

Policies with impact for a productive society

Pay equity, women in leadership and childcare were the issues nominated as the most important to women in a recent survey of more than 1,000 members of Women on Boards.

Paid Parental Leave (PPL) was ranked the issue of least importance.

The survey was conducted over two weeks by Women on Boards to their database of more than 15,000 professional women with 1095 responses.

The purpose of the survey is to inform the future government, policy makers and the business community of issues impacting on the productivity, leadership potential and economic well being of women in Australia.

Key findings

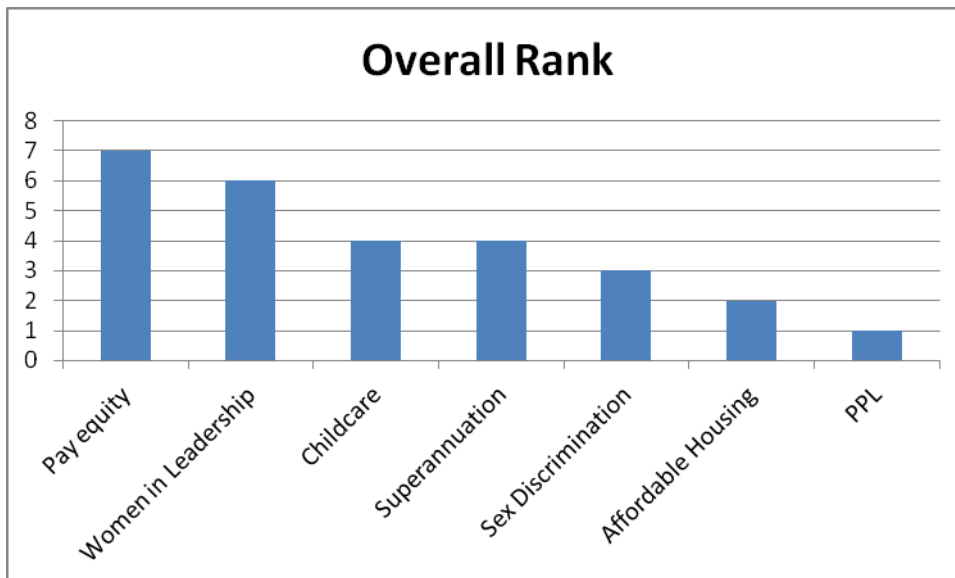


Figure 1: Overall ranking of seven policy issues. Pay equity was ranked the top issue by 490 women.

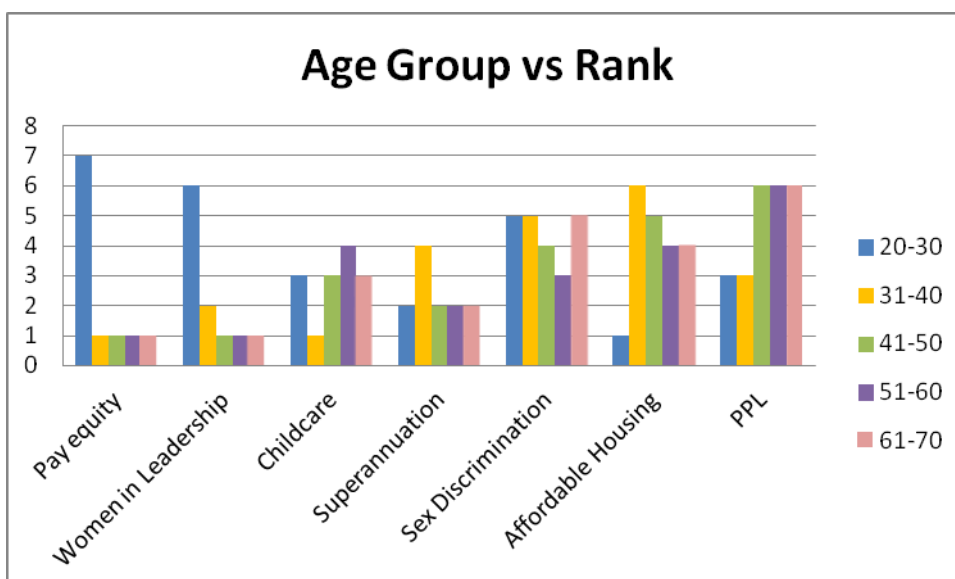


Figure 2: Age profile of respondents. Pay equity was of highest concern to women aged under 40. PPL was of greater concern to women aged over 40.

