



Gender Pay Equity and Work Practices in the Minerals & Metallurgy Sector

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Executive Summary

Background

The Australasian Institute of Mining and Metallurgy (AusIMM) 2008 *Remuneration and Employment Survey Report* indicated an escalating gender pay gap in the mining industry, beginning at 8% at graduate level, and escalating to 32.3% at senior management level. Following that research, the AusIMM sought the reasons behind the industry's pay gap. In collaboration with the Women in Mining Networking Committee (WIMNet), it conducted the *Gender Pay Equity and Work Practices Survey* of members, in 2008.

This survey was intended both to inform the AusIMM's membership and the mining industry, and also to inform the AusIMM's participation in public policy development. In June 2008, the House of Representatives Standing Committee on Employment and Workplace Relations was asked to commence an inquiry into pay equity and associated issues related to increasing female participation in the workforce, and initial results from the *Gender Pay Equity and Work Practices Survey* informed an AusIMM submission to this Inquiry.

The *Gender Pay Equity and Work Practices Survey*, distributed and completed via email, provided members with the opportunity to share their thoughts, opinions and personal experiences relating to: pay equity; organisational gender diversity strategies and initiatives; and participation of carers, within the minerals sector. Survey responses under each of these themes were analysed, where appropriate, using variables including: gender; employer; role; professional level of experience; and level of care giver responsibilities. These variables allowed for identification of trends and patterns which were influenced by the personal and professional characteristics of respondents.

This report provides a quantitative and qualitative analysis of 694 survey responses received from males and females across the sector. In accordance with the widespread distribution of the survey and the voluntary basis on which the survey was completed, the survey represents a snapshot of issues impacting upon gender diversity in the minerals and resources sector rather than a stratified sample of the sector.

The report represents a useful discussion piece to guide future work on gender diversity and gender pay equity in the minerals and metallurgy sector. Key issues impacting upon gender diversity identified by survey respondents were: male dominated work and leadership cultures and stereotyping; women's family and caring responsibilities; and, differences in women's ability, power or confidence to negotiate and self-promote in their careers.

Many respondents gave answers which spanned several issues and/or drew cause and effect links between issues. Responses were extremely diverse, covering a wide range of issues relevant to pay equity, gender diversity in the workforce and women's workforce participation generally. As such, a central finding is that the issues of pay equity, gender diversity and the interaction between work and care giver responsibilities are complex and interlinked.

Findings are grouped under the following themes: *Perceptions of Pay Equity; Perceptions of Gender Diversity; and, Care Giver Responsibilities.*

Key Findings

Perceptions of Pay Equity

1. Overall, the majority of male and female respondents viewed that they were being paid about the same as others performing a comparable role, however female respondents were more likely than their male counterparts to view that they were paid less. Female respondents were also more likely to report that there was not sufficient transparency in salaries in their workplace. Responses did vary depending on both the employer and occupational role of respondents.
2. Issues related to workplace culture were commonly identified as drivers of the gender pay gap, including perceptions that pay inequity was a result of historical attitudes or inequities, male dominated culture or leadership, and perceived gender roles.
3. Of those who provided an explanation for feeling that they were paid less, the highest proportion identified gender stereotyping as a reason for this, including employer perceptions of women's capabilities, with some referencing stereotypes relating to childbearing and caring responsibilities.
4. A number of responses, particularly those from female respondents, related to a lack of negotiation power and/or knowledge or a failure to negotiate pay, and suggestions that the respondent's employer paid less than other employers and/or had structures restricting pay negotiation. Nearly 8% of responses to this question (almost all provided by female respondents) identified being paid less simply because of gender.

Perceptions of Gender Diversity

1. Respondents perceived that organisations are generally supportive of, and promote, gender diversity and professional development opportunities for female employees. While male respondents tended to provide slightly more positive reports than their female counterparts, the most noticeable differences between and within genders were revealed through analysis of responses by employer type.
2. Qualitative responses indicated that most respondents were not aware of supportive measures in their organisation. Of those who were, many identified flexible work practices. Flexible work arrangements were also commonly identified as a proactive measure that could be introduced to improve gender diversity. Other key measures suggested for introduction were cultural change and attraction and recruitment activities to increase gender diversity.

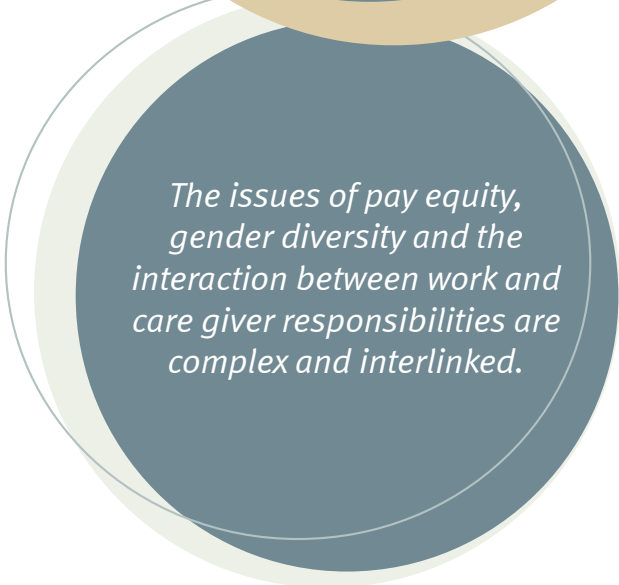
Care Giver Responsibilities

1. The survey provided insight into perceptions of how care responsibilities influence workforce participation and career progression. Proportionally, female respondents were more likely than male respondents to report that they did not have caring responsibilities. However, of those respondents who did identify themselves as a carer, female respondents were more likely than their male counterparts to identify as the primary carer. Female respondents with caring responsibilities were also more likely than male respondents with caring responsibilities to alter their work practices and career progression in order to manage care responsibilities.
2. There was a strong indication from survey respondents that implementation of strategies and initiatives involving financial assistance and supportive workplace provisions for carers, would have some impact on gender equity.
3. Most respondents (70%) believed that prospects for professional development and promotion were poorer for people with caring responsibilities than those without.

Key, overriding themes that were commonly identified across many question responses included male dominated work and leadership cultures and stereotyping, family and caring responsibilities, and differences in women's confidence, ability or power to self promote at work.



This report represents a useful discussion piece to guide future work on gender diversity and gender pay equity in the minerals and metallurgy sector.



The issues of pay equity, gender diversity and the interaction between work and care giver responsibilities are complex and interlinked.

Introduction

In October 2008, the Australasian Institute of Mining and Metallurgy (AusIMM), in conjunction with the Women in Mining Networking Committee (WIMNet) undertook a *Gender Pay Equity and Work Practices Survey* of its members. The survey included the collection of some demographic data, and a range of questions, including a number of free-text responses, where participants could give their attitudes, opinions and perceptions around pay equity and work culture and practices in their organisations and the wider industry. The survey attracted almost 700 participants, providing a wealth of valuable information.

This report presents the survey findings and analyses.

About AusIMM

AusIMM is the peak body representing professionals in the minerals sector in the Australasian region. About 10% of the organisation's members are women. Members' areas of expertise are primarily in the technical disciplines of metallurgy, mining engineering and geoscience.

About WIMNet

The WIMNet Committee is a sub-group of AusIMM that aims to support women in mining. WIMNet's range of activities include: organising women in mining networking events; researching work practices and trends affecting women in the industry; raising awareness of and advocacy for women's contribution to mining; and working with government on policies to increase retention and improve gender diversity. WIMNet has more than 700 mining industry professional women members.

About the survey

The Gender Pay Equity and Work Practices Survey was distributed via a weekly e-newsletter in October 2008 to all (8,800) AusIMM members. In addition, it was separately sent to the approximately 700 subscribers to the WIMNet mailing list. It was further distributed via the Queensland Resources Council e-list, and the Chamber of Minerals and Energy Western Australia.

Acknowledgement

AusIMM acknowledges the in-kind support provided by the Queensland Government Office for Women in assisting to compile this research report.

The Office for Women's *Women in Hard Hats* initiative encourages women's participation in non-traditional employment in the mining and construction industries, as well as the science, engineering and technology industries.

To learn about the Office for Women and *Women in Hard Hats*, visit www.women.qld.gov.au or call Women's Infolink on 1800 177 577.

Methodology

The AusIMM survey (see Appendix 1) included a range of quantitative questions, and also qualitative questions with scope for free-text responses.

While there were nearly 700 survey responses received, not all respondents completed all survey questions. There was a high non-response rate to some questions,¹ and the analysis below generally excludes those who did not respond for each survey question.

The majority of graphs and tables reflect the answers of those respondents who stated their gender (some respondents did not). Most data has been disaggregated by gender, and where relevant, by employer, professional level, and occupational role. As approximately two thirds of the survey population was female, gender disaggregated results have also been presented as a percentage of the overall female or male survey population, so as to allow for appropriate comparison of results between genders.

Five key qualitative (free-text) questions, which provide insight into each of the themes of this report, were chosen for detailed analysis. Responses gathered for these questions were sorted into broad-level categories devised by the report authors.² Many responses included considerable detail and were sorted into more than one category, such that the total number of responses is greater than the total number of respondents.³ Sorting the data in this way enabled a more nuanced understanding of the themes underpinning the issues and perceptions of gender diversity and equity addressed by this survey. Where relevant, discussion of these qualitative questions also includes disaggregation of the categorised responses by gender and professional level.

Given the high proportion of female respondents (approximately two thirds of all respondents), this report does not purport to give a fully representative picture of perceptions of pay equity and gender diversity in the Australasian minerals and metallurgy sector, but does provide insight into the survey population's perceptions of pay equity, and may provide a useful base for future work, research and discussions regarding pay equity and gender diversity in the minerals and metallurgy sector.



¹ The high non-response rate could suggest a lack of knowledge about the issues, a low engagement of the issues, or simply survey fatigue: some of the latter questions had lower response rates than earlier questions.

² A distinction must be made between 'respondents' and 'responses': 'respondents' refers to the number of people who completed the survey question, whereas 'responses' refers to the answers respondents provided to the question.

³ There was a maximum of one response count per respondent per category. In some cases, a category was broken down further into sub-categories for additional analysis. Where this occurred, a response count in a sub-category for a particular respondent was also reflected by a response count in the main category, so as to allow for appropriate analysis of main categories.

Findings

Demographics

Gender

A total of 694 responses to the survey were received.⁴ Of the respondents:

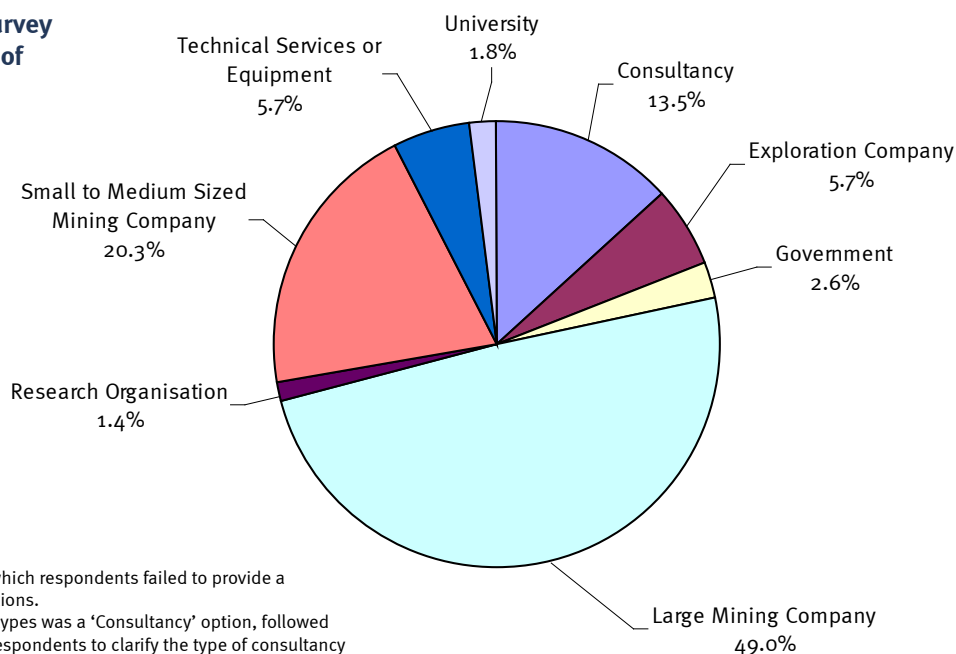
- 466 were female (67%)
- 219 were male (32%)
- 9 did not state their gender (1%)

Employer

The survey provided respondents with a selection of eight organisation types from which respondents were asked to identify the option which best described their employer. Of the 661 respondents who classified their employer as per the categories provided in the survey:⁵

- 1.4% were employed by a Research Organisation;
- 1.8% were employed by a University;
- 2.6% were employed by Government;
- 5.7% were employed by an Exploration Company;
- 5.7% were employed by a Technical Services or Equipment Company;
- 13.5% were employed by a Consultancy;
- 20.3% were employed by a Small to Medium Sized Mining Company; and
- 49.0% were employed by a Large Mining Company.

Figure 1: Distribution of survey respondents across areas of employment



⁴ Excludes two survey responses in which respondents failed to provide a response to any of the survey questions.

⁵ Included in the list of organisation types was a 'Consultancy' option, followed by a free text field, which allowed respondents to clarify the type of consultancy they worked for. While the majority of respondents utilised this free text field to provide details of their consultancy, approximately 3% of respondents (n=22) entered employer details in the free text field which described employer types that did not fit within the predefined employer options. Additionally, 11 respondents (1.59%) did not provide details of their employer.

