

Women's survey

FINAL REPORT
2 February 2023



Background

The Community Services Directorate (CSD) are in the process of developing the third and final action plan of the ACT Women's Plan 2016-2026. As part of this process, YourSay Panel members were invited to participate in a survey on gender roles, participation and equity.

The results from the survey provide important contextual insights on gender issues and will help shape the third action plan and resultant policy and program responses to progress gender equity in the ACT.

Methodological notes:

- All Panel members (n=6,018) were invited to take part, regardless of the gender they identified with
- The results have been weighted to reflect relative population proportions based on the ABS Census
- Results are shown by gender where relevant, though interpretation of results for 'other gender' should be treated as indicative due to small sample size (n=29)
- Survey timing over Christmas holidays may have influenced responses on hours spent undertaking unpaid roles (e.g., childcare) and employment



How many?

1,483

Who?

Canberrans 16+

When?

**20 Dec 2022 –
3 Jan 2023**

Key take outs: priorities and issues

- The results show that women's **workforce participation** is more likely to be impacted by unpaid roles and duties and that women are less likely than men to work full-time – one in ten say they would like to work more hours than now
- Many women consider **workplaces** do not treat men and women equally
- Workforce issues – such as **pay equality, balancing of responsibilities and flexible work practices** – are therefore flagged as higher priority items to address
- The other high-priority issues identified through the survey included **domestic and family violence** and **harassment** as well as some **access to services**, such as childcare and housing
- Overall, most women and men agree that **gender equality** is an important issue to address
- This includes tackling perceived widespread **institutional bias**, which is considered most pervasive in social media and the media

49% of women caring for children do so for 30+ hrs (Men=28%)

59% of employed women work full-time hours (Men=77%)

51% of women feel workplaces do not treat men and women equally (Men=31%)

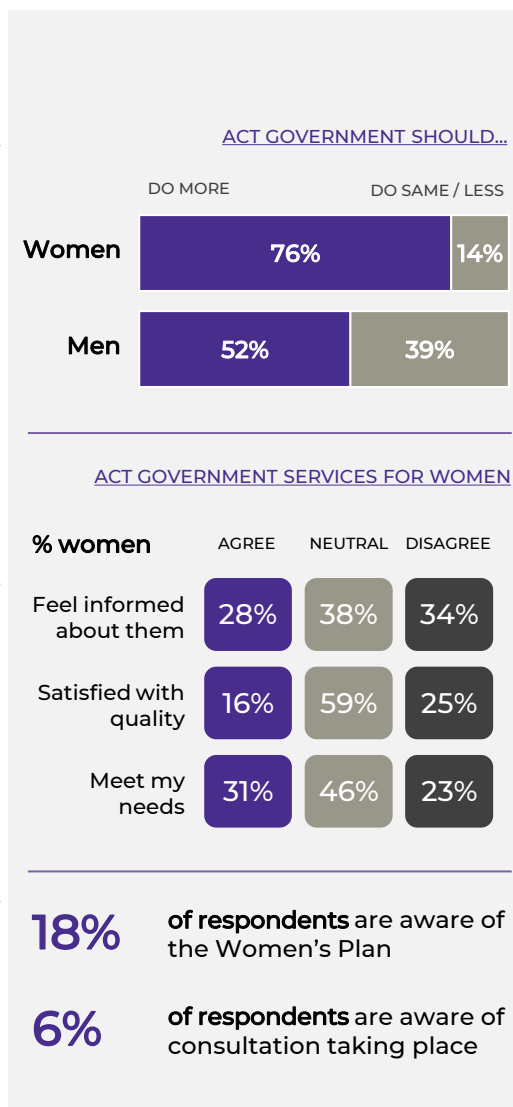
TOP FIVE ISSUES AFFECTING WOMEN & GIRLS

	ALL	WOMEN	MEN
Domestic & fam violence	50%	52%	48%
Balancing work & care	41%	47%	36%
Sexual harassment	31%	29%	33%
Unpaid work women do	29%	40%	18%
Equal pay	28%	31%	26%

