



# Work & Careers in Australian Universities: Report on Employee Survey

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Gender and Employment Equity: Strategies for Advancement in Australian Universities

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## ***Gender and Employment Equity: Strategies for Advancement in Australian Universities***

This report on Surveys conducted for the Australian Research Linkage Grant LPO991191 presents preliminary findings from surveys conducted for an Australian Research Council Linkage Grant (LPO991191) titled *Gender and Employment Equity: Strategies for Advancement in Australian Universities*. The views expressed herein are those of the authors and are not necessarily those of the Australian Research Council.

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# Section 1: Introduction and Methodology

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## 1.1 Introduction

The Work and Careers in Australian Universities Survey was conducted as part of the Australian Research Council Linkage Grant Project LP0991191: *Gender and Employment Equity: Strategies for Advancement in Australian Universities*. The overall aim of the project is to advance understanding of existing gender inequalities in Australia which remain, despite increasing gender equity policy and attention to work and family policy.

A study of the university sector permits a detailed examination of organisational practice in a sector which is 'high performing' in equity. Universities in Australia have extensive gender equity policies and this industry has the greatest proportion of organisations with the national accolade for high performance in gender equity, the Employer of Choice for Women award administered by Australian Government statutory authority, the Equal Opportunity for Women in the Workplace Agency. Yet despite these policies, pronounced gender inequalities remain in universities.

Through a detailed examination of the inter-related nature of barriers, organisational practices and outcomes, this study seeks to identify strategies for advancement to ensure Australia's future university workforce is based on sustainable, equitable practices.

The specific aims of the project are:

- (a) To provide a comprehensive analysis of the gendered nature of employment, working conditions and career patterns of university staff, with emphasis on key points in the career life cycle for:
  - (i) women in senior academic, professional and management positions;
  - (ii) classifications and career paths of general staff, especially the female-dominated administration stream; and
  - (iii) casual teaching and research staff with particular reference to female employees.
- (b) To provide a detailed explanation of the underlying influences on the (re)production of gender pay inequity in universities, with specific attention to the gendered impact of recent changes in the sector and the ways in which these intersect with gender equity and work/family policy innovations.
- (c) To devise practical strategies to promote gender equity in modern universities. These results will be applicable in other industry sectors.

## **1.2 Methodology**

The study employed a multi-level design with information collected at the organisational and employee level. The employee level survey instruments were developed to enable comparison with earlier research in the Australian university sector conducted by Probert, Ewer & Whiting (1998). To ensure the sample was representative of university workers across Australia a subset of the contactable population were randomly selected from each participating university. This target group received both online and hard copy surveys. These details are discussed in the section on data collection procedure.

The Work and Careers in Australian Universities Survey consists of three survey instruments designed to collect information on working life among university employees. In May 2011 the survey instruments were piloted at one university. A total of 244 university workers from each of the three staff groups participated in the pilot. A number of questions were revised and dropped from the final instruments which consisted of approximately 150 questions in each.

The three groups of employees are defined by staff classification and employment agreement type below are:

- ◆ Group 1. Professional/General (fixed term or continuing)
- ◆ Group 2. Academic (fixed term or continuing)
- ◆ Group 3. Sessional Teaching Staff (engaged on a casual, that is hourly, basis only as per last pay period prior to study launch).

All groups of staff were asked a broad range of questions on work life including:

- ◆ demographic questions including country of birth;
- ◆ educational qualifications;
- ◆ job details and classification;
- ◆ income;
- ◆ working hours;
- ◆ job satisfaction and security;
- ◆ details about career history, assistance with career, and future intentions;
- ◆ promotion or reclassification;
- ◆ work and family issues including parental leave and flexible work;
- ◆ retirement income.



Information collected from sessional teaching staff was varied to reflect their working conditions and included specific questions about the nature of the work they were undertaking. In universities this group of staff are variously referred to as sessional staff or casual staff. In this report we refer to them as sessional teaching staff.

### **1.3 Data Collection Procedure**

Following ethics clearance, negotiations were held with senior university staff, and 19 universities agreed to participate in the study. The survey was administered as an online survey and in hard copy. The data collection was undertaken by the Institute of Social Science Research at the University of Queensland (ISSR). Participating universities provided a sample data file containing contact details of employees for each of three staff groups to the data collection agency. The total number of contactable university workers was  $n=80,868$ , which was made up of 30% academic employees ( $n=24,165$ ) 41% professional/general staff ( $n=32,983$ ) and 29% sessional employees ( $n=23,720$ ).

From the contactable sample a random sample of target employees from the professional/general staff ( $n=250$ ) and from the academic staff ( $n=250$ ) at each of the participating universities was selected. Target respondents were sent a hard copy survey as well as having the option to complete the survey online. It was not possible to do this with the sessional employees due to lack of reliable address details for these workers. There was some variation in the procedures for delivering surveys to university staff. The majority of university staff were contacted directly by the data collection agency and received an email invitation with a link to the online survey, with the target group also being mailed a hard copy with a reply paid envelope enclosed. Four of the 19 universities chose to distribute the survey link invitation and hard copy surveys via their own internal distribution processes.

Data collection was undertaken between August 2011 and January 2012 at 19 universities across Australia. Each of the universities commenced participation in the study at different times but followed the same data collection process. Initial contact was made with employees with a link to the online survey. One week after the initial invitation target respondents were sent a hard copy questionnaire. Target respondents also received a follow-up mail reminder and 2 email reminders at 4 and 6 weeks after the start of the survey. Non-target respondents received two email reminders. At one university, only sessional employees received the survey.

### **1.4 Response Rates**

Of the contactable sample ( $n=80,868$ ) there were 23,869 people who returned a survey. Of these 1875 participants provided incomplete surveys. This report provides information on 21,994 university employees who completed useable data, representing an overall response rate of 27%. The response rate within each of the staff groups was 35% for academic staff,

32 % for professional staff and 12% for sessional staff. Detailed response rates are displayed in tables 1,2 and 3.

Table 1: Response Rates by university type

|  | Universities in the study | Total Sample <sup>1</sup> | Academic Staff |                  | General Staff |                  | Sessional staff  |
|--|---------------------------|---------------------------|----------------|------------------|---------------|------------------|------------------|
|  |                           |                           | Target Group   | Non-Target Group | Target Group  | Non-Target Group | Non-Target Group |
|  | N                         | %                         | %              | %                | %             | %                | %                |
| Group of Eight Universities (ANU, Adelaide, UWA, Melbourne, Monash, UQ, Sydney, UNSW)  | 5                         | 27                        | 44             | 28               | 45            | 29               | 15               |
| Innovation Research Universities Australia (Charles Darwin, Flinders, Griffith, James Cook, La Trobe, Murdoch, Newcastle)  | 4                         | 29                        | 57             | 38               | 53            | 31               | 9                |
| Australian Technology Network Universities (Curtin, SA, RMIT, UTS, QUT)  | 2                         | 22                        | 50             | 31               | 54            | 28               | 9                |
| Unaligned Universities (Macquarie SCU, UNE, UWS, Wollongong, Deakin, Ballarat, Swinburne, Victoria, Bond, CSU, USQ, Sunshine Coast, Notre Dame, CSU, ECU, Tasmania, Canberra, ACU) | 8                         | 30                        | 51             | 37               | 54            | 31               | 14               |

<sup>1</sup> based on combined contactable populations supplied by participating universities.

NB: There were no sessional teaching staff in the target respondent group.

Table 2: Respondents and response rates by staff group and gender

|                        | Respondents in the study |     |          |     |           |     |                              | DEEWR Population Statistics <sup>2</sup> |         |     |          |     |       |     |
|------------------------|--------------------------|-----|----------|-----|-----------|-----|------------------------------|--|---------|-----|----------|-----|-------|-----|
|                        | General                  |     | Academic |     | Sessional |     | Total Responses <sup>1</sup> |  | General |     | Academic |     | Total |     |
|                        | N                        | %   | N        | %   | N         | %   |                              |  | N       | %   | N        | %   | N     | %   |
| Respondents:           |                          |     |          |     |           |     |                              |  |         |     |          |     |       |     |
| Women                  | 7432                     | 70  | 4311     | 51  | 1664      | 57  | 13407                        | 61                                       | 21809   | 66  | 10861    | 45  | 32670 | 57  |
| Men                    | 3250                     | 30  | 4080     | 49  | 1254      | 43  | 8584                         | 39                                       | 11362   | 34  | 13481    | 55  | 24843 | 43  |
| Total                  | 10683                    | 100 | 8391     | 100 | 2918      | 100 | 21991                        | 100                                      | 33171   | 100 | 24342    | 100 | 57513 | 100 |
| Contactable population | 32983                    |     | 24165    |     | 23720     |     | 80868                        |  | -       |     | -        |     | -     |     |
| Response rate          | 32%                      |     | 35%      |     | 12%       |     | 27%                          |  | -       |     | -        |     | -     |     |

<sup>1</sup> The total responses were 21994, but 3 respondents did not identify their gender.

<sup>2</sup> 2011 DEEWR university staff statistics for the universities that participated in the study – taken from table 2.6 number of full-time and fractional full-time for academic and non-academic staff.

Table 3: Breakdown of staff group by target and non-target groups

|                        | General |     |            |     | Academic |     |            |     | Sessional  |     | Total Sample |     |            |     |
|------------------------|---------|-----|------------|-----|----------|-----|------------|-----|------------|-----|--------------|-----|------------|-----|
|                        | Target  |     | Non-Target |     | Target   |     | Non-Target |     | Non-target |     | Target       |     | Non-target |     |
| Respondents            | N       | %   | N          | %   | N        | %   | N          | %   | N          | %   |              |     | N          | %   |
| Women                  | 1508    | 69  | 5924       | 69  | 1076     | 50  | 3235       | 52  | 1664       | 57  | 2584         | 60  | 10823      | 61  |
| Men                    | 665     | 31  | 2585       | 31  | 1071     | 50  | 3009       | 48  | 1254       | 43  | 1736         | 40  | 6848       | 39  |
| Total Responses        | 2173    | 100 | 8509       | 100 | 2147     | 100 | 6244       | 100 | 2918       | 100 | 4320         | 100 | 17671      | 100 |
| Contactable population | 4252    |     | 28731      |     | 4285     |     | 19880      |     | 23720      |     | 8537         |     | 72331      |     |
| Response Rates         | 51 %    |     | 30 %       |     | 50 %     |     | 31 %       |     | 12 %       |     | 51 %         |     | 24%        |     |

## 1.5 Presentation of Data

The data are presented for each staff group: professional/general staff, academic and sessional teaching staff and are presented separately for women and men. They have been presented merely to highlight where differences may exist, but care needs to be taken when interpreting these comparisons. In most tables the number of staff who responded to each question are reported alongside percentages among women, men and total sample. There are a few tables where we report percentages only. In these tables the number of missing cases for each staff group is less than five % of the total staff group sample.



## Section 2: Professional/General Staff

This section reports the findings from the professional/general staff group who completed the survey. There were 10683 professional/general staff, of whom 7432 (70%) were women and 3250 were men (30%).

### 2.1 Demographic Characteristics

The survey collected a broad range of demographic characteristics from the respondents. The majority of respondents, 64%, were aged between 25 and 49 years, 35% were over 50 years of age and only 2% were less than 25 years of age. A range of demographic characteristics are reported in table 4.

Table 4: Demographic characteristics

|   | Women |    | Men  |    | Total Sample |    |
|---|-------|----|------|----|--------------|----|
|   | N     | %  | N    | %  | N            | %  |
| <b>Age</b>  |       |    |      |    |              |    |
| 15-19 years   | 4     | 0  | 0    | 0  | 4            | 0  |
| 20-24 years   | 160   | 2  | 39   | 1  | 199          | 2  |
| 25-29 years   | 797   | 11 | 257  | 8  | 1054         | 10 |
| 30-34 years   | 994   | 13 | 405  | 13 | 1399         | 13 |
| 35-39 years   | 989   | 13 | 431  | 13 | 1420         | 13 |
| 40-44 years   | 1024  | 14 | 479  | 15 | 1503         | 14 |
| 45-49 years   | 934   | 13 | 414  | 13 | 1348         | 14 |
| 50-54 years   | 1004  | 14 | 471  | 15 | 1475         | 13 |
| 55-59 years   | 871   | 12 | 395  | 12 | 1266         | 12 |
| 60-64 years   | 466   | 6  | 243  | 8  | 709          | 7  |
| 65 + years  | 120   | 2  | 98   | 3  | 218          | 2  |
| <b>Australian born</b>                                  | 5075  | 69 | 2123 | 66 | 7198         | 68 |
| <b>Identify as Aboriginal or Torres Strait Islander</b> | 71    | 1  | 35   | 1  | 106          | 1  |
| <b>English language spoken at home</b>                  | 6765  | 91 | 2875 | 88 | 9640         | 90 |
| <b>Highest educational qualification</b>                |       |    |      |    |              |    |
| PhD   | 287   | 5  | 176  | 6  | 463          | 5  |
| Other post-graduate qualification                       | 2379  | 37 | 1049 | 36 | 3428         | 37 |
| Bachelor Degree   | 2362  | 37 | 1081 | 37 | 3443         | 37 |
| Other tertiary qualification (e.g., TAFE)               | 1342  | 21 | 625  | 21 | 1967         | 21 |
| <b>Currently studying for a qualification</b>           | 1266  | 17 | 488  | 15 | 1754         | 17 |
| <b>Marital Status</b>                                   |       |    |      |    |              |    |
| Registered marriage/de facto relationship               | 5100  | 69 | 2464 | 76 | 7564         | 71 |
| Currently not with a partner                            | 2260  | 31 | 759  | 24 | 3019         | 29 |
| <b>Have a long term health condition</b>                | 606   | 8  | 301  | 9  | 907          | 9  |
| <b>Member of a trade union</b>                          | 1661  | 22 | 845  | 26 | 2506         | 24 |

## 2.2 Employment Characteristics

The survey collected a broad range of employment characteristics. Respondents were asked where they worked, their job classification, level and the associated tasks they performed as part of this role, tenure with the university, terms of employment, how they had obtained their current position and whether they had negotiated the entry level point when they commenced employment. These findings are presented in tables 5 to 13.

Table 5: What part of the university do you work in?

|  | Women |     | Men  |     | Total |     |
|--|-------|-----|------|-----|-------|-----|
|  | N     | %   | N    | %   | N     | %   |
| Offices of Senior management (VCs, DVCs, PVCs)                               | 505   | 7   | 163  | 5   | 668   | 6   |
| Central Administration (including HR, Finance, marketing, etc)               | 1060  | 14  | 459  | 14  | 1519  | 14  |
| Student Administration   | 522   | 7   | 137  | 4   | 659   | 6   |
| Student Services   | 509   | 7   | 131  | 4   | 640   | 6   |
| Information Services and Technology  | 284   | 4   | 637  | 20  | 921   | 9   |
| Library Services   | 677   | 9   | 195  | 6   | 872   | 8   |
| Faculty or School (e.g. school secretary, faculty staff)                     | 2729  | 37  | 832  | 26  | 3561  | 33  |
| Facilities Management  | 131   | 2   | 278  | 9   | 409   | 4   |
| Other, ( e.g., retail childcare, art gallery, museums, community engagement) | 998   | 13  | 409  | 13  | 1407  | 13  |
| Total  | 7415  | 100 | 3241 | 100 | 10656 | 100 |

Table 6: What is your current job?

|   | Women |     | Men  |     | Total |     |
|---|-------|-----|------|-----|-------|-----|
|   | N     | %   | N    | %   | N     | %   |
| Administrative /Clerical                    | 3073  | 42  | 459  | 14  | 3532  | 33  |
| Technical/Scientific/Research               | 499   | 7   | 411  | 13  | 910   | 9   |
| Professional (e.g. librarian or accountant) | 1316  | 18  | 428  | 13  | 1744  | 16  |
| IT  | 236   | 3   | 699  | 22  | 935   | 9   |
| Manual or trades                            | 11    | 0   | 73   | 2   | 84    | 1   |
| Management                                  | 1165  | 16  | 753  | 23  | 1918  | 18  |
| Senior Management (PVC,DVC)                 | 22    | 0   | 27   | 1   | 49    | 0   |
| Other                                       | 1071  | 14  | 379  | 12  | 1450  | 14  |
| Total                                       | 7393  | 100 | 3229 | 100 | 10622 | 100 |

Table 7: What are your terms of employment?

|                         | Women |     | Men  |     | Total |     |
|-------------------------|-------|-----|------|-----|-------|-----|
|                         | N     | %   | N    | %   | N     | %   |
| Continuing or permanent | 5174  | 70  | 2429 | 76  | 7603  | 72  |
| Fixed-term contract     | 2207  | 30  | 777  | 24  | 2984  | 28  |
| Total                   | 7381  | 100 | 3206 | 100 | 10587 | 100 |

Table 8: How long have you worked at this university?

|                  | Women |     | Men  |     | Total Sample |     |
|------------------|-------|-----|------|-----|--------------|-----|
|                  | N     | %   | N    | %   | N            | %   |
| Less than 1 year | 1413  | 19  | 511  | 16  | 1924         | 18  |
| 1-2 years        | 966   | 13  | 347  | 11  | 1313         | 12  |
| 3-5 years        | 1972  | 27  | 819  | 25  | 2791         | 26  |
| 6-9 years        | 1123  | 15  | 516  | 16  | 1639         | 15  |
| 10-14 years      | 896   | 12  | 423  | 13  | 1319         | 12  |
| 15-19 years      | 467   | 6   | 262  | 8   | 729          | 7   |
| 20-29 years      | 483   | 6   | 257  | 8   | 740          | 7   |
| 30 or more years | 112   | 2   | 115  | 4   | 227          | 2   |
| Total            | 7432  | 100 | 3250 | 100 | 10682        | 100 |

Table 9: What is your HEW level classification?

|                      | Women |     | Men  |     | Total |     |
|----------------------|-------|-----|------|-----|-------|-----|
|                      | N     | %   | N    | %   | N     | %   |
| HEW 1                | 13    | 0   | 7    | 0   | 20    | 0   |
| HEW 2                | 55    | 1   | 24   | 1   | 79    | 1   |
| HEW 3                | 210   | 3   | 93   | 3   | 303   | 3   |
| HEW 4                | 876   | 12  | 193  | 6   | 1069  | 10  |
| HEW 5                | 1770  | 24  | 447  | 14  | 2217  | 21  |
| HEW 6                | 1429  | 19  | 585  | 18  | 2014  | 19  |
| HEW 7                | 1164  | 16  | 577  | 18  | 1741  | 16  |
| HEW 8                | 877   | 12  | 592  | 18  | 1469  | 14  |
| HEW 9                | 410   | 6   | 293  | 9   | 703   | 7   |
| HEW 10               | 221   | 3   | 151  | 5   | 372   | 3   |
| Above HEW 10         | 119   | 2   | 148  | 5   | 267   | 3   |
| Don't know           | 110   | 1   | 64   | 2   | 174   | 2   |
| Other classification | 160   | 2   | 63   | 2   | 223   | 2   |
| Total                | 7414  | 100 | 3237 | 100 | 10651 | 100 |

Table 10: Do you do any of the following in your job? Multiple responses allowed.

|  | Women |    | Men  |    | Total |    |
|--|-------|----|------|----|-------|----|
|  | N     | %  | N    | %  | N     | %  |
| Regularly supervise other staff        | 2715  | 37 | 1565 | 48 | 4280  | 40 |
| Train other staff                      | 3471  | 47 | 1767 | 54 | 5238  | 49 |
| Manage a budget (excluding petty cash) | 1892  | 25 | 1019 | 31 | 2911  | 27 |
| Authorise payments                     | 2197  | 30 | 1116 | 34 | 3313  | 31 |
| None of the above                      | 2675  | 36 | 920  | 28 | 3595  | 34 |

Table 11: Are you in your formal probation period?

|       | Women |     | Men  |     | Total |     |
|-------|-------|-----|------|-----|-------|-----|
|       | N     | %   | N    | %   | N     | %   |
| Yes   | 452   | 6   | 175  | 5   | 627   | 6   |
| No    | 6911  | 94  | 3035 | 95  | 9946  | 94  |
| Total | 7363  | 100 | 3210 | 100 | 10573 | 100 |

Table 12: When you were first employed at this university, did you negotiate over your entry point?

|              | Women |     | Men  |     | Total |     |
|--------------|-------|-----|------|-----|-------|-----|
|              | N     | %   | N    | %   | N     | %   |
| Yes          | 1327  | 18  | 658  | 20  | 1985  | 19  |
| No           | 5982  | 81  | 2511 | 78  | 8493  | 80  |
| Don't recall | 105   | 1   | 70   | 2   | 175   | 2   |
| Total        | 7414  | 100 | 3239 | 100 | 10653 | 100 |

For those who indicated Yes, did you achieve the outcome you sought?

|       |      |     |     |     |      |     |
|-------|------|-----|-----|-----|------|-----|
| Yes   | 1007 | 76  | 508 | 77  | 1515 | 76  |
| No    | 317  | 24  | 149 | 23  | 466  | 24  |
| Total | 1324 | 100 | 657 | 100 | 1981 | 100 |

Table 13: Approximately what proportion of general staff in your work unit are women?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Mostly men (i.e., two-thirds or more men) | 512   | 7   | 891  | 28  | 1403         | 13  |
| Roughly balanced between men and women    | 1761  | 24  | 1132 | 35  | 2893         | 27  |
| Mostly women (two-thirds or more women)   | 5103  | 69  | 1195 | 37  | 6298         | 59  |
| Total                                     | 7376  | 100 | 3218 | 100 | 10594        | 100 |



## 2.3 Working Hours

Questions relating to work hours and preference for work hours are presented in tables 14 to 16.

Table 14: Are you employed full-time or part-time?

|           | Women |     | Men  |     | Total Sample |     |
|-----------|-------|-----|------|-----|--------------|-----|
|           | N     | %   | N    | %   | N            | %   |
| Full-time | 5530  | 75  | 3020 | 93  | 8550         | 80  |
| Part-time | 1887  | 25  | 220  | 7   | 2107         | 20  |
| Total     | 7417  | 100 | 3240 | 100 | 10657        | 100 |

Table 15: How many hours per week do you usually work in your current job?

|                                   | Women |    | Men  |    | Total Sample |    |
|-----------------------------------|-------|----|------|----|--------------|----|
|                                   | N     | %  | N    | %  | N            | %  |
| <b>Full-time workers (N=8519)</b> |       |    |      |    |              |    |
| Fewer than 10 hours               | 32    | 1  | 17   | 1  | 49           | 1  |
| 10-19 hours                       | 1     | 0  | 2    | 0  | 3            | 0  |
| 20-29 hours                       | 27    | 0  | 2    | 0  | 29           | 0  |
| 30-34 hours                       | 34    | 1  | 13   | 0  | 47           | 1  |
| 35-39 hours                       | 3182  | 58 | 1580 | 52 | 4762         | 56 |
| 40-49 hours                       | 1801  | 33 | 1062 | 35 | 2863         | 34 |
| 50 or more hours                  | 431   | 8  | 335  | 11 | 766          | 9  |
| <b>Part-time workers (N=2099)</b> |       |    |      |    |              |    |
| Fewer than 10 hours               | 43    | 2  | 2    | 1  | 45           | 2  |
| 10-19 hours                       | 428   | 23 | 46   | 21 | 474          | 23 |
| 20-29 hours                       | 1013  | 54 | 122  | 55 | 1135         | 54 |
| 30-34 hours                       | 292   | 16 | 38   | 17 | 330          | 16 |
| 35-39 hours                       | 60    | 3  | 8    | 4  | 68           | 3  |
| 40-49 hours                       | 29    | 2  | 4    | 2  | 33           | 2  |
| 50 or more hours                  | 14    | 1  | 0    | 0  | 14           | 1  |

Table 16: If you could choose the number of hours you work, would you prefer to work:

|                             | Women |     | Men  |     | Total Sample |     |
|-----------------------------|-------|-----|------|-----|--------------|-----|
|                             | N     | %   | N    | %   | N            | %   |
| Fewer hours than now        | 2642  | 36  | 1071 | 33  | 3713         | 35  |
| About the same hours as now | 4046  | 55  | 1833 | 57  | 5879         | 56  |
| More hours than now         | 356   | 5   | 149  | 5   | 505          | 5   |
| Don't know not sure         | 330   | 4   | 165  | 5   | 495          | 5   |
| Total                       | 7374  | 100 | 3218 | 100 | 10592        | 100 |

## 2.4 Classification Review

The survey asked a series of questions relating to position classification review processes and professional/general staff attitudes relating to this process.

