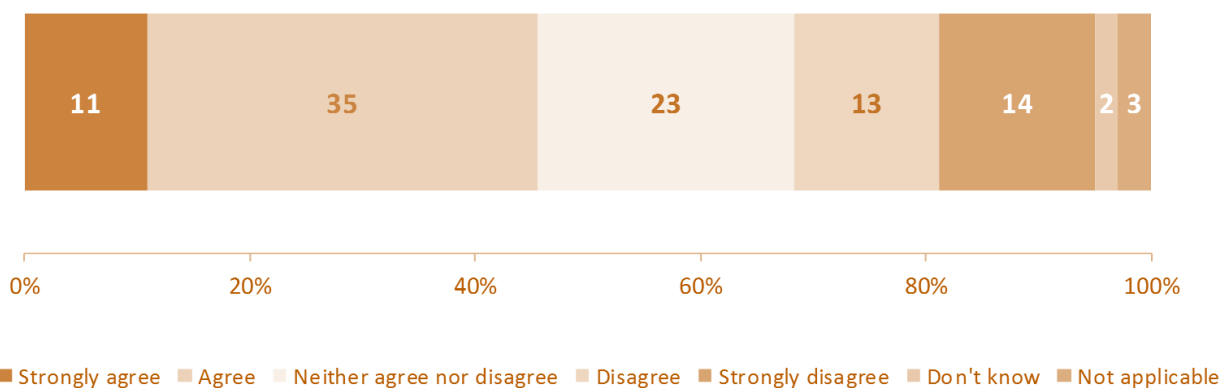
While over six in ten working women (62%) had a sense of control over tasks at work (Figure 53), fewer (46%) agreed that they were able to influence decisions in their workplace (Figure 55). Over one quarter of women (27%) disagreed that they had the ability to influence decisions in their workplace. There were no differences in the responses of men and women to this question.

Some women were more likely to say that they were able to influence decisions in their workplace:

- Self-employed women (68% compared with 47% of those working full-time or part-time for an employer and 37% of those working casually or freelancing);
- Those with a tertiary education (50% compared to 44% of those with a TAFE qualification and 40% of those who have completed secondary school only); and
- High-income earners (55% of those earning above \$80,000 compared with 42% of those earning below \$40,000, for example).

Women who work: predominantly on a casual or freelance basis; in multiple jobs; and who never work from home, were all more likely to disagree that they had decision-making influence (33%, 35% and 33% respectively).

**Figure 55: Agreement on having the ability to influence decisions in the workplace**



Q26a. Below are some further statements about people's experience in the workplace. For each, please think about your main job. Do you agree or disagree that... I have the ability to influence decisions in my workplace (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

During the qualitative research, working women tended to talk more positively about influencing decisions, such as which shifts they might work, but they felt they had little influence on more significant or strategic decisions.

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*"Rostering ... I feel I have heaps of control over that. It comes out and I'm like 'can't do those hours, can't do that, can I change these hours' and it's like 'sure'."*

*-Brisbane, lower skill/pay and secure working conditions*

*"Like they let me pick the days that I want to work but apart from that, not really."*

*-Parramatta, lower skill/pay, and insecure working conditions*

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Those who were able to influence workplace decisions valued this level of involvement. One woman working in the not-for-profit sector described her workplace as being collaborative, with transparent decision-making. Another working for a small business valued the close communications with the business owners.

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*“My organisation is very consultative. Everyone gets involved in making decisions which is kind of nice.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“I manage the store so we have a dinner with the owners once a month and they just talk about things that they’ve got, their concerns or things that they want to change. And they’ll ask my opinion on any other issues I have and it’s quite receptive, it’s good.”*

*-Sydney, higher skill/pay, and secure working conditions*

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There was cynicism among women working in larger organisations about whether or not they were listened to. Many women implied that there was considerable consultation but felt that much of this was for show, and did not lead to any discernible action. Those in larger organisations experienced employee surveys. While some women valued this opportunity to contribute, others were sceptical of the value, or felt the delay between input and consequence was too long to present the survey as a meaningful way for employees to provide feedback to managers.

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*“And then that (employee survey) data is brought back ... and sometimes it has outcomes and a lot of the time it just gets pushed on the backburner and we’ll worry about it next year, and then by the time we’re ready to worry about it the next one comes along.”*

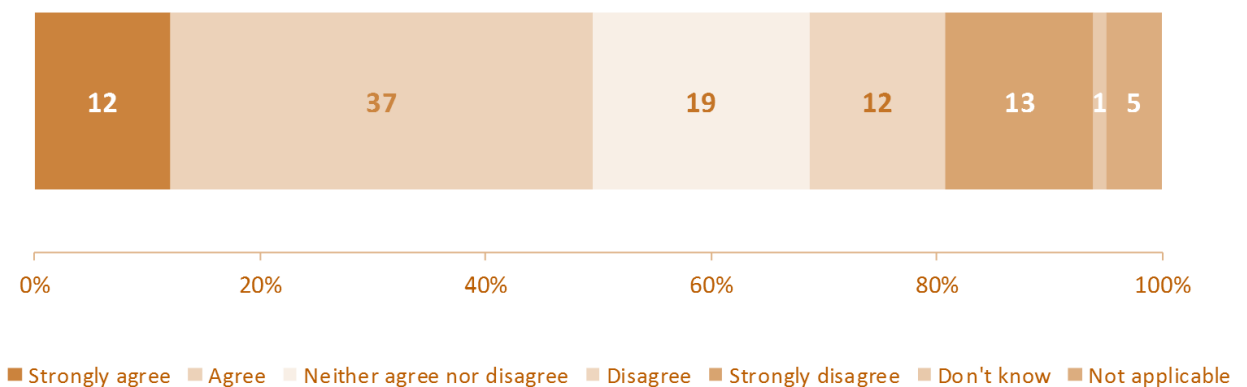
*-Brisbane, lower skill/pay, and secure working conditions*

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### Consultation on important workplace issues

Figure 56, shows that just under half of women (49%) were asked for their opinion about important workplace issues by their manager. A quarter (25%) disagreed that managers sought their opinions. Men and women had similar levels of agreement in this regard (47% of men agree).

**Figure 56: Agreement that my manager asks for my opinion on important workplace issues**



Q26b. Below are some further statements about people's experience in the workplace. For each, please think about your main job. Do you agree or disagree that... My manager asks for my opinion about important workplace issues (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

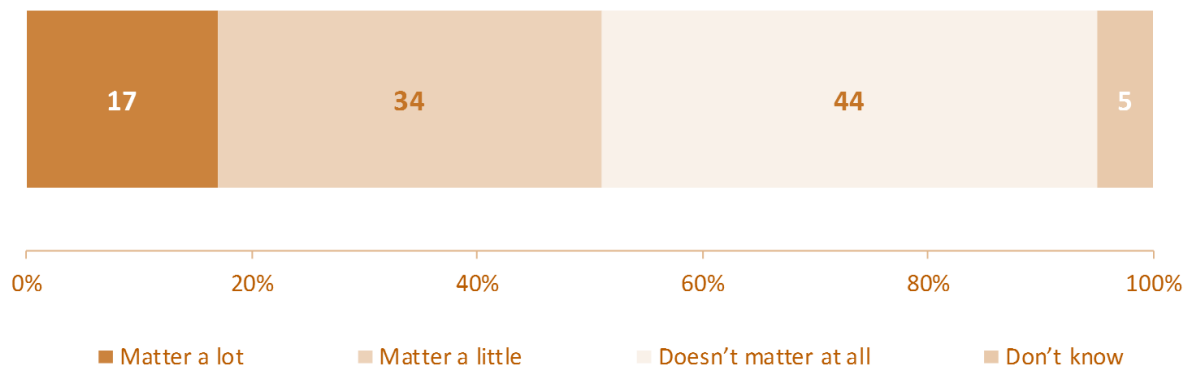
Working women who have completed tertiary education and/or are high-income earners were more likely to agree that their manager consulted them for their opinion on important issues at work. Over one half of those with at least a Bachelor's degree (54%) said this, in comparison to 43% of those who have completed secondary school. Almost two-fifths (59%) of women earning above \$80,000 agreed that they were consulted, in comparison to 43% of those earning below \$40,000, for example.

Meanwhile, casual employees, women who do not work from home and those who have completed only secondary education were more likely to disagree that they were consulted by managers (33%, 30% and 31% respectively).

### Importance of being your own boss

In comparison to other issues at work, the ability to be one's own boss was less important to working women. While just over half of women (51%) agreed that it mattered, a similar proportion (44%) said that this didn't matter at all to them (see Figure 57). A similar proportion of men said that being your own boss mattered (59%), although men were less likely than women to express that being their own boss did not matter (35%).

Figure 57: Importance of being one's own boss



Q22c. Below are a range of issues that can be important in a job. For each of these, do they matter a lot to you, a little, or do they not matter at all? To be my own boss (Base: All women under 40, n=2,109)

Self-employed women were significantly more likely to say this 'matters a lot' to them (45% in comparison to 14% of those working full-time or part-time for an employer and 15% of those working casually or on a freelance basis).

Women with the following characteristics were less likely to said that being one's own boss 'matters a lot':

- Women living in regional areas (11% compared with 18% of those in metropolitan areas);
- Women working in the public sector (13% compared to 18% of those in the private sector);
- Those who do not work from home (13% compared to 21% of those who do); and
- Those who are Australia-born (15% compared to 26% of those born in Asia, for example).

### **SUMMARY: MANAGEMENT AND COMMUNICATIONS**

Being treated with respect was found to be crucial for working women; 80% said that this 'matters a lot'. The reality of the workplace, however, saw that only two-thirds of working women (68%) felt their manager treated them with respect, 48% said they received adequate recognition at work, and 56% felt valued at work.

A major contributing factor was how women were able to control the tasks they undertook at work, and have a meaningful voice in decision-making. While most women (93%) said that being able to control their work was important – just over three in five (62%) agreed they could currently do this in their role.

Many women in the study felt that their workplaces paid lip-service to listening to employees with little substance or consequence. Less than half (46%) said they were able to influence decisions in their workplace and said their manager asked for their input on important workplace issues (49%).

## 8. Equality

When asked to consider whether individuals were treated equally within their workplace, working women were more likely to initially respond with examples of inequality based on favouritism or nepotism, rather than disadvantage based on employees' gender, ethnicity or sexuality. There was frequent discussion of specific individuals being picked out for preferential treatment, to the irritation of other staff.

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*"At my old work there was this highly coveted role that everyone wanted because of its location and then the lady who worked there full-time, her daughter straight out of school needed a role and they created a role for her that some people could spend years wanting. And they gave this girl straight out of school with no qualifications whatsoever and that was really bad.*

*Nepotism is alive, crazy alive."*

*-Brisbane, lower skill/pay, and secure working conditions*

*"They've actually got like a 'golden child' at work ... we all have birthdays, we always celebrate at work ... we all just got a 'happy birthday' sung to us. The 'golden child' got a sky-diving voucher from the managers. She never has to work nightshift even though we all have to work nightshift."*

*-Parramatta, lower skill/pay, and insecure working conditions*

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Among some working women, there was a sense that true equality was an unrealistic goal or expectation within the workplace.

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*"18,000 people. It's just not possible. And like you know when you always hear people said 'oh you know we've got the same policies in place and that means that you treat people this way and not that way'. But the fact is there were different personalities, there were different cultures, there's different behaviours, whatever the case might be'."*

*-Sydney, higher skill/pay, and secure working conditions*

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There was also recognition that in some workplaces, employers signalled that there was gender equality within the workplace but the reality was very different, with few women in senior roles.

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*"I think in most Government places you wouldn't get all that because we've got very solid processes and procedures that cover every one of those issues. So on the outside, it feels like you're all being treated equally but the statistics have to speak for themselves. There were no women in the very top echelons and when they do, it's seriously as a result of a drive."*

*-Sydney, higher skill/pay, and secure working conditions*

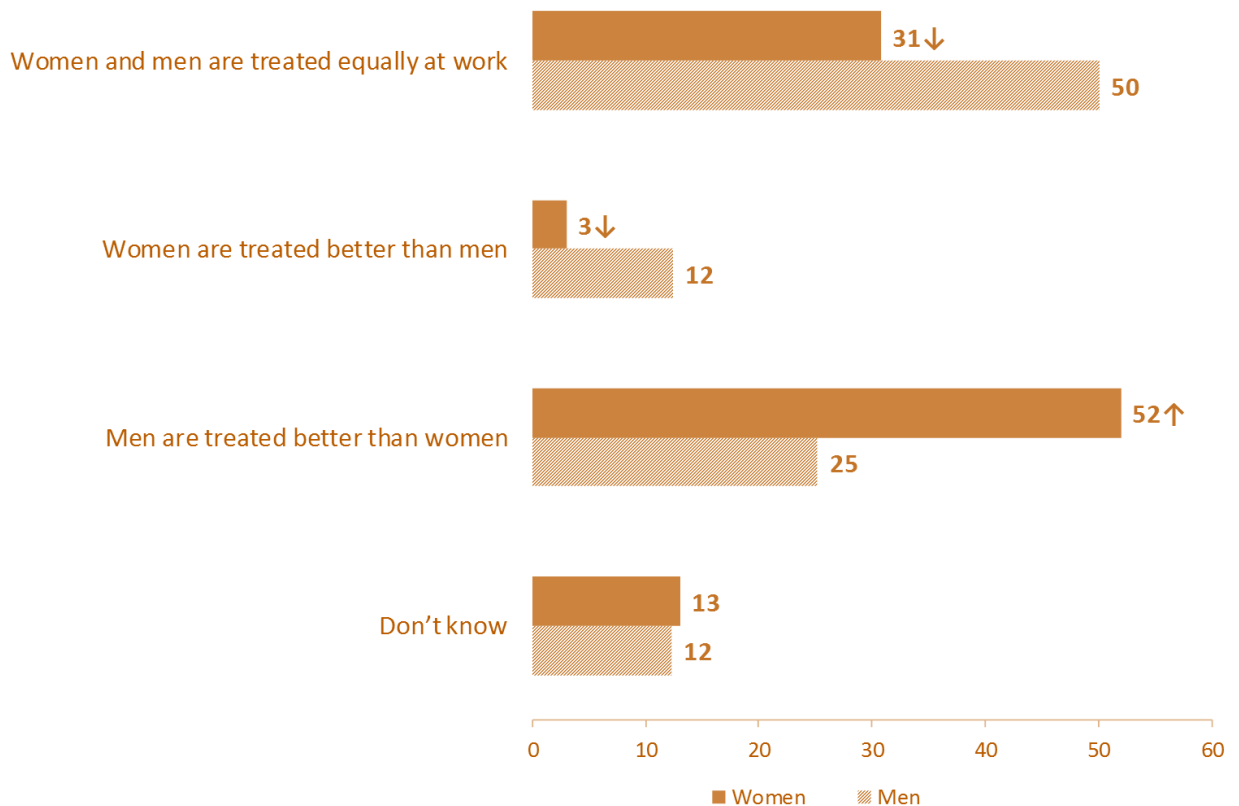
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## 8.1 Gender equality at work

When asked about current experiences in the workplace, over one half of working women (52%) said they felt men were treated better than women at work (Figure 58).

As evidenced below, each gender felt that the other was treated better at work. However, women were much less likely to think that both genders were treated equally (31% of women compared with 50% of men).

**Figure 58: Perceptions on women's current experience in the workforce, by gender**



Q28. Thinking about Australian women's current experience in the workforce, do you think ...? (Base: All women under 40, n=2,109 and all men under 40, n=502).

(↑↓ were used to denote statistically significant differences between men and women).

There were several differences between sub-groups to note here:

- Women still in secondary school were more likely to think that women were treated better than men (9% compared with 2% of those not currently studying);
- Women employed in the private sector were more likely to think that men were treated better than women (55% compared with 49% of women in the public sector);
- Women born in Asia were much more likely to think women and men were treated equally at work (50% compared with 29% of those born in Australia and 24% of those born in Europe, for example) and were less likely to believe men were treated better (35% compared with 54% of those born in Australia);
- Among Culturally and Linguistically Diverse women, 38% thought women and men were treated equally at work and 46% believed that men were treated better. This compares with 29% and 55% of those who are not Culturally and Linguistically Diverse; and



- Women of Aboriginal and/or Torres Strait Islander background and women with disability were more likely to think that women were treated better than men (9% and 8%, respectively, compared with 3% of those who are not Aboriginal or Torres Strait Islander or without disability).

In focus group discussions, women typically reported that that men did not notice any gender-based workplace discrimination. Of those who did think that men were aware of the different treatment of women at work, some felt that they could do little to effect change while others felt that generally, men would be onside.

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*“I think (men) were oblivious ... I don't think they even care to think about it.”*  
*-Parramatta, lower skill/pay, and insecure working conditions*

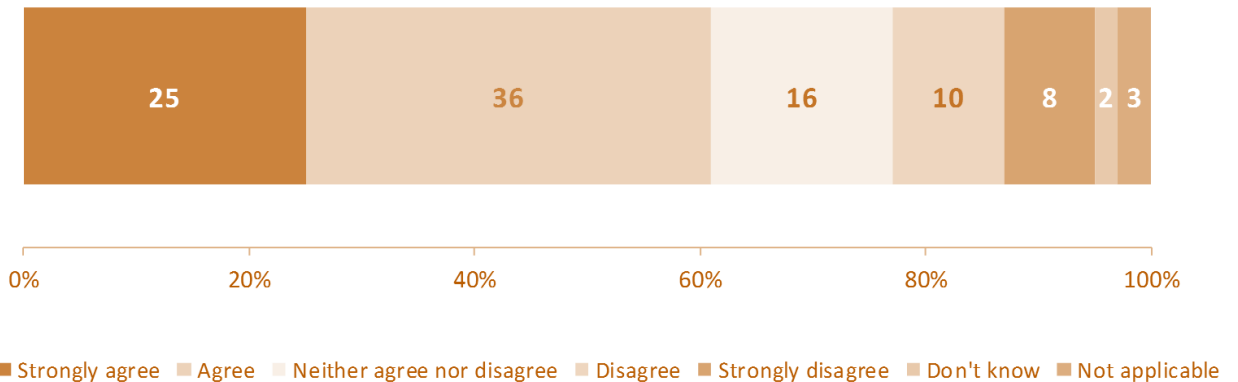
*“There's not a whole lot they can do ... because the manager will just deny it and said that he is giving everyone equal shifts or whatever.”*  
*-Parramatta, lower skill/pay, and insecure working conditions*

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### Equal treatment of men and women at work

Although just under a third of women (31%) said that women and men were treated equally in the Australian workforce (refer to Figure 58), when asked about their own workplaces, almost twice as many women (61%) believed that women and men were treated equally in their place of work (Figure 59). Almost one fifth of women (18%) disagreed that men and women were treated equally in their workplace. Men were more likely than women to agree (70%) that there is gender equality in their workplaces.