95% of women feel gender equality is important issue (Men=81%)

Key take outs: ACT Government role

- Almost two-thirds of survey respondents (and three-quarters of women) feel that the **ACT Government should do a lot more or a bit more** to promote gender equality
- Some of the themes identified for action include **respect education**, **positive role modelling**, improvements to **parental leave** and **flexible working**, strategies to address **pay gaps**, and improved **accessibility of services** for women
- Awareness and engagement with **ACT Government services for women and girls was mixed**, with many neutral towards or unsure about the nature and quality of these services
- Almost two in ten respondents said they were **aware of the ACT Women's Plan**, with a smaller proportion (6%) aware of the consultation taking place for the third action plan
- Approximately two-thirds of respondents were **aware of one or more action** taken to date as part of the Women's Plan

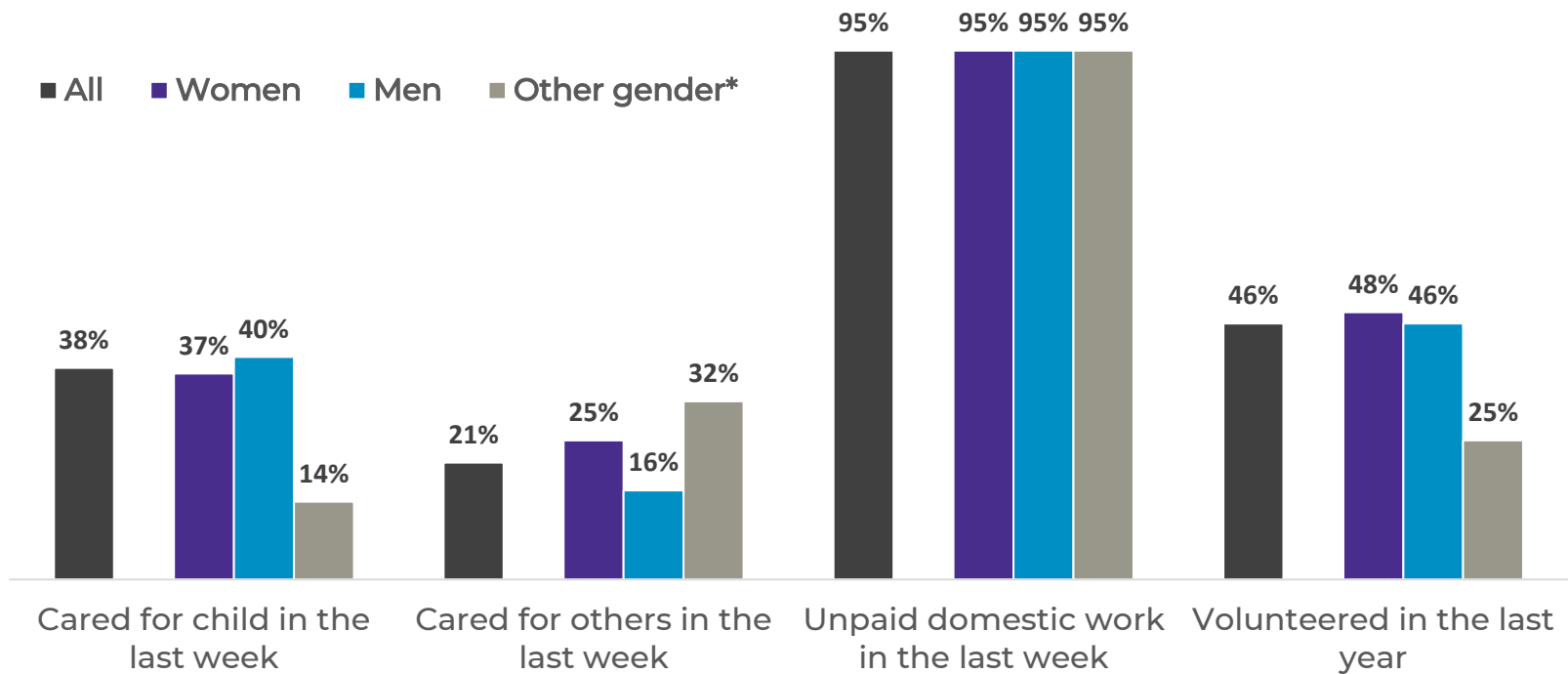


Unpaid roles

Unpaid roles

Overall, self-reported performance of tasks is similar between men and women

Q. In the last week / year did you...



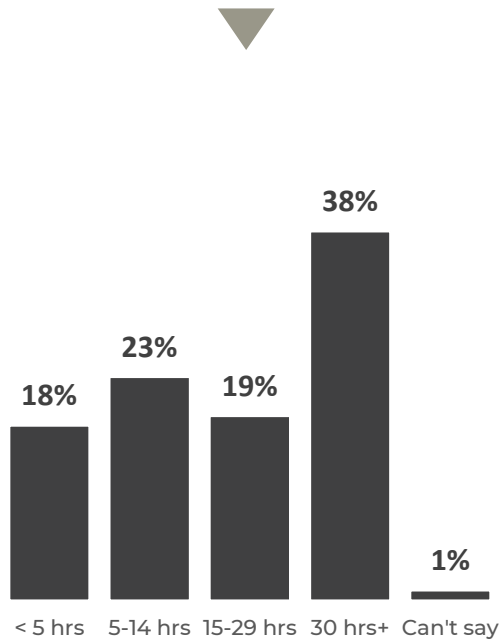
Time spent caring for children

Though women and men say they are equally likely to provide unpaid care for children in the past week, women tend to spend more time doing so

Q. How much time did you spend in the last week looking after a child, without pay?

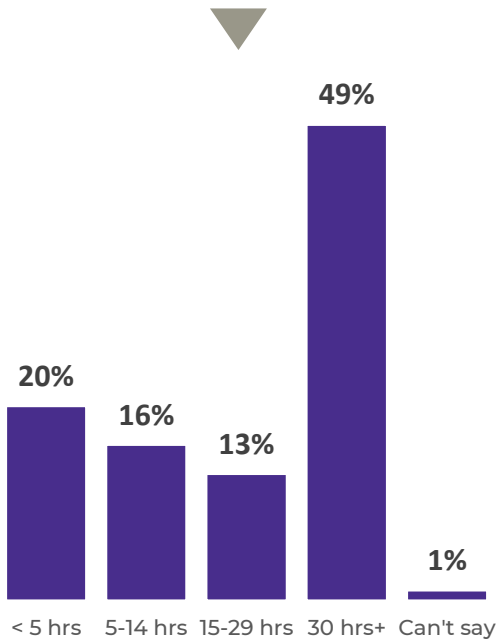
All respondents

38% cared for a child in the past week and spent...



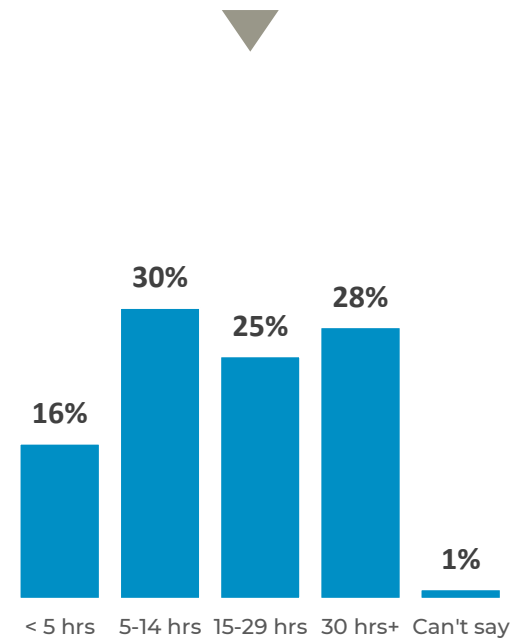
Women

37% cared for a child in the past week and spent...