Table 17: Given the responsibilities and skill levels required for your current job, is your current classification:

|                          | Women |     | Men  |     | Total Sample |     |
|--------------------------|-------|-----|------|-----|--------------|-----|
|                          | N     | %   | N    | %   | N            | %   |
| Higher than it should be | 294   | 4   | 168  | 5   | 462          | 4   |
| Lower than it should be  | 2584  | 35  | 1295 | 40  | 3879         | 36  |
| About right              | 4094  | 55  | 1622 | 50  | 5716         | 54  |
| Don't know               | 442   | 6   | 152  | 5   | 594          | 6   |
| Total                    | 7414  | 100 | 3237 | 100 | 10651        | 100 |

Table 18: Has the classification of your current job been reviewed in the last 5 years?

|            | Women |     | Men  |     | Total Sample |     |
|------------|-------|-----|------|-----|--------------|-----|
|            | N     | %   | N    | %   | N            | %   |
| No         | 3926  | 53  | 1801 | 56  | 5727         | 54  |
| Yes        | 2258  | 30  | 991  | 31  | 3249         | 31  |
| Don't know | 1224  | 17  | 444  | 14  | 1668         | 16  |
| Total      | 7408  | 100 | 3236 | 100 | 10644        | 100 |

Table 19: What was the outcome of this review:

|  | Women |     | Men |     | Total Sample |     |
|--|-------|-----|-----|-----|--------------|-----|
|  | N     | %   | N   | %   | N            | %   |
| The job was not reclassified               | 620   | 28  | 299 | 30  | 919          | 28  |
| The job was reclassified at a higher level | 1344  | 60  | 558 | 57  | 1902         | 59  |
| I'm waiting to hear the outcome            | 135   | 6   | 54  | 6   | 189          | 6   |
| Don't know                                 | 154   | 7   | 70  | 7   | 224          | 7   |
| Total                                      | 2253  | 100 | 981 | 100 | 3234         | 100 |

Table 20: From your experience of the review, do you think the process:

|  | Yes  |    | No  |    |
|--|------|----|-----|----|
|  | N    | %  | N   | %  |
| <b>Women</b>   |      |    |     |    |
| Was thorough?  | 1339 | 61 | 401 | 18 |
| Was fair?  | 1356 | 63 | 356 | 16 |
| Allowed the requirements of the job to be properly evaluated | 1224 | 56 | 550 | 25 |
| <b>Men</b>   |      |    |     |    |
| Was thorough?  | 588  | 61 | 220 | 23 |
| Was fair?  | 585  | 61 | 197 | 21 |
| Allowed the requirements of the job to be properly evaluated | 510  | 53 | 278 | 29 |
| <b>Total Sample</b>  |      |    |     |    |
| Was thorough?  | 1927 | 61 | 621 | 20 |
| Was fair?  | 1941 | 62 | 553 | 18 |
| Allowed the requirements of the job to be properly evaluated | 1734 | 55 | 828 | 26 |

Percentages across the rows do not sum to 100% due to don't know responses.

## 2.5 Job Satisfaction, Security and Future Intentions

The survey collected information on job satisfaction, job security and future employment intentions. This information is presented in tables 21 to 24.

Table 21: What is the per cent chance that you will leave your current job voluntarily in the next 12 months?

| Per cent chance you will leave your job | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Zero %                                  | 2967  | 41  | 1039 | 33  | 4006         | 38  |
| 5-50 %                                  | 2902  | 40  | 1511 | 47  | 4413         | 42  |
| 51-80 %                                 | 703   | 10  | 342  | 11  | 1045         | 10  |
| 81-100 %                                | 729   | 10  | 294  | 9   | 1023         | 10  |
| Total                                   | 7301  | 100 | 3186 | 100 | 10487        | 100 |

Table 22: To what extent do you agree or disagree with the following statements:

|   | Agreed Strongly or Somewhat<br>% |     |              | Disagree Strongly or Somewhat<br>% |     |              |
|---|----------------------------------|-----|--------------|------------------------------------|-----|--------------|
|   | Women                            | Men | Total Sample | Women                              | Men | Total Sample |
| I have a lot of input into changes that affect me (n=10604)                 | 56                               | 55  | 56           | 34                                 | 35  | 34           |
| I am satisfied with the balance between my work and personal life (n=10595) | 72                               | 70  | 72           | 22                                 | 21  | 22           |
| I am satisfied with my job overall (n=10615)                                | 76                               | 71  | 75           | 18                                 | 20  | 19           |

NB: Percentages across the rows do not add to 100% due to don't know or neither agree/disagree responses.

Table 23: To what extent have each of the following gone up or down for you personally in the last two years (or since you started if less than 2 years ago).

|  | Gone Up |    | Stayed the Same |    | Gone Down |    |
|--|---------|----|-----------------|----|-----------|----|
|  | N       | %  | N               | %  | N         | %  |
| <b>Women</b>   |         |    |                 |    |           |    |
| My satisfaction with balance between my work and personal life | 1300    | 18 | 4319            | 59 | 1694      | 23 |
| The level of input I have into changes that affect me          | 1864    | 25 | 3888            | 53 | 1325      | 18 |
| My satisfaction with my career prospects                       | 1485    | 20 | 3352            | 46 | 2348      | 32 |
| My satisfaction with my job overall                            | 1636    | 22 | 3412            | 46 | 2255      | 31 |
| <b>Men</b>   |         |    |                 |    |           |    |
| My satisfaction with balance between my work and personal life | 477     | 15 | 1974            | 61 | 743       | 23 |
| The level of input I have into changes that affect me          | 761     | 24 | 1670            | 52 | 704       | 22 |
| My satisfaction with my career prospects                       | 545     | 17 | 1436            | 45 | 1175      | 36 |
| My satisfaction with my job overall                            | 647     | 20 | 1514            | 47 | 1035      | 32 |
| <b>Total Sample</b>  |         |    |                 |    |           |    |
| My satisfaction with balance between my work and personal life | 1777    | 17 | 6293            | 59 | 2417      | 23 |
| The level of input I have into changes that affect me          | 2625    | 25 | 5558            | 52 | 2029      | 19 |
| My satisfaction with my career prospects                       | 2030    | 19 | 4788            | 45 | 3523      | 33 |
| My satisfaction with my job overall                            | 2283    | 22 | 4926            | 46 | 3290      | 31 |

NB: Percentages across the rows do not add to 100% due to a number of don't know responses.

Table 24: Where would you like to be, and where do you expect to be, in five years time?

|  | Women |     | Men  |     | Total Sample |     |
|--|-------|-----|------|-----|--------------|-----|
|  | N     | %   | N    | %   | N            | %   |
| <b>Where would you <u>like to be</u> in five years time?</b> |       |     |      |     |              |     |
| At this level in this job                                    | 693   | 9   | 276  | 9   | 969          | 9   |
| At this level but in a different part of the university      | 291   | 4   | 78   | 2   | 369          | 3   |
| At a higher level non-managerial job in this university      | 2207  | 30  | 782  | 24  | 2989         | 28  |
| In a higher managerial position in this university           | 1770  | 24  | 979  | 30  | 2749         | 26  |
| At another university  | 370   | 5   | 199  | 6   | 569          | 5   |
| Outside the university sector                                | 1127  | 15  | 488  | 15  | 1615         | 15  |
| Retired  | 906   | 12  | 422  | 13  | 1328         | 13  |
| Total  | 7364  | 100 | 3224 | 100 | 10588        | 100 |
| <b>Where do you <u>expect to be</u> in five years time?</b>  |       |     |      |     |              |     |
| At this level in this job                                    | 1867  | 26  | 831  | 26  | 2698         | 26  |
| At this level but in a different part of the university      | 505   | 7   | 144  | 5   | 649          | 6   |
| At a higher level non-managerial job in this university      | 1471  | 20  | 512  | 16  | 1983         | 19  |
| In a higher managerial position in this university           | 968   | 13  | 515  | 16  | 1483         | 14  |
| At another university  | 495   | 7   | 218  | 7   | 713          | 7   |
| Outside the university sector                                | 1301  | 18  | 645  | 20  | 1946         | 19  |
| Retired  | 686   | 9   | 323  | 10  | 1009         | 10  |
| Total  | 7293  | 100 | 3188 | 100 | 10481        | 100 |

## 2.6 Career and Job History

This section reports on questions related to career history since leaving school including promotion and work outside the university sector.

Table 25: In what year were you first appointed to a continuing or fixed term salaried position in a university?

|                     | Women |     | Men  |     | Total |     |
|---------------------|-------|-----|------|-----|-------|-----|
|                     | N     | %   | N    | %   | N     | %   |
| Less than 12 months | 869   | 12  | 312  | 10  | 1181  | 11  |
| 12 to 23 months     | 915   | 12  | 353  | 11  | 1268  | 12  |
| 24 to 35 months     | 709   | 10  | 269  | 8   | 978   | 9   |
| 3-5 years           | 1514  | 21  | 648  | 20  | 2162  | 20  |
| 6-9 years           | 1071  | 15  | 481  | 15  | 1552  | 15  |
| 10-14 years         | 967   | 13  | 455  | 14  | 1422  | 13  |
| 15-19 years         | 519   | 7   | 262  | 8   | 781   | 7   |
| 20-29 years         | 572   | 8   | 302  | 9   | 874   | 8   |
| 30 or more years    | 195   | 3   | 138  | 4   | 333   | 3   |
| Total               | 7331  | 100 | 3220 | 100 | 10551 | 100 |

NB: data reported in years since the year of first appointment it does not take into account time spent outside the university sector, or time spent not working in university sector due to caring responsibilities.

Table 26: What was the level of this appointment?

|                | Women |     | Men  |     | Total |     |
|----------------|-------|-----|------|-----|-------|-----|
|                | N     | %   | N    | %   | N     | %   |
| HEW 1          | 246   | 4   | 114  | 4   | 360   | 4   |
| HEW 2          | 247   | 4   | 145  | 5   | 392   | 4   |
| HEW 3          | 1044  | 15  | 317  | 10  | 1361  | 13  |
| HEW 4          | 1733  | 25  | 508  | 17  | 2241  | 22  |
| HEW 5          | 1694  | 24  | 661  | 22  | 2355  | 23  |
| HEW 6          | 870   | 12  | 483  | 16  | 1353  | 13  |
| HEW 7          | 601   | 9   | 365  | 12  | 966   | 10  |
| HEW 8          | 349   | 5   | 239  | 8   | 588   | 6   |
| HEW 9          | 142   | 2   | 132  | 4   | 274   | 3   |
| HEW 10         | 88    | 1   | 104  | 3   | 192   | 2   |
| Above level 10 | 5     | 0   | 6    | 0   | 11    | 0   |
| Total          | 7019  | 100 | 3074 | 100 | 10093 | 100 |

Table 27: Have you worked outside the university sector in work related to your current job?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Yes   | 3769  | 86  | 1851 | 84  | 5620         | 85  |
| No  | 620   | 14  | 340  | 16  | 960          | 15  |
| Total   | 4389  | 100 | 2191 | 100 | 6580         | 100 |
| <b>For those who indicated Yes above, length of time in work related to current job</b> |       |     |      |     |              |     |
| 5 years or less   | 1648  | 44  | 706  | 38  | 2354         | 42  |
| 6-10 years  | 945   | 25  | 443  | 24  | 1388         | 25  |
| 11 or more years  | 1176  | 31  | 702  | 38  | 1878         | 33  |
| Total   | 3769  | 100 | 1851 | 100 | 5620         | 100 |

Table 28: Have you worked outside the university sector in other work?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Yes   | 5580  | 94  | 2242 | 92  | 7822         | 94  |
| No  | 334   | 6   | 205  | 8   | 539          | 6   |
| Total   | 5914  | 100 | 2447 | 100 | 8361         | 100 |
| <b>For those who indicated Yes above, length of time in other work outside universities</b> |       |     |      |     |              |     |
| 5 years or less   | 1997  | 36  | 839  | 37  | 2836         | 36  |
| 6-10 years  | 1416  | 25  | 503  | 22  | 1919         | 25  |
| 11 or more years  | 2167  | 39  | 900  | 40  | 3067         | 39  |
| Total   | 5580  | 100 | 2242 | 100 | 7822         | 100 |

Table 29: How did you get to your current substantive level?

|   | Women |     | Men  |     | Total |     |
|---|-------|-----|------|-----|-------|-----|
|   | N     | %   | N    | %   | N     | %   |
| Competitive appointment process                   | 4389  | 61  | 1950 | 61  | 6339  | 61  |
| Reclassification                                  | 1196  | 17  | 581  | 18  | 1777  | 17  |
| Appointed without a competitive selection process | 1485  | 20  | 597  | 19  | 2082  | 20  |
| Other   | 181   | 2   | 60   | 2   | 241   | 2   |
| Total   | 7251  | 100 | 3188 | 100 | 10439 | 100 |

Table 30: In the last five years how many times have you moved between jobs at the same level?

|           | Women |     | Men  |     | Total |     |
|-----------|-------|-----|------|-----|-------|-----|
|           | N     | %   | N    | %   | N     | %   |
| Zero      | 4592  | 65  | 2190 | 70  | 6782  | 66  |
| 1         | 1203  | 17  | 481  | 15  | 1684  | 17  |
| 2         | 729   | 10  | 241  | 8   | 970   | 10  |
| 3         | 394   | 6   | 154  | 5   | 548   | 5   |
| 4         | 106   | 1   | 28   | 1   | 134   | 1   |
| 5 or more | 52    | 1   | 29   | 1   | 81    | 1   |
| Total     | 7076  | 100 | 3123 | 100 | 10199 | 100 |

Table 31: In the past 5 years how many times have you applied for and been successful in obtaining promotion to a higher level at this university?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Have never applied  | 3074  | 46  | 1397 | 47  | 4471         | 46  |
| Applied at least once   | 3649  | 54  | 1589 | 53  | 5238         | 54  |
| <b>Success rate for those who had applied</b>   |       |     |      |     |              |     |
| Have never been successful  | 784   | 23  | 427  | 28  | 1211         | 24  |
| Have been successful less than half the time I have applied   | 337   | 10  | 170  | 11  | 507          | 10  |
| Have been successful more than half the times I have applied, but not every application had been successful | 493   | 14  | 199  | 13  | 692          | 14  |
| All my applications have been successful  | 1866  | 54  | 730  | 48  | 2596         | 52  |
| Total   | 3480  | 100 | 1526 | 100 | 5006         | 100 |

Table 32: In the past 5 years how many times have you applied for and been successful in obtaining promotion to a higher level at another university?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Have never applied  | 2909  | 78  | 1311 | 80  | 4220         | 79  |
| Applied at least once   | 802   | 22  | 325  | 20  | 1127         | 21  |
| <b>Success rate for those who had applied</b>   |       |     |      |     |              |     |
| Have never been successful  | 127   | 17  | 66   | 22  | 193          | 18  |
| Have been successful less than half the time I have applied   | 86    | 11  | 31   | 10  | 117          | 11  |
| Have been successful more than half the times I have applied, but not every application had been successful | 92    | 12  | 44   | 15  | 136          | 13  |
| All my applications have been successful  | 446   | 59  | 160  | 53  | 606          | 58  |
| Total   | 751   | 100 | 301  | 100 | 1052         | 100 |

## 2.7 Career Support and Difficulties

The survey asked a broad range of questions related to career support and difficulties, including information on mentoring and harassment. The findings for professional/general staff are presented in tables 33 to 38.

Table 33: To what extent do you agree or disagree with the following statements:

|   | Agreed Strongly or Somewhat<br>% |     |              | Disagree Strongly or Somewhat<br>% |     |              |
|---|----------------------------------|-----|--------------|------------------------------------|-----|--------------|
|   | Women                            | Men | Total Sample | Women                              | Men | Total Sample |
| I have career mobility between universities and other sectors                   | 51                               | 47  | 50           | 23                                 | 27  | 24           |
| I would like to remain in the university sector for the rest of my career       | 46                               | 49  | 47           | 25                                 | 24  | 24           |
| I am satisfied with my career opportunities in this university                  | 43                               | 35  | 41           | 37                                 | 43  | 39           |
| I am satisfied with my career opportunities in the university sector as a whole | 49                               | 43  | 47           | 22                                 | 27  | 24           |
| I would be able to move interstate to advance my career                         | 24                               | 29  | 25           | 45                                 | 43  | 44           |

NB: Percentages across the rows do not add to 100% due to neither or don't know responses.



Table 34: In the last five years to what extent have the following helped you in advancing your career or been a problem for you in holding back your career?

|  | Help<br>Great/<br>Somewhat |    | Problem<br>Major/<br>Somewhat |    |
|--|----------------------------|----|-------------------------------|----|
| <b>Women</b>   | N                          | %  | N                             | %  |
| Level of support from supervisors in applying for promotion (N=7304)   | 3400                       | 47 | 1493                          | 20 |
| Guidance received in performance reviews (N=7276)                      | 3167                       | 44 | 1318                          | 18 |
| Opportunities for leadership development (n=7234)                      | 2611                       | 36 | 1623                          | 22 |
| Level of support to obtain qualifications or attend training (N=7247)  | 3788                       | 52 | 979                           | 14 |
| Availability of secondment opportunities (7274)                        | 1592                       | 22 | 1596                          | 22 |
| <b>Men</b>   |                            |    |                               |    |
| Level of support from supervisors in applying for promotion (N=3218)   | 1425                       | 44 | 742                           | 23 |
| Guidance received in performance reviews (N=3197)                      | 1228                       | 38 | 675                           | 21 |
| Opportunities for leadership development (n=3182)                      | 1116                       | 35 | 783                           | 25 |
| Level of support to obtain qualifications or attend training (N=3195)  | 1452                       | 45 | 554                           | 17 |
| Availability of secondment opportunities (N=3199)                      | 624                        | 20 | 765                           | 24 |
| <b>Total Sample</b>  |                            |    |                               |    |
| Level of support from supervisors in applying for promotion (N=10522)  | 4825                       | 46 | 2235                          | 21 |
| Guidance received in performance reviews (N=10473)                     | 4395                       | 42 | 1993                          | 19 |
| Opportunities for leadership development (n=10416)                     | 3727                       | 36 | 2406                          | 23 |
| Level of support to obtain qualifications or attend training (N=10442) | 5240                       | 50 | 1533                          | 15 |
| Availability of secondment opportunities (N=10473)                     | 2216                       | 21 | 2361                          | 23 |

NB: Percentages across the rows do not add to 100% due to don't know/not relevant responses.

Table 35: In the last five years to what extent have the following helped you in advancing your career or been a problem for you in holding back your career?

|   | Help<br>Great/<br>Somewhat |    | Neither a problem<br>or a help |    | Problem Major/<br>Somewhat |    |
|---|----------------------------|----|--------------------------------|----|----------------------------|----|
| <b>Women</b>  | N                          | %  | N                              | %  | N                          | %  |
| The attitude within this university towards people of my age (n=7264)                     | 1336                       | 18 | 3475                           | 48 | 832                        | 11 |
| The attitude within this university towards people of my ethnic background (n=7287)       | 632                        | 9  | 3845                           | 53 | 204                        | 3  |
| The attitude within this university towards people of my gender (n=7270)                  | 1048                       | 14 | 3805                           | 52 | 563                        | 8  |
| The attitude within this university towards people with family responsibilities (n=7272)  | 1637                       | 23 | 3039                           | 42 | 687                        | 9  |
| <b>Men</b>  | N                          | %  | N                              | %  | N                          | %  |
| The attitude within this university towards people of my age (n=3197)                     | 619                        | 19 | 1652                           | 52 | 357                        | 11 |
| The attitude within this university towards people of my ethnic background (n=3207)       | 332                        | 10 | 1873                           | 58 | 130                        | 4  |
| The attitude within this university towards people of my gender (n=3194)                  | 327                        | 10 | 1917                           | 60 | 175                        | 5  |
| The attitude within this university towards people with family responsibilities (n=3197)  | 634                        | 20 | 1685                           | 53 | 173                        | 5  |
| <b>Total Sample</b>   | N                          | %  | N                              | %  | N                          | %  |
| The attitude within this university towards people of my age (n=10461)                    | 1955                       | 19 | 5127                           | 49 | 1189                       | 11 |
| The attitude within this university towards people of my ethnic background (n=10494)      | 964                        | 9  | 5718                           | 54 | 334                        | 3  |
| The attitude within this university towards people of my gender (n=10464)                 | 1375                       | 13 | 5722                           | 55 | 738                        | 7  |
| The attitude within this university towards people with family responsibilities (n=10469) | 2271                       | 22 | 4724                           | 45 | 860                        | 8  |

NB: Percentages across the rows do not add to 100% due to don't know/not relevant responses.