**Figure 59: Agreement on equal treatment of men and women at work**



Q27a. Below are some statements about people's experience in the workplace. For each, please think about your main job. Do you agree or disagree that... Women and men were treated equally here (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

Lower proportions of women who work from home and women with disability agreed that there was equal treatment of both genders at their workplace (58% of those who work from home in comparison to 66% of those who do not; and 45% of women with a disability in comparison to 65% of women without disability). Likewise, women of Aboriginal and/or Torres Strait Islander background were more likely than those who are not, to disagree with the statement that women and men were treated equally (30% compared to 18%).

A minority of the women participating in the discussion groups were able to give examples of gender inequality within their workplace.

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*"It was just that attitude that he felt he could talk down to me and be condescending because he's been there that long and because I'm female ... like it's quite insidious in that organisation."*

*-Brisbane, lower skill/pay, and secure working conditions*

*'I went and had a meeting with a GP the other day, and as I was walking out, he just said to one of the other doctors, 'oh gosh, she is a tasty little bitch isn't she?' ... I did feel disrespected by it. Because I don't think you talk about male colleagues that way.'*

*-Brisbane, higher skill/pay, and insecure working conditions*

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A number of women in hospitality or retail roles gave examples of male managers allocating tasks or shifts to women so that the manager would be working with them. While there were no allegations of actual harassment, there were clear implications that male managers' decisions around how to assign staff were not gender-neutral.

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*"At my work, the girls were also treated a lot better than the boys were ... so like there's one manager, he's actually the HR manager who does the rosters and the girls just get more shifts and they get better shifts than the boys ... I think that's just because he's a lonely forty-year old man."*

*-Parramatta, lower skill/pay, and insecure working conditions*

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Higher skill women noted that the senior tiers of their firms were predominantly male, and that their organisations were structurally difficult for women to climb. They described how this manifested at their workplace, either through obvious biases or sexual advances.

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*"I think a lot of people like to pretend they have equality within the legal industry and I think there certainly isn't ... I've had experiences at a very basic level where a magistrate said to me 'prove to me you're more than blonde hair and blue eyes' ... you find that a lot of the females were at the lower level and they kind of just stop. The crown prosecutors and all the higher benchmen were all males because they haven't had the inconvenience of maternity leave to stop them from going up."*

*-Sydney, higher skill/pay, and secure working conditions*

*'It's a really male-dominated industry and they just don't take you seriously. And you get hit on all the time.'*

*-Sydney, higher skill/pay, and secure working conditions*

*"I really don't think that they (managers) were aware of this, like they don't intentionally recruit more males into the company. It is more about when they have a choice of interviewing a female or male, they will always select the male because they feel that they will be more confident, I guess, and like have more control."*

*-Brisbane, higher skill/pay, and insecure working conditions.*

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Other higher skill women described how they chose to (or felt they needed to) present themselves in order to reduce gender bias and discrimination.

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*“I’ve got friends who will take their rings off (when) going for a promotional interview because I mean they can’t ask you those questions, obviously.”*  
*-Sydney, higher skill/pay, and secure working conditions*

*“I have noticed a difference depending on how I wear my hair and how I dress ... if I wear my hair up, if it is short and in a bob, and I know this is ridiculous, I get a lot more equality when dealing with men.”*  
*-Brisbane, higher skill/pay, and insecure working conditions*

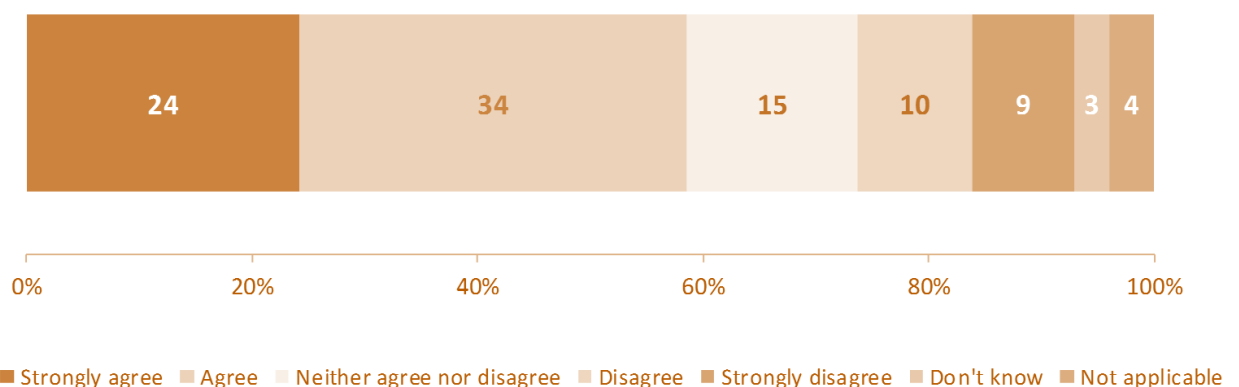
*“I have friends that purposefully dress themselves older so that people will take them more seriously as a female. Or friends that have gone to the bar (legal profession) so they were effectively working themselves to their own clients.”*  
*-Sydney, higher skill/pay, and secure working conditions*

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### Equal opportunity for promotions in the workplace

Almost six in ten women (58%) agreed that women and men had equal opportunity for promotion in their workplaces, while almost one fifth (19%) disagreed. This was consistent with women’s views on whether equal treatment of both genders existed at their work places (see Figure 60). By comparison, men held more optimistic views on the matter; 68% agreed that women and men had equal chance for promotions at work.

**Figure 60: Equal opportunity for promotion**



Q27b. Below are some statements about people’s experience in the workplace. For each, please think about your main job. Do you agree or disagree that... Women and men have the same chance for promotion here (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

Women with disability were less likely to think that gender equality in terms of career advancement existed at their workplace (45% agree in comparison to 61% of those without).

Several women in the discussion groups were also aware and critical of pay discrimination within their workplaces or industries.

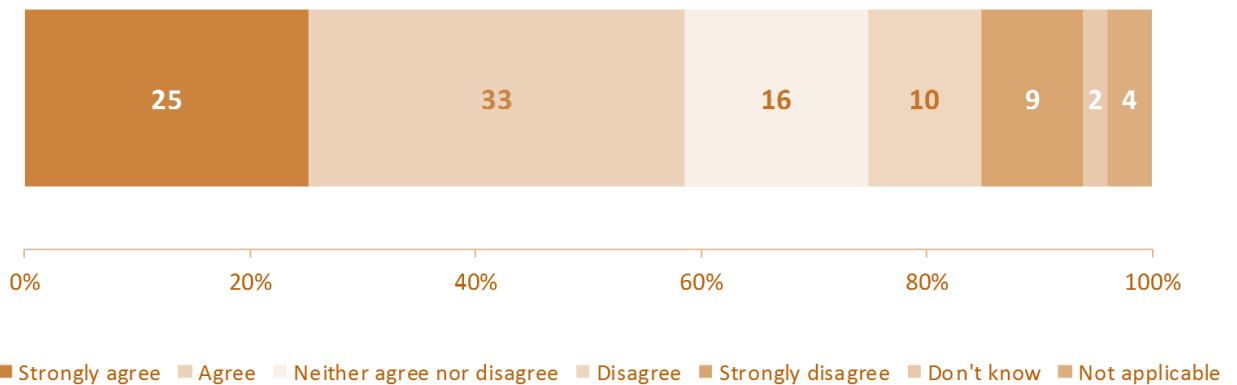
*“I work in a very male-dominated industry. I’m very close with one particular colleague who works on the same account as me. We’re both in the same role. Like he’s no more senior than I am and he earns \$20k more than I do.”  
-Sydney, higher skill/pay, and secure working conditions.*

*“I have got a male colleague of mine, we have got the exact same qualifications, we studied together, we graduated together, our practices were like ten minutes (from) each other ... we both have a contract with the same company. He gets paid on time very time. I, without fail, have to send invoice after invoice after invoice after invoice, this is overdue, this is overdue, I am cancelling my contract. Not quite, but I find that I feel like it is because I am a female, and they said ‘oh that is okay, you were soft and fluffy’, where he is just like ‘this is my invoice’, it gets paid. And I am like ‘come on guys, like come on’.”  
-Brisbane, higher skill/pay and insecure working conditions*

### Equal access to leadership roles in the workplace

Consistent with their responses to questions on equal opportunity for promotions (Figure 60), just over half of women (58%) agreed that there was equal access to leadership roles available for men and women at their workplace. And once again, nearly a fifth of women (19%) disagreed (refer to Figure 61). Men were more likely than women to agree that both genders had equal access to leadership roles at work (71%).

**Figure 61: Equal opportunity for leadership roles**



Q27c. Below are some statements about people’s experience in the workplace. For each, please think about your main job. Do you agree or disagree that... Women and men have equal access to leadership roles here (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

Women with disability were less likely to feel that there was gender equality in accessing leadership roles at their workplace (42% agree in comparison to 62% of women without disability). Additionally, women in their 30s were less likely to say they strongly agreed that equality existed at their workplace (21% compared with 30% of those 16-20).

Many women in focus groups also highlighted situations where male colleagues felt that women were benefitting from positive discrimination and were resentful of this situation.

“And then the problem with that too is then that they get better (at promoting women) and they (say) ‘it’s not merit-based’ and ‘this is reverse discrimination’ and blah, blah, blah.”

-Sydney, higher skill/pay, and secure working conditions

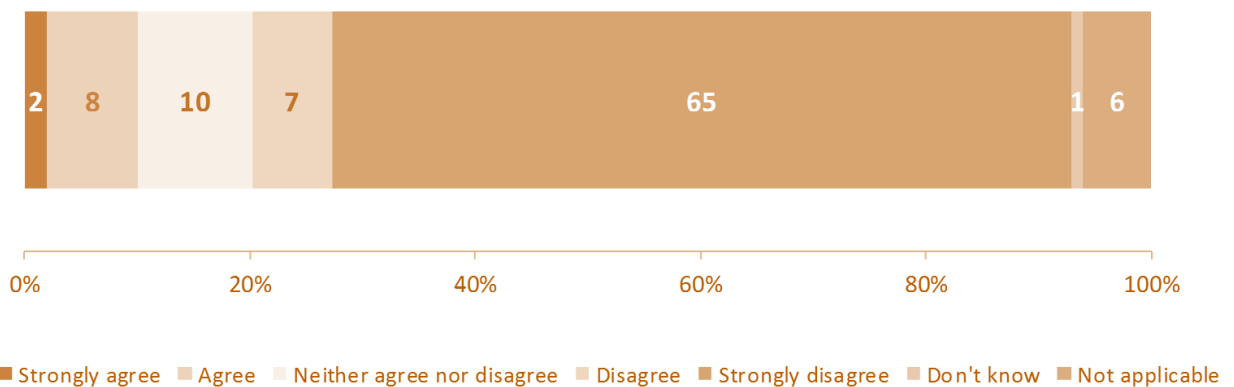
“We had recently a round of (promotions) ... And they, out of the 20 (55 were interviewed and then they narrow it down and now there’s 26 interviewed) ... 13 women got promoted out of the 55. And then there was a whole lot of men saying ‘oh sure they got promoted because she has a vagina.’”

-Brisbane, lower skill/pay, and secure working conditions

### Sexual harassment at work

One in ten women (10%) said they experienced sexual harassment at work (Figure 62).

Figure 62: Sexual harassment at work



Q27f. Below are some statements about people’s experience in the workplace. For each, please think about your main job. Do you agree or disagree that... I experience sexual harassment at work (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

Some groups of women were more likely to agree that they experienced sexual harassment at work. Women currently studying and women with a disability were more likely to say they experienced sexual harassment at work (14% of women studying compared with 8% of those who not currently studying, and 18% of women with disability in comparison to 9% of women without disability).

Women born in Asia and Culturally and Linguistically Diverse women were twice as likely as others to say they experienced sexual harassment (18% of women born in Asia compared with 9% of those born in Australia, for instance, and 16% of Culturally and Linguistically Diverse women, compared to 8% of those who are not Culturally and Linguistically Diverse).

There were a number of women across the breadth of discussion groups working in policing, law enforcement or corrective services who reported that their workplaces were male-dominated, and that they experienced discrimination and sexual harassment.

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*“Sometimes I sit like this and your shirt will pop and like ‘did you see what kind of bra she was wearing today?’ Like men make a game of it ... it’s like the whole job is really sexual behind your back.”*

*-Parramatta, working mothers*

*“Men were ... not treated as much like a moron as a female is. I know my shit, but a male will get asked a question they don’t know and I will interject and they just cut me off. And I’m like ‘you don’t get to do that!’ ... just because he has a penis doesn’t mean he’s smarter than me.”*

*-Brisbane, lower skill/pay, and secure working conditions*

*“At face value, it’s equal at my place, but a lot of the women in the job were gay and it’s strange. If you’re not gay, it’s actually really very sexual ... there were a lot of sexual comments that were made.”*

*-Parramatta, working mothers*

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Those women who had experienced sexual harassment discussed the difficulties of raising the problem, and were all concerned that in doing so, it would limit their progression and that their employer would not sanction the perpetrator in any meaningful way.

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*“The problem is that you can’t really complain about it. I mean there’s an issue at my workplace at the moment. A lot of the females were thinking ‘well, I can’t complain because I’m at a very very basic level. This person is at the absolute highest level. So if I complain and we’re all on temp contracts, what is going to happen to my job? They’re not going to get rid of him. They’ll just wait for him to retire in two years’ time. And make the culture that ... a bit like ‘why were you being aggressive? like I’m just being friendly’.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“If you do said something (about harassment) you basically just have to cop it on the chin and ‘ah ah ah’ ... or otherwise ‘why did you get into this job?’. You know ‘you’re going to get upset by something so small’, you know ‘how were you going to cope in a job like this?’”*

*-Parramatta, working mothers*

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One woman spoke about an example of a colleague feeling pressure from senior women to pursue a complaint of sexual harassment against a male colleague, when the woman herself was unwilling to go through the process of doing so.

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*“My friend said something (about experiencing sexual harassment) during a lunch and then it got up to a very senior woman and then she had a meeting with her. My friend was really upset. She said that I am feeling that I am in trouble now because I decided I was just going to deal with it. And she’s like ‘you’re letting down all the women’.”*

*-Sydney, higher skill/pay, and secure working conditions*

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## Gender equality in the future

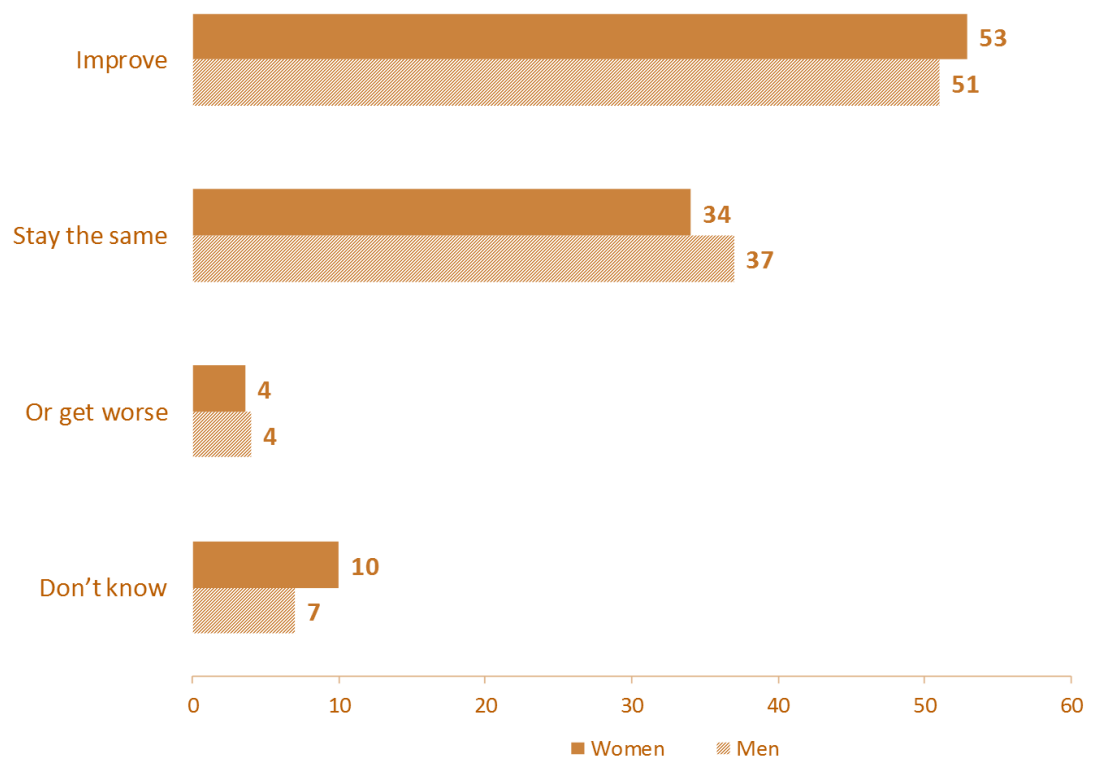
Just over one half of women (53%) believed women's experience in terms of gender equality in the workforce would improve over the next decade, while just over one third (34%) thought that women's experience would stay the same (Figure 63).