Table 1: Distribution of male and female respondents across areas of employment

Employer	% of Female respondents	% of Male respondents
Consultancy	13.2%	14.4%
Exploration company	4.5%	7.7%
Government	3.1%	1.4%
Large mining company	52.7%	42.3%
Research organisation	2.0%	0.0%
Small to medium sized mining company	17.9%	25.0%
Technical services or equipment	5.2%	6.7%
University	1.4%	2.4%

Distribution of male and female respondents across employer categories is captured in Table 1 above. Although the proportion of male and female respondents working within employer groups was similar for most employer types, there were some gender differences in the proportion of respondents employed by mining and exploration companies. A comparable percentage of male and female respondents identified working within mining companies, however female respondents were less likely than male respondents to work within small to medium sized mining companies. Also, a slightly larger percentage of male respondents reported working for an exploration company, compared with female respondents.

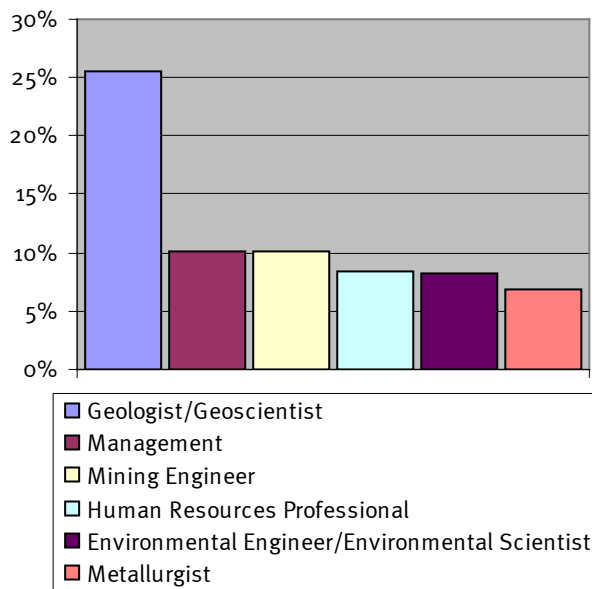
Occupational role

Survey design provided respondents with the opportunity to select one or more role types from a list of 12, which best described their work.⁶ A total of 691 respondents provided details of their role and of these, 54 respondents selected more than one role type. Respondents who answered the question identified their role as follows:⁷

- 25.2% identified as a Geologist/Geoscientist
- 15.9% identified as a Mining Engineer
- 15.5% identified as Management
- 8.1% identified as a Metallurgist
- 6.4% identified as Human Resources professionals
- 6.2% identified as an Environmental Engineer/ Environmental Scientist
- 5.6% identified as Consulting Services
- 3.5% identified as a Geotechnical Engineer
- 2.9% identified as Finance/Accounting professionals
- 2.0% identified as a Student
- 1.7% identified as Law professionals
- 0.9% identified as an Academic
- 14.5% fell within an aggregate category of 'Other'

Figure 2 below shows the major role categories identified by those respondents who stated their gender as female and provided details of their role (n=465).

Figure 2: Distribution of female survey respondents across roles

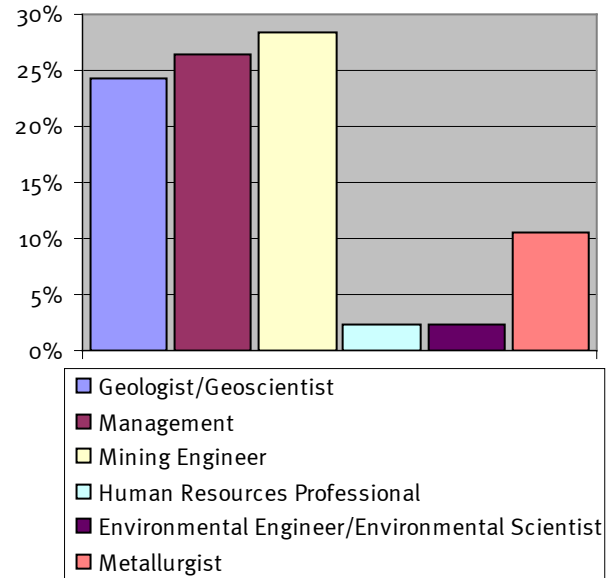


⁶ Additionally, respondents who identified that their role fell outside of the 12 predefined role types were able to specify details of their role in a free text 'Other' field.

⁷ Percentages of respondents in each role add to give more than 100% as a person who identified their role as being within two or more role types (for example mining engineer and management) would be classified as belonging to each role type specified.

Figure 3 shows the major role categories identified by male respondents who provided details of their role (n=219).

Figure 3: Distribution of male survey respondents across roles



Level of professional experience within the industry

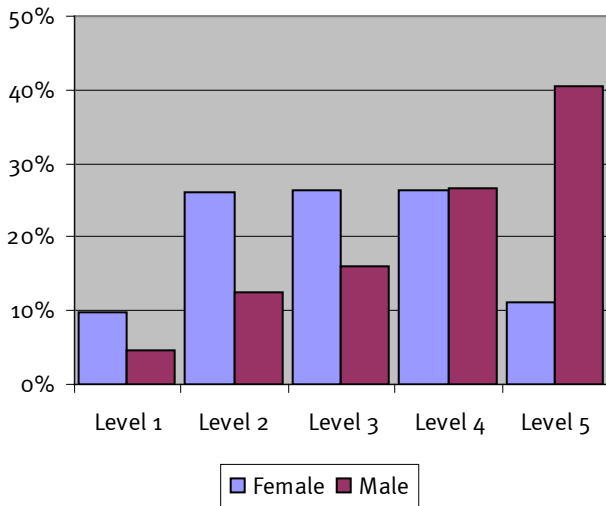
Respondents were asked to identify their level of professional experience in the industry, on a scale from levels 1 to 5, with level 1 being the lowest (graduate level), and level 5 being the highest.⁸ Around 99% (n=687) of respondents provided level information.

Figure 4 illustrates the distribution of male and female respondents across the five professional levels. Approximately two thirds (67.0%) of male respondents reported being at level 4 or 5, compared to only 37.6% of female respondents.

⁸ Level descriptors provided to respondents are as follows:

- **Level 1:** Graduate commencement level. Professional tasks of limited scope and complexity, such as minor phases of broader assignments, in office, plant, field or laboratory work.
- **Level 2:** Following development through Level 1, he/she is an experienced professional who plans and conducts professional work without detailed supervision, but with guidance on unusual features, and who is usually engaged on more responsible assignments requiring substantial professional experience.
- **Level 3:** A professional performing duties requiring the application of mature professional knowledge.
- **Level 4:** A professional required to perform work involving considerable independence in approach, demanding a considerable degree of originality, ingenuity and judgement, and knowledge of more than one field or, or expertise (for example, acts as his/her organisation's technical reference authority) in a particular field.
- **Level 5:** A professional usually responsible for an administrative function, directing several professional and other groups engaged in inter-related responsibilities, or as a consultant. Achieving recognition as an authority in a field or major importance to the organisation.

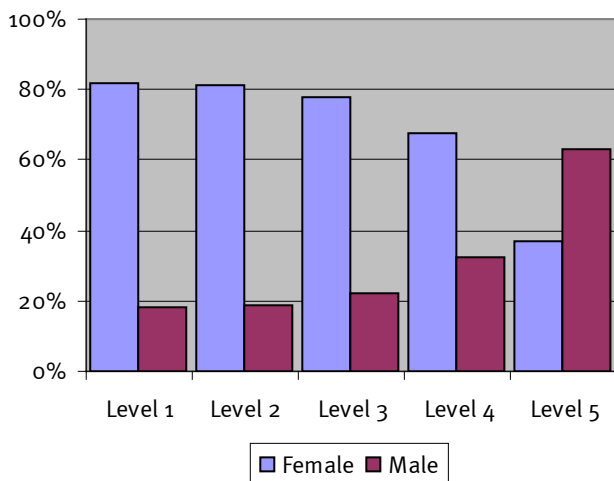
Figure 4: Distribution of male and female survey respondents across professional levels



The disaggregation of male to female respondents at each level is depicted in Figure 5. The greater number of female than male respondents surveyed is reflected in the much higher proportion of female respondents at most levels. The exception to this is at professional level 5, with female respondents comprising only 35.6% of all level 5 respondents. However, it should be noted that as per Figure 5, a large proportion of all male respondents surveyed were at level 5.

While the distribution of respondents across levels is only reflective of the survey population, rather than the industry as a whole, it should be noted that respondent industries and roles have historically been considered to be non-traditional for women, and representation of females has anecdotally only begun to increase in recent years. In line with this, it is possible that the low level of female level 5 respondents corresponds to a small number of females within the industry with the extent of specialised experience required for identification as a ‘level 5’ employee.

Figure 5: Proportion of male and female respondents at each professional level

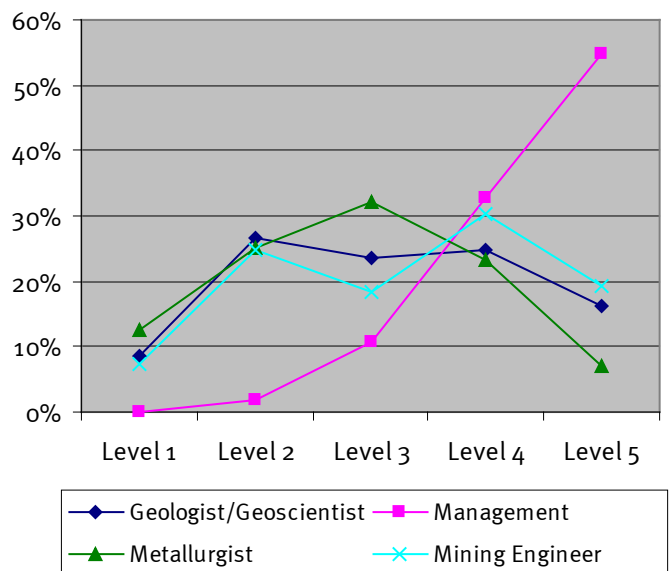


Interaction between gender, occupational role and professional level

Between professional levels 1-4, female respondents were most likely to identify their role as Geologist/Geoscientists, while male respondents were most likely to report their role as Mining Engineer. At professional level 5, female respondents were most likely to be Managers (25.0% of all female respondents at level 5) and Geologist/Geoscientists (19.6% of all female respondents at level 5). Male respondents at level 5 were also most likely to be Managers, but substantially more so than female respondents (41.6% of male respondents at level 5). This suggests an apparent gender difference in the type of roles held by those respondents with significant professional and industry experience.

The four most common roles⁹ were Geologist/Geoscientist, Mining Engineer, Metallurgist, and Management (accounting for 447 of the total 749 roles identified by 691 respondents). Examining these four roles, with the exception of Management, the majority of respondents in each role type were within the level 2-4 range (n=302). Lower numbers of respondents identified their level as 1 or 5 (n=140). This distribution across levels provides the roughly curve-shaped trend-lines in Figure 6, with the exception of Management. As could be expected, those in Manager roles were most likely to be at the higher experience levels (levels 4-5).

Figure 6: Distribution of respondents across professional levels by selected occupational roles



⁹ While a substantial proportion of respondents defined their role in the ‘other’ free-text field (14.5% of all respondents), the diversity of occupational roles cited within this free-text results in the ‘other’ category being unrepresentative of a specific role type. For analytic purposes, ‘other’ was excluded from the four most common role types and instead, the fifth most common occupational role, Metallurgist (8.1% of all respondents) was analysed.

Assuming equal representation of male and female respondents at each level, within each occupational field, it would be expected that the trend lines featured in Figure 6 would be replicated when each role was disaggregated by gender, however, this was not generally the case. The disparity in the distribution of male and female respondents across levels, depicted earlier in Figures 4 and 5, was also apparent when data was disaggregated by level, occupational role and gender. For each of the four most common roles, females were significantly underrepresented at level 5. In contrast to other occupational types, Management yielded a smaller proportion of responses at the lower levels and a greater proportion at the higher levels for both genders. However, while a higher proportion of female than male respondents indicated that they were Managers at levels 2, 3 and 4, at the highest professional level, level 5, the Management occupation type comprised a disproportionately high percentage of male respondents.

Interaction between gender, employer and professional level

When disaggregated by gender and professional level, the three most common employer types (large mining companies, small to medium mining companies and consultancies), all produced similar trends. In particular, each employer type demonstrated an underrepresentation of females in professional level 5.

Perceptions of Pay Equity

A previous survey of AusIMM members, the *AusIMM Employment and Remuneration Survey*, indicated an escalating gender pay gap in the mining industry, commencing at 8% at the graduate level and progressing to 32.3% at level 5. Respondents were given these findings, then asked a number of questions to further explore the issue and to ascertain perceptions about gender pay inequity in their industry.

Perceptions of pay equity in comparable roles

Respondents were asked: ‘Compared to other people who perform a comparable role, do you feel that you are paid: about the same; less; or more?’

In total, 498 survey participants responded to this question. Of those who responded:

- 60.2% felt that they were paid about the same (n=300)
- 34.7% felt they were paid less (n=173)
- 5.0% felt they were paid more (n=25)

Proportionally, female respondents were more likely than their male counterparts to feel they were paid less than others performing a comparable role. They were also less likely to feel they were paid about the same as others in comparable roles.

