



Workplace Gender Diversity Survey Results

160 PEOPLE RESPONDED TO THE SURVEY QUESTIONS

95% OF RESPONDENTS ARE FEMALE

**20% ARE IN SENIOR MANAGER AND ABOVE ROLES (DIRECTORS).
THE REMAINING ARE IN MANAGEMENT LEVEL ROLES**

77.5% WORK FULL TIME

42% DONT HAVE CHILDREN

20% HAVE CHILDREN BUT HAVE NEVER USED PARENTAL LEAVE

37% HAVE CHILDREN AND HAVE USED PARENTAL LEAVE

WHICH DO YOU BELIEVE IS MOST IMPORTANT IN IMPROVING GENDER EQUALITY IN THE WORKPLACE?

Top responses:

1. Flexible Working Conditions - regardless of children or not (**over 60% of responses**)
2. Strategies for dealing with gender-based discrimination
3. Talent Identification processes
4. Insufficient child-care provisions and high cost of childcare is an issue.

Q&A

IN WHAT PRACTICAL WAYS DOES YOUR EMPLOYER PROMOTE WORKPLACE GENDER EQUALITY?

A selection of the written responses (these are the common themes):

1. My employer focuses on women with children, but not women in general. Gender equality is about more than child-care and flexible working!
2. My employer provides paid parental leave for males and females, and also adoption.
3. My employer provides flexible working conditions and allows work from home and part-time employment.
4. It doesn't. It develops policies but makes it really hard for people to access the conditions such as flexible working, working from home etc. The policies are seen as a perk for women, which makes the men upset.
5. Making sure there are females on all interview panels for jobs.
6. There are none. There is talk of it but no action.
7. We have a "Code of Conduct" and "Managing with Respect" principle, which covers all forms of discrimination in the workplace. Each employee has annual refresher training and has to report any violations (and suspected violations) and also sign off that they have read and will abide by the code.
8. There are programs specifically for females that focus on career and personal development. Much of the content of these programs is also applicable to males but there is no equivalent program for males. If we are promoting equality in the workplace, why are we providing advice to females on things such as; dressing appropriately or how to effectively negotiate a pay rise, and not providing the same advice to males when it is equally applicable?
9. The executive team have set quotas on the number of females they would like to have in management roles over the next few years and offer Xplore programs to females to encourage them to think about their future careers. A target of 35% of women in Exec Mgt roles by 2014.
10. Started a Diversity Council.
11. Although there are policies and procedures - and the company has been recognised for promoting gender equality. My experience on the ground as an employee is that there is little being done to address the "boys club" culture, and breaking that cycle is proving difficult.
12. Mentoring program for junior female staff but nothing is in place for middle & senior female managers. Support system for middle & senior managers to counter combat the 'boys clubs' and sub-conscious discrimination do not exist.
13. My employer is flexible on an informal basis only. Part time work is not encouraged. Different parts of my organisation have different standards with parts being quite flexible whereas others are inflexible. It really depends on own manager. My employer provides very flexible workplace environment - although your immediate manager can discourage you from taking it up.
14. I think it's helped having more men (dads) bring their children into the office in school holidays. It helps women feel less uncomfortable when they have to do the same.
15. Modeled from the top down - CEO/Executive lead the conversation and actively promote females. Targeted programs to build pipeline of female leaders X all parts of the business. CEOs of major business units have gender based KPI's that they need to meet/demonstrate.
16. Running a Women in Science project to support more women to achieve senior roles.
17. I believe since the GFC, we have a New issue for women, companies most recently have expanded their leadership promotions to "Global expertise" so the women who 'stayed home' over a period will not even be considered!
18. My employer conducts an annual pay equity report.
19. unconscious bias training for all GM's and above.
20. Talent councils and Succession planning with diversity reporting.

Q&A

WHAT DO YOU BELIEVE IS STANDING IN THE WAY OF DRIVING IMPROVEMENTS IN WORKPLACE PRACTICES THAT SUPPORT GREATER GENDER EQUALITY?

A selection of the written responses (these are the common themes):

1. The view that many jobs cannot be done part-time. A lot of initiatives are theoretical (e.g. any job can be done on a part-time basis) but fall down in the practical implementation.
2. Management not leading by example.
3. The perception and reality that a male is worth more and still on average earns more than a female is a difficult challenge.
4. Traineeships to help women enter male-dominated industries.
5. Individual antiquated attitudes to gender roles. Individual issues rather than a company policy. Mindset and long-term employees not willing to change.
6. Personal accountability. There needs to be recognition that while flexible working arrangements may be ok for the person that has them, they can also adversely impact on the working environment of those around them. There are numerous examples of other people (both male and female) that are repeatedly left to respond to last minute requests, tight deadlines, frequent travel etc, while the person with flexible arrangements avoids these stressful situations.
7. It is accepted almost without question that people can work rigid hours for family reasons, while those without children are expected to be available to work extended hours which impacts on their personal time. This can lead to perceptions that the personal time of those with children is more valuable than those without (a female's words, not mine). There are some that don't manage flexible conditions well and this can create the impression that having flexible conditions is an appropriate reason for being less accountable.
8. Women's expectations. Women and their peers don't expect to succeed in their career past a certain point. Men will speak up to each other if they don't think they are achieving/ moving along in their career. Women don't do this to other women and no one prompts them along even if they think they are under achieving.
9. Organisations should publish average male versus female salaries at each level of the organisation. It may result in some increased transparency and accountability for the wages being paid to women.
10. Outdated attitudes e.g. "women choose to have children, it is a lifestyle choice that impacts their career, so get over it."
11. The Federal Government MUST do something about the lack of affordable child care. This is affecting our productivity as a nation.
12. Quotas are seen as discrimination against men, or disrespectful towards women - we all know that what gets measured, gets done. So if we believe that gender diversity is better for business outcomes, why the resistance to measure getting there?
13. Lack of accountability for managers. Staff will not speak up against the person who is doing their performance review. There are very few methods for people to complain about their managers' behaviour without exposing themselves to further discrimination.
14. A perception that the only "real work" is full-time work. I have been told by my manager that I will not be promoted unless I am working full-time. In addition, development opportunities are based around full-time work, with no flexibility for part-timers.
15. Overly high work loads in senior positions are a real barrier to greater female representation in these roles due to the impact on work life balance and the greater responsibility for child care generally held by women.
16. There isn't an easy answer. The current thinking around equality practices is, in my opinion, fundamentally flawed - driving companies to increase their % of women management only infers that the woman will get a role to fulfill a %, not because of her skill and/or talent. I don't know the answer. I know that I have to work harder than my male counterparts and I know that I frequently get reduced bonuses etc because of my 'emotional' state of being. None of these factors seem to apply to my male counterparts.