Pay Equity

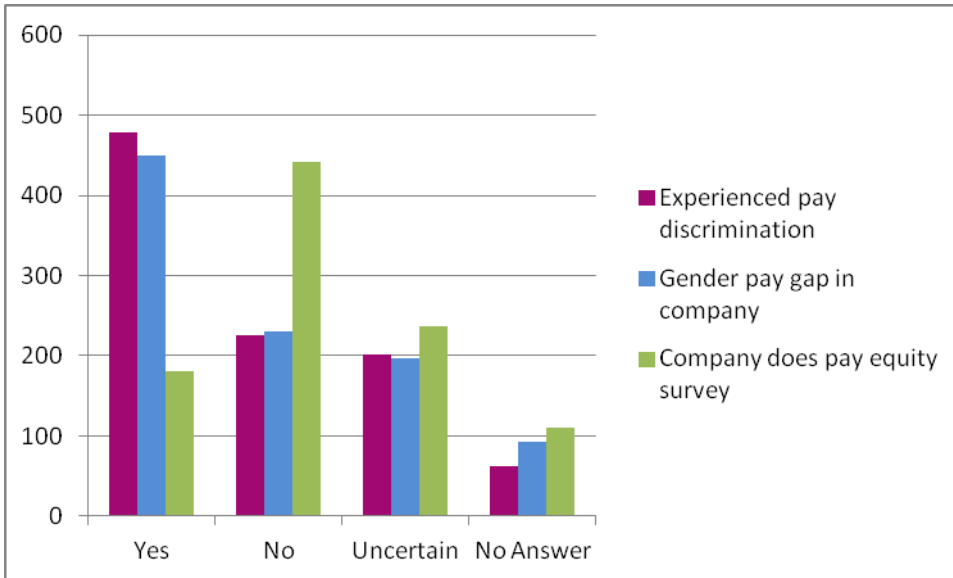


Figure 3: Women's experience of pay equity in their workplace (968 respondents)

Women in Leadership

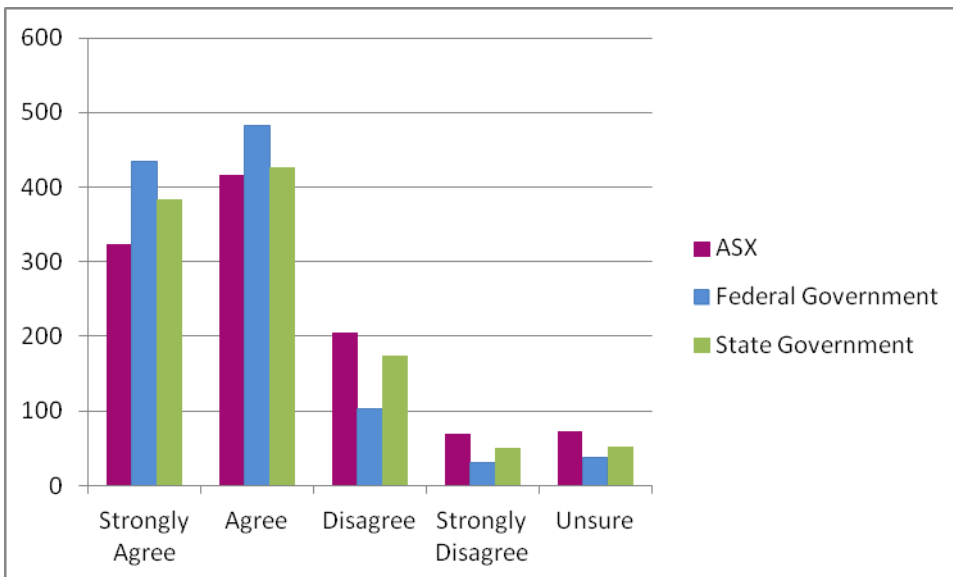


Figure 4: Support for mandatory (legislated) gender targets for Government and ASX Boards and Committees (1086 respondents)

Comments

- Support for legislated gender targets (quotas) for ASX Boards has increased to 68% from 51% in our 2011 survey. This is despite modest gains made on ASX200 Boards in this time to 15.8 percent of directorships being held by women.