Men

40% cared for a child in the past week and spent...



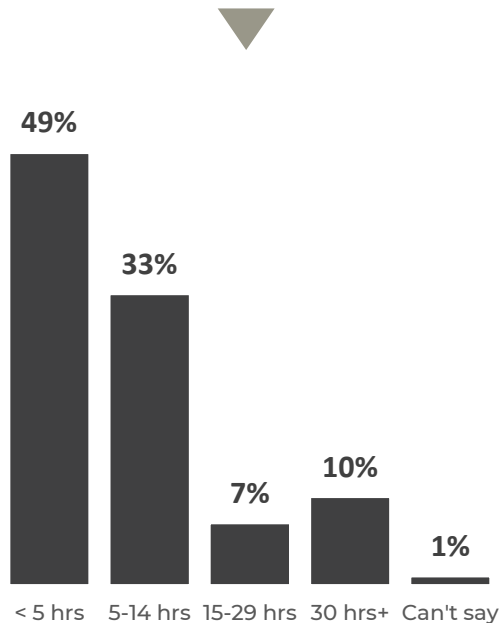
Time spent caring for others

Women are more likely to perform unpaid care for family members or others and tend to spend slightly more time doing this

Q. How many hours unpaid care, help or assistance did you do in the last week?

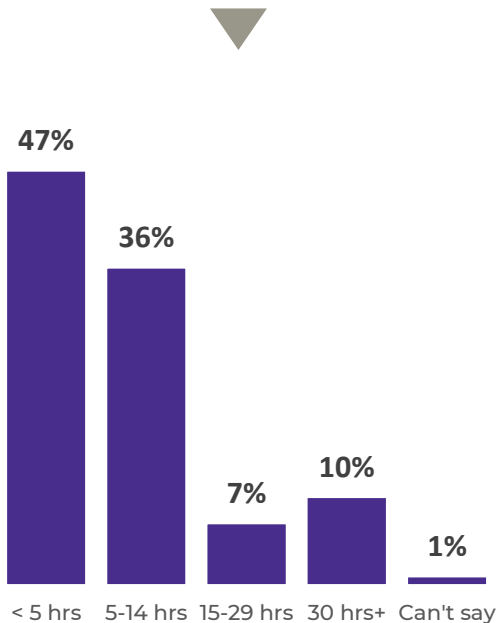
All respondents

21% cared for others in the past week and spent...



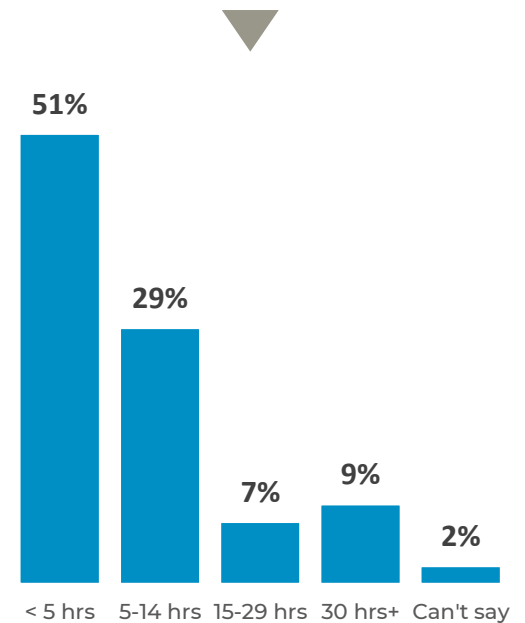
Women

25% cared for others in the past week and spent...