Table 36: Have you experienced any kind of harassment or bullying at work in the last five years?

|       | Women |     | Men  |     | Total Sample |     |
|-------|-------|-----|------|-----|--------------|-----|
|       | N     | %   | N    | %   | N            | %   |
| Yes   | 2454  | 33  | 867  | 27  | 3321         | 31  |
| No    | 4941  | 67  | 2372 | 73  | 7313         | 69  |
| Total | 7395  | 100 | 3239 | 100 | 10634        | 100 |

Table 37: Have you taken or seriously considered taking a formal case in relation to harassment or bullying at work in the last five years?

|       | Women |     | Men |     | Total Sample |     |
|-------|-------|-----|-----|-----|--------------|-----|
|       | N     | %   | N   | %   | N            | %   |
| Yes   | 1031  | 42  | 354 | 41  | 1385         | 42  |
| No    | 1417  | 58  | 511 | 59  | 1928         | 58  |
| Total | 2448  | 100 | 865 | 100 | 3313         | 100 |

Table 38: If not, why did you decide not to take case? Multiple responses allowed.

|  | Women |    | Men |    | Total Sample<br>(N=1928) |    |
|--|-------|----|-----|----|--------------------------|----|
|  | N     | %  | N   | %  | N                        | %  |
| The incident was too minor               | 418   | 29 | 154 | 29 | 572                      | 29 |
| I lacked faith in the complaints process | 409   | 28 | 167 | 32 | 576                      | 29 |
| It would have made things worse for me   | 705   | 48 | 262 | 50 | 967                      | 49 |

Table 39: Respondents who reported experiencing harassment were asked: Did the harassment have an adverse impact on your career?

|            | Women |     | Men |     | Total Sample |     |
|------------|-------|-----|-----|-----|--------------|-----|
|            | N     | %   | N   | %   | N            | %   |
| Yes        | 941   | 38  | 321 | 37  | 1262         | 38  |
| No         | 942   | 39  | 303 | 35  | 1245         | 38  |
| Don't know | 562   | 23  | 236 | 27  | 798          | 24  |
| Total      | 2445  | 100 | 860 | 100 | 3305         | 100 |

Table 40: In the last five years, have you been mentored in a formal mentoring course or scheme in your workplace?

|                            | Women |     | Men  |     | Total Sample |     |
|----------------------------|-------|-----|------|-----|--------------|-----|
|                            | N     | %   | N    | %   | N            | %   |
| Yes, at this university    | 660   | 9   | 275  | 9   | 935          | 9   |
| Yes, at another university | 297   | 4   | 135  | 4   | 432          | 4   |
| No                         | 6433  | 87  | 2823 | 87  | 9256         | 87  |
| Total                      | 7390  | 100 | 3233 | 100 | 10623        | 100 |

Table 41: Respondents who experienced a formal mentoring arrangement or scheme were asked: How much benefit did the formal mentoring course/scheme provide?

|                   | Women |     | Men |     | Total Sample |     |
|-------------------|-------|-----|-----|-----|--------------|-----|
|                   | N     | %   | N   | %   | N            | %   |
| No benefit        | 39    | 6   | 26  | 9   | 65           | 7   |
| A little benefit  | 118   | 18  | 57  | 20  | 175          | 18  |
| Some benefit      | 218   | 33  | 97  | 35  | 315          | 33  |
| A lot of benefit  | 190   | 29  | 69  | 25  | 259          | 27  |
| Highly beneficial | 101   | 15  | 31  | 11  | 132          | 14  |
| Total             | 666   | 100 | 280 | 100 | 946          | 100 |

Table 42: Over the past five years, how much help have you received from the following people in advancing your career?

|   | Received a lot/some help |    | Not received much help |    | Not sought help |    |
|---|--------------------------|----|------------------------|----|-----------------|----|
|   | N                        | %  | N                      | %  | N               | %  |
| <b>Women</b>  |                          |    |                        |    |                 |    |
| My supervisor (n=7348)  | 4382                     | 60 | 1745                   | 24 | 1231            | 17 |
| Senior staff in my work area (n=7303)                         | 3371                     | 46 | 1858                   | 25 | 2074            | 28 |
| Senior staff, in other work areas of the university (N=7292)  | 2063                     | 28 | 1651                   | 23 | 3578            | 49 |
| Staff at my level (N=7290)                                    | 2905                     | 40 | 1438                   | 20 | 2947            | 40 |
| People in other universities (n=7278)                         | 1196                     | 16 | 1030                   | 14 | 5052            | 69 |
| <b>Men</b>  |                          |    |                        |    |                 |    |
| My supervisor (n=3225)  | 1891                     | 59 | 868                    | 27 | 466             | 14 |
| Senior staff in my work area (n=3206)                         | 1388                     | 43 | 989                    | 31 | 829             | 26 |
| Senior staff, in other work areas of the university (N=3198)  | 894                      | 28 | 921                    | 29 | 1383            | 43 |
| Staff at my level (N=3202)                                    | 1236                     | 39 | 748                    | 23 | 1218            | 38 |
| People in other universities (n=3197)                         | 609                      | 19 | 586                    | 18 | 2002            | 63 |
| <b>Total Sample</b>   |                          |    |                        |    |                 |    |
| My supervisor (n=10583)                                       | 6273                     | 59 | 2613                   | 25 | 1697            | 16 |
| Senior staff in my work area (n=10509)                        | 4749                     | 45 | 2847                   | 27 | 2903            | 28 |
| Senior staff, in other work areas of the university (N=10490) | 2957                     | 28 | 2572                   | 25 | 4961            | 47 |
| Staff at my level (N=10492)                                   | 4141                     | 39 | 2186                   | 21 | 4165            | 40 |
| People in other universities (n=10475)                        | 1805                     | 17 | 1616                   | 15 | 7054            | 67 |

## 2.8 Work and Family

These questions asked respondents to provide information related to their responsibilities for children and others who needed regular care. Other questions sought information on perceptions of work and family balance, and impediments to balancing work and family responsibilities. The findings from these questions for general staff are presented in tables 43 to 52.

Table 43: Do you have caring responsibilities?

|  | Women |    | Men  |    | Total Sample |    |
|--|-------|----|------|----|--------------|----|
|  | N     | %  | N    | %  | N            | %  |
| Has caring responsibilities (children & or others who need regular care as outlined below) | 3130  | 42 | 1429 | 44 | 4559         | 43 |
| <b>Details of those who reported any caring responsibilities</b>                           |       |    |      |    |              |    |
| Responsible for an adult who needs regular care, due to ill health, disability, age        | 1097  | 15 | 359  | 11 | 1456         | 14 |
| Children under 18 years living at home   | 2363  | 32 | 1200 | 37 | 3563         | 33 |
| Children under 4 years   | 808   | 11 | 501  | 15 | 1309         | 12 |
| Children aged 5-12 years   | 1166  | 16 | 593  | 18 | 1759         | 16 |
| Children aged 13 – 18 years  | 999   | 13 | 455  | 14 | 1454         | 14 |

Table 44: What is your partner's employment status?

|  | Women |     | Men  |     | Total Sample |     |
|--|-------|-----|------|-----|--------------|-----|
|  | N     | %   | N    | %   | N            | %   |
| Partner works full-time in university sector | 492   | 10  | 267  | 11  | 759          | 10  |
| Partner works full-time in another sector    | 3597  | 70  | 966  | 39  | 4563         | 60  |
| Partner works part-time in university sector | 99    | 2   | 109  | 4   | 208          | 3   |
| Partner works part-time in another sector    | 457   | 9   | 640  | 26  | 1097         | 14  |
| Partner is retired or not employed           | 467   | 9   | 481  | 20  | 948          | 13  |
| Total  | 5112  | 100 | 2463 | 100 | 7575         | 100 |

Table 45: Who is mainly responsible for the care of your children?

|                                | Women |     | Men  |     | Total Sample |     |
|--------------------------------|-------|-----|------|-----|--------------|-----|
|                                | N     | %   | N    | %   | N            | %   |
| I am                           | 1147  | 49  | 55   | 5   | 1202         | 34  |
| My partner                     | 60    | 3   | 409  | 34  | 469          | 13  |
| Shared equally with my partner | 1081  | 46  | 697  | 58  | 1778         | 50  |
| Other                          | 62    | 3   | 37   | 3   | 99           | 3   |
| Total sample                   | 2350  | 100 | 1198 | 100 | 3548         | 100 |

Table 46: During the past five years has your work been affected by your family or caring responsibilities in any of the following ways? Multiple responses allowed.

|   | Women |    | Men  |    | Total Sample |    |
|---|-------|----|------|----|--------------|----|
|   | N     | %  | N    | %  | N            | %  |
| Having to work part-time  | 1339  | 18 | 92   | 3  | 1431         | 13 |
| Having to take additional leave (other than parental leave)                       | 1619  | 22 | 675  | 21 | 2294         | 21 |
| Stress from home affecting my abilities to do my job well over a sustained period | 998   | 13 | 474  | 15 | 1472         | 14 |
| Missing opportunities to apply for advancement                                    | 868   | 12 | 196  | 6  | 1064         | 10 |
| Missing other opportunities e.g. to travel, attend conferences                    | 1076  | 14 | 344  | 11 | 1420         | 13 |
| Having to change jobs or responsibilities   | 538   | 7  | 156  | 5  | 694          | 6  |
| Inability to complete qualifications  | 494   | 7  | 185  | 6  | 679          | 6  |
| None of the above   | 4072  | 55 | 2036 | 63 | 6108         | 57 |

Table 47: Have you ever resigned from, or not taken up work in, a university due to caring responsibilities, and how long were you out of the sector as a result of this?

|  | Women |     | Men  |     | Total Sample |     |
|--|-------|-----|------|-----|--------------|-----|
|  | N     | %   | N    | %   | N            | %   |
| No   | 6945  | 94  | 3159 | 98  | 10104        | 95  |
| Yes  | 450   | 6   | 60   | 2   | 510          | 5   |
| Total  | 7395  | 100 | 3219 | 100 | 10614        | 100 |
| <b>For how long were you out of the university sector as a result of this?</b> |       |     |      |     |              |     |
| Less than or equal to 12 months  | 117   | 34  | 18   | 45  | 135          | 36  |
| 1-2 years  | 66    | 19  | 6    | 15  | 72           | 19  |
| 2-5 years  | 94    | 28  | 10   | 25  | 104          | 27  |
| More than 5 years  | 64    | 19  | 6    | 15  | 70           | 18  |
| Total  | 341   | 100 | 40   | 100 | 381          | 100 |

Table 48: Thinking about the balance between your work and the rest of your life, how often does work:

|  | Almost Always or Often |    | Sometimes |    | Rarely or Never |    |
|--|------------------------|----|-----------|----|-----------------|----|
|  | N                      | %  | N         | %  | N               | %  |
| <b>Women</b>   |                        |    |           |    |                 |    |
| Interfere with your responsibilities or activities outside work?                                 | 1134                   | 15 | 2867      | 39 | 3367            | 46 |
| Keep you from spending the amount of time you would like with your family and friends?           | 1235                   | 17 | 2462      | 33 | 3678            | 50 |
| Interfere with your ability to develop or maintain connections and friendship in your community? | 933                    | 13 | 1806      | 24 | 4582            | 62 |
| <b>Men</b>   |                        |    |           |    |                 |    |
| Interfere with your responsibilities or activities outside work?                                 | 501                    | 16 | 1277      | 40 | 1441            | 45 |
| Keep you from spending the amount of time you would like with your family and friends?           | 508                    | 16 | 1145      | 35 | 1560            | 48 |
| Interfere with your ability to develop or maintain connections and friendship in your community? | 357                    | 11 | 823       | 25 | 2000            | 62 |
| <b>Total Sample</b>  |                        |    |           |    |                 |    |
| Interfere with your responsibilities or activities outside work?                                 | 1635                   | 15 | 4144      | 39 | 4808            | 45 |
| Keep you from spending the amount of time you would like with your family and friends?           | 1743                   | 16 | 3607      | 34 | 5238            | 49 |
| Interfere with your ability to develop or maintain connections and friendship in your community? | 1290                   | 12 | 2629      | 25 | 6582            | 62 |

NB: Percentages across the rows do not add to 100% due to a number of don't know responses.

Table 49: Thinking about the balance between your work and the rest of your life, how often does your personal life:

|                                      | Almost Always or Often |   | Sometimes |    | Rarely or Never |    |
|--------------------------------------|------------------------|---|-----------|----|-----------------|----|
|                                      | N                      | % | N         | %  | N               | %  |
| <b>Women</b>                         |                        |   |           |    |                 |    |
| Interfere with your work activities? | 227                    | 3 | 1948      | 26 | 5204            | 70 |
| Restrict the time you spend at work? | 395                    | 5 | 1445      | 20 | 5513            | 75 |
| <b>Men</b>                           |                        |   |           |    |                 |    |
| Interfere with your work activities? | 91                     | 3 | 916       | 28 | 2214            | 68 |
| Restrict the time you spend at work? | 116                    | 4 | 668       | 21 | 2415            | 75 |
| <b>Total Sample</b>                  |                        |   |           |    |                 |    |
| Interfere with your work activities? | 318                    | 3 | 2864      | 27 | 7418            | 70 |
| Restrict the time you spend at work? | 511                    | 5 | 2113      | 20 | 7928            | 75 |

NB: Percentages do not add to 100% due to a number of don't know responses.

Table 50: Thinking about your life in general, how often do you feel rushed or pressed for time?

|              | Almost Always or Often |    | Sometimes |    | Rarely or Never |    |
|--------------|------------------------|----|-----------|----|-----------------|----|
|              | N                      | %  | N         | %  | N               | %  |
| Women        | 4098                   | 55 | 2607      | 35 | 689             | 9  |
| Men          | 1476                   | 46 | 1297      | 40 | 451             | 14 |
| Total Sample | 5574                   | 52 | 3904      | 37 | 1140            | 11 |

Table 51: To what extent do you agree or disagree with the following statements:

|  | Strongly Agree / Agree % |     |              | Strongly Disagree / Disagree % |     |              | Don't know % |     |              |
|--|--------------------------|-----|--------------|--------------------------------|-----|--------------|--------------|-----|--------------|
|  | Women                    | Men | Total Sample | Women                          | Men | Total Sample | Women        | Men | Total Sample |
| There is adequate support in my work unit for mothers in their caring responsibilities | 68                       | 68  | 68           | 12                             | 5   | 10           | 13           | 21  | 15           |
| There is adequate support in my work unit for fathers in their caring responsibilities | 54                       | 60  | 56           | 8                              | 14  | 10           | 28           | 15  | 24           |

NB: Percentages across the rows do not add to 100% due to a number of neither agree/disagree responses.

Table 52: Do you see any of the following as being an impediment to balancing your work and family life:

|                             | Major or somewhat of an impediment % |     |              | Minor Impediment % |     |              | Not an Impediment % |     |              |
|-----------------------------|--------------------------------------|-----|--------------|--------------------|-----|--------------|---------------------|-----|--------------|
|                             | Women                                | Men | Total Sample | Women              | Men | Total Sample | Women               | Men | Total Sample |
| Attitudes of my supervisors | 23                                   | 23  | 23           | 15                 | 15  | 15           | 59                  | 59  | 59           |
| Attitudes of my colleagues  | 13                                   | 10  | 12           | 17                 | 18  | 17           | 66                  | 68  | 67           |
| Workloads                   | 39                                   | 38  | 39           | 27                 | 31  | 28           | 31                  | 29  | 31           |

NB: Percentages across the rows do not add to 100% due to a number of don't know responses

## 2.9 Parental Leave

The survey collected information on parental leave taken. There were 1921 general staff who reported taking parental leave while employed in a university: 1302, or 18% of women and 619 or 19% of men. Of these, 1894 reported how many times they had made use of these entitlements while employed in a university. A majority of these people had taken parental leave only once as reported in table 49. For the most recent occasion just over three quarters (79%) had taken the full amount of their entitlement. There were 260 respondents who reported that they did not take their full entitlement. Details of parental leave are reported in tables 53 and 54.

Table 53: How many times have you taken parental leave?

|                     | Women |     | Men |     | Total Sample |     |
|---------------------|-------|-----|-----|-----|--------------|-----|
|                     | N     | %   | N   | %   | N            | %   |
| Once                | 736   | 57  | 313 | 51  | 1049         | 55  |
| Twice               | 439   | 34  | 207 | 34  | 646          | 34  |
| Three or more times | 110   | 9   | 89  | 15  | 199          | 11  |
| Total               | 1285  | 100 | 609 | 100 | 1894         | 100 |

Table 54: If you did not take your full parental leave entitlement, why not? Multiple responses allowed.

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| N=260 did not take full entitlement     |       |    |     |    |              |    |
| Concerned about household finances      | 100   | 52 | 11  | 16 | 111          | 43 |
| Concerned about colleagues' workloads   | 22    | 11 | 22  | 33 | 44           | 17 |
| Concerned about the impact on my career | 54    | 28 | 15  | 22 | 69           | 27 |
| Concerned about reaction of colleagues  | 13    | 7  | 8   | 12 | 21           | 8  |
| Concerned about reaction of supervisors | 26    | 13 | 18  | 27 | 44           | 17 |
| My partner took the primary carer role  | 10    | 5  | 29  | 43 | 39           | 15 |
| I was keen to return to work            | 58    | 30 | 8   | 12 | 66           | 25 |



## 2.10 Flexible Work Arrangements

This section presents information on professional/general staff members' attitudes and behaviour related to flexible work arrangements. Respondents were asked whether they would prefer a change in work arrangements (for example, change in the hours of work). Overall, 48% (n=5121) of the total sample thought they would prefer a change in their work arrangements (51% of women, 42% of men).

Table 55: Have you wanted one of these work arrangements in the last 12 months:

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| Work reduced hours, on ongoing basis            | 1540  | 21 | 563 | 17 | 2103         | 20 |
| Work reduced hours, for limited period          | 823   | 11 | 337 | 10 | 1160         | 11 |
| Work fewer hours each day                       | 692   | 9  | 260 | 8  | 952          | 9  |
| Work in school term-time only                   | 386   | 5  | 115 | 4  | 501          | 5  |
| Job share                                       | 355   | 5  | 92  | 3  | 447          | 4  |
| Have more flexible start and finish times       | 1156  | 16 | 433 | 13 | 1589         | 15 |
| Work extra overtime                             | 268   | 4  | 135 | 4  | 403          | 4  |
| Transfer into a different job at the same level | 467   | 6  | 225 | 7  | 692          | 6  |
| Work different days of the week                 | 420   | 6  | 200 | 6  | 620          | 6  |

Table 56: Have you requested this change in work arrangements:

|   | Women |    | Men |    | Total Sample |    | Granted in full |     |
|---|-------|----|-----|----|--------------|----|-----------------|-----|
|   | N     | %  | N   | %  | N            | %  | W %             | M % |
| Work reduced hours, on ongoing basis            | 515   | 7  | 150 | 5  | 665          | 6  | 56              | 48  |
| Work reduced hours, for limited period          | 458   | 6  | 136 | 4  | 594          | 6  | 65              | 50  |
| Work fewer hours each day                       | 195   | 3  | 83  | 3  | 278          | 3  | 46              | 30  |
| Work in school term-time only                   | 99    | 1  | 46  | 1  | 145          | 1  | 24              | 17  |
| Job share                                       | 190   | 3  | 62  | 2  | 252          | 2  | 40              | 24  |
| Have more flexible start and finish times       | 1091  | 15 | 378 | 12 | 1469         | 14 | 61              | 56  |
| Work extra overtime                             | 258   | 3  | 132 | 4  | 390          | 4  | 40              | 25  |
| Transfer into a different job at the same level | 189   | 3  | 104 | 3  | 293          | 3  | 42              | 27  |
| Work different days of the week                 | 421   | 6  | 103 | 3  | 524          | 5  | 74              | 41  |

Table 57: If you have requested but did not receive flexible work arrangements, what was the main reason your request was not possible:

|   | Women |    | Men |    | Total Sample |
|---|-------|----|-----|----|--------------|
|   | N     | %  | N   | %  | N            |
| Too difficult to fit in with schedule in my work unit | 326   | 27 | 120 | 21 | 446          |
| Not enough staff to make it possible                  | 381   | 31 | 170 | 30 | 551          |
| Don't know  | 507   | 42 | 279 | 49 | 786          |

## 2.11 Income

The survey collected information on gross income and loadings obtained as part of annual income from the university. Gross income is presented in table 58, followed by a summary of information on loadings.

Table 58: Total gross income per week

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| \$2,995 or more pw (\$150,000 or more per year)     | 77    | 1   | 94   | 3   | 171          | 2   |
| \$2,000-\$2,994 pw (\$104,000 - \$149,999 per year) | 268   | 4   | 245  | 8   | 513          | 5   |
| \$1,500-\$1,999 pw (\$78,000-\$103,999 per year)    | 937   | 14  | 786  | 26  | 1723         | 18  |
| \$1,000-\$1,499 pw (\$52,000-\$77,999 per year)     | 3317  | 50  | 1430 | 47  | 4747         | 49  |
| \$700-\$999 pw (\$36,400-\$51,999 per year)         | 1459  | 22  | 384  | 13  | 1843         | 19  |
| \$500-\$699 pw (\$26,000-\$36,399 per year)         | 548   | 8   | 83   | 3   | 631          | 7   |
| Total   | 6606  | 100 | 3022 | 100 | 9628         | 100 |

Loadings included in annual income were reported by 1546 respondents (12% of women and 20% of men). Of these, 20% reported market loadings, 26% performance loadings, and 11% reported loadings for performing higher duties. There were a higher proportion of men compared to women who reported that they had received a market loading (30% versus 13%).

## 2.12 Retirement

Information relating to income in retirement and working arrangements in the transition to retirement is presented in table 59 to 62.

Table 59: What are your expected income sources when you retire or as you get older or work less? Multiple responses allowed.

|  | Women |    | Men  |    | Total Sample |    |
|--|-------|----|------|----|--------------|----|
|  | N     | %  | N    | %  | N            | %  |
| Unisuper   | 6716  | 90 | 2910 | 90 | 9626         | 90 |
| Other Australian superannuation  | 1827  | 25 | 840  | 26 | 2667         | 25 |
| Overseas pension fund  | 274   | 4  | 129  | 4  | 403          | 4  |
| Government pension   | 1717  | 23 | 713  | 22 | 2430         | 23 |
| Own assets (including rent, properties, farms, business investments, interest, stocks, debentures, bank account) | 3520  | 47 | 1628 | 50 | 5148         | 48 |
| Spouse or partner's income   | 2213  | 30 | 552  | 17 | 2765         | 26 |
| Someone else's income  | 56    | 1  | 18   | 1  | 74           | 1  |
| Don't know   | 179   | 2  | 54   | 2  | 233          | 2  |

Table 60: What will be your main income source in retirement?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Unisuper  | 3501  | 49  | 1864 | 59  | 5365         | 52  |
| Australian superannuation   | 493   | 7   | 283  | 9   | 776          | 8   |
| Overseas pension fund   | 34    | 0   | 18   | 1   | 52           | 1   |
| Government pension  | 436   | 6   | 147  | 5   | 583          | 6   |
| Own assets (including rent, properties, farms, business investments, interest, stocks, debentures,, bank account) | 889   | 12  | 392  | 12  | 1281         | 12  |
| Spouse or partner's income  | 471   | 7   | 54   | 2   | 525          | 5   |
| Someone else's income   | 13    | 0   | 3    | 0   | 16           | 0   |
| Other   | 95    | 1   | 45   | 1   | 140          | 1   |
| Don't know  | 1184  | 17  | 344  | 11  | 1528         | 15  |
| Total   | 7116  | 100 | 3150 | 100 | 10266        | 100 |

Table 61: As you move towards retirement, which of the following would you like to do, and which do you think you will be able to do? Multiple responses allowed.

|   | Like to do this |    | Able to do this |    |
|---|-----------------|----|-----------------|----|
|   | N               | %  | N               | %  |
| <b>Women</b>  |                 |    |                 |    |
| Continue working as I currently do  | 2230            | 30 | 3662            | 49 |
| Reduce number of hours worked each day  | 1644            | 22 | 1119            | 15 |
| Reduce number of hours worked each week/fortnight   | 4117            | 55 | 2537            | 34 |
| Reduce level of responsibility  | 857             | 12 | 699             | 9  |
| Seek contract or casual employment  | 759             | 10 | 901             | 12 |
| Change the type of work (e.g. research or project work rather than teaching and administration) | 1723            | 23 | 1318            | 18 |
| <b>Men</b>  |                 |    |                 |    |
| Continue working as I currently do  | 1282            | 39 | 1882            | 58 |
| Reduce number of hours worked each day  | 673             | 21 | 458             | 14 |
| Reduce number of hours worked each week/fortnight   | 1544            | 48 | 927             | 29 |
| Reduce level of responsibility  | 408             | 13 | 305             | 9  |
| Seek contract or casual employment  | 405             | 12 | 446             | 14 |
| Change the type of work (e.g. research or project work rather than teaching and administration) | 801             | 25 | 660             | 20 |
| <b>Total Sample</b>   |                 |    |                 |    |
| Continue working as I currently do  | 3512            | 33 | 5544            | 52 |
| Reduce number of hours worked each day  | 2317            | 22 | 1577            | 15 |
| Reduce number of hours worked each week/fortnight   | 5661            | 53 | 3464            | 32 |
| Reduce level of responsibility  | 1265            | 12 | 1004            | 9  |
| Seek contract or casual employment  | 1164            | 11 | 1347            | 13 |
| Change the type of work (e.g. research or project work rather than teaching and administration) | 2524            | 24 | 1978            | 19 |

Table 62: Why do you think you may not be able to work the way you would ideally like? Multiple responses allowed.

|   | Women |    | Men  |    | Total Sample |    |
|---|-------|----|------|----|--------------|----|
|   | N     | %  | N    | %  | N            | %  |
| May not be able to afford to                                      | 2641  | 36 | 1090 | 34 | 3731         | 35 |
| My organisation is unlikely to support my preference              | 1142  | 15 | 701  | 22 | 1843         | 17 |
| Too much impact on my final Defined Benefit superannuation payout | 475   | 6  | 277  | 9  | 752          | 7  |
| May lose organisational benefit such as office or funding         | 181   | 2  | 98   | 3  | 279          | 3  |

## Section 3: Academic Staff

This section reports the findings from the academic staff who completed the survey. In total, 8393 academic staff responded to the survey, of whom 4311 (51%) were women and 4080 (49%) were men. Two respondents did not provide information on their gender.