Of the 330 respondents to the question who stated their gender as female:

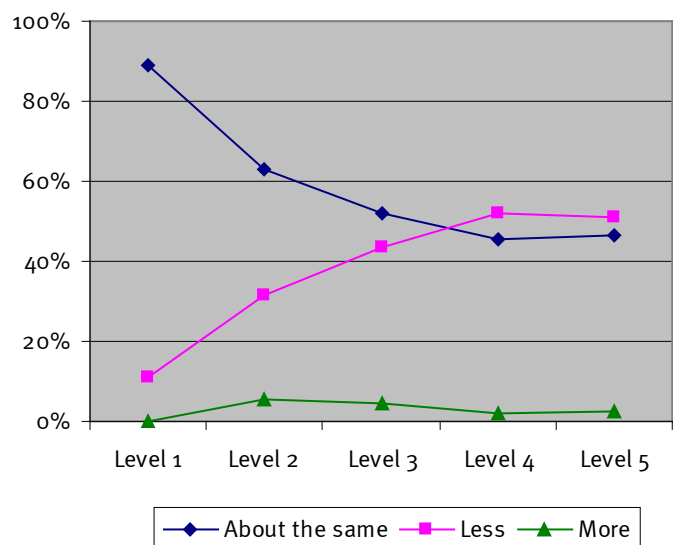
- 55.2% felt that they were paid about the same (n=182)
- 41.5% felt they were paid less (n=137)
- 3.3% felt they were paid more (n=11)

Of the 164 respondents to the question who stated their gender as male:

- 72.0% felt that they were paid about the same (n=118)
- 19.5% felt they were paid less (n=32)
- 8.5% felt they were paid more (n=14)

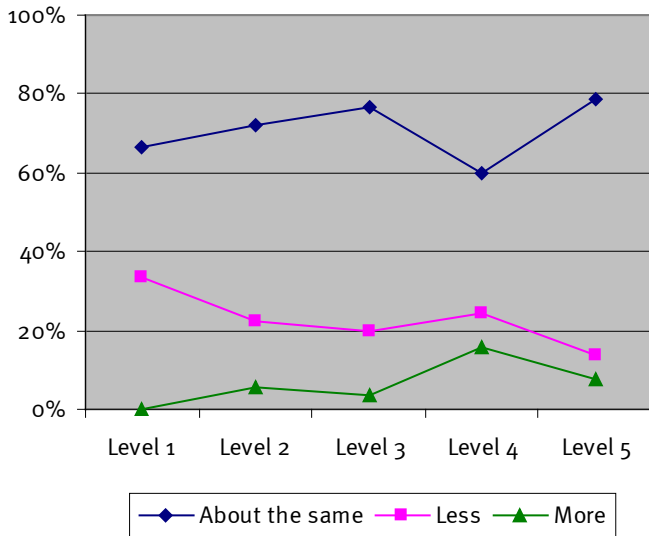
Gender disaggregated results were also analysed by respondents’ self-reported professional level. Interestingly, this analysis gave a very different profile for female compared with male respondents. Figure 7 shows that female respondents at lower levels were most likely to view their wage as about the same as others who were performing similar roles, while female respondents at higher professional levels were more likely to view their wage as being less compared to that of others who were performing similar roles.

Figure 7: Female respondents’ perceptions of pay equity at each professional level



By contrast, as highlighted in Figure 8, male respondents’ perception that they were paid about the same as others performing similar duties remained fairly consistent across levels. The perception of earning less tended to decrease as professional level increased.

Figure 8: Male respondents' perceptions of pay equity at each professional level



Responses disaggregated for each of the four most common occupational roles (Geologist/Geoscientist, Mining Engineer, Metallurgist and Management) generally mirrored aggregate results, and showed that these findings persist consistently across different role types. The only exception was, predictably, the management role type, where a much higher proportion of females felt they were paid less, compared with males. This may be linked to the concentration of higher professional levels in this role type, since managers were more likely to be at higher levels than the lower and graduate levels.

Analysis of perceptions of pay equity by the most common organisational types revealed differences between organisations. In small to medium sized mining companies and consultancies, female respondents were substantially more likely than their male counterparts to view their pay as being less than those performing a comparable role. Further, female respondents working within these organisations were most likely to view their pay as being less (rather than 'about the same' or 'more') than that of those performing a comparable role. This differs from the perceptions of female respondents working for large mining companies and female respondents overall, who were most likely to identify that they felt they were paid 'about the same'.

Perceptions of sufficient transparency in salary

Respondents were asked: 'Do you consider there is sufficient transparency regarding salaries in your workplace?' A total of 459 participants responded to this question.

Of all those who responded to the question:

- 65.2% responded 'no' (n=299)
- 34.9% responded 'yes' (n=160)

Of the 312 question respondents who stated their gender as female, nearly three quarters (73.1%; n=228) indicated that there was not sufficient transparency regarding salaries in their workplaces, compared with just under half (47.9%; n=75) of the 144 respondents who stated their gender as male. Conversely, 26.93% (n=84) of female and 52.09% (n=75) of male respondents to the question responded 'yes'.

Gendered results were further disaggregated by professional level. As Figures 9 and 10 show, male respondents' perceptions that there was not sufficient transparency were negatively correlated with professional level, with perception of insufficient transparency decreasing as professional level increased. In contrast, female respondents' perceptions of insufficient transparency in salary were at a relatively high level for respondents between levels 1 and 4. Female respondents at professional level 5 were divided in their views of sufficient transparency in salary with slightly more respondents identifying that there was sufficient transparency in salaries.

Figure 9: Female respondents' perceptions of sufficient transparency in salary at each professional level

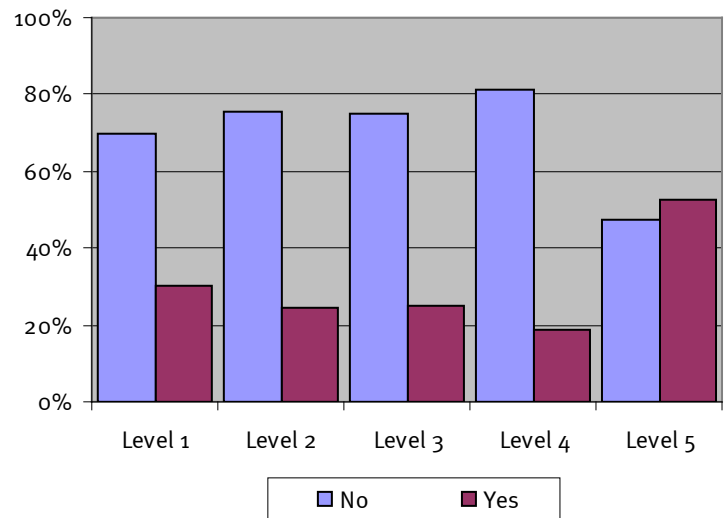
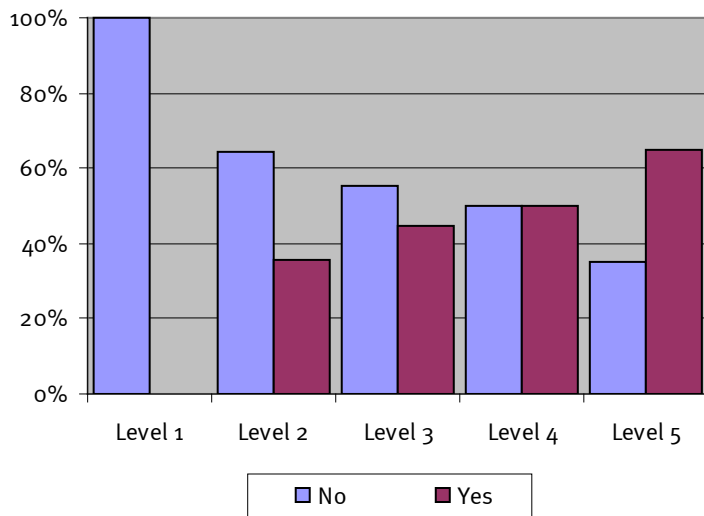


Figure 10: Male respondents' perceptions of sufficient transparency in salary at each professional level



Female respondents' aggregate results for this question were mirrored in each of the four most common role types (Geologist/Geoscientist, Mining Engineer, Metallurgist and Management). Male respondents who identified as Metallurgists or Mining Engineers were more inclined to view that there was not sufficient transparency in salaries, however male respondents who stated their role as Geologist/Geoscientist or Management, were more likely to report that they considered there was sufficient transparency in salaries.

When results to the question were disaggregated across the three most common company types (large mining companies, small to medium mining companies, and consultancies), female respondents consistently remained more likely than male respondents to report that they did not consider there was sufficient transparency in salaries. This contrasts with the results to the question '*Compared to other people who perform a comparable role, do you feel that you are paid: about the same, less or more?*', wherein female respondents working for large mining companies were more likely than females working for small to medium mining companies or consultancies to view their pay as being 'about the same' or 'more' than that of others performing similar roles.

Interestingly, male respondents working for small to medium mining companies and consultancies were considerably more likely to report there was sufficient transparency in salaries than their aggregate results suggest, with over 60% of males giving this response in each case, compared with about half of male respondents overall. By contrast, male respondents working for large mining companies were more inclined to report there was not sufficient transparency in salaries (about 60% of male respondents working for large mining companies responded 'no').

Perceptions of the main drivers of the gender pay gap

Participants were able to give free-text responses to the question '*What do you think are the main drivers of the pay gap?*' A total of 391 respondents provided a response. Of those who answered the question, 66.8% (n=261) were female and 32.2% (n=126) were male.¹⁰

Overall, the wide breadth of responses highlight the complex and interlinked nature of those factors contributing to the gender pay gap. Many responses were very detailed, and drew causal links between different drivers of the gender pay gap. For example, respondents who identified family responsibilities as a driver frequently also identified that career breaks associated with family responsibilities meant less work experience for women and lower pay, or that family responsibilities meant women were unable to accept higher-paying positions associated with inflexible work practices. Some of those who identified workplace culture as a driver suggested that cultural norms were also directly discriminatory.

In order to identify trends, responses were sorted into categories of pay gap drivers. The following analysis discusses the most common categories identified by respondents, and apparent links between them.

Workplace culture

A total of 53.7% (n=209) of respondents to this question identified workplace culture as contributing to the pay gap, which made it the most commonly identified driver of the pay gap, by a wide margin. The proportions of male and female respondents in this category closely reflected proportions of male and female respondents to the question overall. Proportionally more level 5 respondents identified workplace culture reasons than did respondents at other levels.

Responses that cited workplace culture as an underpinning reason for the gender pay gap included comments suggesting that pay inequity was a result of historical attitudes or inequities that either still existed, or for which the organisation was still feeling carry-over effects. Comments that identified male dominated culture and/or leadership, such as the existence of a 'boys club', were common. Answers also revealed a perception that gender roles and gender stereotyping still impact on perceptions of roles appropriate to women (care giving roles and roles involving 'soft' skills rather than technical skills) and men ('bread winner' and technical roles). Some responses referred to under-valuation of women's work styles.

¹⁰ A small number (n=4) respondents who did not state their gender responded to this question. Their responses are included in the overall analysis, but are not included in the gender disaggregated figures.

'Most men are managers. The operation I worked for had a "boys club" where only the boys were invited to go drinking. Here they discussed the day to day operations and decisions. Managers tend to promote their male mates rather than those that put in the work.' - Female, level 3

'Women are still perceived as not being as career minded as men, because "they will just leave to have kids".' - Male, level 2

'Women are not valued as highly as men, they demand less and feel professionally less experienced if they have taken time off to raise children. Women who have children are labelled as "mothers" and the role of mother in our society carries little or no respect in the workplace.'
- Female, level 2

Gendered differences in career progression and development

Another central issue identified by respondents was gendered differences in career progression and development, including a lack of mentoring/training for women, a lack (or perceived lack) of work experience (partly due to career breaks) and part time/fewer working hours. Overall 121 respondents (30.9% of all respondents to the question) gave an answer falling into the broad category of gendered differences in career progression and development, with comparable proportions of men and women citing this as a reason for the pay gap. Within this reason, higher percentages of women than men specifically identified women working part time or fewer hours, and a lack of mentoring and/or training for women, as relevant factors. A slightly smaller percentage of female respondents specified experience and career breaks as a pay gap driver, compared to men. Overall, a higher proportion of level 1 respondents identified gendered differences in career progression and development as a driver of the pay gap than did respondents at any other level.

A number of these responses identified cause and effect links with other drivers; for example, some noted that cultural reasons, such as a male-dominated leadership culture (either a 'boys club' or a lack of senior females), or gender stereotypes, are strongly associated with the lack of mentoring, training and development opportunities. Caring responsibilities were seen to impact upon women's career progression, while part time work was perceived to be less valuable, and that a lower salary was a 'price' paid to work fewer hours.

'Men in more senior roles relating to or identifying with male job applicants and therefore helping in their promotion. This does not mean that they discourage women, but they see junior men as being "just like them" when they were starting out, and so provide advice to them...'

- Female, level 5

'At the higher executive level there is the issue with interrupted career path due to parenting. This has an ongoing impact on base pay plus super and then later in life. Paid maternity leave only goes a small way to address this imbalance.'

- Male, level 3

Gendered differences in self-promotion

Respondents commonly suggested that women are paid less because they do not 'put themselves forward', ask for pay increases or negotiate to the same extent as their male counterparts. Some respondents suggested that this was linked with a lack of confidence amongst women compared with men, whilst others suggested women had less skill and ability in negotiation. There was sometimes overlap between responses in this category and those identifying perceived gender roles and stereotyping. Overall, 26.6% of respondents to the question (n=104) gave responses falling within this category, and 30.7% of all female respondents to the question identified gendered differences in self-promotion as a driver of the pay gap, compared to 16.7% of all male respondents.