Childcare

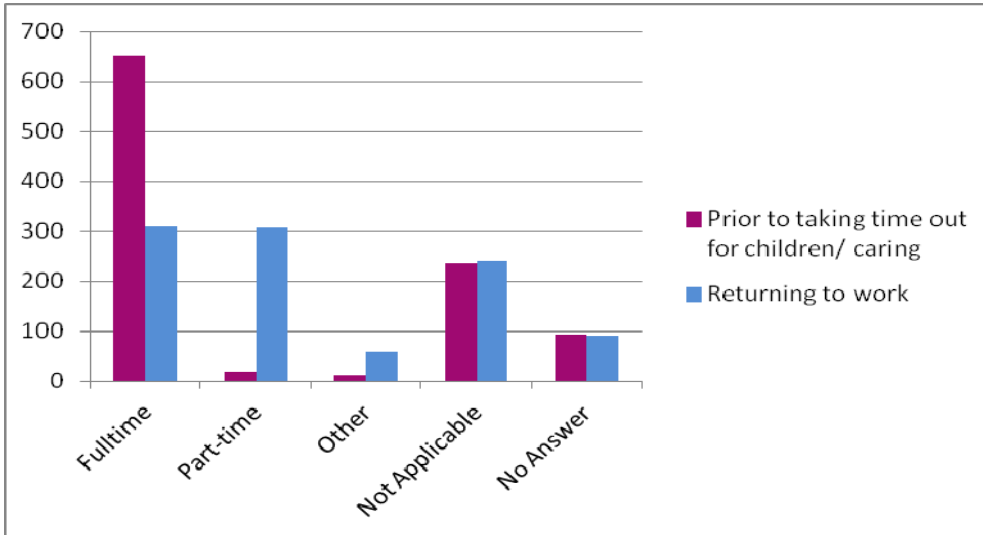


Figure 5: How women worked before and after taking time out for caring. Note more than half of the women working fulltime before children returned part-time afterwards. (1012 respondents)

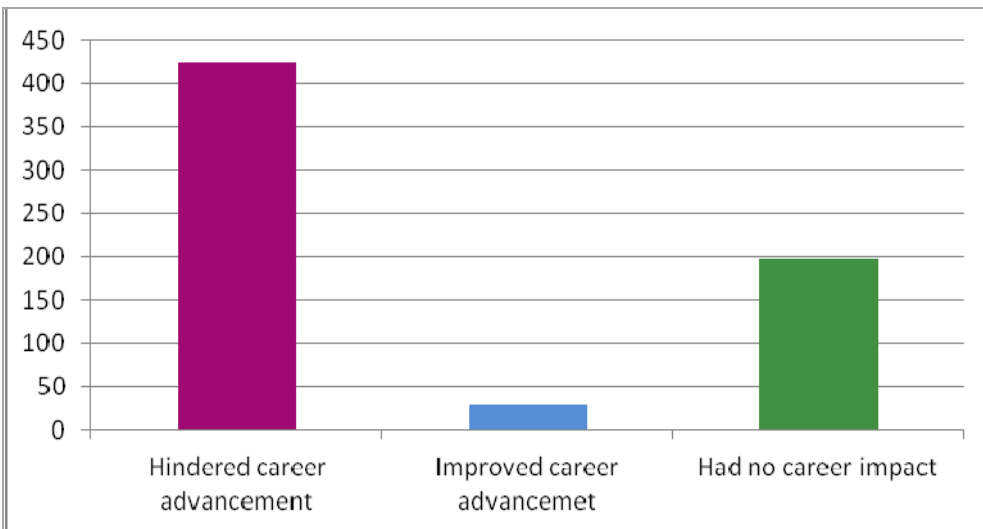


Figure 6: Impact of caring responsibilities on the careers of women. (1012 respondents)

Comments

- 43 % (485) supported increase in Government support for childcare

Paid Parental Leave

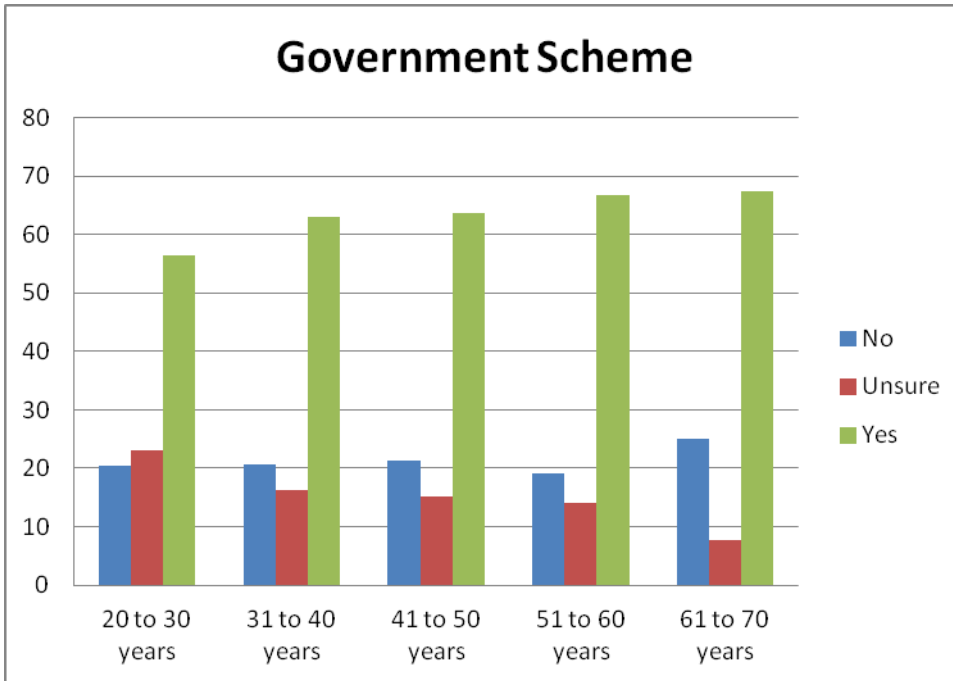


Figure 7: Response indicating support for the Government's PPL (797 respondents)