### 3.1 Demographic Characteristics

The survey collected a broad range of demographic characteristics from the academic staff. Two-fifths of respondents, 42%, were aged over 50 years and only 4% were less than 30 years of age. A range of demographic characteristics are reported in table 63.

Table 63: Demographic characteristics

|   | Women |    | Men  |    | Total Sample |    |
|---|-------|----|------|----|--------------|----|
|   | N     | %  | N    | %  | N            | %  |
| <b>Age</b>  |       |    |      |    |              |    |
| 15-19 years   | 3     | 0  | 0    | 0  | 3            | 0  |
| 20-24 years   | 10    | 0  | 0    | 0  | 10           | 0  |
| 25-29 years   | 205   | 5  | 96   | 2  | 301          | 4  |
| 30-34 years   | 584   | 14 | 466  | 12 | 1050         | 13 |
| 35-39 years   | 567   | 13 | 562  | 14 | 1129         | 14 |
| 40-44 years   | 600   | 14 | 568  | 14 | 1168         | 14 |
| 45-49 years   | 650   | 15 | 536  | 13 | 1186         | 14 |
| 50-54 years   | 675   | 16 | 601  | 15 | 1276         | 15 |
| 55-59 years   | 545   | 13 | 537  | 13 | 1082         | 13 |
| 60-64 years   | 308   | 7  | 401  | 10 | 709          | 9  |
| 65 + years  | 117   | 3  | 275  | 7  | 392          | 5  |
| <b>Australian born</b>                                  | 2722  | 63 | 2083 | 51 | 4805         | 58 |
| <b>Identify as Aboriginal or Torres Strait Islander</b> | 50    | 1  | 22   | 1  | 72           | 1  |
| <b>English language spoken at home</b>                  | 3881  | 90 | 3331 | 82 | 7212         | 86 |
| <b>Highest educational qualification</b>                |       |    |      |    |              |    |
| PhD   | 2922  | 75 | 3276 | 85 | 6198         | 80 |
| Other post-graduate qualification                       | 967   | 25 | 530  | 14 | 1497         | 19 |
| Bachelor Degree   | 0     | 0  | 0    | 0  | 0            | 0  |
| <b>Currently studying for a qualification</b>           | 23    | 1  | 26   | 1  | 49           | 1  |
| <b>Marital Status</b>                                   |       |    |      |    |              |    |
| Registered marriage/ de facto relationship              | 3217  | 76 | 3497 | 87 | 6714         | 81 |
| Currently not with a partner                            | 1034  | 24 | 535  | 13 | 1569         | 19 |
| <b>Have a long term health condition</b>                | 419   | 10 | 345  | 9  | 764          | 9  |
| <b>Member of a trade union</b>                          | 1667  | 39 | 1308 | 32 | 2975         | 36 |

## 3.2 Employment Characteristics

The survey collected a broad range of employment characteristics. Respondents were asked for details about their academic discipline, faculty and job classification, as well as their tenure with the university, terms of employment, how they had obtained their current position and whether they had negotiated the entry level point when they commenced employment. Findings are presented in tables 64 to 73.

Table 64: What is the discipline or field in which you work?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Science                                 | 989   | 23  | 1886 | 46  | 2875         | 34  |
| Medical and health                      | 1476  | 34  | 741  | 18  | 2217         | 27  |
| Law and business                        | 445   | 10  | 517  | 13  | 962          | 12  |
| Education                               | 431   | 10  | 215  | 5   | 646          | 8   |
| HASS (Humanities, Arts, Social Science) | 950   | 22  | 712  | 18  | 1662         | 19  |
| Total                                   | 4291  | 100 | 4071 | 100 | 8362         | 100 |

Table 65: Current job and classification

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Level A   | 404   | 9   | 206  | 5   | 610          | 7   |
| Level B   | 1241  | 29  | 844  | 21  | 2085         | 25  |
| Level C   | 820   | 19  | 789  | 19  | 1609         | 19  |
| Level D   | 373   | 9   | 551  | 14  | 924          | 11  |
| Level E   | 278   | 7   | 627  | 15  | 905          | 11  |
| Postdoctoral fellow                               | 340   | 8   | 334  | 8   | 674          | 8   |
| Other Researchers                                 | 773   | 18  | 619  | 15  | 1392         | 17  |
| Award Fellowships – Super Science, Future Fellows | 4     | 0   | 8    | 0   | 12           | 0   |
| Professorial Research Leaders                     | 40    | 1   | 69   | 2   | 109          | 1   |
| DVC and Executive Role                            | 1     | 0   | 2    | 0   | 3            | 0   |
| Total   | 4274  | 100 | 4050 | 100 | 8324         | 100 |

Table 66: What are your terms of employment?

|                         | Women |     | Men  |     | Total Sample |     |
|-------------------------|-------|-----|------|-----|--------------|-----|
|                         | N     | %   | N    | %   | N            | %   |
| Continuing or permanent | 2271  | 53  | 2372 | 58  | 4643         | 56  |
| Fixed-term contract     | 2022  | 47  | 1693 | 42  | 3715         | 44  |
| Total                   | 4293  | 100 | 4065 | 100 | 8358         | 100 |

Table 67: How long have you worked at this university?

|                  | Women |     | Men  |     | Total Sample |     |
|------------------|-------|-----|------|-----|--------------|-----|
|                  | N     | %   | N    | %   | N            | %   |
| Less than 1 year | 663   | 16  | 566  | 14  | 1229         | 15  |
| 1-2 years        | 617   | 15  | 534  | 13  | 1151         | 14  |
| 3-5 years        | 1047  | 25  | 913  | 23  | 1960         | 24  |
| 6-9 years        | 769   | 18  | 657  | 16  | 1426         | 17  |
| 10-14 years      | 521   | 12  | 510  | 13  | 1031         | 12  |
| 15-19 years      | 275   | 6   | 324  | 8   | 599          | 7   |
| 20-29 years      | 297   | 7   | 393  | 10  | 690          | 8   |
| 30 or more years | 49    | 1   | 128  | 3   | 177          | 2   |
| Total            | 4238  | 100 | 4025 | 100 | 8263         | 100 |

Table 68: Are you currently in any of the following roles? Multiple responses allowed.

|  | Women |    | Men  |    | Total Sample |    |
|--|-------|----|------|----|--------------|----|
|  | N     | %  | N    | %  | N            | %  |
| DVC  | 7     | 0  | 5    | 0  | 12           | 0  |
| PVC  | 6     | 0  | 8    | 0  | 14           | 0  |
| Dean or Executive in charge of a faculty                               | 10    | 0  | 22   | 1  | 32           | 0  |
| Associate/Assistant Dean or Dean responsible for a particular function | 125   | 3  | 143  | 4  | 268          | 3  |
| Head of School/Dept /Centre  | 248   | 6  | 361  | 9  | 609          | 7  |
| None of these  | 3879  | 90 | 3511 | 86 | 7390         | 88 |

Table 69: How did you first get to your current substantive level?

|  | Women |     | Men  |     | Total Sample |     |
|--|-------|-----|------|-----|--------------|-----|
|  | N     | %   | N    | %   | N            | %   |
| Competitive appointment  | 2390  | 56  | 2259 | 56  | 4649         | 56  |
| Internal promotion   | 922   | 22  | 999  | 25  | 1921         | 23  |
| Appointed from outside without a competitive selection process | 931   | 22  | 788  | 19  | 1719         | 21  |
| Total  | 4243  | 100 | 4046 | 100 | 8289         | 100 |

Table 70: Are you in your formal probation period?

|       | Women |     | Men  |     | Total Sample |     |
|-------|-------|-----|------|-----|--------------|-----|
|       | N     | %   | N    | %   | N            | %   |
| Yes   | 612   | 14  | 504  | 12  | 1116         | 13  |
| No    | 3659  | 86  | 3541 | 88  | 7200         | 87  |
| Total | 4271  | 100 | 4045 | 100 | 8316         | 100 |

Table 71: When you were first employed at this university, did you negotiate over your entry point?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Yes   | 923   | 21  | 1005 | 25  | 1928         | 23  |
| No  | 3324  | 77  | 2996 | 74  | 6320         | 76  |
| Don't recall  | 48    | 1   | 68   | 2   | 116          | 1   |
| Total   | 4295  | 100 | 4069 | 100 | 8364         | 100 |
| <b>For those who indicated Yes, did you achieve the outcome you sought?</b> |       |     |      |     |              |     |
| Yes   | 265   | 29  | 245  | 24  | 510          | 26  |
| No  | 657   | 71  | 759  | 76  | 1416         | 74  |
| Total   | 922   | 100 | 1004 | 100 | 1926         | 100 |

Table 72: Approximately what proportion of academic staff in your work unit are women?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Proportion of women                       |       |     |      |     |              |     |
| Mostly men (i.e., two-thirds or more men) | 1009  | 24  | 1586 | 39  | 2595         | 31  |
| Roughly balanced between men and women    | 1864  | 43  | 1963 | 48  | 3827         | 46  |
| Mostly women (two-thirds or more women)   | 1414  | 33  | 509  | 13  | 1923         | 23  |
| Total                                     | 4287  | 100 | 4058 | 100 | 8345         | 100 |

Table 73: Which of the following best describes the way the university depicts your contract:

|                             | Women |     | Men  |     | Total Sample |     |
|-----------------------------|-------|-----|------|-----|--------------|-----|
|                             | N     | %   | N    | %   | N            | %   |
| Teaching-focused            | 524   | 12  | 349  | 9   | 873          | 11  |
| Research-focused            | 1464  | 34  | 1378 | 34  | 2842         | 34  |
| Teaching & research focused | 2270  | 53  | 2316 | 57  | 4586         | 55  |
| Total                       | 4258  | 100 | 4043 | 100 | 8301         | 100 |



### 3.3 Working Hours and Workload

This section presents information on workload and a range of questions related to working hours including usual working hours per week, percentage of time spent on specific work activities and preferences related to working hours. These findings are presented in tables 74 to 83.

Table 74: Are you employed full-time or part-time?

|           | Women |     | Men  |     | Total Sample |     |
|-----------|-------|-----|------|-----|--------------|-----|
|           | N     | %   | N    | %   | N            | %   |
| Full-time | 3262  | 76  | 3683 | 91  | 6945         | 83  |
| Part-time | 1034  | 24  | 383  | 9   | 1417         | 17  |
| Total     | 4296  | 100 | 4066 | 100 | 8362         | 100 |

Table 75: How many hours per week do you usually work in your current job?

|                                   | Women |    | Men  |    | Total Sample |    |
|-----------------------------------|-------|----|------|----|--------------|----|
|                                   | N     | %  | N    | %  | N            | %  |
| <b>Full-time workers (N=6893)</b> |       |    |      |    |              |    |
| Fewer than 10 hours               | 6     | 0  | 7    | 0  | 13           | 0  |
| 10-19 hours                       | 0     | 0  | 7    | 0  | 7            | 0  |
| 20-29 hours                       | 6     | 0  | 9    | 0  | 15           | 0  |
| 30-34 hours                       | 14    | 0  | 15   | 0  | 29           | 0  |
| 35-39 hours                       | 315   | 10 | 351  | 10 | 666          | 10 |
| 40-49 hours                       | 1325  | 41 | 1346 | 37 | 2671         | 39 |
| 50 or more hours                  | 1567  | 48 | 1925 | 53 | 3492         | 51 |
| <b>Part-time workers (N=1408)</b> |       |    |      |    |              |    |
| Fewer than 10 hours               | 61    | 6  | 38   | 10 | 99           | 7  |
| 10-19 hours                       | 193   | 19 | 76   | 20 | 269          | 19 |
| 20-29 hours                       | 345   | 34 | 120  | 32 | 465          | 33 |
| 30-34 hours                       | 213   | 21 | 57   | 15 | 270          | 19 |
| 35-39 hours                       | 100   | 10 | 21   | 6  | 121          | 9  |
| 40-49 hours                       | 86    | 8  | 46   | 12 | 132          | 9  |
| 50 or more hours                  | 30    | 3  | 22   | 6  | 52           | 4  |

Table 76: What percentage of your time are you expected to spend, and what proportion do you actually spend, on the following activities:

| Hours                                      | Women (%) |    | Men (%) |    | Total Sample (%) |    |
|--|-----------|----|---------|----|------------------|----|
|  | FT        | PT | FT      | PT | FT               | PT |
| <b>Expected teaching time</b>              |           |    |         |    |                  |    |
| 0-25                                       | 42        | 49 | 45      | 43 | 44               | 47 |
| 26-50                                      | 44        | 27 | 44      | 26 | 44               | 26 |
| 51-75                                      | 11        | 13 | 8       | 13 | 10               | 13 |
| 76-100                                     | 3         | 11 | 2       | 17 | 2                | 13 |
| <b>Actual time spent on teaching</b>       |           |    |         |    |                  |    |
| 0-25                                       | 44        | 49 | 47      | 45 | 46               | 48 |
| 26-50                                      | 32        | 19 | 34      | 23 | 33               | 20 |
| 51-75                                      | 17        | 18 | 14      | 15 | 16               | 17 |
| 76-100                                     | 7         | 14 | 5       | 17 | 6                | 15 |
| <b>Expected research time</b>              |           |    |         |    |                  |    |
| 0-25                                       | 20        | 33 | 16      | 37 | 18               | 34 |
| 26-50                                      | 47        | 26 | 48      | 26 | 47               | 26 |
| 51-75                                      | 7         | 6  | 9       | 7  | 8                | 6  |
| 76-100                                     | 26        | 35 | 28      | 30 | 27               | 34 |
| <b>Actual time spent on research time</b>  |           |    |         |    |                  |    |
| 0-25                                       | 45        | 48 | 37      | 45 | 41               | 47 |
| 26-50                                      | 24        | 15 | 28      | 18 | 26               | 16 |
| 51-75                                      | 11        | 9  | 13      | 11 | 12               | 10 |
| 76-100                                     | 19        | 28 | 22      | 26 | 21               | 28 |
| <b>Expected administration time</b>        |           |    |         |    |                  |    |
| 0-25                                       | 79        | 79 | 80      | 80 | 80               | 80 |
| 26-50                                      | 15        | 15 | 15      | 15 | 15               | 15 |
| 51-75                                      | 3         | 2  | 3       | 1  | 3                | 2  |
| 76-100                                     | 3         | 3  | 2       | 4  | 3                | 3  |
| <b>Actual time spent on administration</b> |           |    |         |    |                  |    |
| 0-25                                       | 56        | 65 | 60      | 70 | 58               | 66 |
| 26-50                                      | 33        | 24 | 30      | 21 | 31               | 23 |
| 51-75                                      | 6         | 6  | 6       | 4  | 6                | 5  |
| 76-100                                     | 5         | 5  | 4       | 4  | 5                | 5  |

Table 77: If you could choose the number of hours you work, would you prefer to work:

|                             | Women |     | Men  |     | Total Sample |     |
|-----------------------------|-------|-----|------|-----|--------------|-----|
|                             | N     | %   | N    | %   | N            | %   |
| Fewer hours than now        | 2313  | 56  | 1865 | 48  | 4178         | 52  |
| About the same hours as now | 1601  | 39  | 1888 | 49  | 3489         | 44  |
| More hours than now         | 187   | 5   | 129  | 3   | 316          | 4   |
| Total                       | 4101  | 100 | 3882 | 100 | 7983         | 100 |

Table 78: Preference for teaching time:

|                | Women |     | Men  |     | Total Sample |     |
|----------------|-------|-----|------|-----|--------------|-----|
|                | N     | %   | N    | %   | N            | %   |
| More           | 573   | 15  | 585  | 15  | 1158         | 15  |
| About the same | 2075  | 54  | 2027 | 54  | 4102         | 54  |
| Less           | 1218  | 32  | 1171 | 31  | 2389         | 31  |
| Total          | 3866  | 100 | 3783 | 100 | 7649         | 100 |

Table 79: Preference for research time:

|                | Women |     | Men  |     | Total Sample |     |
|----------------|-------|-----|------|-----|--------------|-----|
|                | N     | %   | N    | %   | N            | %   |
| More           | 2861  | 68  | 2591 | 65  | 5452         | 67  |
| About the same | 1178  | 28  | 1247 | 31  | 2425         | 30  |
| Less           | 152   | 4   | 161  | 4   | 313          | 4   |
| Total          | 4191  | 100 | 3999 | 100 | 8190         | 100 |

Table 80: Preference for administration and service activity time:

|                | Women |     | Men  |     | Total Sample |     |
|----------------|-------|-----|------|-----|--------------|-----|
|                | N     | %   | N    | %   | N            | %   |
| More           | 71    | 2   | 77   | 2   | 148          | 2   |
| About the same | 1325  | 33  | 1259 | 33  | 2584         | 33  |
| Less           | 2675  | 66  | 2480 | 65  | 5155         | 65  |
| Total          | 4071  | 100 | 3816 | 100 | 7887         | 100 |

Table 81: Do you teach any online or distance courses?

|       | Women |     | Men  |     | Total Sample |     |
|-------|-------|-----|------|-----|--------------|-----|
|       | N     | %   | N    | %   | N            | %   |
| Yes   | 791   | 36  | 649  | 32  | 1440         | 34  |
| No    | 1435  | 64  | 1358 | 68  | 2793         | 66  |
| Total | 2226  | 100 | 2007 | 100 | 4233         | 100 |

Table 82: How many subjects do you usually teach per semester?

|                            | Women |    | Men  |    | Total Sample |    |
|----------------------------|-------|----|------|----|--------------|----|
|                            | N     | %  | N    | %  | N            | %  |
| <b>Taught mainly by me</b> |       |    |      |    |              |    |
| Zero                       | 992   | 32 | 887  | 28 | 1879         | 30 |
| 1-2                        | 1730  | 56 | 1842 | 59 | 3572         | 57 |
| 3-4                        | 315   | 10 | 344  | 11 | 659          | 11 |
| 5 or more                  | 44    | 1  | 71   | 2  | 115          | 2  |
| <b>Taught by a team</b>    |       |    |      |    |              |    |
| Zero                       | 841   | 34 | 812  | 34 | 1653         | 34 |
| 1-2                        | 1331  | 54 | 1290 | 53 | 2621         | 54 |
| 3-4                        | 255   | 10 | 248  | 10 | 503          | 10 |
| 5 or more                  | 56    | 2  | 65   | 3  | 121          | 2  |

Table 83: Number of casual/sessional staff that you usually supervise per semester

|              | Women |     | Men  |     | Total Sample |     |
|--------------|-------|-----|------|-----|--------------|-----|
|              | N     | %   | N    | %   | N            | %   |
| Zero         | 1770  | 43  | 1784 | 45  | 3554         | 44  |
| 1 - 2        | 1171  | 28  | 1050 | 26  | 2221         | 27  |
| 3 - 5        | 721   | 17  | 697  | 18  | 1418         | 17  |
| 6 - 10       | 324   | 8   | 311  | 8   | 635          | 8   |
| 11 - 20      | 105   | 3   | 85   | 2   | 190          | 2   |
| 21 or more * | 45    | 1   | 41   | 1   | 86           | 1   |
| Total        | 4136  | 100 | 3968 | 100 | 8104         | 100 |

\*maximum reported was 100

### 3.4 Job Satisfaction, Security and Future Intentions

The survey collected information on job satisfaction, job security and future employment intentions. This information is presented in tables 84 to 87.

Table 84: What is the per cent chance that you will leave your current job voluntarily in the next 12 months?

| Per cent chance you will leave your job | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Zero %                                  | 2317  | 55  | 1962 | 49  | 4279         | 52  |
| 5-50 %                                  | 1307  | 31  | 1516 | 38  | 2823         | 34  |
| 51-80 %                                 | 261   | 6   | 181  | 5   | 442          | 5   |
| 81-100 %                                | 340   | 8   | 309  | 8   | 649          | 8   |
| Total                                   | 4225  | 100 | 3968 | 100 | 8193         | 100 |

Table 85: To what extent do you agree or disagree with the following statements:

|   | Agreed Strongly or Somewhat<br>% |     |              | Disagree Strongly or Somewhat<br>% |     |              |
|---|----------------------------------|-----|--------------|------------------------------------|-----|--------------|
|   | Women                            | Men | Total Sample | Women                              | Men | Total Sample |
| I have a lot of input into changes that affect me                             | 44                               | 46  | 45           | 46                                 | 41  | 43           |
| I feel there are unrealistic expectations of me in terms of teaching outcomes | 31                               | 29  | 30           | 34                                 | 38  | 36           |
| I feel there are unrealistic expectations of me in terms of research outputs  | 53                               | 46  | 49           | 29                                 | 33  | 31           |
| I am satisfied with the balance between my work and personal life             | 41                               | 46  | 43           | 52                                 | 46  | 49           |
| I am satisfied with my job overall  | 69                               | 68  | 69           | 23                                 | 23  | 23           |

NB: Percentages across the rows for do not add to 100% due a number of don't know or neither agree/disagree responses

Table 86: To what extent have each of the following gone up or down for you personally in the last two years (or since you started if that was less than 2 years ago).

|  | Gone Up |    | Stayed the Same |    | Gone Down |    |
|--|---------|----|-----------------|----|-----------|----|
|  | N       | %  | N               | %  | N         | %  |
| <b>Women</b>   |         |    |                 |    |           |    |
| The level of input into changes that affect me                 | 1136    | 27 | 1889            | 44 | 1065      | 25 |
| Expectations of the teaching outcomes I will achieve           | 1315    | 31 | 2045            | 49 | 265       | 6  |
| Expectations of the research outputs I will achieve            | 2276    | 54 | 1572            | 37 | 239       | 6  |
| My satisfaction with balance between my work and personal life | 497     | 12 | 1928            | 45 | 1771      | 42 |
| My satisfaction with my career prospects                       | 869     | 20 | 1727            | 41 | 1569      | 37 |
| My satisfaction with my job overall                            | 836     | 20 | 1909            | 45 | 1462      | 34 |
| <b>Men</b>   |         |    |                 |    |           |    |
| The level of input into changes that affect me                 | 952     | 24 | 1812            | 45 | 1105      | 27 |
| Expectations of the teaching outcomes I will achieve           | 1203    | 30 | 2144            | 54 | 226       | 6  |
| Expectations of the research outputs I will achieve            | 2041    | 51 | 1655            | 41 | 205       | 5  |
| My satisfaction with balance between my work and personal life | 380     | 9  | 2063            | 51 | 1547      | 38 |
| My satisfaction with my career prospects                       | 673     | 17 | 1875            | 46 | 1416      | 35 |
| My satisfaction with my job overall                            | 672     | 17 | 1983            | 49 | 1350      | 33 |
| <b>Total Sample</b>  |         |    |                 |    |           |    |
| The level of input into changes that affect me                 | 2088    | 25 | 3701            | 45 | 2170      | 26 |
| Expectations of the teaching outcomes I will achieve           | 2518    | 31 | 4189            | 51 | 491       | 6  |
| Expectations of the research outputs I will achieve            | 4317    | 52 | 3227            | 39 | 444       | 5  |
| My satisfaction with balance between my work and personal life | 877     | 11 | 3991            | 48 | 3318      | 40 |
| My satisfaction with my career prospects                       | 1542    | 19 | 3602            | 43 | 2985      | 36 |
| My satisfaction with my job overall                            | 1508    | 18 | 3892            | 47 | 2812      | 34 |

NB: Percentages across the rows may not add to 100% due to small number of don't know/not relevant responses.