Despite women and men having significantly different opinions on the extent to which men and women were currently treated equally in Australian workplaces (refer to Figure 58), their responses to this question were similar.

There were differences in the optimism of women from different age groups in respect of workplace gender equality in the future. Younger women tended to have a more positive stance and were more likely to say that women's experiences in this area would improve over the next decade (63% of those aged 16-20 years compared to 46% of those aged 31-40 years). Those aged 16-20 years were also less likely to think that women's experiences would remain the same (25% compared with 41% of those aged 31-40 years).

Conversely, women with disability were more likely to feel that women's experiences would get worse (7% compared with 3% of women without a disability).

**Figure 63: Perceptions on the future of Australian working women's experiences in relation to gender equality**



Q29. Thinking about gender equality in the workforce over the next 10 years, do you think Australian women's experience will ...? (Base: All women under 40, n=2,109 and all men under 40, n=502)

Some women who participated in the focus groups felt that barriers relating to their gender were surmountable, and that with the passing of the older generation of managers, the situation would improve.

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*"I think if you're good at what you do, then you will rise".  
-Brisbane, higher skill/pay, and insecure working conditions*

*"I would like to believe that my work speaks for itself, and I work hard and I am damn good at what I do. So I don't see any reason why that should hold me back in anyway ... I just think that, yes, there were obstacles, but I don't think you were not able to overcome them."  
-Brisbane, higher skill/pay, and insecure working conditions*

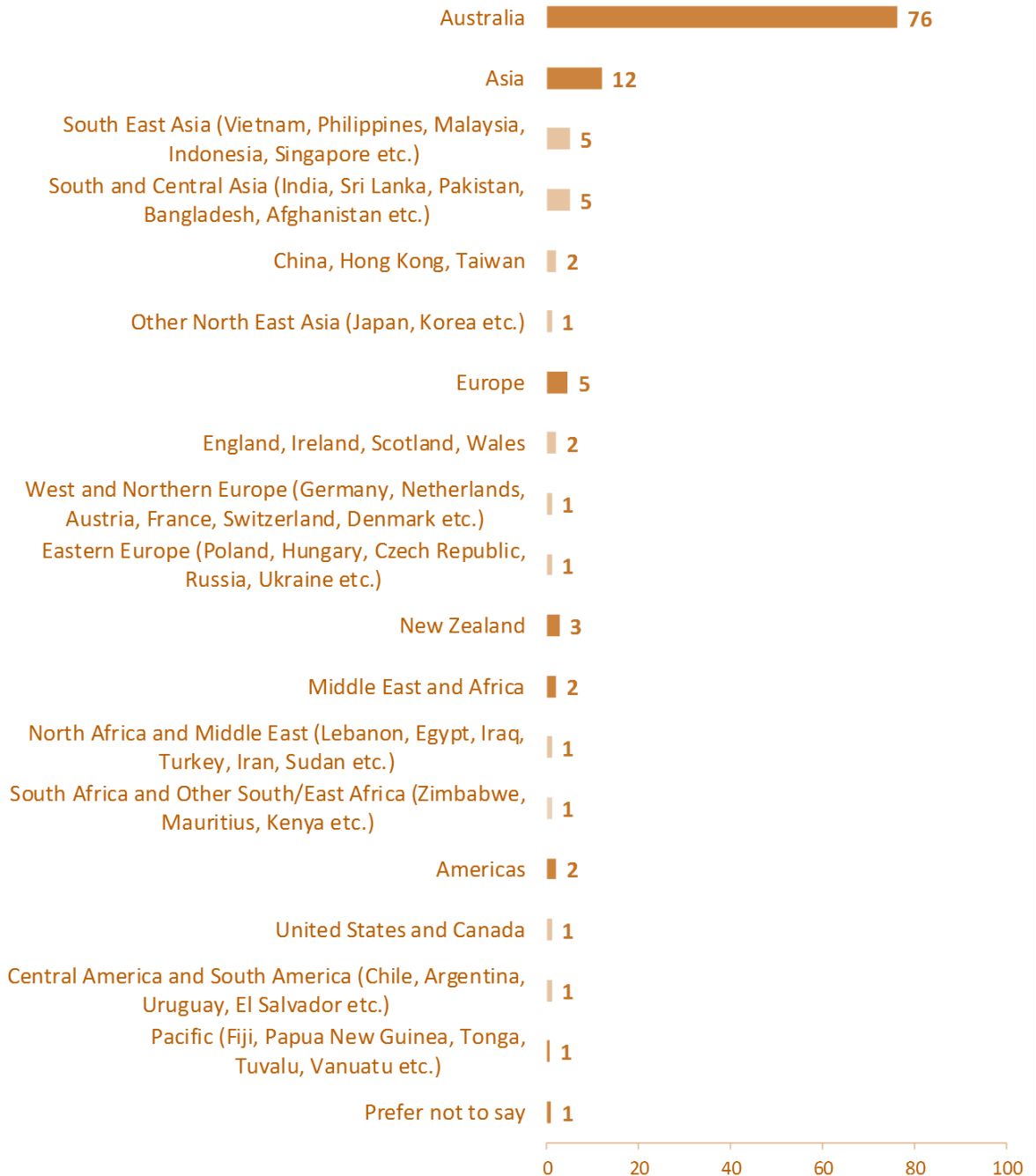
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## 8.2 Ethnicity

Over three-quarters of the women in the sample (76%) were born in Australia, one in ten (12%) were born in Asia, 5% in Europe and 3% in New Zealand. Figure 64 displays the sample breakdown, both by continent and country.

**Figure 64: Country of birth**

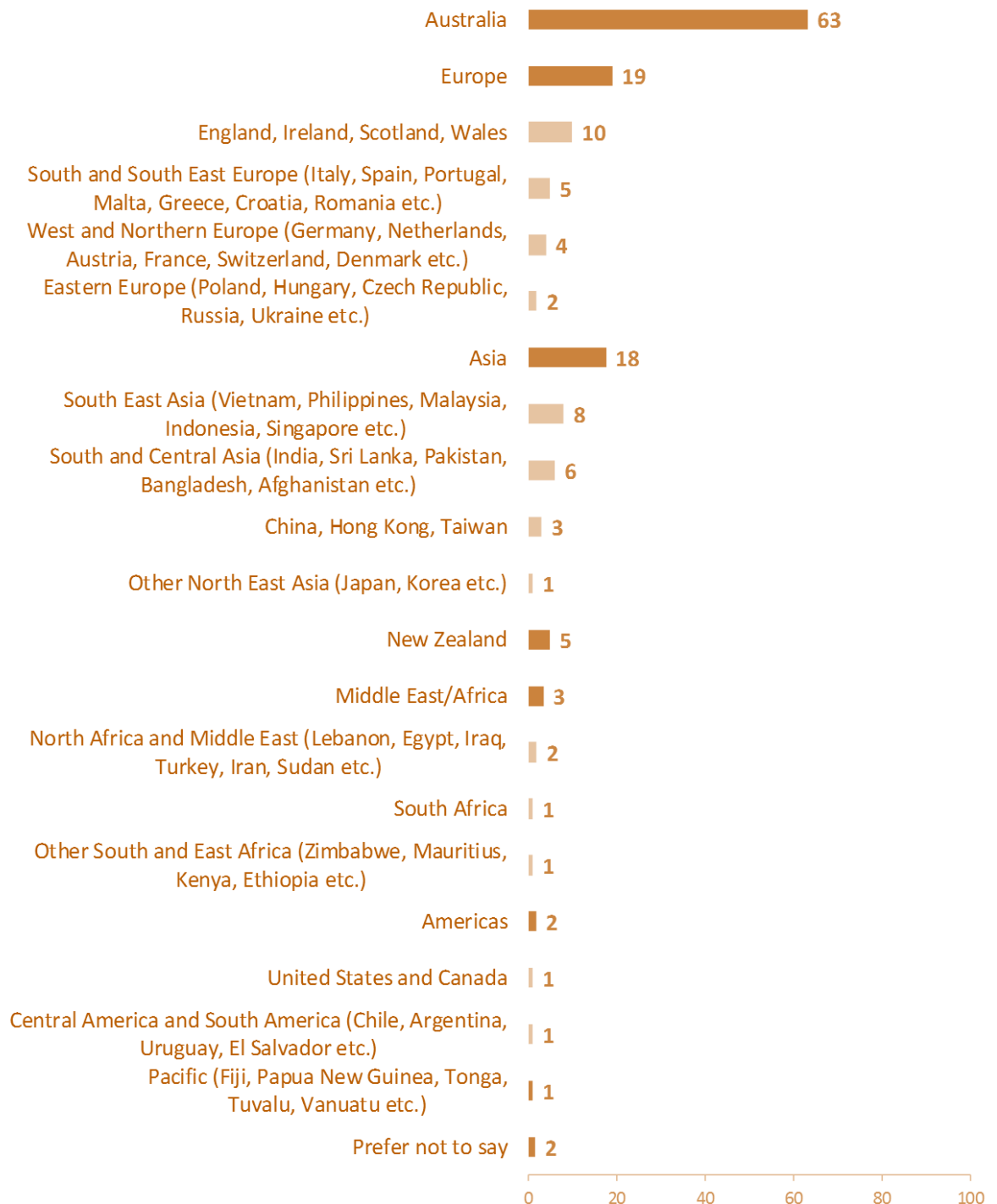


Q38. Where were you born? Q38a. Where in Europe were you born? Q38b. Where in Asia were you born? Q38c. Where in the Americas were you born? Q38d. Where in the Middle East/Africa were you born? (Base: All women under 40, n=2,109)

\*Note that some countries have been excluded in chart due to small percentages.

While almost one quarter of women (24%) in the sample were born overseas (Figure 64), over one third (37%) had parents who were born outside of Australia. Figure 65 displays further detail.

**Figure 65: Ethnicity of parents**

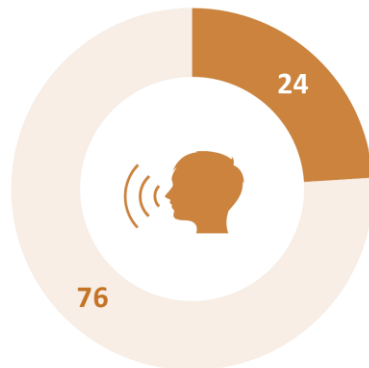


Q39. Where were your parents born? Q39a. Where in Europe were you born? Q39b. Where in Asia were you born? Q39c. Where in the Americas were you born? Q39d. Where in the Middle East/Africa were you born? (Base: All women under 40, n=2,109)

\*Note that some countries have been excluded in chart due to small percentages.

Just under one quarter of women (24%) speak a language other than English at home – an indication that they are of a Culturally and Linguistically Diverse background.

**Figure 66: Culturally and Linguistically Diverse women**

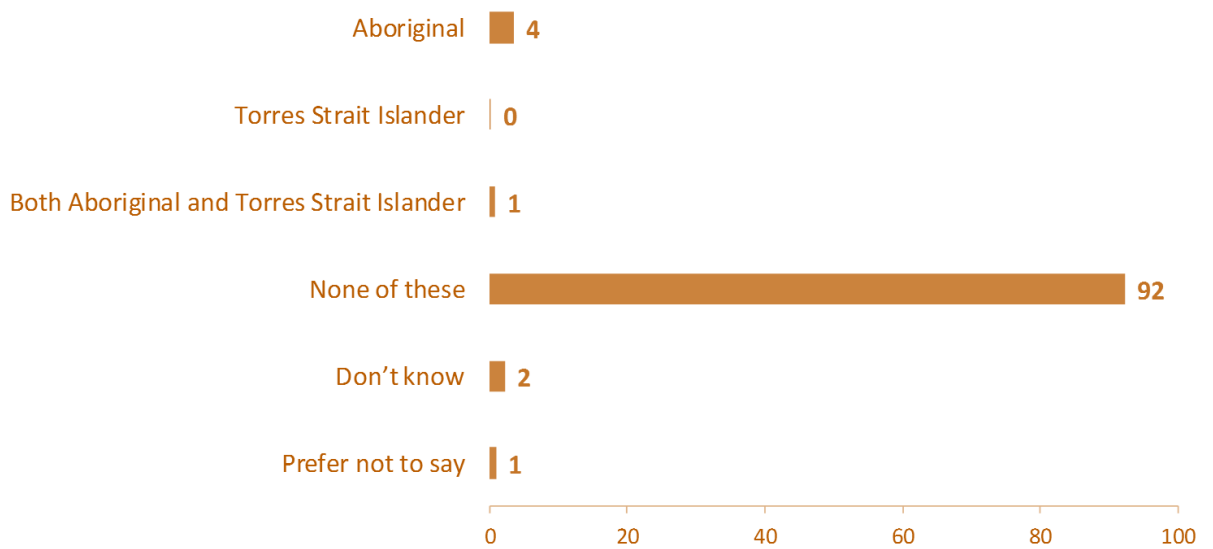


Q41. Is any language other than English spoken in your household? (Base: All women under 40, n=2,109)

### Aboriginal and/or Torres Strait Islander

Within the total sample (including the boosted sample), 5% of women identify as being of Aboriginal and/or Torres Strait Islander background.

**Figure 67: Aboriginal and/or Torres Strait Islander women**



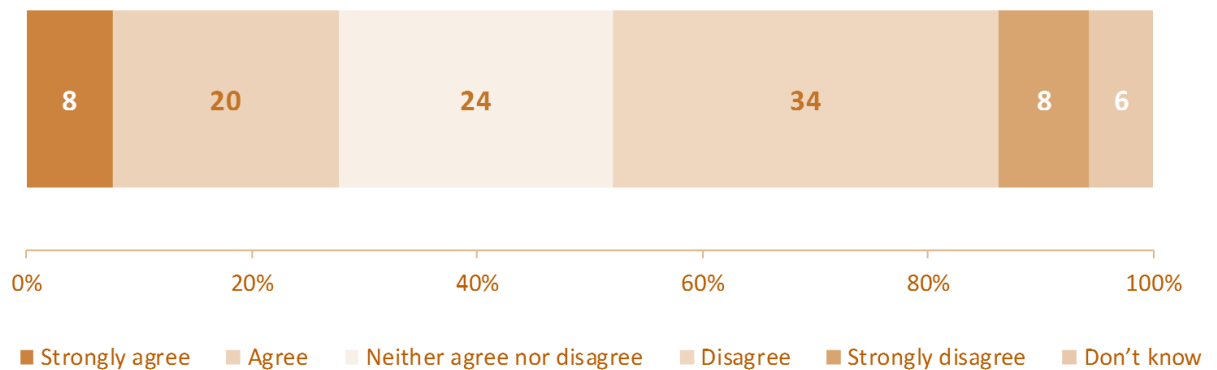
Q40. were you of Aboriginal and/or Torres Strait Islander origin? (Base: All women under 40, n=2,162)

\*Note that this sample includes boost.

## Perceptions of cultural discrimination in the Australian workforce

In comparison to their views on gender equality, a much lower proportion of women felt that there was equality for Australians of differing cultural backgrounds in the workplace – just 28% agreed that all Australians were treated equally in the workforce (compared with 41% of men). As can be seen in Figure 68, over four in ten women (42%) disagreed that all Australians were treated equally in the workforce, irrespective of their cultural background (this compares to 28% of men).

**Figure 68: Cultural discrimination in the Australian workforce**



Q30. Do you agree or disagree that all Australians were treated equally in the workforce, irrespective of their cultural background? (Base: All women under 40, n=2,109)

Women in the following circumstances were more likely to agree that Australians of all cultural backgrounds were treated equally in the workforce:

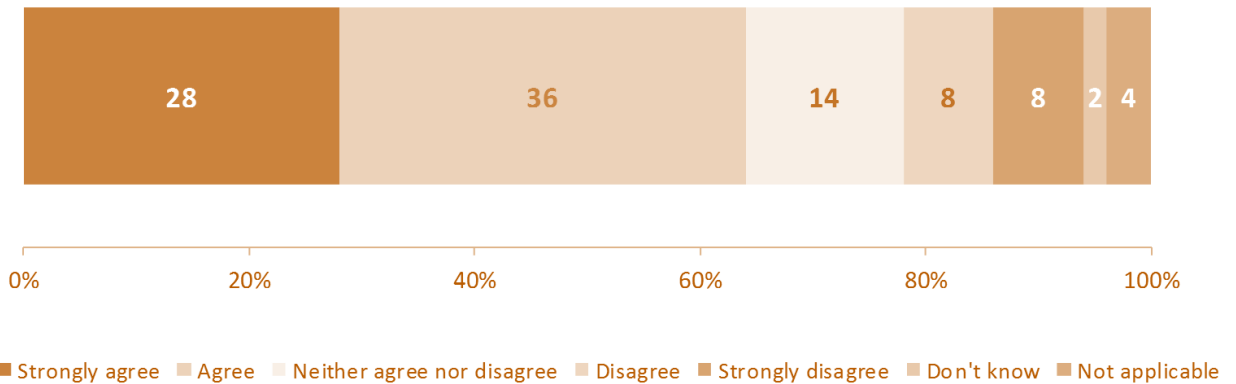
- Mothers (33% compared to 25% those without children);
- Women with a tertiary education (32% in comparison to 21% of those with secondary school education);
- Those who live in their own home (30% while 24% of those living at home with parents said the same);
- Women born in Asia (39% in comparison to 27% of those born in Australia); and
- High-income earners (35% of those earning above \$80,000 compared with 25% of those earning below \$40,000).