'Women do not negotiate for more money. This is not because women are incapable of negotiating, but because having the skill to do so is considered a "bad" trait in women. Men who are good at negotiating attract adjectives such as "go-getter", "agile", "adept", and "ambitions", whereas women attract terms such as "man-like", "aggressive", "bossy", and "opinionated". Women are very self critical and will accept unreasonable excuses for less pay as true - eg, "I took three years off to raise kids so I don't deserve as much pay as the guy who didn't take time away from the professional world".'

- Female, level 2

'I firmly believe that guys are more likely to exaggerate their skills, put themselves forward, talk themselves up in interviews etc than females are. As a result they often get the job over the slightly less confident, often greater skilled and more suitable female.' - Male, level 5

Family or caring responsibilities

A total of 86 respondents (22.0% of all survey participants who responded to this question) identified family responsibilities as a driver of the pay gap. Of all female respondents, 24.9% identified family responsibilities as a contributor to the pay gap, compared with 16.7% of total male respondents. Many respondents suggested that women's family responsibilities meant that they might need to take more leave or be unable to put in the extra hours and commitment required to achieve pay equity and/or seniority.

Of the 86 responses that fell within the broad category of family or caring responsibilities, 69 specifically mentioned child care, of which the majority (n=53) were responses from females. Proportionally, a much higher percentage of female respondents to the question (20.3%) identified child care issues compared to male respondents (12.7%). Five responses made particular note of elder care or other family care.

There was a notable cross-over between this category and responses identifying gendered differences in career progression and development, with frequent references to the link between family responsibilities, and the need for career breaks and/or part time work or fewer working hours. Many respondents whose responses noted family responsibilities also suggested a link to perceptions and/or stereotypes of women's family responsibilities. The mining industry was recognised as having some particular challenges in this regard.

Occupational segregation

Despite identifying cultural reasons as a key driver of the pay gap, few respondents (7.7%) linked the pay gap to occupational segregation (concentrations of a gender in particular occupation or industry roles) at a macro level. There was little difference between male and female response rates identifying occupational segregation.

Inflexible work practices

Similarly, a small proportion of respondents (7.7%) identified inflexible work practices as a pay gap driver. A higher proportion of the respondents identifying inflexible work practices (including fly in fly out arrangements) were male (9.5% of all male respondents to the question) compared to female (6.9% of all female respondents).

'Taking maternity leave - miss out on performance based salary rise during this time. Family responsibility - why pay someone who has to leave every day at 4 or even 5pm to pick up children from day care the same as someone who stays back and works 12+ hour days, assuming same level of competence and effectiveness? I wouldn't.'

– Female, level 5

'Reduced flexibility due to having children eg. can no longer work such long hours, often more difficult to take FIFO positions as many women in the industry also have partners who work in mining. Lack of childcare in mining towns, in particular lack of day care that provides coverage for a 10 or 12 hour shift.'

– Female, level 1

Questioned existence of a pay gap

A number of respondents (n=34, or 8.7%) questioned the existence of a pay gap, and stated that they had not witnessed it (or that it didn't exist in their organisation), or suggested that any gap was attributable to non-gendered factors. There was a gendered difference in the proportion of responses in this category, with 14.3% of male respondents to the question falling into the category, compared to 5.7% of female respondents.

Perceptions of comparable income

Following the question, ‘Compared to other people who perform a comparable role, do you feel that you are paid: about the same, less or more?’ (discussed above), respondents were asked ‘If you are paid less or more, why do you think this is?’ A total of 198 respondents answered the former question with ‘less’ or ‘more’, making them eligible to answer the latter question, and 165 provided a response. Of these, 127 (77.0%) of these were female and 38 (23.0%) were male.

The majority of those who answered this question (n=149, or 90.3%) had answered ‘less’ to the previous question regarding their relative pay. Only 16 (9.7%) had answered ‘more’.

Respondents who thought they were paid ‘less’

The respondents who felt they were paid less than their counterparts gave a very wide range of explanations as to why they thought this was.

Gender stereotyping was the most commonly identified reason for being paid less (n=23, or 13.9% of respondents to this question), and all of the respondents who identified this issue were female.

‘I think employers are conditioned to pay women less money for the same role and aren’t always open to the idea of women being in senior positions.’

– Female, level 5

‘Belief that I am going to go and have a child, so why bother promoting them if they are going to leave us in a difficult position when they go on parental leave?’

– Female, level 2

‘Pay...[depends] on how well you “market” and recruit clients. Marketing in the mining industry is always to men, and requires a lot of drinking and propping up bars. What would be regarded as “marketing” by a male is regarded as a “come-on” when done by a female.’

– Female, level 4

A total of 11.5% (n=19) of respondents attributed their perceived lower pay than their counterparts to failing to negotiate their pay, or a lack of negotiation power and/or a lack of knowledge about pay rates and negotiating. This reason was more commonly identified by women (n=17, 13.4% of all female respondents to the question) than men (n=2, 5.3% of all male respondents to the question). This perception corroborates the identification of gendered differences in self-promotion as one of the major drivers of the pay gap, as discussed earlier.

‘I think I’m likely not as aggressive pursuing raises. I don’t know if that’s gender related or just an individual difference.’ – Female, level 3

The same proportion of respondents to this question (11.5% or n=19) suggested that the organisation’s size, status (eg. as a government or government-owned body) or structures restricted salary negotiation, resulting in lower wages. This was the most common response for males, accounting for 18.4% of all male responses (compared with 9.4% of all female responses).

‘Government salaries do not match industry standards.’ – Male, level 5

‘It’s a small company.’ – Female, level 2

Some respondents (7.9% or n=13) believed that simply being female attributed to receiving lower wages than their male equivalents.

‘Because I am female.’ – Female, level 5

‘If I were male, I would be on more. Equivalent positions in the business are paid a lot more to my male counterparts. Especially the men who support a family.’ – Female, level 3

Of the remaining respondents who thought they were paid less:

- Eleven respondents (6.7% of all respondents to this question) identified a lack of experience and/or life skills as a contributor to the pay gap. Some respondents suggested that formal qualifications and ability did not figure as highly in determining pay rates as actual time on the job, or even age.
- Another eleven respondents (6.7% of respondents to this question) reported that being happy in their roles was more important than monetary rewards, or that additional benefits (such as overtime pay or non-monetary benefits and opportunities) were a fair trade for a lower salary. A higher percentage of males (13.2%) than females (4.7%) cited this reasoning.
- Ten (6.1%) respondents to this question, all of whom were female, attributed a male dominated work culture (including the ‘boys’ club’) as contributing to the pay gap. Links can be drawn between these responses and those identifying gender stereotyping, and male dominated workplace culture as drivers of the pay gap.

- A small number (5.5%, n=9) of respondents attributed lower pay to being based at a location other than a work site or remote area: it was usually acknowledged that pay rates may be higher at less desirable locations and vice versa. A higher percentage of male respondents (15.8%, as opposed to 2.4% of female respondents) supported this reasoning.

Respondents who thought they were paid 'more'

A relatively low number of respondents (n=16 or 9.7% of all respondents to this question) felt that they were paid more than others in similar positions. Notably, most of the respondents in this category attributed higher wages to their own performance, skills and experience rather than external factors.

'Skills, experience and hard work.' – Female, level 3
'Primarily due to long work hours, additional responsibility and more qualifications.'
 – Male, level 4

Perceptions of Support for Gender Diversity

The survey included a number of questions to glean perceptions about organisations' success in promoting and implementing gender diversity strategies, and initiatives to support and encourage women's professional development.

Perceptions of proactive organisational support for gender diversity

Respondents were asked the question: *'Do you consider that your organisation is proactively supportive of gender diversity?'*

A total of 481 survey participants responded to this question. Of those who responded:

- 29.7% responded 'no' (n=143)
- 70.3% responded 'yes' (n=338)

Of those who responded to the question, 321 (66.7%) were female, and 157 (32.6%) were male. Of all female respondents, 36.8% (n=118) responded 'no', compared with a much smaller proportion (15.3%, n=24) of male respondents. Conversely, 63.2% (n=203) of female respondents and 84.7% (n=133) of male respondents thought their organisation was proactively supportive of gender diversity.

Figure 11: Percentage of female respondents at each professional level that consider their organisation proactively supports gender diversity

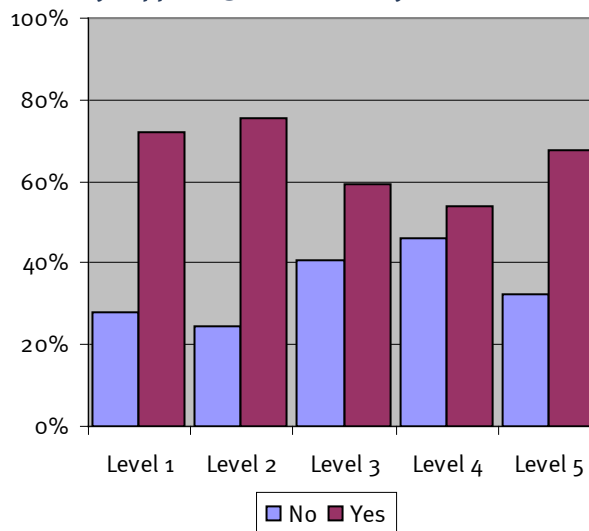
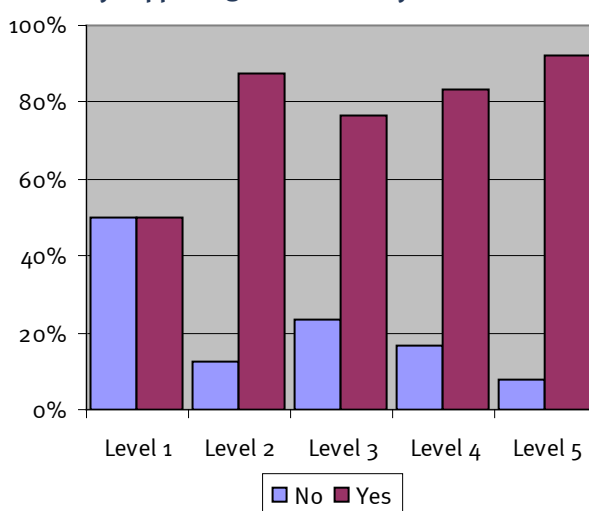


Figure 12: Percentage of male respondents at each professional level that consider their organisation proactively supports gender diversity



Results disaggregated by gender and professional level are detailed in Figures 11 and 12. Comparing these figures shows that male respondents at levels 2-5 were more likely than their female counterparts to believe that their organisation proactively supported gender diversity. Female respondents at professional levels 1 and 2 were most likely of all female respondents to view their organisation as proactively supportive of gender diversity.

The extent to which female respondents across the three most common employer types (large mining companies, small to medium mining companies and consultancies) viewed that their organisation proactively supported gender diversity was similar to aggregate female results. Male responses were also comparable across these employer types, although male respondents working in consultancies were slightly more likely than those working in mining companies to believe their organisation was proactively supportive of gender diversity.

Ability to identify female role models and mentors

Respondents were asked the question: ‘Are you able to identify female role models and mentors in your organisation?’

A total of 488 survey participants responded to this question. Of these:

- 48.8% responded ‘no’ (n=238)
- 51.2% responded ‘yes’ (n=250)

Respondents to the question comprised 328 (67.2%) females, and 157 (32.6%) males. Of all female respondents, slightly more (52.1%; n=171) responded ‘no’, than ‘yes’ (47.9%; n=157). By contrast, fewer male respondents responded ‘no’ (41.4%; n=65) than ‘yes’ (58.6%; n=92).

Results disaggregated by gender and professional level are detailed in Figures 13 and 14. Male and female responses across levels 2-4 were relatively similar, with around half of all respondents reporting they were able to identify female role models and mentors in their organisation. However, male respondents at level 1 were considerably less likely than female respondents at this level to report that they could identify female role models and mentors. This trend was reversed at level 5, with female respondents substantially less likely than male respondents to report that they were able to identify female role models and mentors.

Figure 13: Percentage of male respondents at each professional level that were able to identify female role models and mentors within their organisation

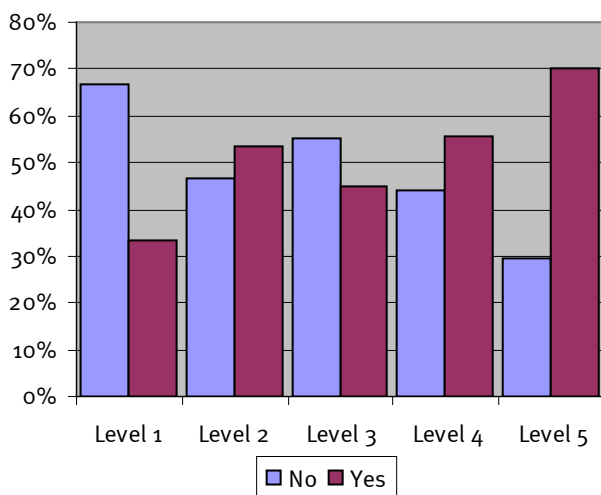
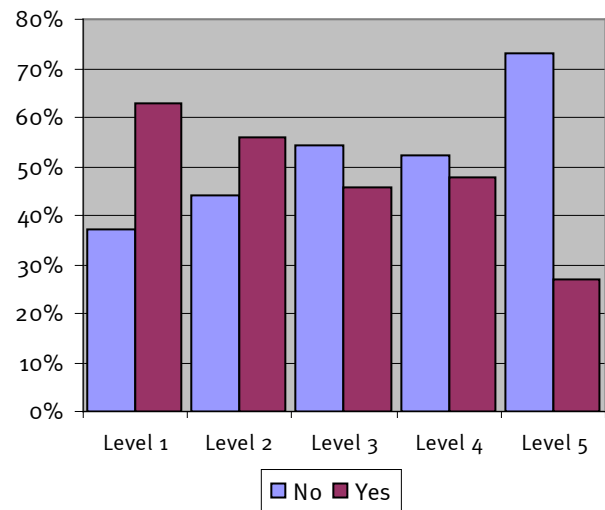


Figure 14: Percentage of female respondents at each professional level that were able to identify female role models and mentors within their organisation



More than half of all male and female respondents working in large mining companies reported that they were able to identify female roles models and mentors within their organisation. This contrasts to results for small to medium sized mining companies and consultancies where female respondents were most likely to report that they could not identify female role models and mentors within their organisation, while male respondents were most likely to report that they could.