Table 87: Where would you like to be and where do you expect to be in five years time?

|  | Women |     | Men  |     | Total Sample |     |
|--|-------|-----|------|-----|--------------|-----|
|  | N     | %   | N    | %   | N            | %   |
| <b>Where would you <u>like to be</u> in five years time?</b> |       |     |      |     |              |     |
| At this level in this job                                    | 316   | 7   | 467  | 12  | 783          | 9   |
| At a higher level academic job in this university            | 2440  | 57  | 2104 | 52  | 4544         | 55  |
| In a management position in this university                  | 182   | 4   | 186  | 5   | 368          | 4   |
| At another university  | 516   | 12  | 483  | 12  | 999          | 12  |
| Outside the university sector                                | 452   | 11  | 330  | 8   | 782          | 9   |
| Retired  | 361   | 8   | 480  | 12  | 841          | 10  |
| Total  | 4267  | 100 | 4050 | 100 | 8317         | 100 |
| <b>Where do you <u>expect to be</u> in five years time?</b>  |       |     |      |     |              |     |
| At this level in this job                                    | 912   | 22  | 886  | 22  | 1798         | 22  |
| At a higher level academic job in this university            | 1757  | 41  | 1528 | 38  | 3285         | 40  |
| In a management position in this university                  | 111   | 3   | 141  | 4   | 252          | 3   |
| At another university  | 558   | 13  | 520  | 13  | 1078         | 13  |
| Outside the university sector                                | 574   | 14  | 460  | 12  | 1034         | 13  |
| Retired  | 329   | 8   | 463  | 12  | 792          | 10  |
| Total  | 4241  | 100 | 3998 | 100 | 8239         | 100 |

### 3.5 Career and Job History

The survey collected a broad range of questions relating to the job history of academic staff. This included time spent working in casual academic positions, work experience within the university sector and at different academic classifications, time spent outside the university sector, as well as information about promotion. This information is presented in tables 88 to 96.

Table 88: Thinking about your career as a whole since you left school, can you indicate the number of years you have worked in sessional positions in universities?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| <b>Casual work while studying for a PhD</b> |       |     |      |     |              |     |
| None  | 491   | 17  | 594  | 20  | 1085         | 18  |
| Less than 1 year                            | 21    | 1   | 12   | 0   | 33           | 1   |
| 1-3 years                                   | 1203  | 41  | 1177 | 40  | 2380         | 40  |
| 4-5 years                                   | 764   | 26  | 793  | 27  | 1557         | 26  |
| 6-10 years                                  | 426   | 14  | 327  | 11  | 753          | 13  |
| 11 or more years                            | 43    | 1   | 30   | 1   | 73           | 1   |
| Total                                       | 2948  | 100 | 2933 | 100 | 5881         | 100 |
| <b>Casual work after obtaining a PhD</b>    |       |     |      |     |              |     |
| None  | 928   | 52  | 1139 | 58  | 2067         | 55  |
| Less than 1 year                            | 33    | 2   | 28   | 1   | 61           | 2   |
| 1-2 years                                   | 615   | 35  | 545  | 28  | 1160         | 31  |
| 3-5 years                                   | 113   | 6   | 112  | 6   | 225          | 6   |
| 6-10 years                                  | 68    | 4   | 91   | 5   | 159          | 4   |
| 11 or more years                            | 21    | 1   | 49   | 2   | 70           | 2   |
| Total                                       | 1778  | 100 | 1964 | 100 | 3742         | 100 |

Table 89: In what year were you first appointed to a continuing or fixed term salaried position in a university?

|                     | Women |     | Men  |     | Total Sample |     |
|---------------------|-------|-----|------|-----|--------------|-----|
|                     | N     | %   | N    | %   | N            | %   |
| Less than 12 months | 406   | 9   | 236  | 6   | 642          | 8   |
| 12 to 23 months     | 412   | 10  | 328  | 8   | 740          | 9   |
| 24 to 35 months     | 373   | 9   | 301  | 7   | 674          | 8   |
| 3-5 years           | 828   | 19  | 603  | 15  | 1431         | 17  |
| 6-9 years           | 712   | 17  | 640  | 16  | 1352         | 16  |
| 10-14 years         | 604   | 14  | 584  | 14  | 1188         | 14  |
| 15-19 years         | 406   | 9   | 433  | 11  | 839          | 10  |
| 20-29 years         | 436   | 10  | 615  | 15  | 1051         | 13  |
| 30 or more years    | 119   | 3   | 328  | 8   | 447          | 5   |
| Total               | 4296  | 100 | 4068 | 100 | 8364         | 100 |

NB: data reported in years since the year of first appointment it does not take into account time spent outside the university sector, or time spent not working in university sector due to caring responsibilities.

Table 90: What was the level of this appointment?

|                    | Women |     | Men  |     | Total Sample |     |
|--------------------|-------|-----|------|-----|--------------|-----|
|                    | N     | %   | N    | %   | N            | %   |
| Level A            | 1911  | 47  | 1715 | 44  | 3626         | 46  |
| Level B            | 1797  | 45  | 1644 | 42  | 3441         | 44  |
| Level C            | 216   | 5   | 335  | 9   | 551          | 7   |
| Level D            | 32    | 1   | 91   | 2   | 123          | 2   |
| Level E            | 24    | 1   | 68   | 2   | 92           | 1   |
| Research Assistant | 24    | 1   | 11   | 0   | 35           | 0   |
| Research Fellow    | 9     | 0   | 5    | 0   | 14           | 0   |
| General Staff      | 13    | 0   | 7    | 0   | 20           | 0   |
| Total              | 4026  | 100 | 3876 | 100 | 7902         | 100 |



Table 91: Time worked at level A to E in continuing or fixed-term university positions by current job level classification.

|                                |       | Mean years spent and proportion of staff who spent time working full-time at level |       |                        |       |                        |       |                        |       |                        |       |
|--------------------------------|-------|--|-------|------------------------|-------|------------------------|-------|------------------------|-------|------------------------|-------|
| Current position               |       | Spent time at, Level A   |       | Spent time at, Level B |       | Spent time at, Level C |       | Spent time at, Level D |       | Spent time at, Level E |       |
|                                |       | Mean Yrs   | %     | Mean Yrs               | %     | Mean Yrs               | %     | Mean Yrs               | %     | Mean Yrs               | %     |
| Current Level A                | Women | 3.8  | 68.7% | 5.5                    | 5.2%  | 7.0                    | 0.8%  | 0.0                    | 0.0%  | 0.0                    | 0.0%  |
|                                | Men   | 4.9  | 80.3% | 6.1                    | 7.8%  | 5.9                    | 4.7%  | 5.3                    | 3.6%  | 3.3                    | 2.1%  |
|                                | Total | 4.2  | 72.6% | 5.7                    | 6.1%  | 6.2                    | 2.1%  | 5.3                    | 1.2%  | 3.3                    | 0.7%  |
| Current Level B                | Women | 3.7  | 29.7% | 4.5                    | 82.1% | 3.4                    | 2.8%  | 2.0                    | 0.3%  | 2.3                    | 0.3%  |
|                                | Men   | 4.1  | 39.4% | 5.4                    | 92.8% | 5.8                    | 5.5%  | 10.0                   | 0.9%  | 0.0                    | 0.0%  |
|                                | Total | 3.9  | 33.7% | 4.9                    | 86.4% | 4.7                    | 3.9%  | 7.6                    | 0.5%  | 2.3                    | 0.1%  |
| Current Level C                | Women | 3.6  | 35.4% | 5.9                    | 76.1% | 4.4                    | 86.3% | 5.3                    | 2.0%  | 5.7                    | 0.4%  |
|                                | Men   | 4.2  | 37.9% | 6.3                    | 78.2% | 6.3                    | 93.9% | 5.3                    | 3.8%  | 5.3                    | 1.9%  |
|                                | Total | 3.9  | 36.6% | 6.1                    | 77.1% | 5.4                    | 90.0% | 5.3                    | 2.8%  | 5.3                    | 1.1%  |
| Current Level D                | Women | 3.5  | 32.9% | 5.9                    | 82.5% | 6.0                    | 85.5% | 3.8                    | 94.2% | 3.3                    | 1.1%  |
|                                | Men   | 3.5  | 40.0% | 5.6                    | 80.1% | 6.4                    | 85.6% | 5.2                    | 95.2% | 5.5                    | 2.2%  |
|                                | Total | 3.5  | 37.2% | 5.7                    | 81.0% | 6.2                    | 85.6% | 4.6                    | 94.8% | 4.9                    | 1.8%  |
| Current Level E                | Women | 3.4  | 31.2% | 5.3                    | 76.8% | 5.0                    | 80.1% | 4.7                    | 77.9% | 6.0                    | 96.7% |
|                                | Men   | 3.3  | 35.0% | 5.2                    | 76.0% | 5.7                    | 82.6% | 5.7                    | 76.2% | 7.8                    | 96.9% |
|                                | Total | 3.3  | 33.9% | 5.2                    | 76.3% | 5.5                    | 81.8% | 5.4                    | 76.7% | 7.3                    | 96.9% |
| Post-Doctoral Fellowship Award | Women | 3.1  | 77.7% | 2.3                    | 29.4% | 3.7                    | 2.3%  | 10.0                   | 0.3%  | 15.0                   | 0.3%  |
|                                | Men   | 3.2  | 84.3% | 2.8                    | 30.3% | 3.5                    | 3.7%  | 3.2                    | 1.7%  | 4.0                    | 0.7%  |
|                                | Total | 3.1  | 81.0% | 2.5                    | 29.9% | 3.6                    | 3.0%  | 4.3                    | 1.0%  | 7.7                    | 0.5%  |
| Other Researchers              | Women | 3.6  | 58.6% | 4.0                    | 42.3% | 3.5                    | 14.3% | 2.1                    | 1.4%  | 14.5                   | 0.3%  |
|                                | Men   | 3.6  | 64.7% | 4.1                    | 63.2% | 4.2                    | 22.5% | 4.1                    | 3.7%  | 6.7                    | 1.1%  |
|                                | Total | 3.6  | 61.4% | 4.1                    | 51.7% | 3.9                    | 18.0% | 3.5                    | 2.5%  | 8.6                    | 0.6%  |
| Total sample                   | Women | 3.6  | 43.5% | 5.0                    | 62.5% | 4.8                    | 34.5% | 4.2                    | 15.1% | 6.0                    | 7.7%  |
|                                | Men   | 3.8  | 48.0% | 5.4                    | 71.7% | 6.0                    | 50.0% | 5.4                    | 28.4% | 7.8                    | 18.3% |
|                                | Total | 3.7  | 45.7% | 5.2                    | 67.0% | 5.5                    | 42.0% | 4.9                    | 21.6% | 7.2                    | 12.9% |

NB: The survey asked respondents to provide details of their current and previous job classification and levels.

How to read this table:

Example: Look at the second major row (labelled "Current Level B"). The first data column within that row indicates that:

- ◆ 29.7 per cent of women who are currently at level B have spent some time employed full-time at level A;
  - ◇ and that, amongst those women who spent time at level A full-time, the average time spent at level A full-time was 3.7 years;
- ◆ 39.4 per cent of men who are currently at level B have spent some time employed full-time at level A;
  - ◇ and that, amongst those men who spent time at level A full-time, the average time spent at level A full-time was 4.1 years.

Table 92: Time worked at level A to E in continuing or fixed-term university positions by current job level classification.

|                                |       | Mean years spent and proportion of staff who spent time working part-time at level |       |                        |       |                        |       |                        |      |                        |      |
|--------------------------------|-------|--|-------|------------------------|-------|------------------------|-------|------------------------|------|------------------------|------|
| Current position               |       | Spent time at, Level A   |       | Spent time at, Level B |       | Spent time at, Level C |       | Spent time at, Level D |      | Spent time at, Level E |      |
|                                |       | Mean Yrs   | %     | Mean Yrs               | %     | Mean Yrs               | %     | Mean Yrs               | %    | Mean Yrs               | %    |
| Current Level A                | Women | 3.4  | 47.8% | 3.4                    | 1.8%  | 0.0                    | 0.0%  | 0.0                    | 0.0% | 0.0                    | 0.0% |
|                                | Men   | 3.8  | 35.8% | 5.0                    | 1.6%  | 6.0                    | 0.5%  | 0.0                    | 0.0% | 0.0                    | 0.0% |
|                                | Total | 3.5  | 43.8% | 3.9                    | 1.7%  | 6.0                    | 0.2%  | 0.0                    | 0.0% | 0.0                    | 0.0% |
| Current Level B                | Women | 4.2  | 14.7% | 3.8                    | 33.7% | 2.2                    | 0.9%  | 2.0                    | 0.1% | 2.0                    | 0.2% |
|                                | Men   | 3.2  | 12.0% | 3.6                    | 14.0% | 2.3                    | 0.4%  | 0.0                    | 0.0% | 5.0                    | 0.1% |
|                                | Total | 3.8  | 13.6% | 3.8                    | 25.7% | 2.2                    | 0.7%  | 2.0                    | 0.0% | 3.0                    | 0.1% |
| Current Level C                | Women | 3.3  | 12.6% | 5.0                    | 18.2% | 3.6                    | 19.8% | 5.0                    | 0.2% | 0.0                    | 0.0% |
|                                | Men   | 3.2  | 9.1%  | 4.7                    | 7.3%  | 4.2                    | 8.8%  | 4.3                    | 0.4% | 4.0                    | 0.3% |
|                                | Total | 3.3  | 10.9% | 4.9                    | 12.9% | 3.8                    | 14.4% | 4.6                    | 0.3% | 4.0                    | 0.1% |
| Current Level D                | Women | 3.7  | 9.6%  | 3.4                    | 14.5% | 5.1                    | 9.6%  | 4.5                    | 7.9% | 0.0                    | 0.0% |
|                                | Men   | 3.4  | 5.7%  | 4.4                    | 4.6%  | 7.9                    | 3.9%  | 3.7                    | 6.1% | 2.0                    | 0.2% |
|                                | Total | 3.6  | 7.3%  | 3.7                    | 8.6%  | 6.1                    | 6.2%  | 4.1                    | 6.8% | 2.0                    | 0.1% |
| Current Level E                | Women | 3.0  | 11.2% | 3.9                    | 9.4%  | 4.1                    | 7.2%  | 4.4                    | 3.6% | 3.6                    | 5.4% |
|                                | Men   | 2.9  | 5.1%  | 3.0                    | 2.9%  | 4.3                    | 2.6%  | 6.5                    | 2.6% | 4.1                    | 5.0% |
|                                | Total | 2.9  | 7.0%  | 3.5                    | 4.9%  | 4.2                    | 4.0%  | 5.7                    | 2.9% | 3.9                    | 5.1% |
| Post-Doctoral Fellowship Award | Women | 3.3  | 20.7% | 3.1                    | 10.4% | 1.8                    | 1.0%  | 6.0                    | 0.3% | 3.0                    | 0.3% |
|                                | Men   | 2.5  | 10.0% | 2.0                    | 1.3%  | 1.0                    | 0.3%  | 0.0                    | 0.0% | 0.0                    | 0.0% |
|                                | Total | 3.0  | 15.4% | 3.0                    | 5.9%  | 1.6                    | 0.7%  | 6.0                    | 0.2% | 3.0                    | 0.2% |
| Other Researchers              | Women | 3.5  | 29.9% | 3.5                    | 19.0% | 2.8                    | 4.9%  | 1.3                    | 0.4% | 1.0                    | 0.1% |
|                                | Men   | 2.6  | 11.8% | 3.5                    | 5.8%  | 4.7                    | 3.3%  | 1.8                    | 0.7% | 6.3                    | 0.5% |
|                                | Total | 3.3  | 21.7% | 3.5                    | 13.1% | 3.5                    | 4.2%  | 1.6                    | 0.6% | 5.0                    | 0.3% |
| Total sample                   | Women | 3.6  | 19.7% | 3.9                    | 19.8% | 3.7                    | 6.6%  | 4.2                    | 1.3% | 3.3                    | 0.5% |
|                                | Men   | 3.1  | 10.3% | 3.9                    | 6.6%  | 4.8                    | 3.3%  | 4.3                    | 1.5% | 4.5                    | 1.0% |
|                                | Total | 3.4  | 15.1% | 3.9                    | 13.3% | 4.0                    | 5.0%  | 4.3                    | 1.4% | 4.0                    | 0.8% |

NB: The survey asked respondents to provide details of their current and previous job classification and levels.

How to read this table:

Example: Look at the second major row (labelled "Current Level B"). The first column within that row indicates that:

- ◆ 14.7 per cent of women who are currently at level B have spent some time employed part-time at level A;
  - ◇ and that, amongst those women who spent time at level A part-time, the average time spent at level A part-time was 4.2 years;
- ◆ 12.0 per cent of men who are currently at level B have spent some time employed part-time at level A;
  - ◇ and that, amongst those men who spent time at level A part-time, the average time spent at level A part-time was 3.2 years.

Table 93: Have you done any of the following?

|  | Women |    | Men  |    | Total Sample |    |
|--|-------|----|------|----|--------------|----|
|  | N     | %  | N    | %  | N            | %  |
| Held a post-doctoral fellowship for 1 or more years                            | 1283  | 30 | 1684 | 41 | 2967         | 35 |
| Worked overseas in an academic job   | 846   | 20 | 1458 | 36 | 2304         | 27 |
| Worked in an academic position at a lower level than one you'd previously held | 715   | 17 | 704  | 17 | 1419         | 17 |

Table 94: Have you spent time working outside the university sector since you left school?

|       | Women |     | Men  |     | Total Sample |     |
|-------|-------|-----|------|-----|--------------|-----|
|       | N     | %   | N    | %   | N            | %   |
| Yes   | 3661  | 91  | 3112 | 85  | 6773         | 88  |
| No    | 368   | 9   | 560  | 15  | 928          | 12  |
| Total | 4029  | 100 | 3672 | 100 | 7701         | 100 |

Table 95: In the past 5 years how many times have you applied for and been successful in obtaining promotion to a higher level at this university?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Have never applied  | 2036  | 60  | 1940 | 58  | 3976         | 59  |
| Have applied at least once  | 1360  | 40  | 1416 | 42  | 2776         | 41  |
| Total   | 3396  | 100 | 3356 | 100 | 6752         | 100 |
| <b>Success rate for those who had applied</b>   |       |     |      |     |              |     |
| Have never been successful  | 186   | 14  | 239  | 17  | 425          | 16  |
| Have been successful less than half the time I have applied   | 29    | 2   | 38   | 3   | 67           | 3   |
| Have been successful more than half the times I have applied, but not every application had been successful | 148   | 11  | 174  | 13  | 322          | 12  |
| All my applications have been successful  | 937   | 72  | 918  | 67  | 1855         | 70  |
| Total   | 1300  | 100 | 1369 | 100 | 2669         | 100 |

Table 96: In the past 5 years how many times have you applied for and been successful in obtaining promotion through a competitive selection process?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Have never applied  | 2012  | 63  | 1938 | 62  | 3950         | 63  |
| Have applied at least once  | 1157  | 37  | 1163 | 38  | 2320         | 37  |
| Total   | 3169  | 100 | 3101 | 100 | 6270         | 100 |
| <b>Success rate for those who had applied</b>   |       |     |      |     |              |     |
| Have never been successful  | 179   | 16  | 207  | 18  | 386          | 17  |
| Have been successful less than half the time I have applied   | 29    | 3   | 30   | 3   | 59           | 3   |
| Have been successful more than half the times I have applied, but not every application had been successful | 68    | 6   | 84   | 7   | 152          | 7   |
| All my applications have been successful  | 841   | 75  | 810  | 72  | 1651         | 73  |
| Total   | 1117  | 100 | 1131 | 100 | 2248         | 100 |

### 3.6 Career Support and Difficulties

The survey asked a broad range of questions related to career support and difficulties, including information on mentoring and harassment. The findings for academic staff are presented in tables 97 to 106.

Table 97: To what extent do you agree or disagree with the following statements:

|   | Agreed Strongly or Somewhat<br>% |     |              | Disagree Strongly or Somewhat<br>% |     |              |
|---|----------------------------------|-----|--------------|------------------------------------|-----|--------------|
|   | Women                            | Men | Total Sample | Women                              | Men | Total Sample |
| I have career mobility between universities and other sectors                   | 47                               | 45  | 46           | 38                                 | 39  | 38           |
| I would like to remain in the university sector for the rest of my career       | 48                               | 55  | 51           | 25                                 | 22  | 24           |
| I am satisfied with my career opportunities in this university                  | 41                               | 42  | 41           | 42                                 | 41  | 42           |
| I am satisfied with my career opportunities in the university sector as a whole | 43                               | 43  | 43           | 36                                 | 36  | 36           |
| I would be able to move interstate to advance my career                         | 29                               | 37  | 33           | 51                                 | 40  | 46           |

NB: Percentages across the rows do not add to 100% due to neither or don't know responses.

Table 98: In the last five years to what extent have the following helped you in advancing your career or been a problem for you in holding back your career?

|  | Help<br>Great/<br>Somewhat |    | Problem<br>Major/<br>Somewhat |    |
|--|----------------------------|----|-------------------------------|----|
| <b>Women</b>   | N                          | %  | N                             | %  |
| Level of support from supervisors in applying for promotion (N=4251) | 1725                       | 41 | 964                           | 23 |
| Guidance received in performance reviews (N=4230)                    | 1645                       | 39 | 956                           | 23 |
| Opportunities for leadership development (n=4229)                    | 1722                       | 41 | 988                           | 23 |
| Access to internal research funding (n=4203)                         | 1494                       | 36 | 1118                          | 27 |
| <b>Men</b>   |                            |    |                               |    |
| Level of support from supervisors in applying for promotion (n=4019) | 1650                       | 41 | 771                           | 19 |
| Guidance received in performance reviews (n=3998)                    | 1410                       | 35 | 732                           | 18 |
| Opportunities for leadership development (n=3997)                    | 1425                       | 36 | 761                           | 19 |
| Access to internal research funding (n=3970)                         | 1363                       | 34 | 975                           | 25 |
| <b>Total Sample</b>  |                            |    |                               |    |
| Level of support from supervisors in applying for promotion (n=8270) | 3375                       | 41 | 1735                          | 21 |
| Guidance received in performance reviews (n=8228)                    | 3055                       | 37 | 1688                          | 21 |
| Opportunities for leadership development (n=8226)                    | 3147                       | 38 | 1749                          | 21 |
| Access to internal research funding (n=8173)                         | 2857                       | 35 | 2093                          | 26 |

NB: Percentages across the rows do not add to 100% due to don't know/not relevant responses.