## Cultural discrimination in the workplace

Women were asked to indicate the extent to which they agreed or disagreed that in their main workplace, people were not discriminated against because of their cultural background. Consistent with their responses to questions on gender equality (see Figure 58 and Figure 59), women responded less positively when asked about inequality in the broader Australian workforce, and responded more positively in regard to questions about discrimination at their own job or workplace.

Almost two thirds of women (64%) agreed that people were not discriminated against in their workplace on the basis of their cultural background. However, 16% felt that they were (Figure 69). There were no statistical differences between the responses of men and women to this question.

**Figure 69: Perceptions of cultural discrimination in the workplace**



Q27d. Below are some statements about people’s experience in the workplace. For each, please think about your main job. Do you agree or disagree that... People were not discriminated against because of their cultural background here (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

Women who were *not* Culturally and Linguistically Diverse were more likely to say that people were not discriminated against on the basis of their cultural background at their workplace (65% agree in comparison to 59% of those who were Culturally and Linguistically Diverse).

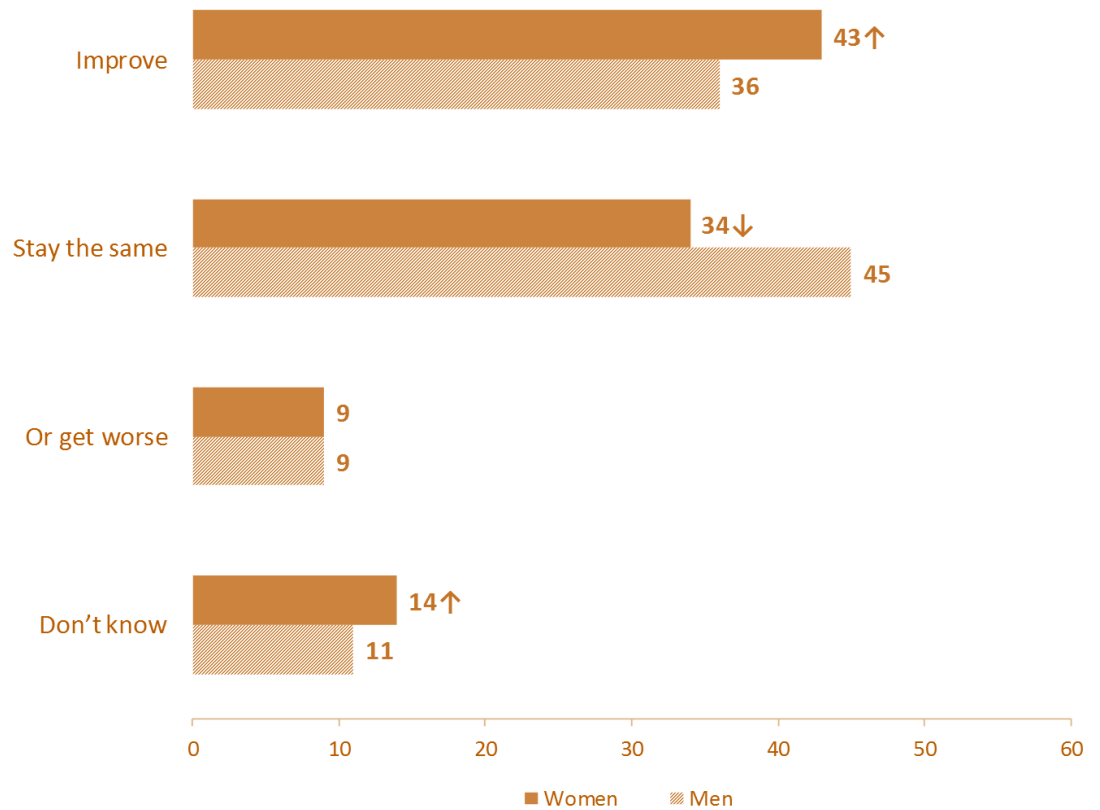
Similarly, women *without* a disability were more likely to agree that people were not culturally discriminated against (67% agree compared with 48% of women who have a disability).

### Future outlook on discrimination on the basis of cultural background and identity

On the topic of equality between Australians of differing cultural backgrounds and identity in the future, women were somewhat more optimistic than men. Over four in ten women (43%) thought that Australians’ experience in this area would improve over the next decade. Figure 70 shows that equal proportions of men and women (9%) thought that Australian employees’ experience of discrimination on the basis of cultural background and identity would worsen.

Opinions on the future of discrimination on the basis of cultural background and identity among Australian employees were generally comparable between women with different characteristics. However, some differences were observed across age categories. Younger women tended to feel more confident about future developments. Over one half of those aged 16-20 years (53%) thought that equality between Australians of differing cultural backgrounds and identity within the workforce would improve over the next decade, compared to 34% of those women aged 31-40 years who said the same. Over two-fifths of women aged 31-40 years (41%) said it would stay the same, while fewer women aged 16-20 years and 21-30 years said the same (27% and 30% respectively).

**Figure 70: Perceptions on the future of Australians in relation to discrimination on the basis of cultural background and identity**



Q31. Thinking about racial equality in the workforce over the next 10 years, do you think the experience for Australian employees will ...? (Base: All women under 40, n=2,109)

(↑↓ were used to denote statistically significant differences between men and women).

Culturally and Linguistically Diverse women participating in the group discussion varied in their experiences of discrimination based on their ethnicity; some were unaware of any discrimination, while others were conscious of explicit barriers they faced because of their heritage.

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*“Because I don’t have an anglicised name and my name is difficult to pronounce if I haven’t said it to you first – so often when I’m looking for a job and I send in my application, if there’s a phone number I call them straightaway. Because the assumption is that my English is not going to be very good.”*

*-Sydney, higher skill/pay, and secure working conditions*

*“I have been declined interviews because of the spelling of my name, and people thought that I was foreign. I’ve been told that. I got told they thought I was Indian, so they weren’t going to give me an interview.”*

*-Brisbane, higher skill/pay, and insecure working conditions*

*“There’s a lot of prejudice. Like people were racist, I’ve seen it so many times. I’ve heard people said things behind people’s back, like regarding their pronunciation of words and things like that.”*

*-Parramatta, lower skill/pay, and insecure working conditions*

*“The people washing dishes at the back would not always speak much English ... My boss would like, talk to the people like they were stupid just because they didn’t speak as much English.”*

*-Parramatta, lower skill/pay, and insecure working conditions*

*“I think education has got a bit to do with it. I think everyone in my community has got PhDs, so don’t think they were discriminated against. But all our cleaning staff were from somewhere else, so I don’t know if they have had access to the same job opportunities.”*

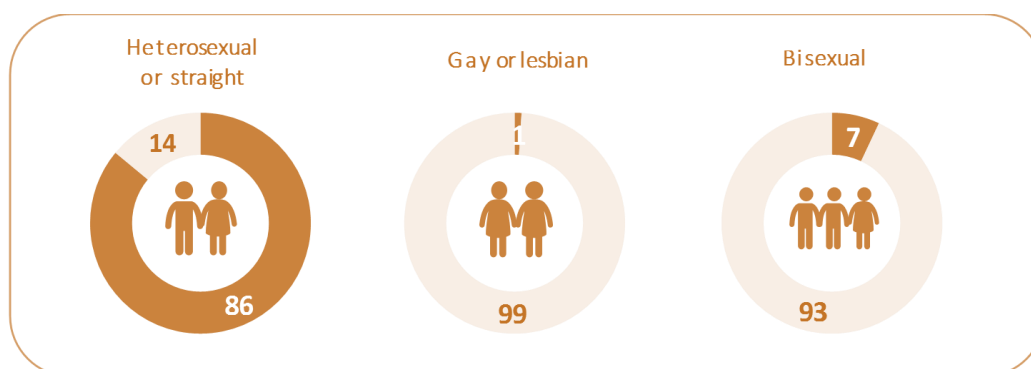
*-Brisbane, higher skill/pay, and insecure working conditions*

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## 8.3 Sexuality and equality

Most women in the sample (86%) consider themselves to be heterosexual or straight. While just 1% said they were gay or lesbian, 7% identify as being bisexual (see Figure 71). A further 4% of women chose to answer ‘prefer not to say’, and 1% answered ‘other’. A smaller group answered transsexual and intersex.

**Figure 71: Sexuality**



Q44. Which of the following options best describes how you think of yourself? (Base: All women under 40, n=2,109)

### Sexual harassment

Women who do not identify as being heterosexual or straight, were also more likely to agree that they experienced sexual harassment at work (16% compared with 9% of heterosexual women). These women were also less likely to disagree that they experienced sexual harassment at work (65% compared with 75% of heterosexual women) (refer to Table 8).

**Table 8: Sexual harassment, by sexuality**

	Heterosexual or straight	Gay or Lesbian, bisexual, transsexual, intersex, other
<b>NET Agreement</b> (Strongly agree and agree)	9% ↓	16% ↑
Strongly agree	2% ↓	5% ↑
Agree	7% ↓	10%
Neither agree nor disagree	9% ↓	10%
<b>NET Disagreement</b> (Strongly disagree and disagree)	75% ↑	65% ↓
Disagree	7%	8%
Strongly disagree	68% ↑	57% ↓
n	1,562	172

Q44. Which of the following options best describes how you think of yourself? (Base: All women under 40, n=2,109)

Q27f. Below are some statements about people's experience in the workplace. For each, please think about your main job. Do you agree or disagree that... I experience sexual harassment at work (Base: All women under 40, excluding those currently not working and looking for work n=1,800)

\* Note that those answering 'Prefer not to say' have been excluded here. (↑↓ were used to denote statistically significant differences between straight/non-straight).

Some women in focus groups described workplaces where gay and lesbian colleagues were made to feel uncomfortable because of their sexuality, or by the culture within the workplace.



They described cases where women were cautious of making colleagues aware of their sexuality in case they faced prejudice.

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*"I used to have gay friends in HR, who, while they're in the HR team in our corporate offices, they're fine. But they couldn't go out to the depots, they'd have to pretend they're straight. Just act like straight men."*

*-Sydney, higher skill/pay, and secure working conditions*

*"We have two lesbians at our work and there is another manager who I can see treats them a lot differently and makes comments about other customers who were gay as well. And you just know that he treats them differently than everyone else."*

*-Parramatta, lower skill/pay, and insecure working conditions*

*"I do notice that a lot of people (women) when they start, they take some time to get to know you before casually dropping into conversation 'and my wife Trish' or 'my wife Julia' ... It's not something that they feel comfortable talking about straightaway."*

*-Sydney, higher skill/pay, and secure working conditions*

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#### **SUMMARY: EQUALITY**

Less than one third of women (31%) thought that men and women were treated equally in the workplace; in contrast, 50% of men thought this was the case. However, when asked to think about their own job, women were more positive, with 61% saying there was equality.

Almost six in ten working women (58%) said there was gender equality (equal opportunity) in promotion, and over half (58%) agreed there was equal access to leadership roles for both men and women at their workplace.

While one in ten working women (10%) said they experienced sexual harassment in the workplace, the qualitative research highlighted the range of ways in which women were experiencing discrimination. This ranged from verbal harassment to structural barriers to progression and training for part-time workers, or parents, which disproportionately affected women workers.

Working women were more likely to consider prejudice on the basis of cultural background as more evident in the workplace than gender inequality. Only 28% agreed that all Australians were treated equally in the workplace, irrespective of their cultural background, however 43% believed this situation would improve over the next ten years.

## 9. Aspirations

### 9.1 Future plans

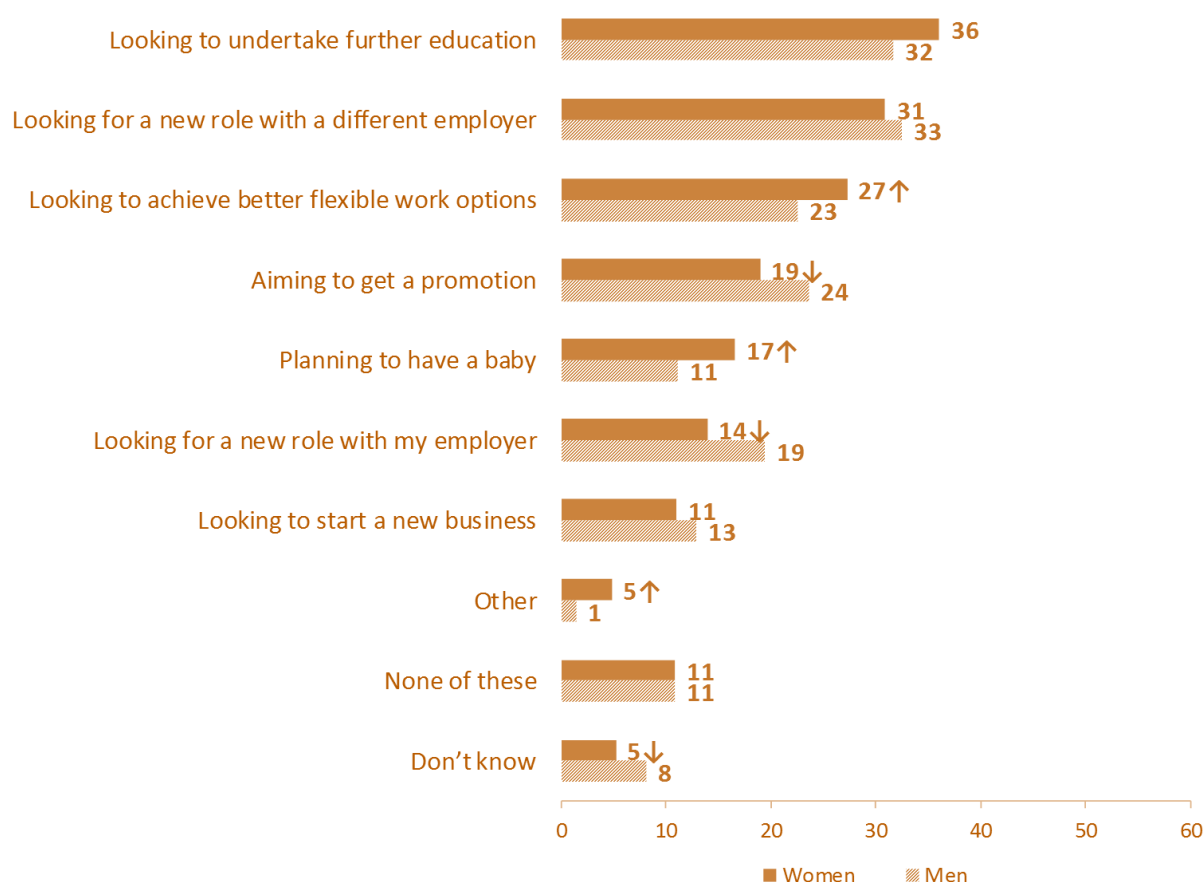
#### Plans for the next 24 months

Women aged 16-40 years varied widely in terms of what they wanted to achieve in the foreseeable future (Figure 72). Over one third of these women (36%) were considering undertaking further education, almost one third (31%) were looking to change jobs, and just over one quarter (27%) were looking to improve flexibility in their roles.

Men and women had more or less, similar plans and priorities for the next 24 months (from within the options provided). Women, however, were more likely to prioritise or plan on achieving greater flexibility in their roles (27% compared to 23% of men) and/or have a baby (17% compared with 11% of men). Conversely, men were more likely to be aiming for a promotion (24% compared to 19% of women; or role change (19% compared to 14% of women).

Other plans commonly mentioned included travel, the completion of current studies and moving interstate or overseas.

**Figure 72: Plans for the next 24 months, by gender**



Q18. What were your plans for the next 24 months? Please tick as many as apply. (Base: All working women under 40, n=2,109 and all working men under 40, n=502)

(↑↓ were used to denote statistically significant differences between men and women).

Among all working women aged under 40 years, those aged 16-20 years were most likely to say that they were looking to undertake further education (56% compared to 35% of those

aged 21-30 years and 27% of those aged 31-40 years). They were also least likely to say that they were planning to have a baby in the next 24 months (4% compared to 21% of those aged 21-30 and 19% of those aged 31-40), which may be a reflection of their age and life stage. On the other hand, those aged 21-30 were most likely to say they were aiming for a promotion or looking for a different role with their employer (25% and 19% respectively; compared with 15% and 6% of those aged 16-20, and 16% and 13% of those aged 31-40).

Women working in the public sector were less likely than others to say that they were considering a role with a different employer (26% compared to 32% of other sector workers) – a possible reflection of the benefits described by public sector employees in the qualitative research. Instead, they were more likely to be looking for a new role with their current employer (21% in comparison to 14% of women in the private sector) or aiming for a promotion (28% compared to 22% of women in the private sector).

Women with a tertiary education were more likely to be:

- Aiming to get a promotion (24% compared to 15% of those with a secondary school education, for example);
- Planning on having a baby (21% compared to 11% of those with a secondary school education);
- Looking for a new role with their employer (18% while 12% of those with a TAFE qualification said the same); and
- Looking to start a new business (12% in comparison to 7% of those with a secondary school education).

Women working multiple jobs were more likely to be looking to further their education (40%) or start a business (15%) (in comparison to 31% and 9% of those with a single job).

Women with children were more likely than women without, to say that they were looking to achieve better flexible work options (33% compared with 24% of those without children). These women were also more likely to say they were planning to have another baby (20% versus 15% of those without children) and less likely than non-mothers to be looking to undertake further education or for a job (31% and 27% respectively in comparison to 39% and 33%).