Organisational support for professional development programs and networking events aimed at women

The survey asked: ‘Are you and/or women in your organisation supported in attending professional development programs or networking events aimed at women?’

This question elicited 461 responses. Of these:

- 37.5% responded ‘no’ (n=173)
- 62.5% responded ‘yes’ (n=288)

Females comprised 68.6% (n=316) of respondents to this question, and of these, 38.3% (n=121) responded ‘no’, and 61.7% (n=195) responded ‘yes’. Of the remaining 45.3% (n=143) male respondents, there were similar results, with 35.7% (n=51) responding ‘no’ and 64.3% (n=92) responding ‘yes’.

Female respondents at professional level 5 were the most likely to identify that they were supported by their organisation in attending professional development programs and networking events, compared with female respondents across all other levels. Male respondents at levels 1 and 2 were more likely than male respondents at levels 3-5, and female respondents across all levels, to report that their organisation did not support women in attending professional development programs and networking events aimed at women.

Male and female respondents' views on organisational support for women to attend professional development programs and networking events aimed at women differed between the three most common employer types. Over 70% of male and female respondents within consultancies, and approximately two thirds of male and female respondents employed by large mining companies, identified that their organisation supported women in attending professional development programs and networking events. Conversely, female respondents working in small to medium mining companies were most likely to report that their organisation did not support them in attending professional development programs and networking events aimed at women, while the reverse was true for males working in small to medium mining companies, who were likely to perceive their organisation as being supportive in this regard.

Perceptions of factors promoting gender diversity

A total of 481 participants responded to the question: *'Which of the following do you feel has a greater impact in promoting gender diversity: supportive culture; supportive manager; or, other?'*

Of all respondents:

- 53.6% selected supportive corporate culture (n=258)
- 39.7% selected supportive manager (n=191)
- 4.6% identified both supportive corporate culture and supportive manager as equally important (n=22)
- 2.1% provided an 'other' response (n=10)

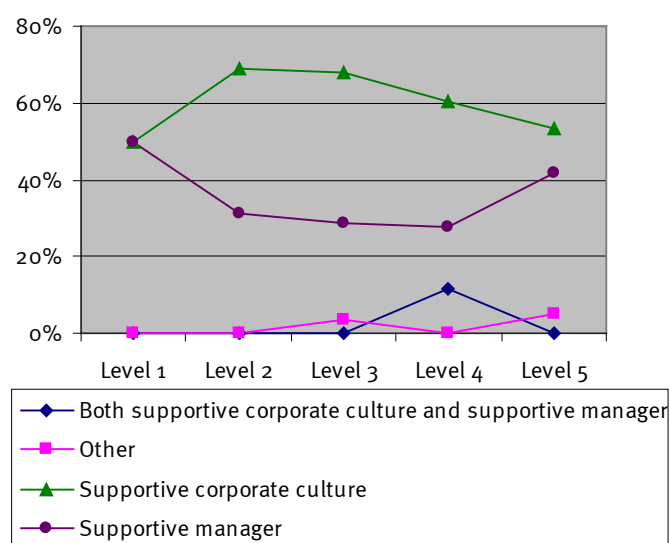
Female respondents comprised 67.2% (n=323) of total respondents to this question. The distribution of their responses across the available answers approximately mirrored the proportions shown for overall respondents.

Male respondents made up 32.2% (n=155) of respondents to the question. A higher proportion of male respondents selected supportive corporate culture (59.4%, n=92) than the proportion of respondents overall, and, conversely, male respondents selected supportive manager less than the overall survey population ((34.8% of male respondents, n=54).

A slightly greater proportion of female respondents compared to male respondents emphasised the equal importance of both a supportive manager and corporate culture.¹¹

Figures 15 and 16 disaggregate these results by gender and professional level, and show that males and females at professional levels 1-4 were most likely to identify supportive corporate culture as being the most significant contributor to the promotion of gender diversity. While this trend extended to male respondents at level 5, female respondents at professional level 5 were more likely to view a supportive manager as being significant to promotion of gender diversity.

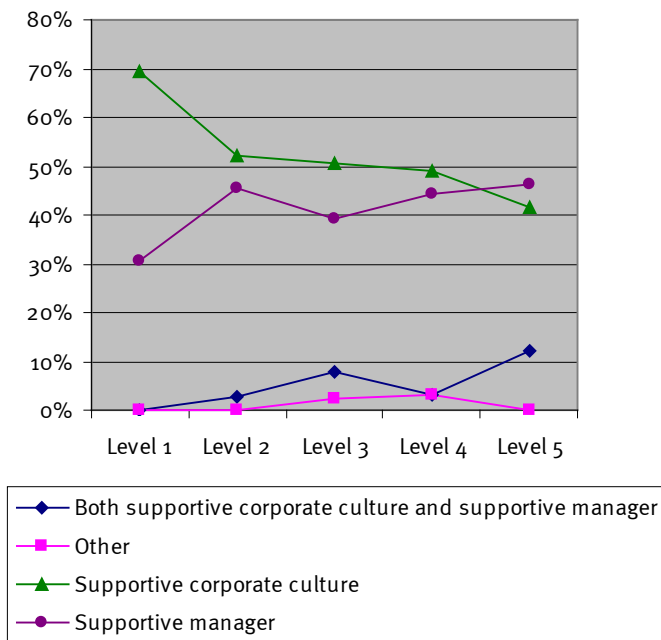
Figure 15: Male respondents' perceptions of significant contributors to the promotion of gender diversity at each professional level



Women in large mining companies and consultancies were less likely than men to identify supportive corporate culture and more likely to identify supportive manager, but in small to medium mining companies they were more likely than their male counterparts to identify supportive corporate culture and less likely to identify supportive manager.

¹¹ While some respondents simply selected supportive culture or supportive manager, other respondents provided additional comments regarding their answer in the free text field. Many respondents who selected supportive culture provided a note in the comment field that supportive managers were also highly important, but when asked to choose they considered supportive culture as most influential (and vice versa for those who selected supportive manager). In addition, some respondents recognised the importance of having a supportive organisational culture and supportive manager, providing the answer of 'Both' in the free text field, indicating that supportive manager and culture were equally influential. Although 'Both' was not a standard response option, it was treated as a possible answer given the number of respondents who provided this response.

Figure 16: Female respondents' perceptions of significant contributors to the promotion of gender diversity at each professional level



Identification of organisational measures supportive of gender diversity, and proactive measures companies could take to improve gender diversity

Survey respondents were asked two free-text response questions pertaining to existing organisational measures to support gender diversity and what new measures and changes could be taken:

- ‘Do you know of any measures in your organisation that are supportive of gender diversity?’*
(Referred to as the ‘existing measures’ question).
This question attracted 249 responses (445 participants gave no response). Of these respondents, 172 (69.1%) were female and 76 (30.5%) were male.
- ‘What proactive measures could companies take to improve gender diversity?’*
(Referred to as the ‘future measures’ question).
This question attracted 253 responses (441 non-responses were recorded). Of the responses, 181 (71.5%) were from women, and 70 (27.7%) were from men.¹²

To allow comparison, responses to these two questions were analysed together, using the same method to categorise responses.

Flexible work arrangements

Of all respondents to the ‘existing measures’ question, 23.3% (n=58) gave responses that related to flexible work arrangements, with similar proportions of male and female respondents identifying flexible arrangements. Many respondents mentioned specific flexible work practices: most commonly, part time work, flexible hours and parental (or maternity) leave, whether paid or unpaid. Some responses praised existing practices, while others identified problems with the way they were implemented, and a number alluded particularly to the challenges in working flexibly with site-based work compared to office-based work.

‘Office staff seem to routinely receive maternity leave and return to work after, but I know of no technical or remote staff that have availed themselves.’

– Female, level 1

(In response to the ‘existing measures’ question)

More significant was the identification of flexible work practices) as a future measure organisations could implement to improve gender diversity (identified by n=75, or 29.6% of respondents). Higher proportions of female than male respondents to the ‘future measures’ question identified flexible work arrangements (34.8% and 17.1% respectively). Flexible hours and parental (or maternity) leave were the most common working options mentioned, though a number of respondents, particularly women, mentioned practices to assist with returning to work following a career break.

Attraction and recruitment

Attraction and recruitment activities, including publicity and community education, were highlighted by 19 respondents (7.6%) as existing measures being undertaken to support diversity. Interestingly, all of these respondents also identified as level 1. It is possible that, being relatively junior and perhaps new to their organisations, these respondents had recently been exposed to company attraction and recruitment activities. Considerably more respondents (n=43, or 17.0% of all respondents) identified attraction and recruitment activities in response to the ‘future measures’ question (15.5% of female respondents and 21.4% of male respondents to this question). Again, a higher proportion of level 1 respondents identified attraction and recruitment as future measures, though other levels were also represented. Responses that highlighted attraction, recruitment, publicity and community education ranged in scope from basic recruitment activities to proactive and innovative approaches to attracting female candidates.

¹² Two respondents to this question did not specify their gender.

'Women's presence on interview panels is required when female candidates are present.'

– **Female, level 1**

(In response to 'existing measures' question)

'My company also sponsors scholarships for local female high school students to spend time on site experiencing careers that are traditionally male, and spending time with women who work in those careers.' – **Female, level 1**

(In response to 'existing measures' question)

'Better marketing and promotion of the industry. A majority of people that are not in this industry think it is just full of very blokey blokes.' – **Female, level 4**

(In response to 'future measures' question)

'Think a lot more could be done to assist women back into the industry after children. In fact opening that up to either parent would be good and catch Australia up with the rest of the modern world. I also think more should be done to target high school age females.' – **Female, level 3**

(In response to 'existing measures' question)

Career development and progression opportunities/activities/training/mentoring

A total of 27 (10.7%) respondents to the 'future measures' question identified a need for career development and progression opportunities/activities/training/mentoring for women, with a higher proportion of female respondents (12.7%) than male respondents (5.7%) within this category. In contrast, few respondents to the 'existing measures' question suggested that this was an existing organisational practice. Development activities identified by respondents spanned a broad range.

'Supportive training programs, ...appropriate & honest succession planning targeted with career development so employees and employers know where careers and companies are heading (which can also deal with paternal/maternal leave provisions), corporate alumni programs to keep in touch with personnel who have moved to other companies for work/personal reasons but on good terms to leave the door open for them to come back.'

– **Male, level 3**

(In response to 'future measures' question)

'Specific targeted professional development programs for women. Specific targeted professional development programs for all managers and leaders (men and women). Mentoring programs including internal and external mentors. Executive coaching/ career coaching... Specific consideration of women in talent management and high-potential people identification (lots of stereotyping happening in this).'

– **Female, level 4**

(In response to 'future measures' question)

Child care

Very few respondents (n=3) identified child care as an existing measure offered by their organisation. A greater number of respondents (12.6%, n=32) identified it as a future measure organisations could take to promote gender diversity, with a higher proportion of female (14.4%) than male respondents (8.6%) identifying childcare. Responses included company provision of child care facilities, with the suggestion that it be on-site, especially in remote locations, and cover all shift hours. Fringe benefits tax exemptions for company-run child care was also highlighted, as well as company payment of child care costs, including when carers travelled or attended social functions for work.

Equal pay

Of all respondents to the 'future measures' question, 10.7% (n=27) gave responses about equal pay. This comprised 12.7% of all female respondents to the question and 5.7% of all male respondents. (By contrast, there were few responses about equal pay for the 'existing measures' question). Some responses simply noted that equal pay would assist gender equity, whilst others gave more detail, especially those suggesting structured procedures around recruitment, pay and promotions to limit bias, and those suggesting transparent and public pay rates.

'Open and transparent pay scales. Promotions based on demonstrable merit basis, not on duration of tenure or rugby team preferences!'

– **Female, level 4**

(In response to 'future measures' question)

Equal Employment Opportunity (EEO) policies and procedures

A total of 23 (9.2%) of respondents to the 'existing measures' question said that their organisation had Equal Employment Opportunity (EEO) policies and procedures, or similar, and/or practiced such procedures. A much higher proportion of male respondents (19.3%) compared with female respondents (4.3%) had responses about EEO policies and procedures. Notably, in relation to the 'future measures' question, only a very small proportion gave responses alluding to EEO policies and procedures.

Addressing diversity via organisational culture was only identified by 6.0% of respondents to the 'existing measures' question. By contrast, a larger proportion of respondents (17.8%, or n=45) suggested that measures to address organisational culture could be taken to support diversity, with comparable proportions of male and female respondents providing this response.