Table 99: In the last five years to what extent have the following helped you in advancing your career or been a problem for you in holding back your career?

|  | Help<br>Great/<br>Somewhat |    | Neither a<br>problem or a<br>help |    | Problem Major/<br>Somewhat |    |
|--|----------------------------|----|-----------------------------------|----|----------------------------|----|
|  | N                          | %  | N                                 | %  | N                          | %  |
| <b>Women</b>   |                            |    |                                   |    |                            |    |
| The attitude within this university towards people of my age (n=4236)                    | 627                        | 15 | 2202                              | 52 | 621                        | 15 |
| The attitude within this university towards people of my ethnic background (n=4225)      | 235                        | 6  | 2475                              | 59 | 147                        | 3  |
| The attitude within this university towards people of my gender (n=4235)                 | 501                        | 12 | 2103                              | 50 | 797                        | 19 |
| The attitude within this university towards people with family responsibilities (n=4218) | 539                        | 13 | 1918                              | 45 | 744                        | 18 |
| <b>Men</b>   |                            |    |                                   |    |                            |    |
| The attitude within this university towards people of my age (n=4003)                    | 597                        | 15 | 2063                              | 52 | 543                        | 14 |
| The attitude within this university towards people of my ethnic background (n=3999)      | 241                        | 6  | 2348                              | 59 | 189                        | 5  |
| The attitude within this university towards people of my gender (n=3995)                 | 224                        | 6  | 2458                              | 62 | 178                        | 4  |
| The attitude within this university towards people with family responsibilities (n=3985) | 368                        | 9  | 2211                              | 55 | 367                        | 9  |
| <b>Total Sample</b>  |                            |    |                                   |    |                            |    |
| The attitude within this university towards people of my age (n=8239)                    | 1224                       | 15 | 4265                              | 52 | 1164                       | 14 |
| The attitude within this university towards people of my ethnic background (n=8224)      | 476                        | 6  | 4823                              | 59 | 336                        | 4  |
| The attitude within this university towards people of my gender (n=8230)                 | 725                        | 9  | 4561                              | 55 | 975                        | 12 |
| The attitude within this university towards people with family responsibilities (n=8203) | 907                        | 11 | 4129                              | 50 | 1111                       | 14 |

Table 100: Have you experienced any kind of harassment or bullying at work in the last five years?

|       | Women |     | Men  |     | Total Sample |     |
|-------|-------|-----|------|-----|--------------|-----|
|       | N     | %   | N    | %   | N            | %   |
| Yes   | 1515  | 35  | 939  | 23  | 2454         | 29  |
| No    | 2768  | 65  | 3120 | 77  | 5888         | 71  |
| Total | 4283  | 100 | 4059 | 100 | 8342         | 100 |

Table 101: Have you taken, or seriously considered taking a formal case in relation to harassment or bullying at work in the last five years?

|       | Women |     | Men |     | Total Sample |     |
|-------|-------|-----|-----|-----|--------------|-----|
|       | N     | %   | N   | %   | N            | %   |
| Yes   | 644   | 43  | 427 | 46  | 1071         | 44  |
| No    | 870   | 57  | 510 | 54  | 1380         | 56  |
| Total | 1514  | 100 | 937 | 100 | 2451         | 100 |

Table 102: If not, why did you decide not to take a case? Multiple responses allowed.

|  | Women |    | Men |    | Total Sample |    |
|--|-------|----|-----|----|--------------|----|
|  | N     | %  | N   | %  | N            | %  |
| The incident was too minor               | 215   | 24 | 144 | 27 | 359          | 25 |
| I lacked faith in the complaints process | 245   | 28 | 167 | 32 | 412          | 29 |
| It would have made things worse for me   | 474   | 54 | 269 | 51 | 743          | 53 |

Table 103: Respondents who reported experiencing harassment were asked: Did the harassment have an adverse impact on your career?

|            | Women |     | Men |     | Total Sample |     |
|------------|-------|-----|-----|-----|--------------|-----|
|            | N     | %   | N   | %   | N            | %   |
| Yes        | 642   | 43  | 454 | 49  | 1096         | 45  |
| No         | 443   | 29  | 248 | 27  | 691          | 28  |
| Don't know | 418   | 28  | 229 | 25  | 647          | 27  |
| Total      | 1503  | 100 | 931 | 100 | 2434         | 100 |

Table 104: In the last five years, have you been mentored in a formal mentoring course or scheme in your workplace?

|                            | Women |     | Men  |     | Total Sample |     |
|----------------------------|-------|-----|------|-----|--------------|-----|
|                            | N     | %   | N    | %   | N            | %   |
| Yes, at this university    | 761   | 18  | 720  | 18  | 1481         | 18  |
| Yes, at another university | 273   | 6   | 267  | 7   | 540          | 6   |
| No                         | 3249  | 76  | 3072 | 76  | 6321         | 76  |
| Total                      | 4283  | 100 | 4059 | 100 | 8342         | 100 |

Table 105: Respondents who experienced a formal mentoring arrangement or scheme were asked: How much benefit did the formal mentoring course/scheme provide?

|                   | Women |     | Men |     | Total Sample |     |
|-------------------|-------|-----|-----|-----|--------------|-----|
|                   | N     | %   | N   | %   | N            | %   |
| No benefit        | 61    | 8   | 90  | 12  | 151          | 10  |
| A little benefit  | 156   | 20  | 173 | 24  | 329          | 22  |
| Some benefit      | 255   | 33  | 263 | 36  | 518          | 35  |
| A lot of benefit  | 188   | 25  | 143 | 20  | 331          | 22  |
| Highly beneficial | 106   | 14  | 61  | 8   | 167          | 11  |
| Total             | 766   | 100 | 730 | 100 | 1496         | 100 |

Table 106: Over the past five years, how much help have you received from the following people in advancing your career?

|   | Received a lot/some help |    | Not received much help |    | Not sought help |    |
|---|--------------------------|----|------------------------|----|-----------------|----|
|   | N                        | %  | N                      | %  | N               | %  |
| <b>Women</b>  |                          |    |                        |    |                 |    |
| My supervisor (n=4241)                                  | 2658                     | 63 | 1159                   | 27 | 424             | 10 |
| Academic staff at my university (n=4251)                | 2705                     | 64 | 937                    | 22 | 609             | 14 |
| Academics from other universities in Australia (n=4229) | 1746                     | 41 | 680                    | 16 | 1803            | 43 |
| Academics from overseas (n=4199)                        | 1579                     | 38 | 563                    | 13 | 2057            | 49 |
| My PhD supervisor (n=3991)                              | 1896                     | 48 | 577                    | 14 | 1518            | 38 |
| <b>Men</b>  |                          |    |                        |    |                 |    |
| My supervisor (n=4021)                                  | 2392                     | 59 | 1002                   | 25 | 627             | 16 |
| Academic staff at my university (n=4010)                | 2305                     | 57 | 910                    | 23 | 795             | 20 |
| Academics from other universities in Australia (n=4008) | 1555                     | 39 | 838                    | 21 | 1615            | 40 |
| Academics from overseas (n=3981)                        | 1754                     | 44 | 623                    | 16 | 1604            | 40 |
| My PhD supervisor                                       | 1602                     | 42 | 486                    | 13 | 1725            | 45 |
| <b>Total Sample</b>                                     |                          |    |                        |    |                 |    |
| My supervisor (n=8262)                                  | 5050                     | 61 | 2161                   | 26 | 1051            | 13 |
| Academic staff at my university (n=8261)                | 5010                     | 61 | 1847                   | 22 | 1404            | 17 |
| Academics from other universities in Australia (8237)   | 3301                     | 40 | 1518                   | 18 | 3418            | 41 |
| Academics from overseas (n=8180)                        | 3333                     | 41 | 1186                   | 14 | 3661            | 45 |
| My PhD supervisor (n=7804)                              | 3498                     | 45 | 1063                   | 14 | 3243            | 42 |

### 3.7 Work and Family

These questions asked respondents to provide information related to their responsibilities for children and others who needed regular care. Other questions sought information on perceptions of work and family balance, and impediments to balancing work and family responsibilities. The findings from these questions for academic staff are presented in tables 107 to 116.

Table 107: Do you have caring responsibilities?

|   | Women |    | Men  |    | Total Sample |    |
|---|-------|----|------|----|--------------|----|
|   | N     | %  | N    | %  | N            | %  |
| Has caring responsibilities (children & or others who need regular care)            | 2055  | 48 | 2084 | 51 | 4139         | 49 |
| <b>Details of those who reported any caring responsibilities</b>                    |       |    |      |    |              |    |
| Responsible for an adult who needs regular care, due to ill health, disability, age | 745   | 17 | 469  | 11 | 1214         | 14 |
| Children under 18 years living at home  | 1573  | 37 | 1799 | 44 | 3372         | 40 |
| Children under 4 years  | 557   | 13 | 718  | 18 | 1275         | 15 |
| Children aged 5-12 years  | 796   | 18 | 928  | 23 | 1724         | 21 |
| Children aged 13 – 18 years   | 641   | 15 | 650  | 16 | 1291         | 15 |



Table 108: What is your partner's employment status?

|  | Women |    | Men |    | Total Sample |    |
|--|-------|----|-----|----|--------------|----|
|  | N     | %  | N   | %  | N            | %  |
| Partner works full-time in university sector | 542   | 17 | 450 | 13 | 992          | 15 |
| Partner works full-time in another sector    | 1837  | 57 | 997 | 29 | 2834         | 42 |
| Partner works part-time in university sector | 113   | 4  | 331 | 9  | 444          | 7  |
| Partner works part-time in another sector    | 374   | 12 | 928 | 27 | 1302         | 19 |
| Partner is retired or not employed           | 350   | 11 | 785 | 22 | 1135         | 17 |

Table 109: Who is mainly responsible for the care of your children?

|                                | Women |     | Men  |     | Total Sample |     |
|--------------------------------|-------|-----|------|-----|--------------|-----|
|                                | N     | %   | N    | %   | N            | %   |
| I am                           | 729   | 46  | 67   | 4   | 796          | 23  |
| My partner                     | 72    | 5   | 634  | 35  | 706          | 21  |
| Shared equally with my partner | 728   | 46  | 1046 | 58  | 1774         | 53  |
| Other                          | 40    | 3   | 49   | 3   | 89           | 3   |
| Total sample                   | 1569  | 100 | 1796 | 100 | 3365         | 100 |

Table 110: During the past five years has your work been affected by your family or caring responsibilities in any of the following ways? Multiple responses allowed.

|   | Women |    | Men  |    | Total Sample |    |
|---|-------|----|------|----|--------------|----|
|   | N     | %  | N    | %  | N            | %  |
| Having to work part-time  | 869   | 20 | 166  | 4  | 1035         | 12 |
| Having to take additional leave (other than parental leave)                       | 861   | 20 | 518  | 13 | 1379         | 16 |
| Stress from home affecting my abilities to do my job well over a sustained period | 1052  | 24 | 870  | 21 | 1922         | 23 |
| Missing opportunities to apply for advancement                                    | 543   | 13 | 278  | 7  | 821          | 10 |
| Missing other opportunities e.g. to travel, attend conferences                    | 1460  | 34 | 1037 | 25 | 2497         | 30 |
| Having to change jobs or responsibilities   | 352   | 8  | 190  | 5  | 542          | 6  |
| Inability to complete qualifications  | 344   | 8  | 169  | 4  | 513          | 6  |
| None of the above   | 1838  | 43 | 2243 | 55 | 4081         | 49 |

Table 111: Have you ever resigned from, or not taken up work in, a university due to caring responsibilities, and how long were you out of the sector as a result of this?

|  | Women |     | Men  |     | Total Sample |     |
|--|-------|-----|------|-----|--------------|-----|
|  | N     | %   | N    | %   | N            | %   |
| No   | 3865  | 91  | 3921 | 97  | 7786         | 94  |
| Yes  | 385   | 9   | 108  | 3   | 493          | 6   |
| Total  | 4250  | 100 | 4029 | 100 | 8279         | 100 |
| <b>For how long were you out of the university sector as a result of this?</b> |       |     |      |     |              |     |
| Less than or equal to 12 months  | 142   | 46  | 63   | 73  | 205          | 52  |
| 1-2 years  | 45    | 15  | 10   | 12  | 55           | 14  |
| 2-5 years  | 82    | 26  | 9    | 10  | 91           | 23  |
| More than 5 years  | 41    | 13  | 4    | 5   | 45           | 11  |
| Total  | 310   | 100 | 86   | 100 | 396          | 100 |

Table 112: Thinking about the balance between your work and the rest of your life, how often does work:

|  | Almost Always<br>or Often |    | Sometimes |    | Rarely or Never |    |
|--|---------------------------|----|-----------|----|-----------------|----|
|  | N                         | %  | N         | %  | N               | %  |
| <b>Women</b>   |                           |    |           |    |                 |    |
| Interfere with your responsibilities or activities outside work?                       | 1876                      | 44 | 1635      | 38 | 763             | 18 |
| Keep you from spending the amount of time you would like with your family and friends? | 2000                      | 47 | 1491      | 35 | 783             | 18 |
| Interfere with your ability to develop or maintain connections and friendship in your  | 1697                      | 40 | 1316      | 31 | 1232            | 29 |
| <b>Men</b>   |                           |    |           |    |                 |    |
| Interfere with your responsibilities or activities outside work?                       | 1514                      | 37 | 1647      | 41 | 871             | 21 |
| Keep you from spending the amount of time you would like with your family and friends? | 1606                      | 40 | 1536      | 38 | 891             | 22 |
| Interfere with your ability to develop or maintain connections and friendship in your  | 1342                      | 33 | 1303      | 32 | 1347            | 33 |
| <b>Total Sample</b>  |                           |    |           |    |                 |    |
| Interfere with your responsibilities or activities outside work?                       | 3390                      | 41 | 3282      | 39 | 1634            | 20 |
| Keep you from spending the amount of time you would like with your family and friends? | 3606                      | 43 | 3027      | 36 | 1674            | 20 |
| Interfere with your ability to develop or maintain connections and friendship in your  | 3039                      | 37 | 2619      | 31 | 2579            | 31 |

NB: Percentages across the rows do not add to 100% due to a number of don't know responses.

Table 113: Thinking about balance between your work and the rest of your life, how often does your personal life:

|                                      | Almost Always<br>or Often |    | Sometimes |    | Rarely or Never |    |
|--------------------------------------|---------------------------|----|-----------|----|-----------------|----|
|                                      | N                         | %  | N         | %  | N               | %  |
| <b>Women</b>                         |                           |    |           |    |                 |    |
| Interfere with your work activities? | 333                       | 8  | 1427      | 33 | 2511            | 59 |
| Restrict the time you spend at work? | 486                       | 11 | 1162      | 27 | 2608            | 61 |
| <b>Men</b>                           |                           |    |           |    |                 |    |
| Interfere with your work activities? | 376                       | 9  | 1431      | 35 | 2226            | 55 |
| Restrict the time you spend at work? | 449                       | 11 | 1240      | 31 | 2324            | 58 |
| <b>Total Sample</b>                  |                           |    |           |    |                 |    |
| Interfere with your work activities? | 709                       | 9  | 2858      | 34 | 4737            | 57 |
| Restrict the time you spend at work? | 935                       | 11 | 2402      | 29 | 4932            | 59 |

NB: Percentages across the rows do not add to 100% due to a number of don't know responses.

Table 114: Thinking about your life in general, how often do you feel rushed or pressed for time?

|              | Almost Always<br>or Often |    | Sometimes |    | Rarely or Never |   |
|--------------|---------------------------|----|-----------|----|-----------------|---|
|              | N                         | %  | N         | %  | N               | % |
| Women        | 3333                      | 78 | 824       | 19 | 125             | 3 |
| Men          | 2736                      | 67 | 1059      | 26 | 251             | 6 |
| Total Sample | 6069                      | 73 | 1883      | 23 | 376             | 5 |

Table 115: To what extent do you agree or disagree with the following statements:

|  | Strongly Agree /<br>Agree % |     |                 | Strongly Disagree /<br>Disagree % |     |                 | Don't know<br>% |     |                 |
|--|-----------------------------|-----|-----------------|-----------------------------------|-----|-----------------|-----------------|-----|-----------------|
|  | Women                       | Men | Total<br>Sample | Women                             | Men | Total<br>Sample | Women           | Men | Total<br>Sample |
| There is adequate support in my work unit for mothers in their caring responsibilities | 44                          | 46  | 45              | 27                                | 14  | 21              | 17              | 31  | 24              |
| There is adequate support in my work unit for fathers in their caring responsibilities | 34                          | 38  | 36              | 18                                | 24  | 21              | 34              | 24  | 29              |

NB: Percentages across the rows do not add to 100% due to don't know/not relevant responses.

Table 116: Do you see any of the following as being an impediment to balancing your work and family life:

|                             | Major or somewhat of an impediment % |     |              | Minor Impediment % |     |              | Not an Impediment % |     |              |
|-----------------------------|--------------------------------------|-----|--------------|--------------------|-----|--------------|---------------------|-----|--------------|
|                             | Women                                | Men | Total Sample | Women              | Men | Total Sample | Women               | Men | Total Sample |
| Attitudes of my supervisors | 31                                   | 27  | 29           | 15                 | 14  | 15           | 49                  | 54  | 51           |
| Attitudes of my colleagues  | 21                                   | 14  | 17           | 20                 | 18  | 19           | 55                  | 63  | 59           |
| Workloads                   | 70                                   | 61  | 66           | 18                 | 20  | 19           | 11                  | 17  | 14           |

NB: Percentages across the rows do not add to 100% due to a number of don't know responses.

### 3.8 Parental Leave

The survey collected information on parental leave taken. There were 1767 academic staff who reported taking parental leave while employed in a university: 1009, or 24 % of women and 758, or 19 % of men. A majority had taken parental leave only once. For the most recent occasion about three quarters had taken the full amount of their entitlement. There were 280 respondents who did not take their full entitlement. Details of parental leave are reported in tables 117 and 118.

Table 117: How many times have you taken parental leave?

|                     | Women |     | Men |     | Total Sample |     |
|---------------------|-------|-----|-----|-----|--------------|-----|
|                     | N     | %   | N   | %   | N            | %   |
| Once                | 538   | 55  | 419 | 56  | 957          | 55  |
| Twice               | 362   | 37  | 261 | 35  | 623          | 36  |
| Three or more times | 80    | 8   | 65  | 9   | 145          | 9   |
| Total               | 980   | 100 | 745 | 100 | 1725         | 100 |

Table 118: If you did not take your full parental leave entitlement, why not? Multiple responses allowed.

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| N=280 did not take full entitlement     |       |    |     |    |              |    |
| Concerned about household finances      | 63    | 37 | 10  | 9  | 73           | 26 |
| Concerned about colleagues workloads    | 22    | 13 | 42  | 38 | 64           | 23 |
| Concerned about the impact on my career | 91    | 54 | 35  | 32 | 126          | 45 |
| Concerned about reaction of colleagues  | 24    | 14 | 14  | 13 | 38           | 14 |
| Concerned about reaction of supervisors | 40    | 24 | 23  | 21 | 63           | 23 |
| My partner took the primary carer role  | 10    | 6  | 39  | 35 | 49           | 18 |
| I was keen to return to work            | 61    | 36 | 22  | 20 | 83           | 30 |

### 3.9 Flexible Work Arrangements

This section presents information on academic staff members' attitudes and behaviour related to flexible work arrangements. Respondents were asked whether they would prefer a change in work arrangements (for example, change in the hours of work). Overall, 38% (n=3190) of the total sample thought they would prefer a change in their work arrangements (46% of women, 30% of men).

Table 119: Have you wanted one of these work arrangements in the last 12 months:

|  | Women |    | Men |    | Total Sample |    |
|--|-------|----|-----|----|--------------|----|
|  | N     | %  | N   | %  | N            | %  |
| Work reduced hours, on ongoing basis   | 1019  | 24 | 640 | 16 | 1659         | 20 |
| Work reduced hours, for limited period | 578   | 13 | 418 | 10 | 996          | 12 |
| Work fewer hours each day              | 506   | 12 | 388 | 10 | 894          | 11 |
| Work in school term-time only          | 295   | 7  | 157 | 4  | 452          | 5  |
| Job share                              | 172   | 4  | 116 | 3  | 288          | 3  |

Table 120: Have you requested this change in work arrangements:

|  | Women |   | Men |   | Total Sample |   | Granted in full |
|--|-------|---|-----|---|--------------|---|-----------------|
|  | N     | % | N   | % | N            | % |                 |
| Work reduced hours, on ongoing basis   | 207   | 5 | 132 | 3 | 339          | 4 | 54              |
| Work reduced hours, for limited period | 199   | 5 | 123 | 3 | 322          | 4 | 53              |
| Work fewer hours each day              | 66    | 2 | 55  | 1 | 121          | 1 | 38              |
| Work in school term-time only          | 26    | 1 | 32  | 1 | 58           | 1 | 19              |
| Job share                              | 49    | 1 | 38  | 1 | 87           | 1 | 21              |

Table 121: If you have requested but did not receive flexible work arrangements, what was the main reason your request was not possible:

|   | Women |   | Men |   | Total Sample |  |
|---|-------|---|-----|---|--------------|--|
|   | N     | % | N   | % | N            |  |
| Too difficult to fit in with schedule in my work unit | 33    | 1 | 33  | 1 | 66           |  |
| Not enough staff to make it possible                  | 92    | 2 | 62  | 2 | 154          |  |
| Don't know  | 93    | 2 | 41  | 1 | 134          |  |

### 3.10 Income

The survey collected information on gross income and loadings obtained as part of annual income from the university. Gross income is presented in table 122, followed by a summary of information on loadings.

Table 122: Total gross income per week

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| \$2,995 or more pw (\$150,000 or more per year)     | 143   | 4   | 317  | 9   | 460          | 6   |
| \$2,000-\$2,994 pw (\$104,000 - \$149,999 per year) | 647   | 17  | 1083 | 29  | 1730         | 23  |
| \$1,500-\$1,999 pw (\$78,000-\$103,999 per year)    | 1192  | 32  | 1171 | 32  | 2363         | 32  |
| \$1,000-\$1,499 pw (\$52,000-\$77,999 per year)     | 1196  | 32  | 902  | 24  | 2098         | 28  |
| \$700-\$999 pw (\$36,400-\$51,999 per year)         | 374   | 10  | 157  | 4   | 531          | 7   |
| \$500-\$699 pw (\$26,000-\$36,399 per year)         | 148   | 4   | 58   | 2   | 206          | 3   |
| Total   | 3700  | 100 | 3688 | 100 | 7388         | 100 |

Loadings included in annual income were reported by 1565 academic respondents (15% of women (n=658) and 22% of men (n=907). Overall the largest proportion of these loadings were for responsibility of higher duties (31%), followed by loadings for individual performance (20%) and market loading for discipline (19%).

### 3.11 Retirement

Information relating to income in retirement and working arrangements in the transition to retirement is presented in tables 123 to 126.

Table 123: What are your expected income sources when you retire or as you get older or work less? Multiple responses allowed.

|   | Women |    | Men  |    | Total Sample |    |
|---|-------|----|------|----|--------------|----|
|   | N     | %  | N    | %  | N            | %  |
| Unisuper  | 3942  | 91 | 3709 | 91 | 7651         | 91 |
| Other Australian superannuation   | 945   | 22 | 748  | 18 | 1693         | 20 |
| Overseas pension fund   | 301   | 7  | 452  | 11 | 753          | 9  |
| Government pension  | 556   | 13 | 488  | 12 | 1044         | 12 |
| Own assets (including rent, properties, farms, business investments, interest, stocks, debentures,, bank account) | 2203  | 51 | 2056 | 50 | 4259         | 51 |
| Spouse or partner's income  | 1252  | 29 | 748  | 18 | 2000         | 24 |
| Someone else's income   | 18    | 0  | 16   | 0  | 34           | 0  |

Table 124: What will be your main income source in retirement?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Unisuper  | 2297  | 55  | 2520 | 64  | 4817         | 60  |
| Other Australian superannuation   | 252   | 6   | 295  | 8   | 547          | 7   |
| Overseas pension fund   | 42    | 1   | 78   | 2   | 120          | 1   |
| Government pension  | 112   | 3   | 84   | 2   | 196          | 2   |
| Own assets (including rent, properties, farms, business investments, interest, stocks, debentures,, bank account) | 521   | 13  | 476  | 12  | 997          | 12  |
| Spouse or partner's income  | 220   | 5   | 40   | 1   | 260          | 3   |
| Someone else's income   | 1     | 0   | 0    | 0   | 1            | 0   |
| Other   | 64    | 2   | 62   | 2   | 126          | 2   |
| Don't know  | 631   | 15  | 368  | 9   | 999          | 12  |
| Total   | 4140  | 100 | 3923 | 100 | 8063         | 100 |

Table 125: As you move towards retirement, which of the following would you like to do, and which do you think you will be able to do? Multiple responses allowed.

|   | Like to do this |    | Able to do this |    |
|---|-----------------|----|-----------------|----|
|   | N               | %  | N               | %  |
| <b>Women</b>  |                 |    |                 |    |
| Continue working as I currently do  | 1298            | 30 | 2120            | 49 |
| Reduce number of hours worked each day  | 1112            | 26 | 602             | 14 |
| Reduce number of hours worked each week/fortnight   | 2077            | 48 | 1193            | 28 |
| Reduce my level of responsibility   | 780             | 18 | 478             | 11 |
| Seek contract or casual employment  | 407             | 9  | 516             | 12 |
| Change the type of work (e.g. research or project work rather than teaching and administration) | 1213            | 28 | 717             | 17 |
| <b>Men</b>  |                 |    |                 |    |
| Continue working as I currently do  | 1760            | 43 | 2306            | 57 |
| Reduce number of hours worked each day  | 1024            | 25 | 620             | 15 |
| Reduce number of hours worked each week/fortnight   | 1535            | 38 | 894             | 22 |
| Reduce my level of responsibility   | 877             | 21 | 576             | 14 |
| Seek contract or casual employment  | 362             | 9  | 447             | 11 |
| Change the type of work (e.g. research or project work rather than teaching and administration) | 943             | 23 | 619             | 15 |
| <b>Total Sample</b>   |                 |    |                 |    |
| Continue working as I currently do  | 3058            | 36 | 4426            | 53 |
| Reduce number of hours worked each day  | 2136            | 25 | 1222            | 15 |
| Reduce number of hours worked each week/fortnight   | 3612            | 43 | 2087            | 25 |
| Reduce my level of responsibility   | 1657            | 20 | 1054            | 13 |
| Seek contract or casual employment  | 769             | 9  | 963             | 11 |
| Change the type of work (e.g. research or project work rather than teaching and administration) | 2156            | 26 | 1336            | 16 |

Table 126: Why do you think you may not be able to work the way you would ideally like?  
Multiple responses allowed.