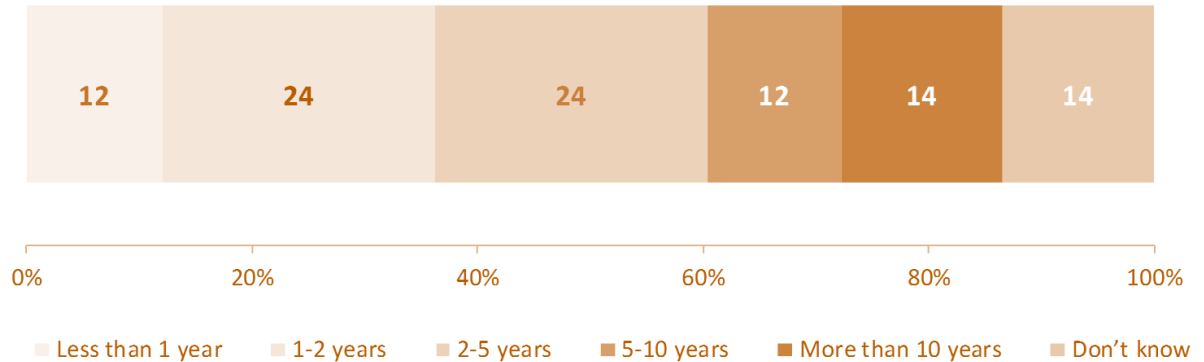
Low-income earners were much more likely than others to be looking at undertaking further education (45% of those earning below \$40,000 compared to 26% of those earning above \$80,000), or for a new role with a different employer (37% in comparison to 28% of those above \$80,000). Low-income earners were also less likely to be planning for a baby, in comparison to higher income earners (13% and 22% respectively). Again, this aligns with the qualitative findings, where women with higher incomes described planning, financially, for a family.

Women of Aboriginal and/or Torres Strait Islander background were more likely to say they were aiming for a promotion (42%) or looking for a new role with their current employer (32%), compared with 19% and 14% of those who are not Aboriginal and/or Torres Strait Islander. However, as mentioned in Section 2.4, these women may not be representative of the wider Aboriginal community.

### **Plans on continuing in current organisation**

Over one third of working women aged under 40 (36%) anticipated changing workplaces within the next two years (Figure 73). Fourteen percent felt that they would stay with their current organisation for at least a decade, and an additional 14% said they didn't know. There were no significant differences in the responses of men and women.

**Figure 73: Anticipated stay in current organisation**



Q17. How long do you think you will continue to work in your current organisation? (Base: All women under 40 who are currently working and women on leave with a current position to return to, n=1,754)

Women aged 31-40 years were more likely to plan on staying with their organisation for more than ten years (20%), while those aged 16-20 years were less likely to do the same (5%) and instead, were more likely to plan on leaving within the next year or two (20% felt they would stay in their organisation for less than a year; compared with 8% of those aged 31-40).

The findings suggest that mothers were more likely to prioritise stability; 37% said they plan on staying with their current organisation for at least five more years, while almost one in five of those without children (19%) said the same. High-income earners were also more likely to want to stay for least five years (35% in comparison to 20% of those earning \$40,000 and less).

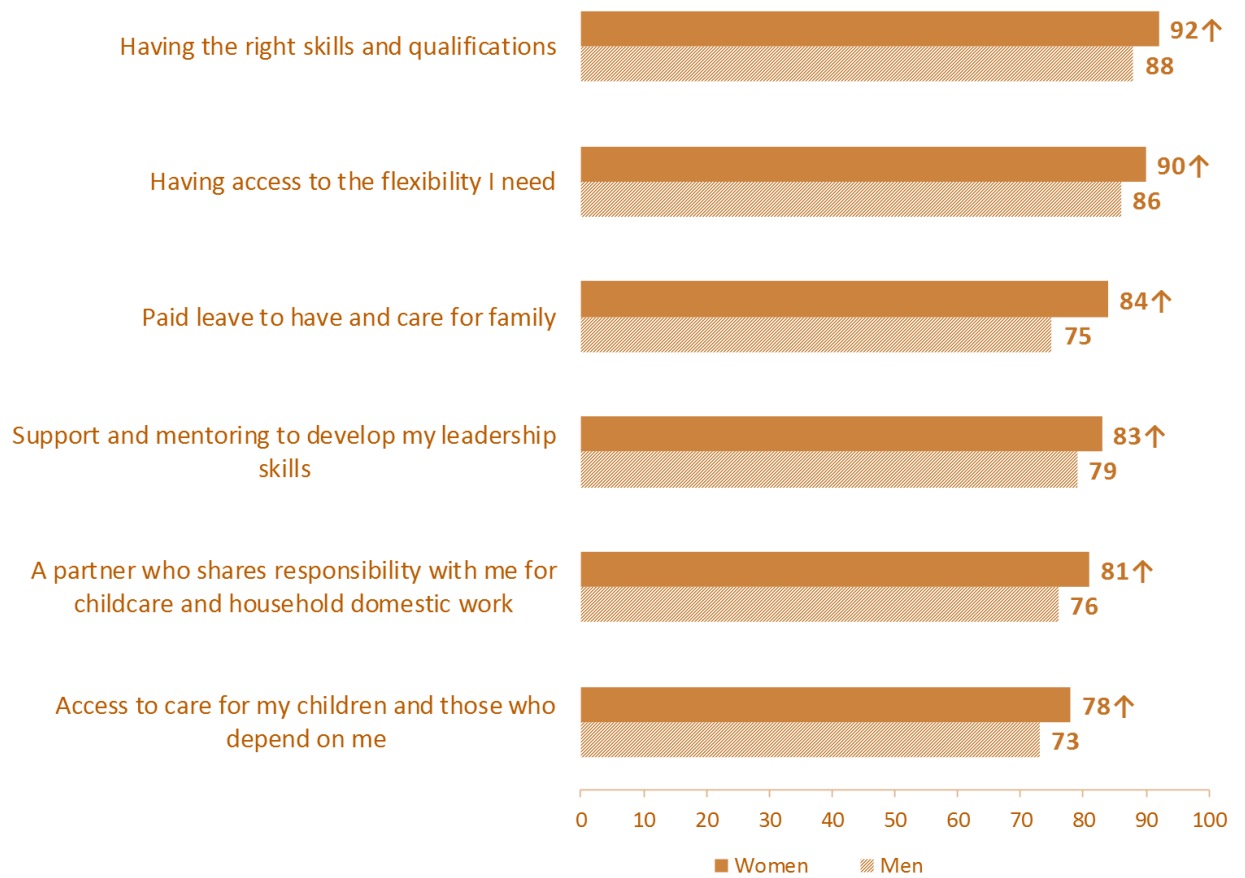
Women working in the public sector were twice as likely as those in the private sector to say that they would stay with their organisation for the next decade (23% compared to 11%). This possibly reflects the views expressed by some public sector focus group participants, that their jobs provided security and that they were 'well taken care of' in the sector.

### Future work success

Respondents were provided with a list of different aspects in life and work and asked to indicate how important they felt each was, for succeeding at work. Each of these aspects is discussed in detail throughout separate chapters in the report, though a summary is shown below in Figure 74.

Working women were more likely than men to place a high value on each of the elements in the list. All aspects were rated as highly important, however in particular, nine in ten women thought that having the right skills and qualifications and having access to flexibility needed, were critical to work success (92% and 90% respectively).

**Figure 74: Future work success, by gender\***



Q23. How important do you think each of the following will be to you succeeding in your work? (Base: All women under 40, n=2,109 and all men under 40, n=502)

\*Responses to only two scale items ('very important' and 'fairly important') were charted.

(↑↓ were used to denote statistically significant differences between men and women).

Women in discussion groups who were in lower skilled jobs were more likely to comment that their work was a 'job for now', rather than a step on a particular career path.

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*"At the end of the day, you know you don't want to be shining glasses for the rest of your life."*

*-Parramatta, lower skill/pay, and insecure working conditions*

*"It's really easy ... but I ... want to get out of it now even. But I'd be happy within the next like, two years or so to be doing something else."*

*-Parramatta, lower skill/pay, and insecure working conditions*

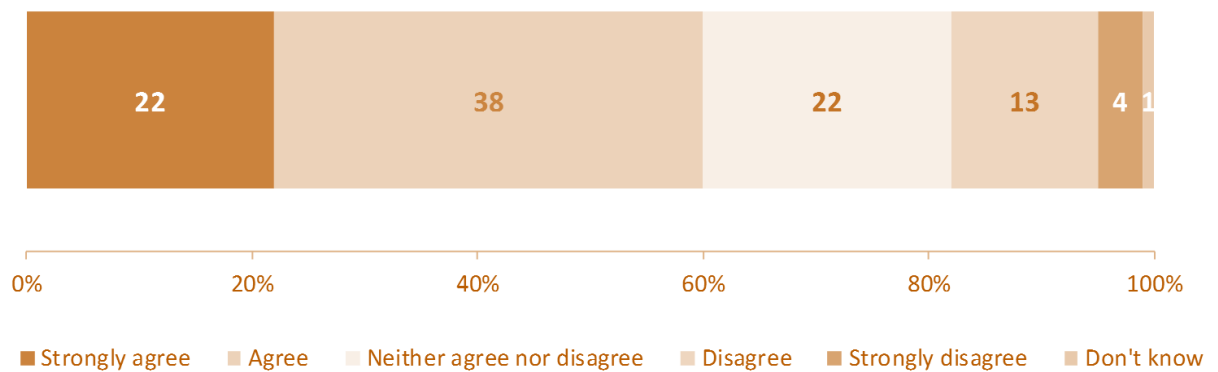
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## 9.1 Career advancement

### Desire to advance career

Six in ten working women aged under 40 years (60%) agreed that they had a strong desire to advance their career (Figure 75). A similar proportion of men (64%) agreed, although women were more likely than men to disagree (17% compared with 10% of men).

Figure 75: I have a strong desire to advance in my career



Q13b. Below are some statements about your current job. For each, please think about your main job. Do you agree or disagree that... I have a strong desire to advance in my career (Base: All women under 40 who are currently working, n=1,692)

The following groups of women were more likely to agree that they had a strong desire to advance their career:

- Women aged 21-30 (67% compared to 54% of those aged 16-20 and 55% of those aged 31-40);
- Those who are currently studying at university (70% compared to 58% of those not currently studying);
- Women who work from home (66% compared to 56% of those who do not);
- Women who have a tertiary education (67% in comparison to 53% of those who have completed secondary school, for example); and
- High-income earners (69% of those earning above \$80,000 compared with 56% of those earning below \$40,000).

In contrast, those working on a casual or freelance basis were more likely to disagree (25% in comparison to 15% of those working full-time or part-time for an employer).

A minority of working women in the qualitative research were clear that they did not have an eventual role or level of seniority in mind. They were motivated to contribute to the household income, have a stimulating role and get themselves out of home. Those who were mothers wanted to be engaged within the workplace, spend time with other adults, take a mental break from their role as mothers, and get some variation from domestic chores.

*“Maybe it might sound funny. I’ve never really wanted a career. I go to work because I like having a break. I had six years where I didn’t work and I just got that stage where my kids were a little bit older now and I felt like I was losing who I was as a person; I was just ‘their mum’. Which is fine. And I love being their mum. But I just go to work to get some satisfaction for myself.”*  
*-Brisbane, lower skill/pay, and secure working conditions*

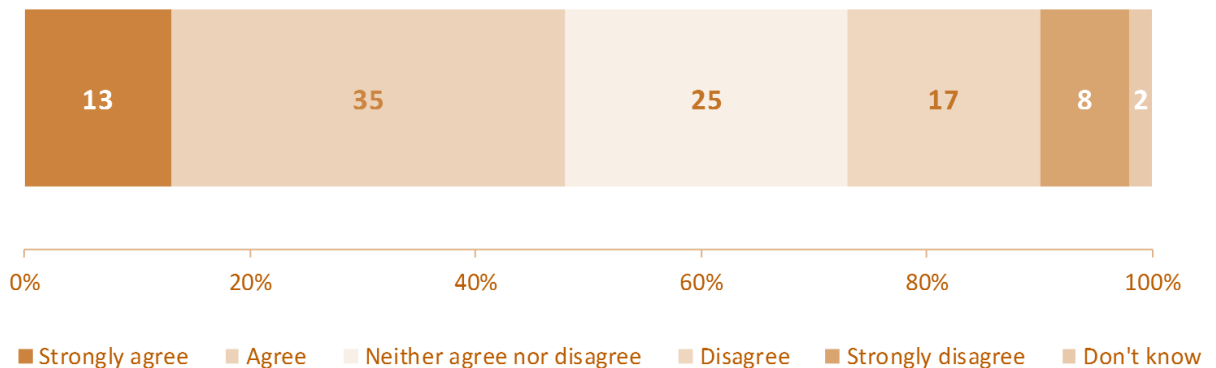
*“I’m not career driven. I just want a job where I do my work and I just go home. And just leave the problems at work and just come home to my kids.”*  
*-Parramatta, working mothers*

*“You get to interact with other people as well, which is something that at home, I missed. It’s great but he can only say a few words at the moment and it’s like ‘oh gosh, I need adult conversation’.”*  
*-Parramatta, working mothers*

### Extent to which current job will help career aspirations

While 60% of working women aged under 40 years said that they had a strong desire to further their career, less than half (48%) felt their current role would help with these career aspirations. There were no significant differences between men and women here.

**Figure 76: Agreement that one's current job will help with career aspirations**



Q13d. Below are some statements about your current job. For each, please think about your main job. Do you agree or disagree that... My current job will help my career aspirations (Base: All women under 40 who are currently working, n=1,692)

Young women (who are also more likely to still be attending school) were more likely to disagree: four in ten of those aged 16-20 (40%) disagreed, while 20% of those aged 21-30 and 23% of those aged 31-40 years felt the same. Of those who are still in school, 42% disagreed, in comparison to just 22% of those not currently studying who said the same.

Women with the following characteristics were more likely to disagree that their current job would help with their career aspirations:

- Women working on a casual or freelance basis (38% compared with 21% of those working part-time or full-time for an employer); and
- Low-income earners (34% in comparison to 15% of those earning above \$80,000, for example).

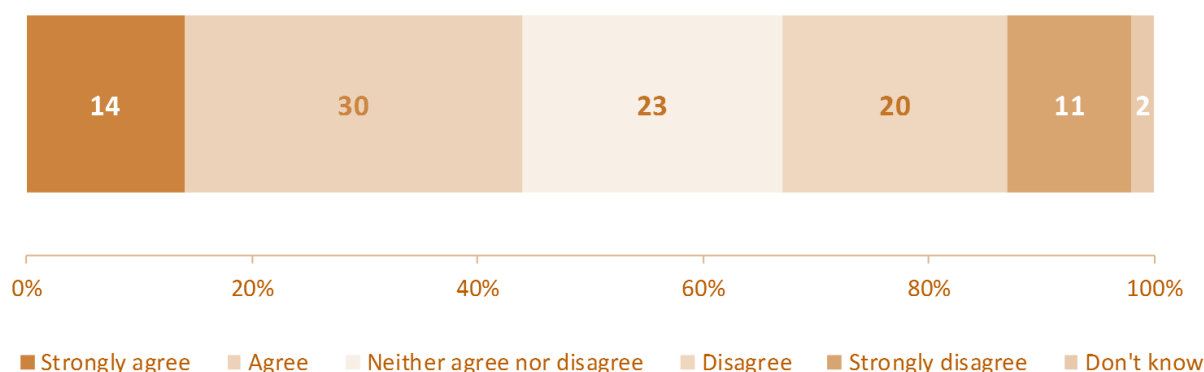
In contrast, certain groups of women were more likely to agree:

- Women working in the public sector (56% compared with 48% of those working in the private sector);
- Women who work from home (56% compared with 44% of those who do not); and
- Women with a tertiary education (58% in comparison to 35% of women with a secondary school education, and 44% of women with a TAFE qualification).

### My current job is in the same area as my desired career

Over four in ten women currently working (44%) felt that their current role was in the area that they would like to be working in; almost one third (31%) disagreed and over one in ten (11%) 'strongly disagreed' (see Figure 77). There were no significant differences between men and women on this point.

**Figure 77: Agreement that one's current job is in the area of their desired career**



Q13e. Below are some statements about your current job. For each, please think about your main job. Do you agree or disagree that... My current job is in the same area as my desired career (Base: All women under 40 who are currently working, n=1,692)

Consistent with findings on whether women felt their current roles helped their career aspirations, young women were much more likely to disagree that their current role was in the same area as their desired career, though this may be due to the greater proportion of these women in school and/or working casually. More than half of those aged 16-20 (56%) disagreed that their current job matched their desired career, while just 28% of those aged 21-30 and 25% of those aged 31-40 disagreed. Those in school were most likely to disagree (62% compared to 33% of those at TAFE, for example).

Women with the following characteristics were also more likely to disagree that their role was in the same area as their desired career:

- Those working on a casual or freelance basis (49% compared with 26% of those working part-time or full-time for an employer);
- Women working multiple jobs (39% in comparison to 30% of those working a single job);
- Women in the private sector (34% compared with 23% of those in the public sector and 16% of those in the not-for-profit sector); and
- Women with a tertiary education (55% in comparison to 26% of those with a secondary school education, and 40% of those with a TAFE qualification).

Conversely, women with certain characteristics were more likely to agree that their role was in the same area as their desired career:

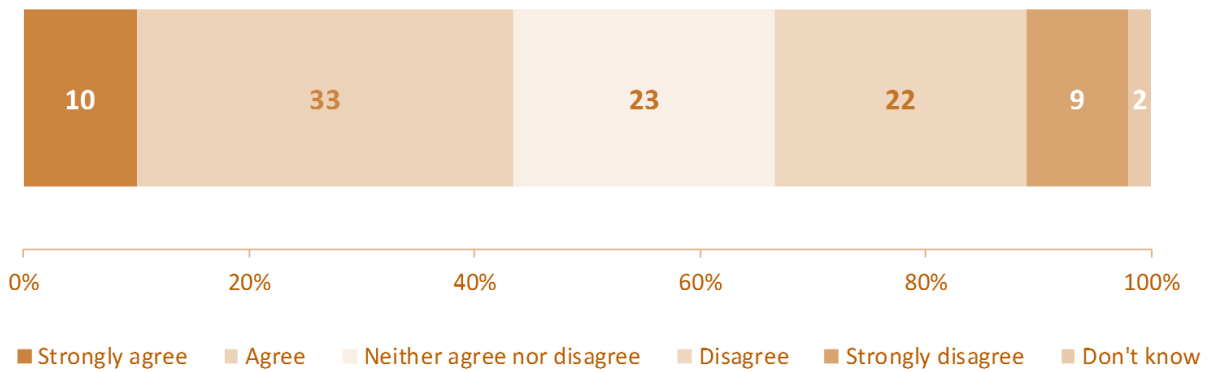


- Mothers (51% compared with 41% of those without children);
- Women who work from home (52% in comparison to 39% of those who do not); and
- High-income earners (57% compared with 31% of those earning below \$40,000).