"Starting with the board - promote diversity and I don't mean the token woman - I mean true diversity."
– Female, level 5

"Need to promote from the Corporate level the values of the company, which includes the gender diversity, and make sure the company lives by those values."
– Male, level 5

Women's networking events and activities

Of all respondents to the 'existing measures' question, 6.0% (n=15) identified women's networking events and activities as existing measures supportive of gender diversity. A small proportion of respondents to the 'future measures' question (3.2%, n=8 respondents) identified networking events and activities as measures companies could take. One female respondent pointed out that these networks are often informal and run in a volunteer capacity rather than being a company investment.

"A women's network. However this tends to be run by VOLUNTEER women on top of their "day" jobs (such as myself). I can't help but suspect that by establishing these kinds of initiatives and then expecting women to run them... but not paying them, nor giving them recognition for their level of responsibility, that it might actually be reinforcing the problem. I even sometimes feel gullible for taking on the task, as though I am falling into the trap of saying, "Thank you sir, for giving me this position. How much will you pay me? Nothing? Well that's okay, it's just a pleasure working here and feeling as though I am giving back to society." ...Sometimes I can't figure out if I am helping women get ahead, or if I'm reinforcing stereotypes by volunteering in such a role that I give hours to each week, but is not recognised in an official capacity, despite being assigned in an official capacity... I used to believe it when I heard managers say, "Pay equity means a lot to us..." but I now realise that the missing end of that sentence is "...but not as much as saving money"."
– Female, level 4

Merit-based recruitment and reward

A total of 6.8% of respondents to the 'existing measures' question made a comment suggesting that recruitment and reward were merit-based, regardless of gender. These comments were made by a higher proportion of all male respondents (17.1%, n=13) than female respondents (1.7%, n=3). A similar overall proportion of total respondents (6.3%) to the 'future measures' question also identified merit-based recruitment and reward, again including a slightly higher proportion of male respondents (8.6%, n=6) compared to female (5.5%, n=10). The responses regarding future measures were variable: some felt that merit-based recruitment and reward should be used, with no consideration of gender, whereas others wanted to see more women employees or leaders, but felt that their employment and promotion should be clearly merit-based so as not to be seen as 'tokenism'.

No measures to support gender diversity

A large proportion (34.9%) of all respondents to the 'existing measures' question stated that they did not know of any existing measures to support gender diversity in their organisation. This included 39.0% of all female respondents. By contrast, only 2.8% of all respondents to the 'future measures' question specifically indicated that there were no proactive measures their company could take to improve gender diversity. (These counts do not include blank responses).



Care Giver Responsibilities

The survey asked a number of questions about care giver responsibilities. Responses for a selection of these questions are analysed in this report.

Care giver responsibility demographics

Respondents were asked to indicate their care giver responsibilities. Care giver responsibilities were defined by categories of those persons requiring care including child; elderly relative; and, sick or disabled family member. They were also defined by the level of care giving responsibility, with the following response options: Yes – primary care giver; Yes – provide care; and No (do not provide care). No specific definitions were provided for ‘primary care giver’ and ‘provide care’, and as such, the response was open to the individual respondent’s interpretation of these levels of care.

Table 2 summarises responses received for each care responsibility type (child, elderly or sick/disabled), then by nature of care giver responsibility (primary or not) and by gender.

Table 2: Reported care-giver responsibilities, by nature of care giver responsibility and gender

Care giving type		Female	Male	Total
Child	Yes - Provide Care	27	65	92
	Yes - Primary Care Giver	60	9	70
	No care	199	60	261
	Total respondents	286	134	423
Elderly relative	Yes - Provide Care	14	7	21
	Yes - Primary Care Giver	1	1	3
	No care	205	73	280
	Total respondents	220	81	304
Sick or disabled family member	Yes - Provide Care	7	6	13
	Yes - Primary Care Giver	1	0	2
	No care	204	72	278
	Total respondents	212	78	293
TOTALS*	Total care givers	103	82	186
	Total no care	190	53	245

* Totals are based on a unique respondent count. As such, totals do not reflect the sum of counts from each care giver type, as respondents who indicated multiple care giving responsibilities have only been counted once in the totals. Overall totals include respondents who did not state their gender.

Relatively small numbers of respondents said they gave care to elderly relatives and sick/disabled family members, and as such, these were not analysed further.

However, as Table 2 shows, a considerable proportion of participants reported having child care responsibilities. The overall response rate was similar for both males and females, however female respondents to the question (69.6%, n=199) were more likely than male respondents to the question (44.8%, n=60) to indicate that they did not provide care to any children. Of those respondents who provided care, female respondents were more likely than male respondents to be the primary care giver than simply providing care, while the reverse was true for males who more likely provide care than be the primary caregiver.

Figures 17 and 18 show that as professional level increased, so too did the likelihood of having child care responsibilities. This may be because higher professional levels might also be correlated with higher ages, at which people are more likely to have had children. Notably, the graphs demonstrate that women at each professional level were most likely to have no child care responsibilities. This was also true for men at professional levels 1 and 2, but for levels 3 to 5, male respondents were more likely than not to have some child care responsibilities.

Figure 17: Child care responsibilities of female respondents at each professional level

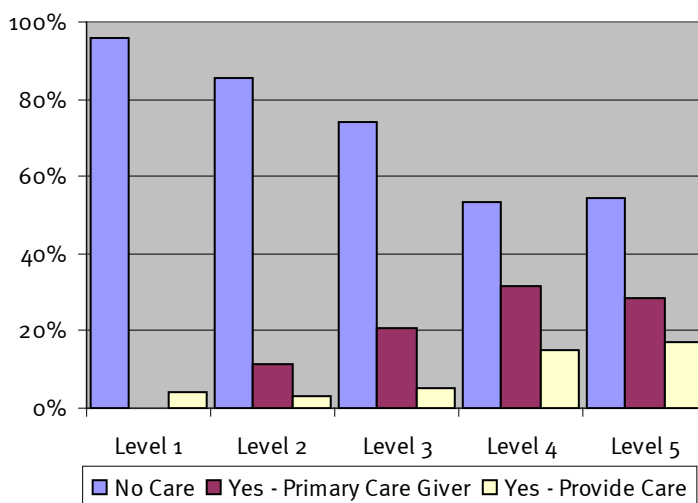
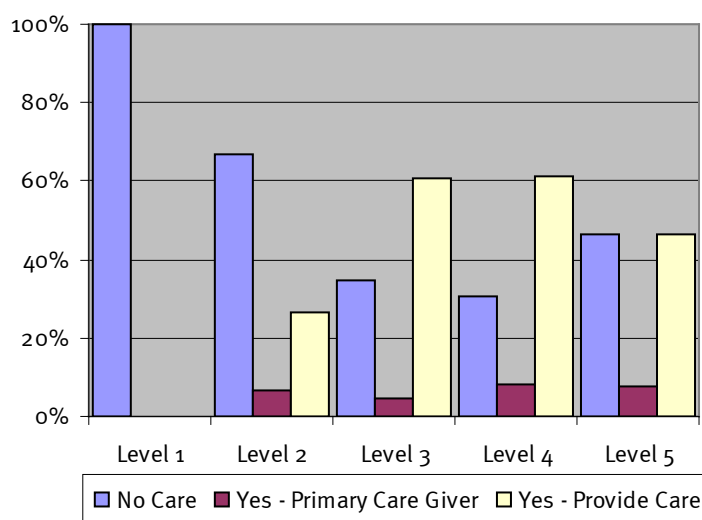


Figure 18: Child care responsibilities of male respondents at each professional level



Female respondents in each of the most common occupational roles were also more likely to have no caring responsibilities than to provide care or be the primary care giver. While this was also true of male Mining Engineers and Metallurgists, male respondents in Manager and Geologist/Geoscientist roles were most likely to report that they provided care to a child. Female respondents in Manager roles were more likely than Mining Engineers, Metallurgists and Geologists/Geoscientists to report having care responsibilities. When female respondents across roles did report that they cared for a child, they were more likely to identify as the primary care giver, rather than providing care. Less than 10% of males in each of the four most common occupational roles identified as being the primary care giver.

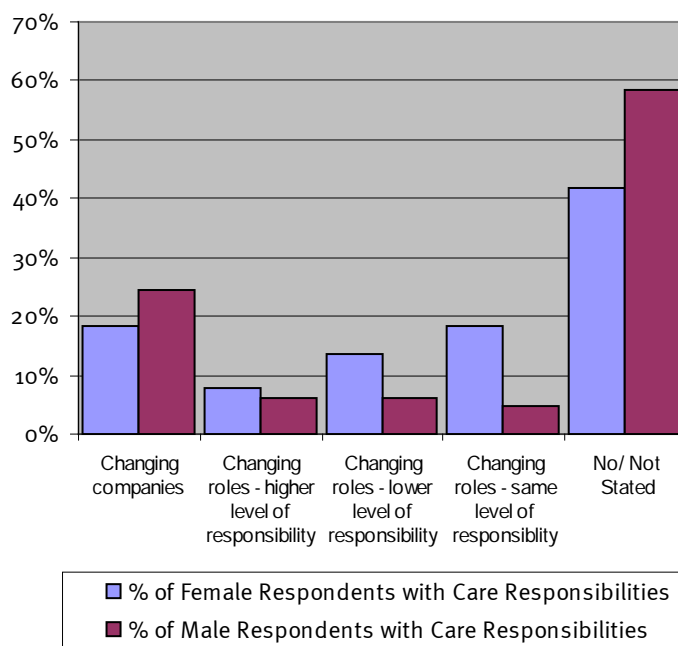
Similarly, amongst those employed by large and small to medium mining companies, female respondents were most likely to report that they did not have care responsibilities. Male respondents were most likely to identify that they provided care to a child, however only a small percentage identified that they were the primary care giver. Of those female respondents working in mining companies who reported that they had care responsibilities, a greater proportion reported being the primary care giver than providing care. Female respondents working in small to medium sized mining companies were slightly more likely to report having care giver responsibilities than female respondents working in large mining companies.

By contrast, a greater proportion of female respondents working in consultancies reported having care responsibilities than did their counterparts in mining companies, and they were less likely to report no caring responsibilities. Conversely, male respondents in consultancies were less likely than male respondents working for mining companies to have child care responsibilities. Female respondents working in consultancies were again more likely than their male counterparts to identify as the primary care giver of a child.

Implications of care giver responsibilities for career

Respondents were asked to identify impacts that their caring responsibility had had on their work and career progression, including: changing companies; or changing roles (to a higher level of responsibility, lower level of responsibility or same level of responsibility). Figure 19 details actions taken by respondents as a result of their caring responsibilities. The largest proportion of participants, both male and female, responded that there was no impact or did not state an impact, though a higher proportion of men than women fell into this category. Of the remainder, female respondents were more likely to change roles to a different level of responsibility than their male counterparts, but male respondents were more likely to change companies.

Figure 19: Outcomes of care responsibilities on career progression by gender

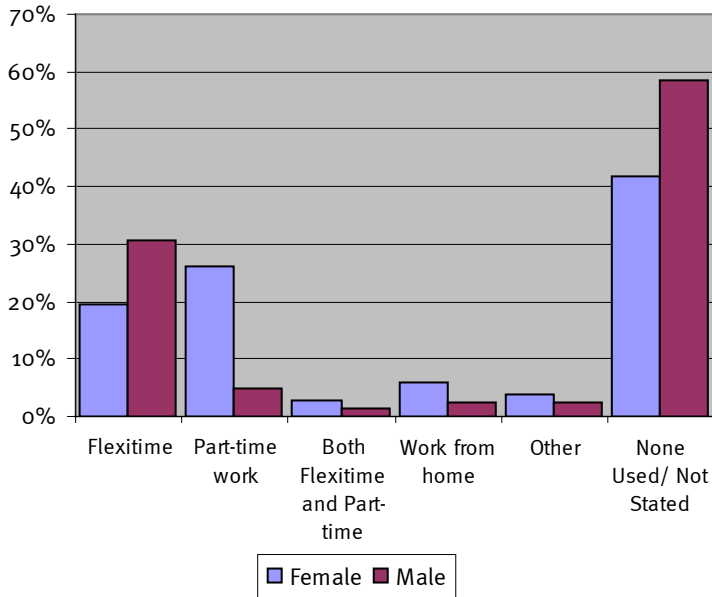


Care giving and use of flexible work practices

Respondents were asked to identify use of flexible work practices including flexitime, part time work, both part time and flexitime, or an 'other' type of arrangement which respondents were able to detail in a free text field. The use of flexible work practices by respondents with caring responsibilities is reflected in Figure 20. Part time work was the option most likely to be used by female respondents with caring responsibilities, but few males respondents worked part time. Both male and female respondents with caring responsibilities made considerable use of flexitime, though this option was more common amongst men than women. 'Work from home' was a common type of arrangement detailed in the 'other' free text field, and has been included as a separate response category in Figure 20.

Overall, slightly more than half of all respondents with care giver responsibilities reported using some form of flexible work arrangements. By comparison, only approximately one third of all respondents without care giver responsibilities reported using any flexible work arrangements, with flexitime being the most common arrangement used by male and female respondents without care giver responsibilities.

Figure 20: Use of flexible work arrangements by respondents with caring responsibilities by gender



Care giving and industry support of fathers

Respondents were also asked whether they thought that the industry adequately supported fathers in their caring responsibilities. A total of 419 participants responded to the question of whom 285 were female and 131 were male. Of those who responded:

- 48.7% stated they did not think the industry adequately supports fathers in their caring responsibilities (n=204)
- 34.9% were unsure whether the industry adequately supports fathers in their caring responsibilities (n=146)
- 16.5% thought that the industry adequately supports fathers in their caring responsibilities (n=69)

Disaggregating the data by gender gave similar proportional results to the overall breakdown, as did disaggregation by care giver responsibilities. Figure 21 shows results for respondents to this question who were care givers (n=173) further disaggregated by gender. Overall female respondents with care responsibilities were more likely than their male counterparts to perceive that the industry did not adequately support fathers in their caring responsibilities.