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| May not be able to afford to                                      | 1247  | 29 | 983 | 24 | 2230         | 27 |
| My organisation is unlikely to support my preference              | 922   | 21 | 967 | 24 | 1889         | 23 |
| Too much impact on my final Defined Benefit superannuation payout | 359   | 8  | 287 | 7  | 646          | 8  |
| May lose organisational benefit such as office or funding         | 350   | 8  | 321 | 8  | 671          | 8  |



## Section 4: Sessional Teaching Staff

This section reports the findings from the sessional teaching staff who completed the survey. In total 2918 sessional staff participated in the study, of these 1664 (57%) are women and 1254 (43%) are men.

### 4.1 Demographic Characteristics

The survey collected a broad range of demographic characteristics from respondents. The majority are aged between 25 and 49 years of age (69%), with 23% aged over 50 years of age. Just over one half are Australian born and 1% identify as Aboriginal or Torres Strait Islander. Almost one fifth (17%) have a PhD, and over one half (54 %) are currently studying for a qualification.

Table 127: Demographic characteristics

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| <b>Age</b>  |       |    |     |    |              |    |
| 20-24 years   | 107   | 6  | 124 | 10 | 231          | 8  |
| 25-29 years   | 386   | 23 | 280 | 22 | 666          | 23 |
| 30-34 years   | 291   | 18 | 219 | 18 | 510          | 17 |
| 35-39 years   | 181   | 11 | 141 | 11 | 322          | 11 |
| 40-44 years   | 168   | 10 | 118 | 9  | 286          | 10 |
| 45-49 years   | 154   | 9  | 65  | 5  | 219          | 8  |
| 50-54 years   | 148   | 9  | 85  | 7  | 233          | 8  |
| 55-59 years   | 110   | 7  | 75  | 6  | 185          | 6  |
| 60-64 years   | 75    | 5  | 61  | 5  | 136          | 5  |
| 65 + years  | 40    | 2  | 79  | 6  | 119          | 4  |
| <b>Australian born</b>                                  | 910   | 64 | 626 | 56 | 1536         | 60 |
| <b>Identify as Aboriginal or Torres Strait Islander</b> | 14    | 1  | 4   | 0  | 18           | 1  |
| <b>English language spoken at home</b>                  | 1230  | 86 | 859 | 77 | 2089         | 82 |
| <b>Highest educational qualification</b>                |       |    |     |    |              |    |
| PhD   | 251   | 16 | 208 | 18 | 459          | 17 |
| Other post-graduate qualification                       | 728   | 46 | 499 | 42 | 1227         | 44 |
| Bachelor Degree   | 583   | 37 | 434 | 37 | 1017         | 37 |
| Other tertiary qualification                            | 34    | 2  | 37  | 3  | 71           | 3  |
| <b>Currently studying for a qualification</b>           | 889   | 53 | 703 | 56 | 1592         | 55 |
| <b>Marital Status</b>                                   |       |    |     |    |              |    |
| Registered marriage/defacto relationship                | 902   | 63 | 684 | 61 | 1586         | 63 |
| Currently not with a partner                            | 521   | 37 | 430 | 39 | 951          | 37 |
| <b>Member of a trade union</b>                          | 243   | 17 | 143 | 13 | 386          | 15 |

## 4.2 Employment Characteristics

The survey collected a broad range of employment characteristics. Respondents were asked where they worked, the tasks they performed as part of this role, length of time working at the university, and how they had obtained their current position. These findings are presented in tables 128 to 132.

Table 128: What is the discipline or field in which you work?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Science                                 | 424   | 27  | 535  | 44  | 959          | 35  |
| Medical and health                      | 285   | 18  | 140  | 12  | 425          | 15  |
| Law and business                        | 189   | 12  | 203  | 17  | 392          | 14  |
| Education                               | 165   | 11  | 51   | 4   | 216          | 8   |
| HASS (Humanities, Arts, Social Science) | 500   | 32  | 285  | 23  | 785          | 28  |
| Total                                   | 1563  | 100 | 1214 | 100 | 2777         | 100 |

Table 129: How long have you worked at this university?

|                  | Women |     | Men  |     | Total Sample |     |
|------------------|-------|-----|------|-----|--------------|-----|
|                  | N     | %   | N    | %   | N            | %   |
| Less than 1 year | 641   | 39  | 454  | 36  | 1095         | 38  |
| 1-2 years        | 270   | 16  | 245  | 20  | 515          | 18  |
| 3-5 years        | 490   | 29  | 342  | 27  | 832          | 29  |
| 6-9 years        | 155   | 9   | 124  | 10  | 279          | 10  |
| 10-14 years      | 70    | 4   | 52   | 4   | 122          | 4   |
| 15-19 years      | 21    | 1   | 16   | 1   | 37           | 1   |
| 20-29 years      | 16    | 1   | 18   | 1   | 34           | 1   |
| 30 or more years | 1     | 0   | 3    | 0   | 4            | 0   |
| Total            | 1664  | 100 | 1254 | 100 | 2918         | 100 |

Table 130: How did you obtain your current sessional position?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Responded to an advertisement                         | 118   | 8   | 98   | 9   | 216          | 8   |
| I approached the dept or an academic                  | 401   | 28  | 390  | 35  | 791          | 31  |
| Offered work by a contact or friend at the university | 566   | 39  | 357  | 32  | 923          | 36  |
| Offered work by my PhD supervisor                     | 216   | 15  | 200  | 18  | 416          | 16  |
| Other   | 133   | 9   | 74   | 7   | 207          | 8   |
| Total   | 1434  | 100 | 1119 | 100 | 2553         | 100 |

Table 131: Do you currently work at more than one institution?

|       | Women |     | Men  |     | Total Sample |     |
|-------|-------|-----|------|-----|--------------|-----|
|       | N     | %   | N    | %   | N            | %   |
| Yes   | 332   | 23  | 205  | 18  | 537          | 21  |
| No    | 1118  | 77  | 924  | 82  | 2042         | 79  |
| Total | 1450  | 100 | 1129 | 100 | 2579         | 100 |

Table 132: Where do you undertake your teaching preparation?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Mostly at home                          | 933   | 65  | 664  | 59  | 1597         | 62  |
| Mostly at the institution where I teach | 507   | 35  | 459  | 41  | 966          | 38  |
| Total                                   | 1440  | 100 | 1123 | 100 | 2563         | 100 |

### 4.3 Working Hours and Workload

This section presents information on working hours and workloads for sessional teaching staff.

Table 133: At all the universities where you work how many hours of face to face teaching did you perform over the last week, and how many other hours do you usually spend each week on preparation, student consultation, meetings and marking?

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| <b>Hours spent lecturing</b>                                      |       |    |     |    |              |    |
| Zero  | 283   | 40 | 253 | 42 | 536          | 41 |
| 1-5 hrs   | 361   | 51 | 280 | 46 | 641          | 49 |
| 6-10 hrs  | 49    | 7  | 50  | 8  | 99           | 8  |
| 11-20 hrs   | 15    | 2  | 23  | 4  | 38           | 3  |
| <b>Hours spent tutoring</b>                                       |       |    |     |    |              |    |
| Zero  | 118   | 10 | 94  | 11 | 212          | 10 |
| 1-5 hrs   | 701   | 62 | 526 | 59 | 1227         | 61 |
| 6-10 hrs  | 247   | 22 | 217 | 24 | 464          | 23 |
| 11 - 20 hrs   | 67    | 6  | 51  | 6  | 118          | 6  |
| <b>Preparation time (student consultation, meetings, marking)</b> |       |    |     |    |              |    |
| 1-5 hrs   | 677   | 51 | 622 | 60 | 1299         | 55 |
| 6-10 hrs  | 370   | 28 | 237 | 23 | 607          | 26 |
| 11 - 20 hrs   | 220   | 16 | 125 | 12 | 345          | 15 |
| 21 or more hrs  | 69    | 5  | 46  | 4  | 115          | 4  |

Table 134: By the end of this year, how many weeks will you have worked in 2011 in sessional or casual university jobs?

|                | Women |     | Men  |     | Total Sample |     |
|----------------|-------|-----|------|-----|--------------|-----|
|                | N     | %   | N    | %   | N            | %   |
| 1 to 12 weeks  | 189   | 14  | 140  | 13  | 329          | 13  |
| 13 to 24 weeks | 484   | 35  | 405  | 38  | 889          | 37  |
| 25 to 52 weeks | 695   | 51  | 533  | 49  | 1228         | 50  |
| Total          | 1368  | 100 | 1078 | 100 | 2446         | 100 |

Table 135: What is the length in weeks of your current (or most recent) sessional/casual employment contract?

|                               | Women |     | Men  |     | Total Sample |     |
|-------------------------------|-------|-----|------|-----|--------------|-----|
|                               | N     | %   | N    | %   | N            | %   |
| Less than 2 weeks             | 29    | 2   | 19   | 2   | 48           | 2   |
| 2 – 9 weeks                   | 95    | 7   | 80   | 7   | 175          | 7   |
| 10 -12 weeks                  | 429   | 31  | 371  | 34  | 800          | 33  |
| 13 or more weeks <sup>1</sup> | 823   | 60  | 615  | 57  | 1438         | 58  |
| Total                         | 1376  | 100 | 1085 | 100 | 2461         | 100 |

<sup>1</sup> 19 cases reported between 53 and 260 weeks

Table 136: Do you receive separate payment for marking?

|                                     | Women |     | Men  |     | Total Sample |     |
|-------------------------------------|-------|-----|------|-----|--------------|-----|
|                                     | N     | %   | N    | %   | N            | %   |
| Yes                                 | 1004  | 70  | 781  | 70  | 1785         | 70  |
| No, I mark but don't get paid extra | 271   | 19  | 213  | 19  | 484          | 19  |
| No, I don't do marking              | 156   | 11  | 129  | 11  | 285          | 11  |
| Total                               | 1431  | 100 | 1123 | 100 | 2554         | 100 |

Table 137: Do you currently supervise other sessional staff?

|       | Women |     | Men  |     | Total Sample |     |
|-------|-------|-----|------|-----|--------------|-----|
|       | N     | %   | N    | %   | N            | %   |
| No    | 1251  | 87  | 968  | 86  | 2219         | 87  |
| Yes   | 185   | 13  | 154  | 14  | 339          | 13  |
| Total | 1436  | 100 | 1122 | 100 | 2558         | 100 |

## 4.4 Job Satisfaction, Security and Future Intentions

The survey collected information on job satisfaction, job security and future employment intentions for sessional teaching staff. This information is presented in tables 138 to 143.

Table 138: What is the per cent chance that you will leave your current job voluntarily in the next 12 months?

|          | Women |     | Men  |     | Total Sample |     |
|----------|-------|-----|------|-----|--------------|-----|
|          | N     | %   | N    | %   | N            | %   |
| Zero %   | 617   | 44  | 424  | 38  | 1041         | 41  |
| 5-50 %   | 479   | 34  | 424  | 38  | 903          | 36  |
| 51-80 %  | 129   | 9   | 104  | 9   | 233          | 9   |
| 81-100 % | 184   | 13  | 153  | 14  | 337          | 13  |
| Total    | 1409  | 100 | 1105 | 100 | 2514         | 100 |

The survey found that 2121 sessional workers wanted work in the following year (1185 women and 936 men). Only 17% of the sessional staff who responded to this question said they did not want future sessional work.

Table 139: What is the per cent chance that you will have sessional teaching work in 2012?

|          | Women |     | Men |     | Total Sample |     |
|----------|-------|-----|-----|-----|--------------|-----|
|          | N     | %   | N   | %   | N            | %   |
| Zero %   | 5     | 0   | 3   | 0   | 8            | 0   |
| 5-50 %   | 337   | 29  | 246 | 26  | 583          | 28  |
| 51-80 %  | 309   | 26  | 249 | 27  | 558          | 26  |
| 81-100 % | 528   | 45  | 438 | 47  | 966          | 46  |
| Total    | 1179  | 100 | 936 | 100 | 2115         | 100 |

Table 140: To what extent do you agree or disagree with the following statements:

|   | Agreed Strongly or Somewhat<br>% |     |              | Disagree Strongly or Somewhat<br>% |     |              |
|---|----------------------------------|-----|--------------|------------------------------------|-----|--------------|
|   | Women                            | Men | Total Sample | Women                              | Men | Total Sample |
| I have a lot of input into changes that affect me                             | 35                               | 42  | 38           | 47                                 | 40  | 44           |
| I feel there are unrealistic expectations of me in terms of teaching outcomes | 26                               | 23  | 24           | 55                                 | 56  | 56           |
| I am satisfied with the balance between my work and personal life             | 65                               | 68  | 66           | 27                                 | 22  | 25           |
| I am satisfied with my job overall  | 78                               | 78  | 78           | 15                                 | 14  | 15           |

NB: Percentages across the rows do not add to 100% due a number of don't know or neither agree/disagree responses.

Table 141: To what extent have each of the following gone up or down for you personally in the last two years (or since you started if less than 2 years).

|  | Gone Up |    | Stayed the Same |    | Gone Down |    |
|--|---------|----|-----------------|----|-----------|----|
|  | N       | %  | N               | %  | N         | %  |
| <b>Women</b>   |         |    |                 |    |           |    |
| The level of input I have into changes that affect me          | 347     | 24 | 796             | 56 | 164       | 12 |
| Expectations of the teaching outcomes I will achieve           | 445     | 31 | 836             | 59 | 62        | 4  |
| My satisfaction with balance between my work and personal life | 278     | 20 | 781             | 55 | 345       | 24 |
| My satisfaction with my career prospects                       | 391     | 28 | 558             | 39 | 425       | 30 |
| My satisfaction with my job overall                            | 393     | 28 | 722             | 51 | 294       | 21 |
| <b>Men</b>   |         |    |                 |    |           |    |
| The level of input I have into changes that affect me          | 256     | 23 | 636             | 57 | 128       | 11 |
| Expectations of the teaching outcomes I will achieve           | 342     | 31 | 663             | 60 | 49        | 4  |
| My satisfaction with balance between my work and personal life | 195     | 17 | 685             | 61 | 209       | 19 |
| My satisfaction with my career prospects                       | 288     | 26 | 487             | 44 | 294       | 26 |
| My satisfaction with my job overall                            | 295     | 26 | 612             | 55 | 195       | 17 |
| <b>Total Sample</b>  |         |    |                 |    |           |    |
| The level of input I have into changes that affect me          | 603     | 24 | 1432            | 56 | 292       | 11 |
| Expectations of the teaching outcomes I will achieve           | 787     | 31 | 1499            | 59 | 111       | 4  |
| My satisfaction with balance between my work and personal life | 473     | 19 | 1466            | 58 | 554       | 22 |
| My satisfaction with my career prospects                       | 679     | 27 | 1045            | 41 | 719       | 28 |
| My satisfaction with my job overall                            | 688     | 27 | 1334            | 52 | 489       | 19 |

NB: Percentages across the rows may not add to 100% due to small number of don't know/not relevant responses.

Table 142: Where would you like to be and where do you expect to be in five years time?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| <b>Where would you like to be in five years time?</b> |       |     |      |     |              |     |
| Employed as a sessional / casual academic             | 167   | 10  | 139  | 11  | 306          | 11  |
| Employed as an academic in a continuing position      | 914   | 55  | 664  | 53  | 1578         | 54  |
| Employed outside of the university sector             | 344   | 21  | 284  | 23  | 628          | 22  |
| Retired not working                                   | 86    | 5   | 92   | 7   | 178          | 6   |
| Other   | 141   | 9   | 67   | 5   | 208          | 7   |
| Total   | 1652  | 100 | 1246 | 100 | 2898         | 100 |
| <b>Where do you expect to be in five years time?</b>  |       |     |      |     |              |     |
| Employed as a sessional / casual academic             | 435   | 26  | 241  | 19  | 676          | 23  |
| Employed as an academic in a continuing position      | 406   | 25  | 367  | 30  | 773          | 27  |
| Employed outside of the university sector             | 551   | 34  | 453  | 37  | 1004         | 35  |
| Retired not working                                   | 76    | 5   | 88   | 7   | 164          | 6   |
| Other   | 176   | 11  | 91   | 7   | 267          | 9   |
| Total   | 1644  | 100 | 1240 | 100 | 2884         | 100 |

Table 143: To what extent do you agree with the following statements:

|  | Agreed Strongly or Somewhat<br>% |     |              | Disagree Strongly or Somewhat<br>% |     |              |
|--|----------------------------------|-----|--------------|------------------------------------|-----|--------------|
|  | Women                            | Men | Total Sample | Women                              | Men | Total Sample |
| I would accept a salaried full-time academic position              | 62                               | 71  | 66           | 27                                 | 21  | 25           |
| I would accept a salaried part-time academic position              | 78                               | 72  | 75           | 12                                 | 17  | 14           |
| Casual work suits my circumstances                                 | 74                               | 74  | 74           | 18                                 | 17  | 18           |
| Casual work is the only work I can get                             | 49                               | 47  | 48           | 33                                 | 32  | 33           |
| Casual work will help me secure an academic position in the future | 55                               | 52  | 54           | 22                                 | 22  | 22           |
| Casual work allows me to balance work and home life                | 64                               | 58  | 62           | 18                                 | 18  | 18           |

NB: Percentages across the rows do not add to 100% due to a number of don't know or neither agree or disagree.

## 4.5 Career and Job History

The survey collected information on the job history of sessional teaching staff which is presented in tables 144 to 147.

Table 144: Thinking about your career as a whole since you left school, can you indicate the number of years you have worked in sessional positions in universities?

|  | Women |     | Men |     | Total Sample |     |
|--|-------|-----|-----|-----|--------------|-----|
|  | N     | %   | N   | %   | N            | %   |
| <b>Sessional/casual work while studying for a PhD</b>          |       |     |     |     |              |     |
| Less than 1 year   | 54    | 5   | 44  | 5   | 98           | 5   |
| 1-3 years  | 719   | 66  | 589 | 68  | 1308         | 67  |
| 4-5 years  | 211   | 19  | 144 | 17  | 355          | 18  |
| 6-10 years   | 88    | 8   | 77  | 9   | 165          | 8   |
| 11 or more years   | 14    | 1   | 9   | 1   | 23           | 1   |
| Total  | 1086  | 100 | 863 | 100 | 1949         | 100 |
| <b>Sessional/casual work after obtaining a PhD<sup>1</sup></b> |       |     |     |     |              |     |
| Less than 1 year   | 7     | 3   | 5   | 3   | 12           | 3   |
| 1-2 years  | 115   | 56  | 76  | 46  | 191          | 51  |
| 3-5 years  | 53    | 26  | 46  | 28  | 99           | 27  |
| 6-10 years   | 26    | 13  | 24  | 15  | 50           | 13  |
| 11 or more years   | 6     | 3   | 13  | 8   | 19           | 5   |
| Total*   | 207   | 100 | 164 | 100 | 371          | 100 |

<sup>1</sup> n=459 sessional respondents reported having obtained a PhD.

Table 145: Have you ever applied for a fixed term academic position?

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| Yes   | 414   | 29  | 344  | 31  | 758          | 30  |
| No  | 1020  | 71  | 775  | 69  | 1795         | 70  |
| Total   | 1434  | 100 | 1119 | 100 | 2553         | 100 |
| <b>For those who had applied – have you ever been successful?</b>                             |       |     |      |     |              |     |
| Yes   | 170   | 41  | 162  | 47  | 332          | 44  |
| No  | 244   | 59  | 182  | 53  | 426          | 56  |
| Total   | 414   | 100 | 344  | 100 | 758          | 100 |
| <b>If No, why do you think your application was unsuccessful? Multiple responses allowed.</b> |       |     |      |     |              |     |
| I did not have a PhD  | 112   | 46  | 67   | 37  | 179          | 42  |
| Lack of research outputs  | 77    | 32  | 62   | 34  | 139          | 33  |
| The field of applicants was very competitive  | 104   | 43  | 84   | 46  | 188          | 44  |

Table 146: Have you done any of the following?

|   | Women |   | Men |    | Total Sample |   |
|---|-------|---|-----|----|--------------|---|
|   | N     | % | N   | %  | N            | % |
| Held a post-doctoral fellowship for 1 or more years | 62    | 4 | 56  | 4  | 118          | 4 |
| Worked overseas in an academic job                  | 139   | 8 | 128 | 10 | 267          | 9 |

Table 147: Have you spent time working outside the university sector since you left school?

|       | Women |     | Men |     | Total Sample |     |
|-------|-------|-----|-----|-----|--------------|-----|
|       | N     | %   | N   | %   | N            | %   |
| No    | 98    | 10  | 137 | 18  | 235          | 14  |
| Yes   | 883   | 90  | 612 | 82  | 1495         | 86  |
| Total | 981   | 100 | 749 | 100 | 1730         | 100 |



## 4.6 Career Support and Difficulties

The survey items in this section refer to career support and difficulties related to aspects relevant to sessional staff.

Table 148: At this university, have you ever taken part in or received any of the following?  
Was this paid or unpaid?