### Opportunity to move to a more senior position

More than four in ten women currently working (43%) agreed that they had the opportunity to move to a more senior position at work (Figure 78). Women were more likely than men to feel that they did not have the opportunity to move to a more senior position – 31% disagreed, while 22% of men disagreed.

**Figure 78: Agreement that they have the opportunity to move to a more senior position**



Q13c. Below are some statements about your current job. For each, please think about your main job. Do you agree or disagree that... I have the opportunity to move to a more senior position (Base: All women under 40 who are currently working, n=1,692)

Women in their thirties were more likely than women in their twenties to disagree that they had the opportunity to move to a more senior position (36% of those aged 31-40 years disagreed while 29% of those aged 21-30 disagreed).

Women working casually or on a freelance basis were also more likely to feel that they did not have the opportunity to progress their seniority at work (42% disagreed compared with 28% of those working full-time or part-time for an employer).

Women in the following circumstances were more likely to agree that they had the opportunity to progress to a more senior position:

- Those currently studying at university (54% in comparison to 40% of women who were not studying at university);
- Those in the public sector (54% compared with 40% of women in the private sector and 41% in the not-for-profit sector);
- Those with at least a Bachelor's degree (47% compared to 37% of women with a secondary school education, for example); and
- High-income earners (51% of women earning above \$80,000 compared with 38% of women earning below \$40,000).

There was discussion among women in the focus group around the fact that parenthood necessitated part-time working, which could limit their progression. Women tended not to see their gender as the barrier, but as the lower paid parent, they were more likely to take on a part-time role, and this would slow their career progression. They also felt that the early years of parenthood demanded their focus, but once their children were at school, they would be better placed to make progress at work.

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*“The working part-time is the issue that I think I will find with getting to the next level. It will be the thing of male or female, that wouldn’t be a problem. It will just be my husband is working full-time, I’m working part-time, and he’ll get the senior position over me. That’s just how it is I guess.”*

*-Parramatta, mother*

*“I have to wait for my kids to get a bit bigger in order to go for the more senior roles because I know that the time that it takes and things like that ... but in regard to getting permanency as a senior moving up the rank, I know that is something that I just have to hold off for.”*

*-Parramatta, working mothers*

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For some women, a positive attribute of working within a large Government organisation was that their career could take a variety of paths within the same organisation, and that there were many jobs open to them.

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*“I think because the [organisation] is so massive ... there’s so many different departments so whether or not it is promotion or going sideways, there’s so many different career paths. I started as an accountant in very technical roles and now I’ve gone into management and now I’m studying HR and going into that now.”*

*-Sydney, higher skill/pay, and secure working conditions*

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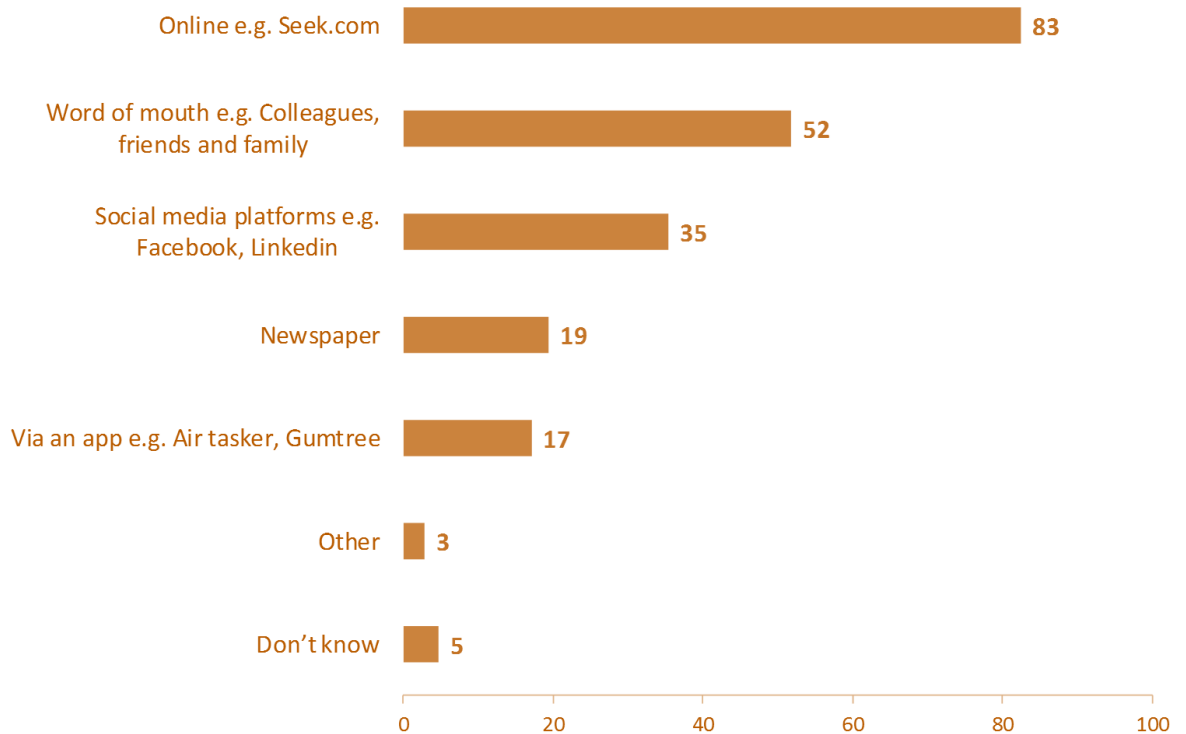
### **Sources of job opportunities**

Online websites were the most commonly used source for job opportunities. Eight in ten women under 40 who are working (83%) said they would seek job opportunities online using websites such as seek.com, and over half (52%) said they relied on colleagues, friends or family. Just under one fifth (19%) reported using the newspaper. Other sources mentioned include: recruitment agencies, Government job websites and internal electronic job vacancy boards.

The following groups of women were more likely to use non-internet sources to search for job opportunities (newspaper and/or word of mouth):

- Young women aged 16-20 years (65% compared to 55% of those aged 21-30 years, for example);
- Mothers (24% use the newspaper compared to 16% of those without children);
- Women living in regional areas (66% compared with 56% of those in metropolitan areas);
- Women with a disability (26% use the newspaper compared to 18% of those without); and
- Low-income earners (23% of those earning below \$40,000 use the newspaper compared to 12% of those earning above \$80,000).

**Figure 79: Job opportunity sources**



Q14. Where would you look for employment opportunities? (Base: All women under 40 who are currently working, n=1,692)

### **SUMMARY: ASPIRATIONS**

When considering the next two years, women were looking to undertake further education (36%), change jobs (31%) and to achieve greater flexibility at work (27%). One in eight (12%) anticipated moving to a different organisation within the next year.

The most important aspects that women believed would contribute to success at work were: having the right skills and qualifications (92%), having access to flexible working (90%), receiving paid leave to have and care for family (84%), and support and mentoring to develop leadership skills (83%).

Six in ten working women agreed that they have a strong desire to advance their careers. This was particularly marked among women in their twenties, those with tertiary education, and those already on high-incomes.

Half (48%) believed their current job would help with their career aspirations, and that they were already working in the area where they wanted to develop their career (44%). Less than half (43%) agreed that they had the opportunity to move to a more senior position within their current organisation. This rose to 54% among women working in the public sector.

Online sources were the predominant method of finding new employment opportunities (83%). Over half of women (52%) said they use word of mouth or family and friends to hear about new roles, and over one third (35%) said they use social media platforms such as Facebook and LinkedIn.

# 10. Appendices

## 10.1 Questionnaire

### Australian Women's Work Futures 2017 Survey

<b>Job book Number</b>	17-022750-01
<b>Job Name</b>	Australian Women's Working Futures 2017 Survey
<b>Client</b>	University of Sydney
<b>Date</b>	21 August 2017
<b>Version Number</b>	Final
<b>Authors</b>	Jess Elgood and Kat Phan
<b>Scope</b>	Across Australia
<b>Methodology</b>	Online
<b>Overall length</b>	15 mins

### Interlocking quotas

#### Female (n=2000)

	<b>NSW</b>	<b>VIC</b>	<b>QLD</b>	<b>SA</b>	<b>WA</b>	<b>TAS</b>	<b>NT</b>	<b>ACT</b>
<b>16-17</b>	43	33	30	10	16	3	2	2
<b>18-20</b>	68	54	47	16	25	5	2	4
<b>21-25</b>	124	102	84	27	47	7	5	8
<b>26-30</b>	132	111	85	28	53	7	5	9
<b>31-35</b>	132	109	83	27	50	7	5	8
<b>36-40</b>	122	98	78	25	44	7	4	7

**Male (n=500)**

	<b>NSW</b>	<b>VIC</b>	<b>QLD</b>	<b>SA</b>	<b>WA</b>	<b>TAS</b>	<b>NT</b>	<b>ACT</b>
<b>16-17</b>	11	9	8	3	4	1	0	1
<b>18-20</b>	18	14	12	4	6	1	1	1
<b>21-25</b>	31	26	21	7	12	2	1	2
<b>26-30</b>	32	27	21	7	14	2	1	2
<b>31-35</b>	32	27	20	7	13	2	1	2
<b>36-40</b>	29	24	19	6	11	2	1	2

**[SR]** = Single response

**[MR]** = Multiple response allowed

ALL INSTRUCTIONS IN ORANGE were FOR PROGRAMMING ONLY. DO NOT SHOW TO RESPONDENTS.

**INTRODUCTION**

Thank you for taking the time to complete this important survey about women in the workplace. Ipsos – a social and market research company – has been commissioned by the University of Sydney to undertake this research.

Survey responses were anonymous and the University of Sydney will only receive aggregated, de-identified data.

Completing the survey will take around 15 minutes on average.

If you have technical difficulties with the survey please email [AUResearchTeam@ipsos.com](mailto:AUResearchTeam@ipsos.com) for assistance.

**SCREENER QUESTIONS**

The first few questions were to help us understand a little bit more about you, and to ensure we were speaking to a mixture of people.

<b>Sex</b>		
<b>SQ1</b> What is your gender? <b>[SR]</b>		
Male	1	CONTINUE ACCORDING TO QUOTA
Female	2	CONTINUE ACCORDING TO QUOTA
Other	3	CONTINUE

<b>Age</b>		
<b>SQ2</b> Which of the following age groups do you belong? were you... <b>[SR]</b>		
16-17	1	CONTINUE ACCORDING TO QUOTA
18-20	2	CONTINUE ACCORDING TO QUOTA
21-25	3	CONTINUE ACCORDING TO QUOTA
26-30	4	CONTINUE ACCORDING TO QUOTA
31-35	5	CONTINUE ACCORDING TO QUOTA
36-40	6	CONTINUE ACCORDING TO QUOTA
41 – 50	7	TERMINATE
51-60	8	TERMINATE
61-70	9	TERMINATE
71+	10	TERMINATE
Refused	99	TERMINATE

<b>Location</b>		
<b>SQ2A</b> What is your postal code? <b>[SR]</b>		
ENTER INTEGER	1	CONTINUE ACCORDING TO QUOTA
Prefer not to say	99	TERMINATE

<b>Multiple jobs</b>		
<b>SQ3</b> How many jobs do you have? <b>[SR]</b>		
ENTER INTEGER		1
I don't currently have a job		2
Prefer not to say		99

<b>Work status</b>		
<b>SQ4</b> Which of the following <u>best</u> describes your main employment status? Please select one only. <b>[SR]</b>		
I'm working ...		
... full-time in own business	1	CONTINUE TO PART A
... full-time for an employer	2	CONTINUE TO PART A
... part-time/flexibly in own business	3	CONTINUE TO PART A
... part-time/flexibly for an employer	4	CONTINUE TO PART A
... casually/freelance/short term contracts	5	CONTINUE TO PART A
I'm not working, I'm ...		
... looking for work	6	CONTINUE TO Q18
... not looking for work	7	TERMINATE
... in a full-time care role and currently not planning on returning to work	8	TERMINATE
... on a career break with no current position to return to	9	CONTINUE TO Q18
... on leave with a current position to return to	10	CONTINUE TO Q17
... retired	11	TERMINATE
Other	97	TERMINATE
Prefer not to say	99	TERMINATE

<b>Work status second job</b>	
<ASK IF MORE THAN ONE JOB AT SQ3, ≠ 99>	
<b>SQ5</b> For your second job, which of the following <u>best</u> describes your employment status? Please select one only. <b>[SR]</b>	
I'm working ...	
... full-time in own business	1
... full-time for an employer	2
... part-time/flexibly in own business	3
... part-time/flexibly for an employer	4
... casually/freelance/short term contracts	5
Other	97
Prefer not to say	99

RECRUIT TO QUOTA. IF FAIL: GO TO TERMINATION SCRIPT.

<ASK IF CODES 1-5 AT SQ4>



## PART A: ME AND MY WORK NOW

<b>Studying</b>	
<b>Q1</b> Are you currently studying? <b>[SR]</b>	
No	1
Yes, in school	2
Yes, at TAFE/Technical College	3
Yes, at university	4
Yes, other	97

We'd now like to ask you some questions about your main job.

<b>Job description</b>	
<b>Q2</b> Please briefly describe what you do in your main job. (e.g. I educate children in a school, I make and serve drinks in a café) <b>[OPEN-ENDED RESPONSE]</b>	
[WRITE IN]	
Prefer not to say	99

<b>Job description</b>	
<b>Q3</b> What is your main job title? (e.g. plumber, school teacher, bar worker, paramedic, Airbnb host) <b>[OPEN-ENDED RESPONSE]</b>	
[WRITE IN]	
Prefer not to say	99

<b>Industry sector</b>	
<b>Q4</b> What industry do you work in? <b>[SR]</b>	
Accommodation and food services	1
Administrative and support services	2
Agriculture, forestry and fishing	3
Arts and recreational services	4
Construction	5
Education and training	6
Electricity, gas, water and waste services	7
Financial and insurance services	8
Health care and social assistance	9
Information media and telecommunications	10
Mining	11
Manufacturing	12
Professional, scientific and technical services	13
Public administration and safety	14
Rental, hiring and real estate services	15
Retail trade	16
Transport, postal and warehousing	17
Wholesale trade	18

<b>Entitlements</b>			
<b>Q5</b> In your job, were you able to get ...? <b>[SR]</b>			
	Yes	No	Don't know
A. Paid sick leave	1	2	3
B. Paid annual or recreational leave	1	2	3
C. Paid parental leave (in addition to the Government provided paid parental leave) (This refers to: Leave on the birth of a child)	1	2	3
D. Paid carers leave (This refers to: Leave to care for a child or family member who is ill)	1	2	3

<b>Sector</b>	
<b>Q6</b> Are you employed in the ...? <b>[SR]</b>	
Public sector ( <i>This refers to: Direct employment by the Federal, State or Local Government</i> )	1
Private sector ( <i>This refers to: Employment by a commercial company</i> )	2
The not-for-profit sector ( <i>This refers to: Employment by a charity, or organisation that intentionally makes no profit</i> )	3
Don't know	4

<b>Trade union</b>	
<b>Q7</b> Do you belong to a union? ( <i>This refers to: An organisation which primarily seeks to improve the conditions and wages of employees in a particular industry sector</i> ) <b>[SR]</b>	
Yes	1
No	2
Don't know	99

<b>Working hours</b>			
<b>Q8</b> How many hours of paid work do you do in an average week? <b>[SR]</b>			
<b>Q9</b> How many hours of unpaid domestic work do you do in an average week (including housework, food preparation, cleaning, laundry, gardening, home maintenance and repairs, household shopping and finance management)? <b>[SR]</b>			
<b>Q10</b> How many hours of unpaid childcare, elder care or care for family/friends with an illness or disability do you do in an average week? <b>[SR]</b>			
	<b>Q8 Paid work</b>	<b>Q9 Unpaid domestic work</b>	<b>Q10 Unpaid care</b>
None	1	1	1
Less than 5 hours	2	2	2
5-10 hours	3	3	3
11-15 hours	4	4	4
16-20 hours	5	5	5
21-25 hours	6	6	6
26-30 hours	7	7	7
31-40 hours	8	8	8
More than 40 hours	9	9	9
Don't know	98	98	98
Prefer not to say	99	99	99

<b>Working from home</b>	
<b>Q11</b> How often, if at all, do you work from home? <b>[SR]</b>	
Regularly	1
Occasionally	2
Never	3
Don't know	99

<b>Attitudinal Statements</b>						
<b>Q12</b> Below are some statements about jobs and workplaces. For each, please think about your main job. Do you agree or disagree that... <b>[SR]</b>						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
<b>RANDOMISE A-H</b>						
A. My job is secure	1	2	3	4	5	99
B. My job allows me to use my skills, knowledge and abilities	1	2	3	4	5	99
C. I earn enough to pay my bills	1	2	3	4	5	99
D. I can control how I order and undertake the tasks in my work	1	2	3	4	5	99
E. I feel isolated at work	1	2	3	4	5	99
F. My job is useful to society	1	2	3	4	5	99
G. In my job I can help other people	1	2	3	4	5	99
H. My job makes me stressed	1	2	3	4	5	99