The same analysis was performed for respondents without care giver responsibilities who answered this question (n=219), as shown in Figure 22. A comparison between Figures 21 and 22 shows that male respondents with care giver responsibilities were more likely to think fathers were adequately supported (and less likely to think they were not adequately supported) than male respondents without care giver responsibilities.

Figure 21: Perceptions of whether industry adequately supports fathers with caring responsibilities: respondents with caring responsibilities by gender

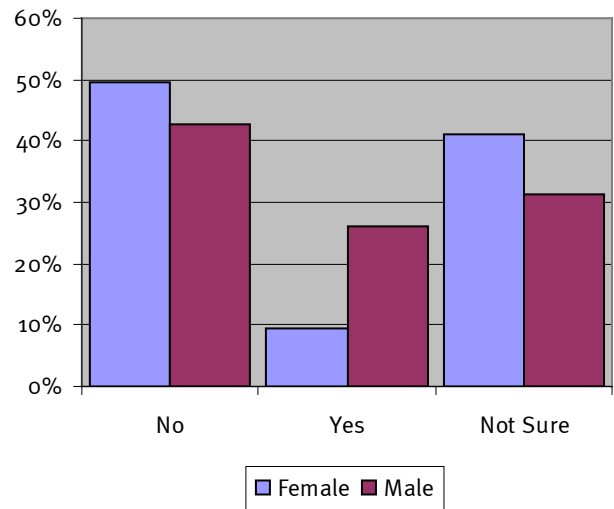
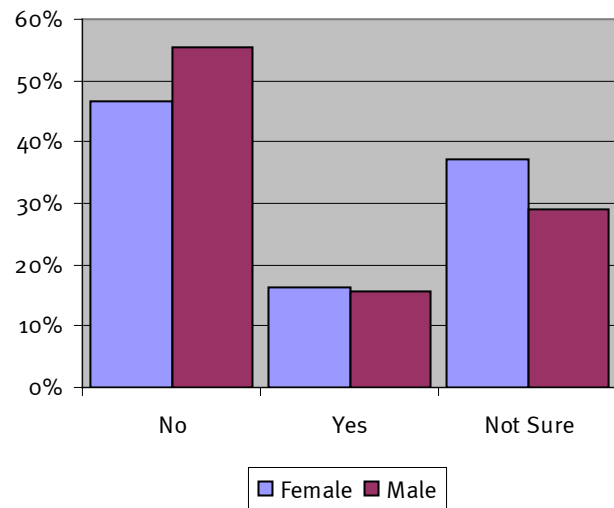


Figure 22: Perceptions of whether industry adequately supports fathers with caring responsibilities: respondents without caring responsibilities by gender



Responses to the question were also disaggregated by level of care giver responsibility, and gender. Male respondents who identified as the primary caregiver were most likely of all male respondents to report that the industry did not adequately support fathers. In comparison, males who provided care (but were not the primary caregiver) were most likely cohort of all male respondents (both with and without care responsibilities) to perceive that the industry did provide adequate support. Females who provided care (but were not the primary care giver) were the most likely female cohort to think industry support for fathers was inadequate.

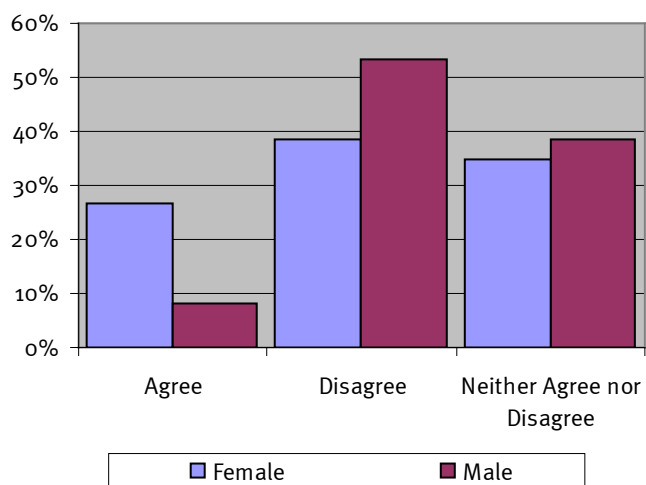
Costs of caring to career planning and progression

Respondents who reported that they had care responsibilities were asked whether the costs of caring were a disincentive to continue in their current role. This question elicited 159 responses (of a possible 185, 26 did not respond). Female respondents comprised 86 of total respondents, and 73 respondents were males. Overall:

- 18.2% of respondents to the question agreed (n=29)
- 45.3% of respondents to the question disagreed (n=72)
- 36.5% of respondents to the question neither agreed nor disagreed (n=58)

When these results were disaggregated by gender, differences became apparent. Of female respondents to the question, 26.8% (n=23) agreed that the costs of caring were a disincentive to continue in their current role, compared with 8.2% (n=6) of male respondents. Conversely, 38.4% (n=33) of all female respondents to the question, and 53.4% (n=39) of all male respondents disagreed that costs of caring were a disincentive to continue in their current role. A total of 34.9% (n=30) of female respondents and 38.4% (n=28) of male respondents neither agreed nor disagreed. These results are shown in Figure 23.

Figure 23: Perceptions of whether caring costs were a disincentive to continue in the current role: respondents with caring responsibilities by gender

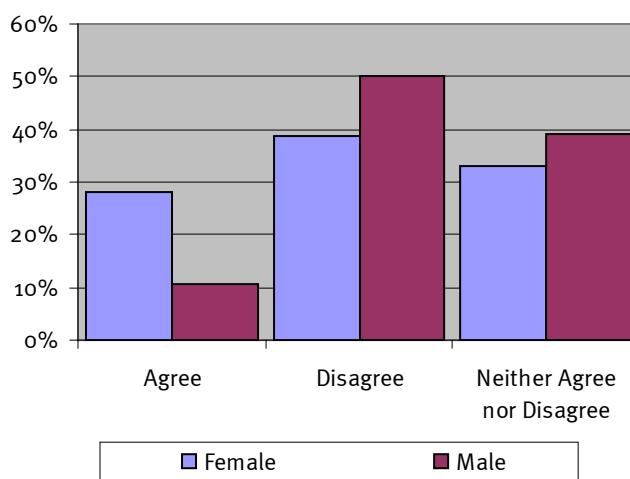


Respondents who reported that they had care responsibilities were then asked whether the costs of caring were a disincentive to continue working in the industry, with similar results. 159 participants responded (of a possible 185, 26 did not respond), with female respondents comprising 85 of the total. Overall:

- 20.1% of respondents to the question agreed (n=32)
- 44.0% of respondents to the question disagreed (n=70)
- 35.9% of respondents to the question neither agreed nor disagreed (n=57)

These results were also disaggregated by gender, as shown in Figure 24. In total, 28.2% (n=24) of female respondents agreed that the costs of caring were a disincentive to continue in their current role, compared with 10.9% (n=8) of male respondents. Those who disagreed comprised 38.8% (n=33) of all female respondents to the question, and 50.0% (n=37) of all male respondents. Of female respondents, 33.0% (n=28) neither agreed nor disagreed, compared with 39.2% (n=29) of male respondents.

Figure 24: Perceptions of whether caring costs were a disincentive to continue working in the industry: respondents with caring responsibilities by gender



Gender equity and parenting policy options

Respondents were asked to indicate the extent to which the introduction of broad government initiatives and policies pertaining to child care responsibilities would impact on gender equity. Levels of impact included: significant impact; some impact; no impact; don't know; and, negative impact. It should be noted that no definition was provided in the survey for these levels of impact. This is particularly relevant to options of 'some impact' and 'significant' impact. It might be supposed that 'some impact' and 'significant' impact indicate positive impact, given their placement within the scale of options, with 'negative impact' at the opposite end. However, this cannot be assumed, because whether the impact was positive or negative was based on the individual respondent's interpretation of the meaning of these terms.

Overall, female respondents were more likely to identify that the introduction of a relevant policy would have a 'significant impact' on gender equity, whereas male respondents tended to select the more moderate answer of 'some impact' and were more likely than female respondents to identify that a policy would have 'no impact'.

Paid parental leave

Specifically, when asked to indicate the level of impact that paid parental leave (14 weeks) would have on gender equity, 418 participants responded. The highest proportion of these (41.6%, n=174) indicated that this would have significant impact, and 37.3% (n=156) thought this would have some impact. Few respondents thought paid parental leave would have no impact (8.9%, n=37) or negative impact (6.9%, n=29), and a small proportion (5.3%, n=22) did not know. Female respondents (n=282) were much more likely than male respondents (n=133) to indicate significant impact (49.3% or n=139 of female respondents, compared with 25.6% or n=34 of male respondents), and much less likely to identify no impact (4.3%, n=12) than males (18.8%, n=25).

Results also indicate some interaction between care giver responsibilities and the belief that paid parental leave (14 weeks) would impact on gender equity. Of the male care givers who responded to the question (n=77), 1.3% (n=1) thought that 14 weeks paid parental leave would have a negative impact on gender equity, compared with 19.2% (n=9) of the 47 male question respondents without caring responsibility. Overall, respondents to the question with caring responsibilities (n=221) were also more likely to see 14 weeks paid parental leave as having a significant impact on gender equity (45.3%, n=100) compared with the 166 respondents to the question without caring responsibilities (39.2%, n=65).

Tax deductibility for childcare expenses

When asked to indicate the level of impact that tax deductibility for childcare expenses would have on gender equity, 419 participants responded. The largest proportion of those who responded (52.8%, n=221) thought that tax deductibility would have significant impact, followed by 37.0% (n=155) who thought it would have some impact. Few (6.9%, n=29) thought tax deductibility would have no impact or a negative impact, and 3.4% (n=14) of respondents did not know.

Of all female respondents (n=283), 60.4% (n=171) thought tax deductibility would have a significant impact, compared to 37.60% (n=50) of the 133 male respondents. However, many males (48.9%, n=65) believed it would have some impact compared with females (31.5%, n=89).

Interestingly, when broken down by professional level, respondents at levels 3 and 4 were more likely to think tax deductibility of child care would have significant impact, than some impact. Levels 1 and 2 respondents were equally likely to report some or significant impact, and level 5 respondents were a little more likely to report some impact than significant impact. Few respondents thought tax deductibility would have no impact, but these respondents were most likely to be level 1. Some differences were apparent in the nature of

responses provided by those with care responsibilities compared to those without. Specifically, 60.1% (n=101) of the 168 respondents to the question with caring responsibility saw that tax deductibility of work related child care expenses would have a significant impact on gender equity, compared with 48.2% (n=106) of the 220 respondents without caring responsibilities. Over three quarters (76.9% n=70) of the 91 female respondents with caring responsibilities saw that tax deductibility of child care expenses would have a significant impact on gender equity, compared with 52.0% (n=90) of the 173 female respondents without caring responsibilities.

Removal of fringe benefits tax on employer sponsored child care

When asked to indicate the level of impact that removal of fringe benefits tax on employer sponsored child care would have on gender equity, 413 participants responded. Of these, 45.8% (n=189) thought this would have a significant impact, 34.9% (n=144) thought it would have some impact, 8.5% (n=35) thought it would have no impact, 1.7% (n=7) thought it would have a negative impact and 9.9% (n=41) did not know.

Similarly to previous questions, a higher proportion of female respondents than male respondents thought a significant impact was likely. Further, a larger proportion of male respondents thought that this would have no impact or a negative impact. Level 1 respondents of both genders were the most likely level to report no impact.

Government training and accreditation of childcare workers

Respondents were asked to indicate the level of impact that greater investment in government training and accreditation of childcare workers would have on gender equity, and 414 participants responded. The most common response was some impact (42.8%, n=177), while 26.1% of respondents (n=108) thought this investment would have significant impact and 21.3% (n=88) thought it would have no impact. A larger proportion of male (31.6%, n=42) than female (15.7%, n=44) respondents thought no impact was likely. Level 1 respondents were much less likely than other respondents at other professional levels to report significant impact, and more likely to report some impact.



Education for employers about gender equity, flexible work and the pay gap

A total of 415 participants responded regarding the level of impact that education programs aimed at employers to inform on gender equity, flexible work arrangements and the pay gap, would have on gender equity. The largest group of respondents (47.0%, n=195) thought such programs would have some impact. 28.9% (n=120) thought programs would have significant impact, and 15.9% (n=66) thought they would have no impact. Male respondents reported no impact (27.1%, n=36) at a higher rate than female respondents (10.3%, n=29). Male respondents were also less likely than female respondents to report significant impact (14.3%, n=19 and 35.8%, n=101 respectively).

Education for employers about return to work measures following parental leave

Respondents were asked to indicate the level of impact that education programs aimed at employers to inform on successful return to work measures for employees on parental leave would have on gender equity, and this question attracted responses from 416 respondents. The largest proportion of respondents thought such programs would have some impact (50.2%, n=209), followed by respondents who thought they would have significant impact (27.4%, n=114) and respondents who thought they would have no impact (14.7%, n=61). While similar levels of male and female respondents reported some impact, male respondents were more likely to report no impact (24.8%, n=33) than significant impact (14.3%, n=19), whereas female respondents were more likely to report significant impact (33.6%, n=95) than no impact (9.5%, n=27).

It is important to recognise the high non-response rate to these questions about gender equity and parenting policy options. It could suggest a lack of knowledge about policy issues and their impact, a low engagement of the issues personally, or simply fatigue at this late stage in the survey.