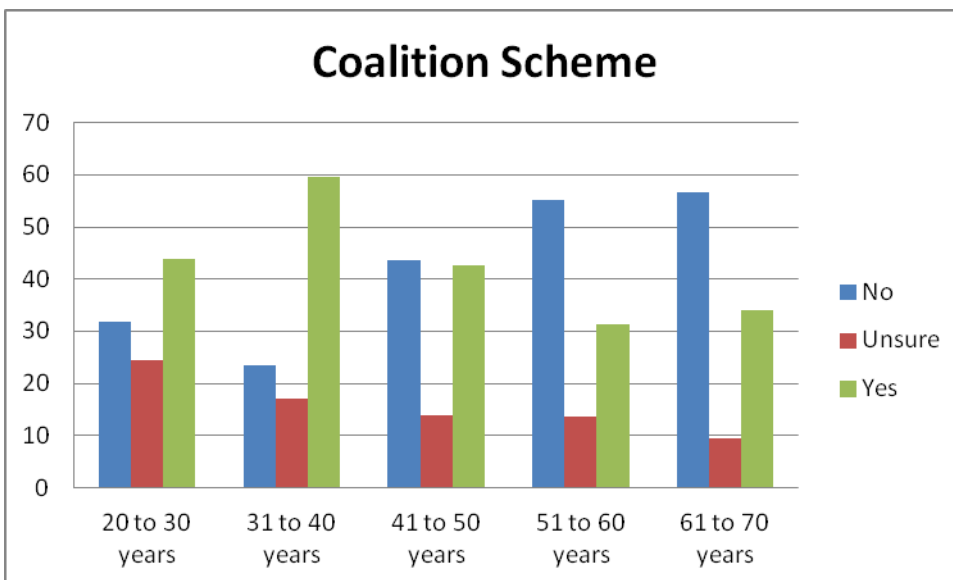


Figure 8: Response indicating support for Coalitions PPL – not mutually exclusive from the above as some respondents support both schemes (821 respondents)

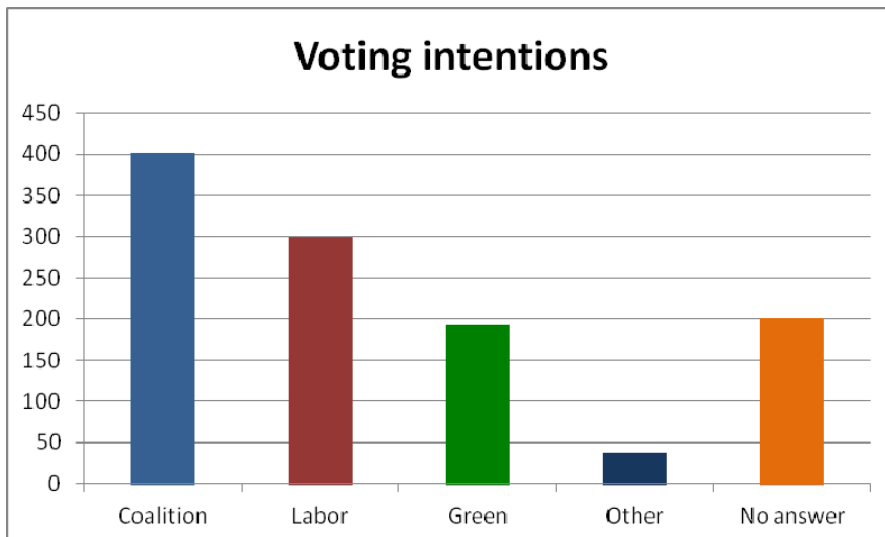
Comments

- 65% (659) have taken time out their career for caring responsibilities
- 76% took more than six months leave

Key demographic information

Of the 1095 respondents:

- 87% (956) were aged between 31 and 60 years
- 88% (965) had been working for between 11 and 40 years
- 71% (775) had attained a career level of senior manager, executive / non-executive director
- 46 % (506) worked with organisations who have more than 1,000 employees
- 28 % (305) worked as sole traders or with organisations with fewer than 100 employees



Party	% of vote
Coalition	35.49
Green	17.08
Labor	26.37
Other	3.27
NA	17.79