<b>Attitudinal Statements - Advancement</b>						
<b>Q13</b> Below are some statements about your current job. For each, please think about your main job. Do you agree or disagree that... <b>[SR]</b>						
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know
<b>RANDOMISE A-E</b>						
A. I can access the free or affordable training I need to equip me for better jobs	1	2	3	4	5	99
B. I have a strong desire to advance in my career	1	2	3	4	5	99

C. I have the opportunity to move to a more senior position	1	2	3	4	5	99
D. My current job will help my career aspirations	1	2	3	4	5	99
E. My current job is in the same area as my desired career	1	2	3	4	5	99

### Work opportunities

**Q14** Where would you look for employment opportunities? **[MR]**  
**[RANDOMISE CODES 1-5]**

Online e.g. Seek.com	1
Social media platforms e.g. Facebook, LinkedIn	2
Word of mouth e.g. Colleagues, friends and family	3
Via an app e.g. Air tasker, Gumtree	4
Newspaper	5
Other <b>[SPECIFY]</b>	6
Don't know	99

### Role of automation

**Q15** How concerned, if at all, are you about potentially losing your job because ...? **[SR]**

<b>[RANDOMISE A-E]</b>	Very concerned	Somewhat concerned	Not too concerned	Not concerned at all	Don't know
A. You will be replaced by someone who is willing to do your job for less money	1	2	3	4	99
B. You aren't able to keep up with the technical skills required to do your job	1	2	3	4	99

C. Machines or computer programs will be used to replace human workers	1	2	3	4	99
D. Your industry is shrinking	1	2	3	4	99
E. The company that you work for is poorly managed	1	2	3	4	99

**Occupation exist in 20 years**

**Q16** Thinking about the job or occupation that you work in now, how likely do you think it is that it will exist in its current form in 20 years' time ...? **[SR]**

Definitely	1
Probably	2
Probably not	3
Definitely not	4
Don't know	99

**Future plans**

**Q17** How long do you think you will continue to work in your current organisation? **[SR]**

Less than 1 year	1
1-2 years	2
2-5 years	3
5-10 years	4
More than 10 years	5
Don't know	6

<ASK ALL>

**PART B: ME AND MY JOB IN THE FUTURE**

<b>Future plans</b>	
<b>Q18</b> What were your plans for the next 24 months? Please tick as many as apply. <b>[MR]</b> <b>[RANDOMISE ROWS]</b>	
Aiming to get a promotion	1
Looking to achieve better flexible work options	2
Looking for a new role with my employer	3
Looking for a new role with a different employer	4
Looking to undertake further education	5
Looking to start a new business	6
Planning to have a baby	7
Other <b>[SPECIFY]</b>	8
None of these	98
Don't know	99

<b>Family formation</b>	
<b>Q19</b> How likely were you to have a child in the future? <b>[SR]</b>	
Very likely	1
Fairly likely	2
Fairly unlikely	3
Very unlikely	4
Refused <b>[ANCHOR]</b>	98
Don't know <b>[ANCHOR]</b>	99



<b>Skills for the future</b>	
<b>Q20</b> How do you feel about your work over the next 5-10 years? <b>[MR]</b>	
I have the necessary education and training to remain employed in a good job	1
I will need more education or training to remain in a good job	2
I will need more education or training to get a good job	3
Don't know	99

<b>Responsibility for workforce skills</b>					
<b>Q21</b> How much responsibility should each of the following have in making sure that the Australian workforce has the right skills and education to be successful? <b>[SR]</b>					
<b>[RANDOMISE A-E]</b>	A lot of responsibility	Some responsibility	Only a little responsibility	No responsibility at all	Don't know
A. Individuals themselves	1	2	3	4	99
B. The Government	1	2	3	4	99
C. The K-12 school system	1	2	3	4	99
D. Employers	1	2	3	4	99
E. Vocational training colleges and universities	1	2	3	4	99

**Your future at work**

**Q22** Below are a range of issues that can be important in a job. For each of these, do they matter a lot to you, a little, or do they not matter at all? **[SR]**

[RANDOMISE A-K]	Matter a lot	Matter a little	Doesn't matter at all	Don't know
A. To have a job where I help other people	1	2	3	99
B. To have a job which pays well	1	2	3	99
C. To be my own boss	1	2	3	99
D. To have a job that's interesting	1	2	3	99
E. To have a job where I can get promoted and get ahead	1	2	3	99
F. To have a job with predictable and regular hours	1	2	3	99
G. To have a single job	1	2	3	99
H. To have a secure job	1	2	3	99
I. To have a job in which I am treated with respect	1	2	3	99
J. To have a job in which I have some control over my work	1	2	3	99
K. To have a job that gives me the flexibility I need	1	2	3	99

<b>Future success</b>					
<b>Q23</b> How important do you think each of the following will be to you succeeding in your work? <b>[SR]</b>					
<b>[RANDOMISE A-F]</b>	Very important	Fairly important	Not very important	Not at all important	Don't know
A. Having the right skills and qualifications	1	2	3	4	99
B. Support and mentoring to develop my leadership skills	1	2	3	4	99
C. Paid leave to have and care for family	1	2	3	4	99
D. Having access to the flexibility I need	1	2	3	4	99
E. A partner who shares responsibility with me for childcare and household domestic work	1	2	3	4	99
F. Access to care for my children and those who depend on me	1	2	3	4	99

<b>Retirement</b>	
<b>Q24</b> At what age do you expect to retire? <b>[SR]</b>	
Before 55	1
55-59	2
60-64	3
65-70	4
Beyond 70	5
Don't know	99

<b>Superannuation</b>	
<b>Q25</b> How concerned were you that you won't have adequate retirement income to retire comfortably? were you ... ..? <b>[SR]</b>	
Very concerned	1
Fairly concerned	2
Not very concerned	3
Not at all concerned	4
Don't know	99

### **PART C: EQUALITY IN THE WORKPLACE**

<b>Attitudinal Statements – Equality and Respect 1</b>							
<b>Q26</b> Below are some further statements about people's experience in the workplace. For each, please think about your main job. Do you agree or disagree that... <b>[SR]</b>							
	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Not applicable
<b>[RANDOMISE A-F]</b>							
A. I have the ability to influence decisions in my workplace	1	2	3	4	5	98	99
B. My manager asks for my opinion about important workplace issues	1	2	3	4	5	98	99
C. I receive adequate recognition for my accomplishments at work	1	2	3	4	5	98	99
D. I feel I am valued as an employee	1	2	3	4	5	98	99
E. I have access to the flexibility I need	1	2	3	4	5	98	99
F. I am able to strike a balance between work and family responsibilities	1	2	3	4	5	98	99

**Attitudinal Statements – Equality and Respect 2**

**Q27** Below are some statements about people’s experience in the workplace. For each, please think about your main job. Do you agree or disagree that... **[SR]**

	Strongly agree	Agree	Neither agree nor disagree	Tend to disagree	Disagree	Don't know	Not applicable
<b>[RANDOMISE A-F]</b>							
A. Women and men were treated equally here	1	2	3	4	5	98	99
B. Women and men have the same chance for promotion here	1	2	3	4	5	98	99
C. Women and men have equal access to leadership roles here	1	2	3	4	5	98	99
D. People were not discriminated against because of their cultural background here	1	2	3	4	5	98	99
E. My manager treats me with respect	1	2	3	4	5	98	99
F. I experience sexual harassment at work	1	2	3	4	5	98	99

**Women in the workforce**

**Q28** Thinking about Australian women’s current experience in the workforce, do you think ...? **[SR]**  
**[RANDOMISE ROWS]**

Women and men were treated equally at work	1
Women were treated better than men	2
Men were treated better than women	3
Don't know <b>[ANCHOR]</b>	99

<b>Gender equality in the workforce</b>	
<b>Q29</b> Thinking about gender equality in the workforce over the next 10 years, do you think Australian women's experience will ...? <b>[SR]</b>	
Improve	1
Stay the same	2
Or get worse	3
Don't know	99

<b>CALD/ABORIGINAL AND TORRES STRAIT ISLANDER in the workforce</b>	
<b>Q30</b> Do you agree or disagree that all Australians were treated equally in the workforce, irrespective of their cultural background? <b>[SR]</b>	
Strongly agree	1
Agree	2
Neither agree nor disagree	3
Disagree	4
Strongly disagree	5
Don't know	99

<b>Racial equality in the workforce</b>	
<b>Q31</b> Thinking about racial equality in the workforce over the next 10 years, do you think the experience for Australian employees will ...? <b>[SR]</b>	
Improve	1
Stay the same	2
Or get worse	3
Don't know	99

**DEMOGRAPHICS SECTION:**

We're now going to ask you a few questions about your background that will help us analyse the survey results.

<b>Education level</b>	
<b>Q32</b> What is the highest level of formal education you have completed? <b>[SR]</b>	
Postgraduate degree (Honours, Masters, PhD)	1
Graduate diploma or graduate certificate	2
Bachelor Degree (undergraduate)	3
Advanced diploma or diploma	4
Certificate (TAFE)	5
Year 12 of High School (e.g. Matriculation, VCE, HSC, Form 6)	6
Year 11 of High School	7
Year 10 or under (e.g. Leaving Certificate, School Certificate, Form 4)	8
Prefer not to say	99

<b>Living situation and housing</b>	
<b>Q33</b> Which of the following best describes your current home and living situation? Do you ... <b>[SR]</b>	
Live at home with your parents	1
Live in your own home, without a partner	2
Live in your own home, with your partner	3
Live in a share house	4
Other	5

<b>Tenure</b>	
<b>Q34</b> Is your home ...? <b>[SR]</b>	
Owned outright or with a mortgage	1
Purchased under a rent/buy scheme	2
Rented	3
Occupied rent-free	4
Occupied under a life tenure scheme	5
Other <b>[SPECIFY]</b>	6
Prefer not to say	99

<b>Children</b>	
<b>Q35</b> How many children who were dependent on you live with you at home? <b>[SR]</b>	
{ENTER INTEGER}	1
None	99

<b>Age of child/ren</b>	
<ASK FOR EACH CHILD AT Q35>	
<b>Q36</b> What is the age of this child/these children? <b>[SR]</b>	
[show the same number of rows here as the integer entered at Q35]	1
{ENTER INTEGER}	
Refused	99



<b>Disability</b>	
<b>Q37</b> Are your paid work activities limited because of a health problem or disability which has lasted or is expected to last at least 12 months? <b>[SR]</b>	
No	1
Yes, limited a little	2
Yes, limited a lot	3
Prefer not to say	99

<b>Ethnicity/cultural identity</b>		
<b>Q38</b> Where were you born? <b>[SR]</b>		
<b>Q39</b> Where were your parents born? <b>[MR]</b> <b>[max. 2 responses]</b>		
	<b>Q38 You</b>	<b>Q39 Parents</b>
Australia	1	1
New Zealand	2	2
Pacific (Fiji, Papua New Guinea, Tonga, Tuvalu, Vanuatu etc.)	3	3
Europe (including England, Scotland and Wales)	4	4
Asia	5	5
Americas	6	6
Middle East/Africa	7	7
Other <b>[SPECIFY]</b>	98	98
Prefer not to say <b>[DNRO]</b>	99	99

<b>Ethnicity/cultural identity_Europe</b>		
<ASK IF Q38 = 4>		
<b>Q38A</b> Where in Europe were you born? <b>[SR]</b>		
<ASK IF Q39= 4>		
<b>Q39A</b> Where in Europe was/were your parent/s born? <b>[MR]</b>		
	<b>Q38A You</b>	<b>Q39A Parents</b>
England/Ireland/Scotland/Wales	1	1
West/Northern Europe (Germany, Netherlands, Austria, France, Switzerland, Denmark etc.)	2	2
South/South East Europe (Italy, Spain, Portugal, Malta, Greece, Croatia, Bosnia & Herzegovina, Romania etc.)	3	3
Eastern Europe (Poland, Hungary, Czech Republic, Russia, Ukraine etc.)	4	4
Prefer not to say <b>[DNRO]</b>	99	99

<b>Ethnicity/cultural identity_Asia</b>		
<ASK IF Q38 = 5>		
<b>Q38B</b> Where in Asia were you born? <b>[SR]</b>		
<ASK IF Q39= 5>		
<b>Q39B</b> Where in Asia was/were your parent/s born? <b>[MR]</b>		
	<b>Q38B You</b>	<b>Q39B Parents</b>
China/Hong Kong/Taiwan	1	1
Other North East Asia (Japan, Korea etc.)	2	2
South/Central Asia (India, Sri Lanka, Pakistan, Bangladesh, Afghanistan etc.)	3	3
South East Asia (Vietnam, Philippines, Malaysia, Indonesia, Singapore etc.)	4	4
Prefer not to say <b>[DNRO]</b>	99	99

<b>Ethnicity/cultural identity_Americas</b>		
<ASK IF Q38 = 6>		
<b>Q38C</b> Where in the Americas were you born? <b>[SR]</b>		
<ASK IF Q39= 6>		
<b>Q39C</b> Where in the Americas was/were your parent/s born? <b>[MR]</b>		
	<b>Q38C You</b>	<b>Q39C Parents</b>
United States/Canada	1	1
Central America/South America (Chile, Argentina, Uruguay, El Salvador etc.)	2	2
Prefer not to say <b>[DNRO]</b>	99	99

<b>Ethnicity/cultural identity_ Middle East/Africa</b>		
<ASK IF Q38 = 7>		
<b>Q38D</b> Where in the Middle East/Africa were you born? <b>[SR]</b>		
<ASK IF Q39= 7>		
<b>Q39D</b> Where in the Middle East/Africa was/were your parent/s born? <b>[MR]</b>		
	<b>Q38D You</b>	<b>Q39D Parents</b>
North Africa/Middle East (Lebanon, Egypt, Iraq, Turkey, Iran, Sudan etc.)	1	1
Central/West Africa (Nigeria, Ghana etc.)	2	2
South Africa	3	3
Other South/East Africa (Zimbabwe, Mauritius, Kenya, Ethiopia etc.)	4	4
Prefer not to say <b>[DNRO]</b>	99	99

<b>Aboriginal and Torres Strait Islander</b>	
<b>Q40</b> Are you of Aboriginal and/or Torres Strait Islander origin? <b>[SR]</b>	
Aboriginal	1
Torres Strait Islander	2
Both Aboriginal and Torres Strait Islander	3
None of these	4
Prefer not to say	5
Don't know <b>[DNRO]</b>	99

<b>Culturally and linguistically diverse</b>	
<b>Q41</b> Is any language other than English spoken in your household? <b>[SR]</b>	
Yes	1
No	2

<b>Income</b>		
<b>Q42</b> What is your approximate annual personal income before tax? <b>[SR]</b>		
<b>Q43</b> What is your approximate annual household income before tax? That is, the combined income of all members of your household <b>[SR]</b>		
	<b>Q Personal</b>	<b>Q Hhold</b>
Less than \$15,000	1	1
\$15,000 - \$25,000	2	2
\$25,001 - \$40,000	3	3
\$40,001 - \$60,000	4	4
\$60,001 - \$80,000	5	5
\$80,001 - 100,000	6	6
\$100,001 - \$150,000	7	7
Over \$150,001	8	8
Prefer not to say	99	99

<b>Sexuality</b>	
<b>Q44</b> Which of the following options best describes how you think of yourself? <b>[SR]</b>	
Heterosexual or straight	1
Gay or Lesbian	2
Bisexual	3
Transsexual	4
Intersex	5
Other	6
Prefer not to say	99

**THANK AND TERMINATE**

## 10.1 Recruitment screener

Group	Date	Time	Location	Age	Spec
1	Thursday 9 <sup>th</sup> November	6pm	Parramatta	18-40	Lower skill/insecure
2	Monday 13 <sup>th</sup> November	6pm	Brisbane CBD	18-40	Lower skill/secure
3	Monday 13 <sup>th</sup> November	8pm	Brisbane CBD	18-40	Higher skill/insecure
4	Monday 13 <sup>th</sup> November	6:30pm	Sydney CBD	18-40	Higher skill/secure
5	Thursday 9 <sup>th</sup> November	8pm	Parramatta	18-40	Mothers

### RECRUITMENT SPECS:

#### General notes

- Recruit n=9 for n=8 participants for focus group discussions
- Women in the workforce, aged 18-40
- Focus groups will run for 90 minutes
- All participants to be paid an incentive of \$100. Mothers to be paid \$250.