Perceptions of prospects for professional development and promotion for people with and without caring responsibilities

The question, *'Do you believe that prospects for professional development and promotion are equally good for people with caring responsibilities as those without them?'* attracted 326 responses. Of these respondents, 75.8% were female and 23.5% were male.

The majority of the respondents to this question simply answered 'yes', or 'no'. Of the 328 respondents, 228 (69.5%) did not think that prospects for professional development and promotion were equally good for those with caring responsibilities as those without. Within this cohort, a higher proportion of female respondents to the question (73.9%) answered 'no' than male respondents (54.5%). A total of 9.5% of respondents to the question answered 'yes'. Again, most did not give a reason.

A minority of responses did not simply answer 'yes' or 'no', but gave an explanation.

Most answers with an explanation expressed a negative tone. These answers covered a broad range of issues and reasons, including:

- remote locations/travel/FIFO requirements;
- unsupportive work culture and inflexible structures;
- part time roles being less valued;
- a perception that carers are less reliable/committed/hard working and give employers 'less return';
- carer's promotion and professional development being dependent on responsibility level, occupation type, location of role, employer, industry or carer's gender; and
- carers have equal opportunity for professional development but not for promotion.

'I would probably say no. I would think the managers are trying to be caring by giving carers a less demanding role so that they are less stressed - without asking the employee.' – **Female, level 3**

'In my current position and company yes. City office job. When my husband was the primary carer he felt pressured to re-enter the industry work force as soon as possible as a man without a job would be badly perceived...especially when the industry is very buoyant - why didn't he have a job - not perceived as a choice rather a problem.' – **Female, level 2**

'It can make it harder if flexible hours of work are required. If kids at school and you can work the normal rostered hours I believe the prospects are the same.' – **Male, level 2**

Of particular note, 20 respondents (6.1% of total respondents to the question) gave explanations indicating that carers are unable to commit the same amount of time to work and must prioritise between work and family.

'I think they are not equal, I have to pick my son up from childcare so therefore have to make sure I leave work on time. This is looked upon as leaving early. I have other priorities and jobs to do when I return home; the males in my organisation have their wives at home so they don't seem to understand the difference.' – **Female, level 4**

A small number (n=13) of 'explanation' responses expressed a positive tone. These explanations generally indicated that that provided carers could continue to complete duties to same standard, and/or had ability and ambition, their prospects for professional development and promotion were equally good as for those without caring responsibilities.



Conclusion

Analysis of responses to AusIMM's *Gender Pay Equity and Work Practices Survey* provides insight into attitudes, opinions and perceptions around pay equity and work culture and practices in the minerals sector among men and women employed in this industry.

Though not strictly representative of the sector, the survey is interesting not only for the responses elicited, but also for the survey population itself. The higher proportion of female respondents (about two thirds of survey respondents compared with only 10% of AUSIMM membership) might suggest a greater interest in, or engagement with the issues covered by the survey, though it might also be linked with the survey's promotion amongst WIMNeT membership. Similarly, the higher proportion of senior male respondents may suggest a similar engagement with, and knowledge of, issues pertaining to gender diversity amongst this population.

Perceptions of pay equity

The most common pay gap driver identified by respondents was workplace culture (including male dominated work or leadership cultures, perceived gender roles and stereotyping and undervaluing of women's work styles). Also important were gendered differences in career progression and development, confidence to self-promote in career, and family responsibilities. Male respondents were more likely than female respondents to view that their pay was about the same as others performing a similar role, whereas female respondents were more likely than their male counterparts to view their pay as less than others performing a comparable role. Of respondents who felt that they were paid less than other people in a comparable role, the most commonly identified explanations were: gender stereotyping; a lack of negotiation power and/or knowledge or a failure to negotiate pay; a belief that the respondent's employer paid less than other employers and/or had structures restricting pay negotiation; and, simply, the respondent's gender. Female respondents were more likely than male respondents to perceive that there was not sufficient transparency in salaries in their workplace.

Perceptions of gender diversity

Respondents' views of organisational support and promotion of gender diversity were influenced considerably by the respondents' employer, role and professional level of experience. Nonetheless, overall, both male and female respondents believed their organisations were generally supportive of gender diversity and encouraged and promoted development for female employees. Despite this, the majority of respondents did not identify any measures in their organisation that were supportive of gender diversity.

Proactive measures organisations could take to improve gender diversity were identified as including flexible work practices, changing organisational culture (eg. internally promoting diversity, supportive leadership and more female leaders), and targeted attraction and recruitment activities.

Care giver responsibilities

The majority of survey respondents did not have care giver responsibilities. Of those respondents who indicated some level of care responsibility, female respondents were more likely than their male counterparts to be the primary care giver of a child or other relative in need of care and were more likely to utilise part time arrangements to manage these responsibilities. However, overall female respondents were less likely than male counterparts to have caring responsibility.

Caring responsibilities were widely regarded to have a negative impact on professional development and promotion. Of those respondents who provided further insight into this perception, a common response related to carers being unable to commit as much time to work and having to prioritise between work and family.

Overall, the respondents to the survey gave a very broad range of responses pertaining to pay equity and gender diversity that covered a wide variety of issues, and frequently cited a number of interlinked issues. This highlights the complex and interwoven nature of pay equity, workforce gender diversity and women's workforce participation issues. Nonetheless, it was possible to identify several key, overriding themes that arose across the questions more commonly than others. These included male dominated work and leadership cultures and stereotyping, women's family and caring responsibilities, and differences in women's ability, power or confidence to negotiate and self-promote in their careers.

This analysis forms a starting point to explore some of the above issues in more detail, and is a useful prompt to extend discussion around these issues and inform future work on the gender pay gap and women's participation in the minerals industry.

Appendix 1

Gender Pay Equity Survey

1. Demographic Information

1. Name

2. Email

3. Would you like to receive a digital copy of the final submission?

Yes

No

Yes - at alternative email

4. Gender

Male

Female

5. Which of the following best describes your role?

Geologist/Geoscientist

Mining Engineer

Geotechnical Engineer

Metallurgist

Management

Human Resources

Environmental Engineer/Environmental Scientist

Law

Finance/Accounting

Consulting Services

Academic

Student

Other (please specify)

6. Which of the following best describes your level of experience in the industry?

LEVEL 1 - Graduate commencement level. Professional tasks of limited scope and complexity, such as minor phases of broader assignments, in office, plant, field or laboratory work.

LEVEL 2 - Following development through Level 1 he/she is an experienced professional who plans and conducts professional work without detailed supervision, but with guidance on unusual features; and who is usually engaged on more responsible assignments requiring substantial professional experience.

LEVEL 3 - A professional performing duties requiring the application of mature professional knowledge.

LEVEL 4 - A professional required to perform work involving considerable independence in approach, demanding a considerable degree of originality, ingenuity and judgment, and knowledge of more than one field of, or expertise (for example, acts as his/her organisation's technical reference authority) in a particular field.

LEVEL 5 - A professional usually responsible for an administrative function, directing several professional and other groups engaged in inter-related responsibilities, or as a consultant. Achieving recognition as an authority in a field of major importance to the organisation.

Other (please specify)

7. Which of the following best describes your employer?

Government

Exploration Company

Technical Services or Equipment

Large Mining Company

Small to Medium Sized Mining Company

University

Research Organisation

Consultancy (please specify)

2. Gender Pay Gap and Equity

1. The AusIMM Employment and Remuneration Survey indicated an escalating gender pay gap in the mining industry, beginning at 8% at graduate level and escalating to 32.3% at Level 5, senior management Level. What do you think are the main drivers of the gender pay gap?

2. Compared to other people who perform a comparable role, do you feel that you are paid:

- About the same
- Less
- More

3. If you are paid less or more, why do you think this is?

4. How is your pay calculated?

- Annual Base Salary
- Hourly Rate

Other (please specify)

5. Despite an increase in the number of female entrants to professional roles in the industry, their percentage has remained static in the last two years. Do you have any views on why this may be?

6. Do you consider that your organisation is proactively supportive of gender diversity?

- Yes
- No

What is the impact of this?

7. Are you able to identify female role models and mentors in your organisation?

- Yes
- No

What is the impact of this?

8. Are you and/or women in your organisation are supported in attending professional development programs or networking events aimed at women?

- Yes
- No

What is the impact of this?

9. Are there professional development programs that would specifically aid the retention and performance of women available in your organisation? Do you think targeted programs would be of benefit?

10. Which of the following do you feel has a greater impact in promoting gender diversity?

- Supportive corporate culture
- Supportive manager

Other (please specify)

11. Do you know of any measures in your organisation that are supportive of gender diversity? Please describe.

12. What proactive measures could companies take to improve gender diversity?

13. Do you consider that there is sufficient transparency regarding salaries at your workplace?

- Yes
- No

What is the impact of this on the gender pay gap (if any)?

14. Do you believe that mandatory reporting on gender pay equity would improve pay outcomes? Why/Why not?

15. In your opinion, what criteria would be most useful in segregating data for the purpose of reporting on the gender pay gap (eg level of responsibility, location of role, etc). Please list.

16. Any other comments relating to gender pay equity?

3. Caring Responsibilities

1. Are you a carer for any of the following? Please specify whether you are the primary care giver.

	Yes - Primary Care Giver	Yes - Provide Care	No
Child under 1	<input type="radio"/> Child under 1 Yes - Primary Care Giver	<input type="radio"/> Yes - Provide Care	<input type="radio"/> No
Child under 3	<input type="radio"/> Child under 3 Yes - Primary Care Giver	<input type="radio"/> Yes - Provide Care	<input type="radio"/> No
Child under 6	<input type="radio"/> Child under 6 Yes - Primary Care Giver	<input type="radio"/> Yes - Provide Care	<input type="radio"/> No
Child	<input type="radio"/> Child Yes - Primary Care Giver	<input type="radio"/> Yes - Provide Care	<input type="radio"/> No
Elderly relative	<input type="radio"/> Elderly relative Yes - Primary Care Giver	<input type="radio"/> Yes - Provide Care	<input type="radio"/> No
Sick or disabled family member	<input type="radio"/> Sick or disabled family member Yes - Primary Care Giver	<input type="radio"/> Yes - Provide Care	<input type="radio"/> No

2. Do you believe that prospects for professional development and promotion are equally good for people with caring responsibilities as those without them?

3. Have your caring responsibilities led to any of the following?

- Changing companies
- Changing roles - higher level of responsibility
- Changing roles - same level of responsibility
- Changing roles - lower level of responsibility

If yes - is there anything your company could have done to retain you in your previous role?

4. Do you utilise any of the following flexible work practices?

- Flexitime
- Part-time work
- Other (please specify)

5. Do you believe that there are aspects of your role that would not be amenable to part time or flexible arrangements? If so what are they?

6. Do you believe that the industry is family friendly generally? Why/Why not?

7. Do you think the industry adequately supports fathers in their caring responsibilities?

- Yes
- No
- Not Sure
- Other (please specify)

8. What could employers do to better support fathers in their caring responsibilities?

9. Have you experienced difficulties accessing quality/affordable child care?

10. Please indicate whether you agree or disagree with the following statements:

	Agree	Disagree	Neither Agree nor Disagree
Costs of caring are a disincentive to continue working in my current role	<input type="radio"/> Costs of caring are a disincentive to continue working in my current role Agree	<input type="radio"/> Disagree	<input type="radio"/> Neither Agree nor Disagree
Costs of caring are a disincentive to continue working in the industry	<input type="radio"/> Costs of caring are a disincentive to continue working in the industry Agree	<input type="radio"/> Disagree	<input type="radio"/> Neither Agree nor Disagree

11. Any other comments

4. Policy Recommendations to Government

1. Please indicate the level of impact that each of the below policies would have on gender equity:

	Significant impact	Some impact	No impact	Don't know	Negative impact
Paid parental leave (14 weeks)	<input type="radio"/> Paid parental leave (14 weeks) Significant impact	<input type="radio"/> Some impact	<input type="radio"/> No impact	<input type="radio"/> Don't know	<input type="radio"/> Negative impact
Tax deductibility of work related child care expenses	<input type="radio"/> Tax deductibility of work related child care expenses Significant impact	<input type="radio"/> Some impact	<input type="radio"/> No impact	<input type="radio"/> Don't know	<input type="radio"/> Negative impact
Fringe benefits tax removed on employer sponsored child care	<input type="radio"/> Fringe benefits tax removed on employer sponsored child care Significant impact	<input type="radio"/> Some impact	<input type="radio"/> No impact	<input type="radio"/> Don't know	<input type="radio"/> Negative impact
Greater investment in government training and accreditation of child care workers	<input type="radio"/> Greater investment in government training and accreditation of child care workers Significant impact	<input type="radio"/> Some impact	<input type="radio"/> No impact	<input type="radio"/> Don't know	<input type="radio"/> Negative impact
Education programs aimed at employers to inform on gender equity, flexible work arrangements and the pay gap	<input type="radio"/> Education programs aimed at employers to inform on gender equity, flexible work arrangements and the pay gap Significant impact	<input type="radio"/> Some impact	<input type="radio"/> No impact	<input type="radio"/> Don't know	<input type="radio"/> Negative impact
Education programs aimed at employers to inform on successful return to work measures for employees on parental leave	<input type="radio"/> Education programs aimed at employers to inform on successful return to work measures for employees on parental leave Significant impact	<input type="radio"/> Some impact	<input type="radio"/> No impact	<input type="radio"/> Don't know	<input type="radio"/> Negative impact

2. Please list any comments you may have regarding any of the above listed policies and their possible effectiveness.