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| <b>Induction</b>  |       |    |     |    |              |    |
| No  | 502   | 36 | 324 | 29 | 826          | 33 |
| Yes - paid  | 529   | 38 | 466 | 42 | 995          | 40 |
| Yes - unpaid  | 336   | 24 | 285 | 26 | 621          | 25 |
| Yes – partly paid for   | 41    | 3  | 25  | 2  | 66           | 3  |
| <b>Professional development (courses, seminars, training)</b> |       |    |     |    |              |    |
| No  | 509   | 36 | 407 | 37 | 916          | 36 |
| Yes - paid  | 435   | 31 | 354 | 32 | 789          | 31 |
| Yes - unpaid  | 392   | 28 | 302 | 27 | 694          | 28 |
| Yes – partly paid for   | 73    | 5  | 41  | 4  | 114          | 5  |
| <b>Staff meetings of your school/department/faculty</b>       |       |    |     |    |              |    |
| No  | 672   | 48 | 507 | 46 | 1179         | 47 |
| Yes - paid  | 248   | 18 | 192 | 18 | 440          | 18 |
| Yes - unpaid  | 427   | 30 | 367 | 34 | 794          | 32 |
| Yes – partly paid for   | 53    | 4  | 27  | 2  | 80           | 3  |
| <b>Been a member of a committee at your university</b>        |       |    |     |    |              |    |
| No  | 1107  | 81 | 868 | 80 | 1975         | 81 |
| Yes - paid  | 62    | 5  | 45  | 4  | 107          | 4  |
| Yes - unpaid  | 198   | 14 | 161 | 15 | 359          | 15 |
| Yes – partly paid for   | 5     | 0  | 6   | 1  | 11           | 0  |
| <b>Meetings about a course you are teaching</b>               |       |    |     |    |              |    |
| No  | 244   | 17 | 185 | 17 | 429          | 17 |
| Yes - paid  | 427   | 30 | 309 | 28 | 736          | 29 |
| Yes - unpaid  | 629   | 44 | 550 | 50 | 1179         | 47 |
| Yes – partly paid for   | 121   | 9  | 62  | 6  | 183          | 7  |

Table 149: At this university do you have access to:

|  | Women |    | Men |    | Total Sample |    |
|--|-------|----|-----|----|--------------|----|
|  | N     | %  | N   | %  | N            | %  |
| A workspace, computer & phone (n=2551)   | 1087  | 76 | 863 | 77 | 1950         | 76 |
| A suitable space for student consultation (n=2528)                               | 785   | 55 | 663 | 60 | 1448         | 57 |
| Financial support for your research e.g. support to attend a conference (n=2472) | 530   | 38 | 474 | 44 | 1004         | 41 |

Table 150: To what extent do you agree with the following statements:

|   | Agreed Strongly or Somewhat |     |              | Disagree Strongly or Somewhat |     |              |
|---|-----------------------------|-----|--------------|-------------------------------|-----|--------------|
|   | %                           |     |              | %                             |     |              |
|   | Women                       | Men | Total Sample | Women                         | Men | Total Sample |
| I could work in either universities or in other sectors                         | 88                          | 85  | 86           | 8                             | 9   | 8            |
| I would like to remain in the university sector for the rest of my career       | 59                          | 57  | 58           | 20                            | 23  | 21           |
| I am satisfied with my career opportunities in this university                  | 41                          | 40  | 41           | 40                            | 38  | 39           |
| I am satisfied with my career opportunities in the university sector as a whole | 45                          | 45  | 45           | 33                            | 34  | 33           |
| I would be able to move interstate to advance my career                         | 44                          | 54  | 48           | 38                            | 27  | 34           |

NB: Percentages across the rows for total sample may not add to 100% due to small number of don't know or neither agree/disagree responses.

Table 151: In the last five years to what extent have the following helped you in advancing your career or been a problem for you in holding back your career?

|  | Help Great/<br>Somewhat |    | Neither a problem or a help |    | Problem Major/<br>Somewhat |    |
|--|-------------------------|----|-----------------------------|----|----------------------------|----|
|  | N                       | %  | N                           | %  | N                          | %  |
| <b>Women</b>   |                         |    |                             |    |                            |    |
| The attitude within this university towards people of my age (n=1429)                    | 300                     | 21 | 697                         | 49 | 194                        | 14 |
| The attitude within this university towards people of my ethnic background (n=1427)      | 126                     | 9  | 826                         | 58 | 49                         | 3  |
| The attitude within this university towards people of my gender (n=1423)                 | 175                     | 12 | 869                         | 61 | 114                        | 8  |
| The attitude within this university towards people with family responsibilities (n=1417) | 200                     | 14 | 660                         | 47 | 141                        | 10 |
| <b>Men</b>   |                         |    |                             |    |                            |    |
| The attitude within this university towards people of my age (n=1116)                    | 294                     | 26 | 489                         | 44 | 153                        | 14 |
| The attitude within this university towards people of my ethnic background (n=1113)      | 155                     | 14 | 601                         | 54 | 45                         | 4  |
| The attitude within this university towards people of my gender (n=1115)                 | 141                     | 13 | 674                         | 60 | 36                         | 3  |
| The attitude within this university towards people with family responsibilities (n=1106) | 149                     | 13 | 583                         | 53 | 53                         | 5  |
| <b>Total Sample</b>  |                         |    |                             |    |                            |    |
| The attitude within this university towards people of my age (n=2545)                    | 594                     | 23 | 1186                        | 47 | 347                        | 14 |
| The attitude within this university towards people of my ethnic background (n=2540)      | 281                     | 11 | 1427                        | 56 | 94                         | 4  |
| The attitude within this university towards people of my gender (n=2538)                 | 316                     | 12 | 1543                        | 61 | 150                        | 6  |
| The attitude within this university towards people with family responsibilities (n=2523) | 349                     | 14 | 1243                        | 49 | 194                        | 8  |

Table 152: Have you experienced any kind of harassment or bullying at work in the last five years?

|       | Women |     | Men  |     | Total Sample |     |
|-------|-------|-----|------|-----|--------------|-----|
|       | N     | %   | N    | %   | N            | %   |
| Yes   | 202   | 14  | 126  | 11  | 328          | 13  |
| No    | 1231  | 86  | 994  | 89  | 2225         | 87  |
| Total | 1433  | 100 | 1120 | 100 | 2553         | 100 |

Table 153: Have you taken, or seriously considered taking a formal case in relation to harassment or bullying at work in the last five years?

|       | Women |     | Men |     | Total Sample |     |
|-------|-------|-----|-----|-----|--------------|-----|
|       | N     | %   | N   | %   | N            | %   |
| Yes   | 81    | 40  | 48  | 38  | 129          | 39  |
| No    | 120   | 60  | 78  | 62  | 198          | 61  |
| Total | 201   | 100 | 126 | 100 | 327          | 100 |

Table 154: If not, why did you decide not to take a case? Multiple responses allowed.

|  | Women |    | Men |    | Total Sample |    |
|--|-------|----|-----|----|--------------|----|
|  | N     | %  | N   | %  | N            | %  |
| The incident was too minor               | 36    | 28 | 24  | 30 | 60           | 29 |
| I lacked faith in the complaints process | 33    | 26 | 18  | 23 | 51           | 25 |
| It would have made things worse for me   | 68    | 54 | 38  | 48 | 106          | 51 |

Table 155: Respondents who reported experiencing harassment were asked: Did the harassment have an adverse impact on your career?

|            | Women |     | Men |     | Total Sample |     |
|------------|-------|-----|-----|-----|--------------|-----|
|            | N     | %   | N   | %   | N            | %   |
| Yes        | 87    | 43  | 56  | 46  | 143          | 44  |
| No         | 52    | 26  | 36  | 29  | 88           | 27  |
| Don't know | 62    | 31  | 31  | 25  | 93           | 29  |
| Total      | 201   | 100 | 123 | 100 | 324          | 100 |

## 4.7 Work and Family

These questions asked respondents to provide information related to their responsibilities for children and others who needed regular care. Other questions sought information on perceptions of work and family balance, and impediments to balancing work and family responsibilities. The findings from these questions for sessional teaching staff are presented in tables 156 to 165.

Table 156: Do you have caring responsibilities?

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| Has caring responsibilities (children & or others who need regular care)            | 509   | 31 | 313 | 25 | 822          | 28 |
| <b>Details of those who reported any caring responsibilities</b>                    |       |    |     |    |              |    |
| Responsible for an adult who needs regular care, due to ill health, disability, age | 136   | 8  | 89  | 7  | 225          | 8  |
| Children under 18 years living at home  | 420   | 29 | 241 | 22 | 661          | 26 |
| Children under 4 years  | 130   | 8  | 122 | 10 | 252          | 9  |
| Children aged 5-12 years  | 238   | 14 | 117 | 9  | 355          | 12 |
| Children aged 13 – 18 years   | 168   | 10 | 68  | 5  | 236          | 8  |

Table 157: What is your partners' employment status?

|  | Women |     | Men |     | Total Sample |     |
|--|-------|-----|-----|-----|--------------|-----|
|  | N     | %   | N   | %   | N            | %   |
| Partner works full-time in university sector | 97    | 11  | 47  | 7   | 144          | 9   |
| Partner works full-time in another sector    | 582   | 64  | 260 | 38  | 842          | 53  |
| Partner works part-time in university sector | 36    | 4   | 46  | 7   | 82           | 5   |
| Partner works part-time in another sector    | 90    | 10  | 145 | 21  | 235          | 15  |
| Partner is retired or not employed           | 98    | 11  | 181 | 27  | 279          | 18  |
| Total  | 903   | 100 | 679 | 100 | 1582         | 100 |

Table 158: Who is mainly responsible for the care of your children?

|                                | Women |     | Men |     | Total Sample |     |
|--------------------------------|-------|-----|-----|-----|--------------|-----|
|                                | N     | %   | N   | %   | N            | %   |
| I am                           | 263   | 63  | 23  | 10  | 286          | 44  |
| My partner                     | 8     | 2   | 76  | 32  | 84           | 13  |
| Shared equally with my partner | 137   | 33  | 134 | 56  | 271          | 41  |
| Other                          | 9     | 2   | 7   | 3   | 16           | 2   |
| Total sample                   | 417   | 100 | 240 | 100 | 657          | 100 |

Table 159: During the past five years has your work been affected by your family or caring responsibilities in any of the following ways?

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| Having to work part-time  | 342   | 21 | 94  | 7  | 436          | 15 |
| Having to take additional leave (other than parental leave)           | 169   | 10 | 62  | 5  | 231          | 8  |
| Stress from home affecting my ability to do my job well               | 247   | 15 | 154 | 12 | 401          | 14 |
| Missing opportunities to apply for continuing or fixed-term positions | 192   | 12 | 78  | 6  | 270          | 9  |
| Missing other opportunities e.g. to travel, attend conferences        | 272   | 16 | 131 | 10 | 403          | 14 |
| Having to change jobs or responsibilities                             | 133   | 8  | 52  | 4  | 185          | 6  |
| Inability to complete qualifications                                  | 138   | 8  | 63  | 5  | 201          | 7  |
| None of the above   | 771   | 46 | 749 | 60 | 1520         | 52 |

Table 160: Have you ever resigned from, or not taken up work in, a university due to caring responsibilities?

|   | Women |     | Men |     | Total Sample |     |
|---|-------|-----|-----|-----|--------------|-----|
|   | N     | %   | N   | %   | N            | %   |
| Have you ever resigned from, or not taken up work in, a university due to caring responsibilities = Yes | 139   | 10  | 27  | 2   | 166          | 7   |
| <b>For how long were you out of the university sector as a result of this?</b>                          |       |     |     |     |              |     |
| Less than or equal to 12 months   | 59    | 50  | 15  | 62  | 74           | 53  |
| 1-2 years   | 18    | 16  | 6   | 25  | 24           | 17  |
| 2-5 years   | 21    | 18  | 3   | 13  | 24           | 17  |
| More than 5 years   | 18    | 16  | 0   | 0   | 18           | 13  |
| Total   | 116   | 100 | 24  | 100 | 140          | 100 |

Table 161: Thinking about balance between your work and the rest of your life, how often does work:

|   | Almost Always<br>or Often |    | Sometimes |    | Rarely or Never |    |
|---|---------------------------|----|-----------|----|-----------------|----|
|   | N                         | %  | N         | %  | N               | %  |
| <b>Women</b>  |                           |    |           |    |                 |    |
| Interfere with your responsibilities or activities outside work?                                | 336                       | 24 | 598       | 42 | 486             | 34 |
| Keep you from spending the amount of time you would like with your family and friends?          | 332                       | 23 | 547       | 38 | 541             | 38 |
| Interfere with your ability to develop or maintain connections and friendship in your community | 251                       | 18 | 398       | 28 | 761             | 53 |
| <b>Men</b>  |                           |    |           |    |                 |    |
| Interfere with your responsibilities or activities outside work?                                | 228                       | 20 | 427       | 38 | 455             | 41 |
| Keep you from spending the amount of time you would like with your family and friends?          | 217                       | 19 | 401       | 36 | 493             | 44 |
| Interfere with your ability to develop or maintain connections and friendship in your community | 167                       | 15 | 310       | 28 | 617             | 55 |
| <b>Total Sample</b>   |                           |    |           |    |                 |    |
| Interfere with your responsibilities or activities outside work?                                | 564                       | 22 | 1025      | 40 | 941             | 37 |
| Keep you from spending the amount of time you would like with your family and friends?          | 549                       | 22 | 948       | 37 | 1034            | 41 |
| Interfere with your ability to develop or maintain connections and friendship in your community | 418                       | 16 | 708       | 28 | 1378            | 54 |

NB: Percentages do not add to 100% due to a number of don't know responses.

Table 162: Thinking about balance between your work and the rest of your life, how often does your personal life:

|                                      | Almost Always<br>or Often |   | Sometimes |    | Rarely or Never |    |
|--------------------------------------|---------------------------|---|-----------|----|-----------------|----|
|                                      | N                         | % | N         | %  | N               | %  |
| <b>Women</b>                         |                           |   |           |    |                 |    |
| Interfere with your work activities? | 93                        | 7 | 449       | 31 | 879             | 62 |
| Restrict the time you spend at work? | 125                       | 9 | 362       | 25 | 929             | 65 |
| <b>Men</b>                           |                           |   |           |    |                 |    |
| Interfere with your work activities? | 93                        | 8 | 325       | 29 | 693             | 62 |
| Restrict the time you spend at work? | 84                        | 8 | 287       | 26 | 740             | 66 |
| <b>Total Sample</b>                  |                           |   |           |    |                 |    |
| Interfere with your work activities? | 186                       | 7 | 774       | 30 | 1572            | 62 |
| Restrict the time you spend at work? | 209                       | 8 | 649       | 26 | 1669            | 66 |

NB: Percentages may not add to 100% due to small number of don't know responses.

Table 163: Thinking about your life in general, how often you feel rushed or pressed for time?

|              | Almost Always<br>or Often |    | Sometimes |    | Rarely or Never |    |
|--------------|---------------------------|----|-----------|----|-----------------|----|
|              | N                         | %  | N         | %  | N               | %  |
| Women        | 886                       | 62 | 428       | 30 | 110             | 8  |
| Men          | 492                       | 44 | 444       | 40 | 179             | 16 |
| Total Sample | 1378                      | 54 | 872       | 34 | 289             | 11 |

Table 164: To what extent do you agree with the following statements:

|  | Strongly Agree /<br>Agree % |     |                 | Strongly Disagree /<br>Disagree % |     |                 | Don't know<br>% |     |                 |
|--|-----------------------------|-----|-----------------|-----------------------------------|-----|-----------------|-----------------|-----|-----------------|
|  | Women                       | Men | Total<br>Sample | Women                             | Men | Total<br>Sample | Women           | Men | Total<br>Sample |
| There is adequate support in my work unit for mothers in their caring responsibilities | 32                          | 31  | 32              | 19                                | 6   | 13              | 34              | 50  | 41              |
| There is adequate support in my work unit for fathers in their caring responsibilities | 22                          | 28  | 25              | 11                                | 11  | 11              | 51              | 46  | 48              |

NB: Percentages across the rows do not add to 100% due to a number of neither agree/disagree responses.

Table 165: Do you see any of the following as being an impediment to balancing your work and family life:

|                             | Major or somewhat of an<br>impediment % |     |                 | Minor Impediment<br>% |     |                 | Not an Impediment % |     |                 |
|-----------------------------|---|-----|-----------------|-----------------------|-----|-----------------|---------------------|-----|-----------------|
|                             | Women                                   | Men | Total<br>Sample | Women                 | Men | Total<br>Sample | Women               | Men | Total<br>Sample |
| Attitudes of my supervisors | 17                                      | 18  | 17              | 12                    | 10  | 11              | 63                  | 64  | 63              |
| Attitudes of my colleagues  | 12                                      | 11  | 11              | 13                    | 14  | 14              | 67                  | 67  | 67              |
| Workloads                   | 43                                      | 34  | 39              | 24                    | 26  | 25              | 28                  | 35  | 31              |

NB: Percentages across the rows do not add to 100% due to a number of don't know responses.

## 4.8 Parental Leave

The survey collected information on parental leave taken. There were 88 sessional staff who reported taking parental leave while employed at a university (63, or 4% of, women and 25, or 2% of, men). Three quarters of these people had taken parental leave only once as reported in table 166.

Table 166: Number of times parental leave had been taken

|                     | Women |     | Men |     | Total Sample |     |
|---------------------|-------|-----|-----|-----|--------------|-----|
|                     | N     | %   | N   | %   | N            | %   |
| Once                | 47    | 75  | 18  | 72  | 65           | 74  |
| Twice               | 13    | 21  | 4   | 16  | 17           | 19  |
| Three or more times | 3     | 5   | 3   | 12  | 6            | 7   |
| Total               | 63    | 100 | 25  | 100 | 88           | 100 |

For the most recent occasion just over half (n=49, 60%) had taken the full amount of their entitlement, 12 reported that they had not and 20 did not know.

For those who did not take their full entitlement, 3 reported that household finances were a concern, 1 colleagues' workloads, 4 were concerned about the impact that leave would have on their career, 2 about the reaction of their colleagues and 2 the reaction of their supervisors. Two respondents stated that their partner was the primary carer and 4 were keen to get back to work.

In relation to paid leave, 54 people provided information on the amount of paid leave they took: 17 reported taking 1-2 weeks, 6 took 3-6 weeks, 15 took between 7-12 weeks and 12 took between 13-20 weeks, 4 reported taking more than 20 weeks.

In relation to unpaid leave, 44 people provided information on the amount of unpaid leave they took: 7 reported no unpaid leave, 3 reported taking 1-2 weeks, 3 took 3-6 weeks, 7 took between 7-12 weeks, 6 took between 13-20 weeks, and 18 took more than 20 weeks.



## 4.9 Income

The survey collected information on gross income and main source of income. This information is presented in tables 167 and 168.

Table 167: Total gross income per week

|   | Women |     | Men  |     | Total Sample |     |
|---|-------|-----|------|-----|--------------|-----|
|   | N     | %   | N    | %   | N            | %   |
| \$2,995 or more pw (\$150,000 or more per year)     | 2     | 0   | 7    | 1   | 9            | 0   |
| \$2,000-\$2,994 pw (\$104,000 - \$149,999 per year) | 15    | 1   | 16   | 1   | 31           | 1   |
| \$1,500-\$1,999 pw (\$78,000-\$103,999 per year)    | 16    | 1   | 29   | 3   | 45           | 2   |
| \$1,000-\$1,499 pw (\$52,000-\$77,999 per year)     | 117   | 8   | 108  | 10  | 225          | 9   |
| \$700-\$999 pw (\$36,400-\$51,999 per year)         | 167   | 12  | 106  | 10  | 273          | 11  |
| \$500-\$699 pw (\$26,000-\$36,399 per year)         | 227   | 16  | 174  | 16  | 401          | 16  |
| \$499 or less pw (25,999 or less)                   | 842   | 61  | 654  | 60  | 1496         | 60  |
| Total   | 1386  | 100 | 1094 | 100 | 2480         | 100 |

Table 168: What is your main source of income?

|  | Women |     | Men  |     | Total Sample |     |
|--|-------|-----|------|-----|--------------|-----|
|  | N     | %   | N    | %   | N            | %   |
| University scholarship/ other scholarship              | 358   | 25  | 335  | 30  | 693          | 27  |
| My sessional employment                                | 542   | 38  | 399  | 36  | 941          | 37  |
| Employment in another non-academic university position | 77    | 5   | 42   | 4   | 119          | 5   |
| Employment outside the university sector               | 246   | 17  | 221  | 20  | 467          | 18  |
| My family (e.g. partner, parents, other family)        | 175   | 12  | 56   | 5   | 231          | 9   |
| Pension/Income support as I am retired                 | 24    | 2   | 60   | 5   | 84           | 3   |
| Other Centrelink payment                               | 11    | 1   | 4    | 0   | 15           | 1   |
| Other  | 8     | 1   | 6    | 1   | 14           | 1   |
| Total  | 1441  | 100 | 1123 | 100 | 2564         | 100 |

## 4.10 Retirement

Information relating to income in retirement and working arrangements in the transition to retirement is presented in tables 169 to 172.

Table 169: What are you expected income sources when you retire or as you get older or work less? Multiple responses allowed.

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| Unisuper  | 901   | 54 | 719 | 57 | 1620         | 56 |
| Other Australian superannuation   | 590   | 35 | 448 | 36 | 1038         | 36 |
| Overseas pension fund   | 66    | 4  | 55  | 4  | 121          | 4  |
| Government pension  | 274   | 16 | 222 | 18 | 496          | 17 |
| Own assets (including rent, properties, farms, business investments, interest, stocks, debentures,, bank account) | 674   | 41 | 569 | 45 | 1243         | 43 |
| Spouse or partner's income  | 465   | 28 | 155 | 12 | 620          | 21 |
| Someone else's income   | 13    | 1  | 11  | 1  | 24           | 1  |
| Don't know  | 137   | 8  | 125 | 10 | 262          | 9  |

Table 170: What will be your main income source in retirement?

|   | Women |     | Men |     | Total Sample |     |
|---|-------|-----|-----|-----|--------------|-----|
|   | N     | %   | N   | %   | N            | %   |
| Unisuper  | 203   | 16  | 200 | 20  | 403          | 18  |
| Australian superannuation   | 217   | 17  | 186 | 19  | 403          | 18  |
| Overseas pension fund   | 17    | 1   | 12  | 1   | 29           | 1   |
| Government pension  | 115   | 9   | 80  | 8   | 195          | 9   |
| Own assets (including rent, properties, farms, business investments, interest, stocks, debentures,, bank account) | 233   | 18  | 228 | 23  | 461          | 20  |
| Spouse or partner's income  | 135   | 10  | 19  | 2   | 154          | 7   |
| Someone else's income   | 1     | 0   | 1   | 0   | 2            | 0   |
| Other   | 27    | 2   | 31  | 3   | 58           | 3   |
| Don't know  | 345   | 27  | 237 | 24  | 582          | 25  |
| Total   | 1293  | 100 | 994 | 100 | 2287         | 100 |

Table 171: As you move towards retirement, which of the following would you like to do, and which do you think you will be able to do? Multiple responses allowed.

|   | Like to do this |    | Able to do this |    |
|---|-----------------|----|-----------------|----|
|   | N               | %  | N               | %  |
| <b>Women</b>  |                 |    |                 |    |
| Continue working as I currently do  | 543             | 33 | 678             | 41 |
| Reduce number of hours worked each day  | 288             | 17 | 225             | 14 |
| Reduce number of hours worked each week/fortnight   | 482             | 29 | 352             | 21 |
| Reduce level of responsibility  | 155             | 9  | 145             | 9  |
| Seek contract or casual employment  | 232             | 14 | 276             | 17 |
| Change the type of work (e.g. research or project work rather than teaching and administration) | 310             | 19 | 287             | 17 |
| <b>Men</b>  |                 |    |                 |    |
| Continue working as I currently do  | 533             | 43 | 583             | 46 |
| Reduce number of hours worked each day  | 246             | 20 | 219             | 17 |
| Reduce number of hours worked each week/fortnight   | 320             | 26 | 260             | 21 |
| Reduce level of responsibility  | 147             | 12 | 127             | 10 |
| Seek contract or casual employment  | 167             | 13 | 219             | 17 |
| Change the type of work (e.g. research or project work rather than teaching and administration) | 213             | 17 | 219             | 17 |
| <b>Total Sample</b>   |                 |    |                 |    |
| Continue working as I currently do  | 1076            | 37 | 1261            | 43 |
| Reduce number of hours worked each day  | 534             | 18 | 444             | 15 |
| Reduce number of hours worked each week/fortnight   | 802             | 27 | 612             | 21 |
| Reduce level of responsibility  | 302             | 10 | 272             | 9  |
| Seek contract or casual employment  | 399             | 14 | 495             | 17 |
| Change the type of work (e.g. research or project work rather than teaching and administration) | 523             | 18 | 506             | 17 |

Table 172: Why do you think you may not be able to work the way you would ideally like? Multiple responses allowed.

|   | Women |    | Men |    | Total Sample |    |
|---|-------|----|-----|----|--------------|----|
|   | N     | %  | N   | %  | N            | %  |
| May not be able to afford to                                      | 395   | 24 | 288 | 23 | 683          | 23 |
| My organisation is unlikely to support my preference              | 201   | 12 | 202 | 16 | 403          | 14 |
| Too much impact on my final Defined Benefit superannuation payout | 26    | 2  | 16  | 1  | 42           | 1  |
| May lose organisational benefit such as office or funding         | 75    | 5  | 70  | 6  | 145          | 5  |