#### Exclusions:

- University students (TAFE students accepted)
- Managers (*middle-level* managerial roles)

<b>Group 1</b> Parramatta 9 Nov 2017 6pm	City Group Rooms West Level 4 Perth House 85 George Street Parramatta, NSW 2150  Recruit 9 for 8 <ul style="list-style-type: none"> <li>– Women, aged 18-40</li> <li>– Lower skill/pay and insecure working conditions</li> <li>– Incentive: \$100</li> </ul>	<b>Lower skill/pay and insecure working conditions</b> <ul style="list-style-type: none"> <li>– Low skill i.e. jobs that require low skill; no to little education qualifications; can be trained quickly for the role.</li> <li>– Low pay = 6-8 women earning &lt;\$50,000 annual personal income, and 0-2 women earning \$50,000-\$70,000 annual personal income</li> </ul> <p>“insecure” i.e. contractual work, temporary/casual roles</p> <p><u>Examples:</u> Retail, Hospitality, Care, Construction</p>
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<p><b>Group 2</b> Brisbane CBD 13 Nov 2017 6pm</p>	<p>Q&amp;A Market Research Services 9 Parkview St Milton, QLD 4064</p> <p>Recruit 9 for 8</p> <ul style="list-style-type: none"> <li>- Women, aged 18-40</li> <li>- Lower skill/pay and secure working conditions</li> <li>- Incentive: \$100</li> </ul>	<p><b>Lower skill/pay and secure working conditions</b></p> <ul style="list-style-type: none"> <li>- Low skill i.e. jobs that require low skill; no to little education qualifications; can be trained quickly for the role.</li> <li>- Low pay = 6-8 women earning &lt;\$50,000 annual personal income, and 0-2 women earning \$50,000-\$70,000 annual personal income</li> </ul> <p>“secure” i.e. public sector roles, permanent contracts</p> <p><u>Examples:</u> Public sector admin, Human services Childcare, Health, Transport, manufacturing</p>
<p><b>Group 3</b> Brisbane CBD 13 Nov 2017 8pm</p>	<p>Q&amp;A Market Research Services 9 Parkview St Milton, QLD 4064</p> <p>Recruit 9 for 8</p> <ul style="list-style-type: none"> <li>- Women, aged 18-40</li> <li>- High skill/pay and insecure working conditions</li> <li>- Incentive: \$100</li> </ul>	<p><b>Higher skill/pay and insecure working conditions</b></p> <ul style="list-style-type: none"> <li>- <b>High skill</b> – often denoted by tertiary education</li> <li>- <b>High pay</b> = All earning &gt;\$70,000 annual personal income</li> </ul> <p>“insecure” i.e. contractual work, managing a business</p> <p><u>Examples:</u> Professional contractors (IT, HR etc.) - Professional services roles, but those who were on temporary contracts Professional freelancers (e.g. web designers, consultants) Entrepreneurs/self employed Small business owners</p>

<p><b>Group 4</b> Sydney 13 Nov 2017 6:30pm</p>	<p>City Group Rooms Level 11/60 York St Sydney, NSW 2000</p> <p>Recruit 9 for 8</p> <ul style="list-style-type: none"> <li>- Women, aged 18-40</li> <li>- High skill/pay and secure working conditions</li> <li>- Incentive: \$100</li> </ul>	<p><b>Higher skill/pay and secure working conditions</b></p> <ul style="list-style-type: none"> <li>- <b>High skill</b> – often denoted by tertiary education</li> <li>- <b>High pay</b> = All earning &gt;\$70,000 annual personal income</li> </ul> <p>“secure” i.e. public sector roles, permanent contracts</p> <p><u>Examples:</u></p> <p>Senior public servants, professionals e.g. lawyers, managers in banking and finance, accountants, health professionals, para-professionals, private and public sector senior management roles across different industries (health, marketing etc.), chief executives</p>
<p><b>Group 5</b> Parramatta 9 Nov 2017 8pm</p>	<p>City Group Rooms West Level 4 Perth House 85 George Street Parramatta, NSW 2150</p> <p>Recruit 9 for 8</p> <ul style="list-style-type: none"> <li>- Women, aged 18-40</li> <li>- Mothers of children aged 0-18</li> <li>- Working full-time or part-time</li> <li>- Incentive: \$250</li> </ul>	

**[IF QUERIED ABOUT BONA FIDES OF RESEARCH]** I can provide the names of people who will verify the legitimate nature of this research project. The first is the Australian Market and Social Research Society enquiry line on 1300 364 830, who can verify that we were a legitimate market and social research company. The second is the research project manager, Hannah Race at Ipsos, the organisation managing this research project, who can discuss the specifics of this research. Her phone number is (02) 9900 5113.

**[TERMINATION SCRIPT]** Sorry. Thanks for your interest but I'm afraid you're not eligible for this particular study.



Hi, this is [NAME] calling from [RECRUITER], can I please speak with [INSERT NAME]?

*[If not available, arrange time to call back to speak with them, or TERMINATE]*

We would like to invite you to participate in a focus group about women in the workforce.

Before we can invite you to participate, I just need to ask you a couple of questions to see if you're one of the people we need to speak to in this study.

**Recruiter Note:** Please remind potential respondents that the information they provide is totally confidential and will only be used to determine their suitability to participate. It may be necessary to remind potential participants of this at some of the more sensitive questions.

1. When was the last time you took part in market research?

**WRITE IN**

\_\_\_\_\_ **TERMINATE IF LESS THAN 6 MONTHS AGO**

2. How old were you last birthday?

**WRITE IN**

\_\_\_\_\_ **TERMINATE IF OVER THE AGE OF 40**

**Note:** *Qualifies for group 5, if between the age of 30-40 (Go to Q9 if other groups were full)*

3. We were holding focus groups in **[AS APPROPRIATE]** Sydney CBD, Parramatta and the Brisbane CBD were you able to attend groups in these locations?

Yes	1	<b>CONTINUE</b>
No	2	<b>TERMINATE</b>

4. Are you currently studying?

Yes, I'm in high school	1	<b>TERMINATE</b>
Yes, I'm at university	2	<b>TERMINATE</b>
Yes, I'm at TAFE/technical college	3	<b>CONTINUE</b>
No	4	<b>CONTINUE</b>

5. Which of the following best describes your current work status?

I'm working full-time, self-employed	1	<b>CONTINUE TO Q6a (FOR G3)</b>
I'm working full-time, for an employer	2	<b>CONTINUE TO Q6a</b>
I'm working part-time, self-employed	3	<b>CONTINUE TO G3</b>
I'm working part-time, for an employer	4	<b>CONTINUE TO Q6b</b>
I'm working casually/freelancing/on short term contracts	5	<b>CONTINUE TO Q6a (FOR INSECURE - G1 OR G3)</b>
I'm not currently working	6	<b>TERMINATE</b>

6. a. **ASK IF FULL-TIME WORKER OR CASUAL/FREELANCE WORKER, Q5=1, 2 OR 5.**

What is your approximate annual *personal* income before tax?

Full-time/casual work:

Less than \$25,000	1	<b>CONTINUE FOR LOW SKILL/INCOME (G1 OR G2)</b>
\$25,001 - \$40,000	2	
\$40,001 - \$70,000	3	<i>Lower priority</i> <b>CONTINUE FOR LOW SKILL/INCOME (G1 OR G2)</b>
\$70,001 - \$100,00	4	<b>CONTINUE FOR HIGH SKILL/INCOME (G3 OR G4)</b>
\$100,001 or more	5	
Don't know	6	<b>TERMINATE</b>
Prefer not to said	7	<b>TERMINATE</b>

b. **ASK IF PART-TIME WORKER, Q5=3 OR 4.** And what would you approximate annual *personal* income before tax be if you were working full-time?

Part-time work:

Less than \$25,000	1	<b>CONTINUE FOR LOW SKILL/INCOME (G1 OR G2)</b>
\$25,001 - \$40,000	2	
\$40,001 - \$70,000	3	<i>Lower priority</i> <b>CONTINUE FOR LOW SKILL/INCOME (G1 OR G2)</b>
\$70,001 - \$100,00	4	<b>CONTINUE FOR HIGH SKILL/INCOME (G3 OR G4)</b>
\$100,001 or more	5	
Don't know	6	<b>TERMINATE</b>
Prefer not to said	7	<b>TERMINATE</b>

**IF Q5=1 OR 3 AND Q6=4 OR 5, RECRUIT TO G3 (HIGH SKILL/PAY, INSECURE)**

7. a. What type of work do you personally do?

**WRITE IN AND CODE**

Market research / data collection	1	<b>TERMINATE</b>
Advertising, marketing, public relations	2	
Journalism or media	3	
Retail	4	<b>CONTINUE FOR G1</b>
Hospitality	5	<b>CONTINUE FOR G1</b>
Care	6	<b>CONTINUE FOR G1</b>
Construction	7	<b>CONTINUE FOR G1</b>
Administration	8	<b>CONTINUE FOR G1</b>
Human services	9	<b>CONTINUE FOR G2</b>
Childcare	10	<b>CONTINUE FOR G2</b>
Health	11	<b>CONTINUE FOR G2</b>
Transport	12	<b>CONTINUE FOR G2</b>
Manufacturing	13	<b>CONTINUE FOR G2</b>
Professional services (including IT, HR, lawyers, accountants, health professionals etc.)	14	<b>CONTINUE FOR G3/4</b>

Other	15	<b>TERMINATE</b>
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**IF Q5=2, 4 OR 5 AND Q6=1-3 AND Q7=4-8, RECRUIT TO G1 (LOW SKILL/PAY, INSECURE)**  
**IF Q5=2, 4 OR 5 AND Q6=1-3 AND Q7=9-13, RECRUIT TO G2 (LOW SKILL/PAY, SECURE)**

**[IF NEEDING FURTHER CLARIFICATION FOR RECRUITMENT SPECS]:**

- a. And what is the role or position you hold at your current job?  
**WRITE IN**

**[AS A FINAL CHECK]**

8. Are you employed by the public, private or not-for-profit sector?

**[IF PROMPTED/NEEDED]:**

Public sector: Direct employment by the Federal, State or Local Government

Private sector: Employment by a commercial company

The not-for-profit sector: Employment by a charity, or organisation that intentionally makes no profit

Public sector	1	<b>CONTINUE FOR SECURE (G2 OR G4)</b>
Private sector	2	<b>CONTINUE</b>
Not-for-profit sector	3	<b>CONTINUE</b>

**IF Q5=2, 4 OR 5 AND Q6=4-5 AND Q7=14, RECRUIT TO G4 (HIGHSKILL/PAY, SECURE)**  
**IF Q5=5 AND Q6=4-5, Q7=14 RECRUIT TO G3 (HIGH SKILL/PAY, INSECURE)**

9. How many dependent children aged 18 and under do you have?

**[DNRO]**

None	1	<b>CONTINUE</b>
At least one	2	<b>RECRUIT TO G5 IF AGED 30-40</b>

**[IF QUALIFIES, CONTINUE]**

**Final Confirmation**

To assist our researchers in their analysis and report presentation the group discussions may be audio taped All information gathered during the group is used for research and training purposes only, unless stated otherwise were you still happy to participate in this research?

**Confirm acceptance of this: Yes / No**

So that we can send you out a written invitation, could I please ask your full name and address:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

\_\_\_\_\_ Post Code: \_\_\_\_\_

Occupation: \_\_\_\_\_ Age: \_\_\_\_\_

Phone: \_\_\_\_\_ (h) \_\_\_\_\_ (w)

Fax: \_\_\_\_\_ (h) \_\_\_\_\_ (w)

Email: \_\_\_\_\_

**(It is vital that we obtain ALL these numbers where applicable)**

Interviewer Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## 10.3 Discussion guide

Ipsos job ref: 17-022750-01

### **The handling of a moderation guide:**

*As an open method of exploration, discussion groups were not completely standardised. Listing of relevant questions in the moderation guide covers relevant subjects and leaves enough space for discussions in the sense of an open approach. The questions mentioned below were not meant to be literally asked.*

*Likewise the order must not be strictly followed. In this sense phrased questions describe the different subject areas and were meant to control the discussion process. Each subject area is firstly explored openly. Then more detailed probing by the moderator follows, with regard to subjects that were not spontaneously mentioned by the participants, but that were relevant.*

### **Introduction (5-10 minutes)**

- Welcome and thank for attendance.
- Introduce self and client observers (if applicable)
- State aim of discussion - we were going to be discussing our jobs and workplaces.

Confirm...

- Duration of meeting (1½-1¾ hrs)
- Open and frank feedback welcomed - no right or wrong answers
- Confidentiality assured
- EXPLICIT PERMISSION FOR AUDIO/VIDEO TAPING. The recordings may be viewed and listened to by members of the Ipsos project team and by the client team at the University of Sydney. The recordings will be stored securely and then destroyed.
- Please turn off mobile phones
- Health and safety – fire exits, location of bathrooms
- PARTICIPANTS TO INTRODUCE SELF – WITH SPECIFIC DETAILS ABOUT JOB (ROLE, SECTOR, HOW LONG IN ROLE)

### **Group Discussion**

#### **Warm-up (5-10 minutes)**

- What were some of the things you like about your job? **PROBE**
- And what do you not like about your job? **PROBE**. Why is that?
- What was it that attracted you to your current job? **PROBE**
- Do you see this job as part of a career path – or is it just a job for now? Why do you said that?

**[IF JOB 'FOR NOW']**

- What were your thoughts/hopes for your next job, or career path?

### How work and life is 'managed' (10-15 minutes)

- How were you going about managing your work and your life?
- Does it feel easy managing both? **[IF NOT]** Why is that?
- What were the specific issues that you were dealing with? LIST ON FLIPCHART.
- **PROBE FOR:** HEALTH, STUDY, CHILDREN, CARE FOR ELDERLY PARENTS, RUNNING A HOME, TRADESPEOPLE VISITING, SOCIAL LIFE
- What strategies do you use to manage the different demands of your job and the rest of life? **PROBE**
- In what ways does your workplace provide you with support to manage your work and life? **PROBE FOR EXAMPLES.**
- Sometimes people talk about a 'work-life balance'. Do you think you have balance between work and life? **[IF YES/NO]** Why do you say that? In what ways?
- What sort of a role does having children play in managing your work life? How much of a concern is this for you?
  - For those of you who don't have children, do you think you could do your current job *and* have children? Why/why not?
  - Does your current job/do your career plans affect any plans you might have to have children?

### Level of control, autonomy and 'say' in the workplace (15-20 minutes)

- How much, if any, control or 'say' do you think you have in the workplace? Why is that?  
**PROBE:** Is it because of the way you're managed? The nature of the job? Your personality/behaviour?
  - And would you say your opinions or suggestions were taken seriously? How likely is it that they would be acted upon or lead to real changes?
- Has that always been the case in your job or is it changing? **[IF YES, CHANGING]** In what ways is it changing?
- In what ways, or situations, do you feel you have little control over your work?
- And in what ways, or situations, would you like to have more control, or say, in your work?
  - What difference would that have in how you feel about your job? **PROBE**
  - In what circumstances do you think you might have more control, or say, about your work?
- If you have a problem at work, how do you deal with it? Who do you raise problems, or work issues, with? **PROBE FOR EXAMPLE.**
  - Do you feel your problems were taken seriously? Were you listened to by this person?

### **Income and economic security in the future (10-15 minutes)**

- Does your current job provide you with enough money to meet your needs at the moment?  
**[IF NOT]** What do you feel you don't have enough money for? **PROBE**
- And thinking about your work in the future, can you see that you'll be able to earn enough money to meet your needs? **PROBE FOR CONCERN RE:**
  - Superannuation
  - Housing
  - Being able to afford to take leave to care for children or elderly parents
- How much, if at all, do these types of consideration shape your plans about your job? In what ways?
  - Does this affect the way you think about or see your job? **PROBE** Does it make you think about leaving your job?

### **Role of technological change in workplaces (10-15 minutes)**

- Thinking back to when you started working, can you think of ways in which your job, or workplace, has changed because of technological changes?
  - And in what ways is changing technology currently impacting on your job and working life?
- Do these changes make your job better or worse? **PROBE** In what ways?
- Does surveillance technology impact your working life? Again, in what ways? What do you think about your employer's use of surveillance technology?
- How do you expect technology to influence how you work in the future?
- Do you think you'll need to learn new skills because of technological changes?
  - **[IF YES]** Will this training be easy or difficult to fit into your life? **PROBE.**
  - Does your employer provide any opportunity to get training? **[IF YES]** What type of training?



-

### Diversity and equality in the workplace (15-20 minutes)

- Do you think everyone in your workplace is treated equally at work?
  - [IF NOT] In what ways were some employees not treated equally?
- Do you think any particular employees were disadvantaged at work, because of who they are?
  - [IF YES] In what ways do they face a disadvantage? **PROBE.** What do you think some of the reasons for this might be?
  - [IF YES] And is that from colleagues, from managers or employers, from clients/customers?
- Thinking about your workplaces, is there a mixture of male and female employees?
- For those of you in workplaces with both men and women employees, do you think men and women were treated equally?
  - [IF NOT]:
    - In what way do you think men and women were treated differently? **PROBE.**
    - Why do you think this is? What were the reasons behind men and women being treated differently in your workplace?
    - Has this situation changed since you've been working for this employer? [IF SO] Is that for better or worse? And why do think that change has taken place?
    - Do you think it will change in the future? [IF SO] In what ways?
- What do you think male colleagues think about the issue of men and women being treated equally in the workplace?
  - Do they think about it at all? [IF SO] In what ways?
  - Do you think male colleagues were 'onside' in helping make the workplace equal for men and women? [IF YES/NO] What makes you said that?
  - And what, if anything, do your male colleagues actually do to help make sure men and women were treated equally at work?
- Do you feel, in your current job, that potential to progress to more senior positions is impacted at all by your gender? [IF SO] Why? What has given you that impression?
- Do you think people's ethnic background has an impact on your, or your colleagues, experience at work? [IF SO] In what ways?
- And have your or colleagues' sexual orientation had an impact on your workplace experience?

[IF SO] In what ways?

And what about your age – or the age of older colleagues? Do you think that has an impact on the workplace experience? In what ways?

**Main issues over the next 2-5 years (5-10 minutes)**

- We've discussed a whole range of different aspects of working life this evening. What do you expect to be the main issues for you around work in the next 2-5 years?
  - Why do you say that?

How do you think you might respond to that type of issue? What do you hope to be able to do? And what will restrict your choices?

**Thank and close (5 minutes)**

- You probably wouldn't spend a whole evening talking about your work – but having done so, what were your thoughts and conclusions on what we've talked about?

Thank you all very much for your time and for sharing your experiences. HAND OUT INCENTIVES

The Women, Work & Leadership Research Group (WW&LRG) at the University of Sydney Business School provides a focal point for collaboration between leading scholars, business practitioners and policy makers with an interest in women and work, in building more equitable workplaces and more sustainable careers for women. The WW&LRG engages closely with debates about the megatrends impacting the workforce, including the feminisation of the workforce, population ageing, flexibility and technological change and emerging issues which lead to changing expectations of employers, employees and of the organisation of work. The Co-Directors of the WW&LRG Professor Rae Cooper and Professor Marian Baird have considerable expertise in undertaking engaged research and in public speaking and translating research results in the media.

**The Women, Work & Leadership Research Group**

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