Men

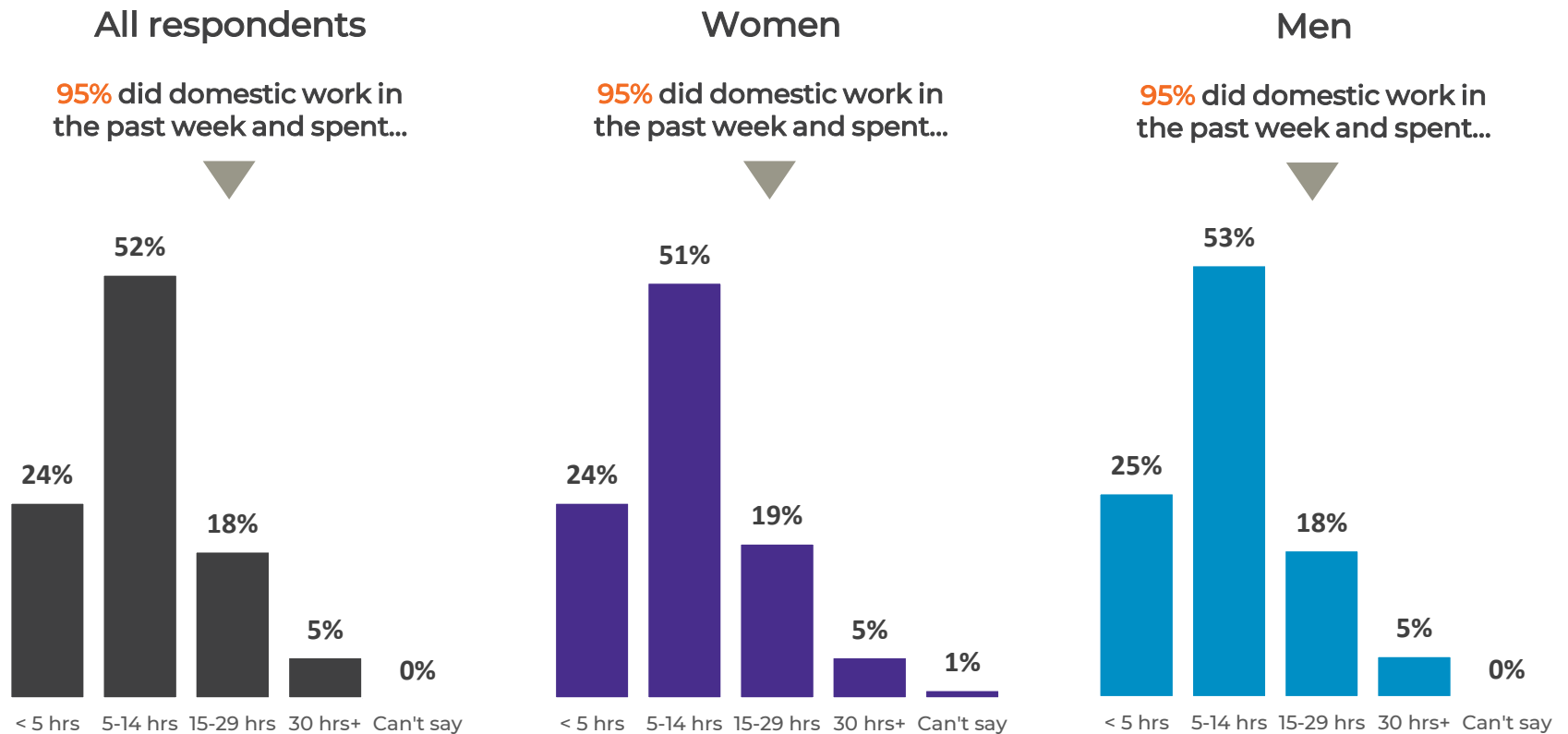
16% cared for others in the past week and spent...



Time spent undertaking domestic work

There are no significant differences reported between women and men in the extent of unpaid domestic work they undertake

Q. How many hours unpaid domestic work did you do in your household in the last week?

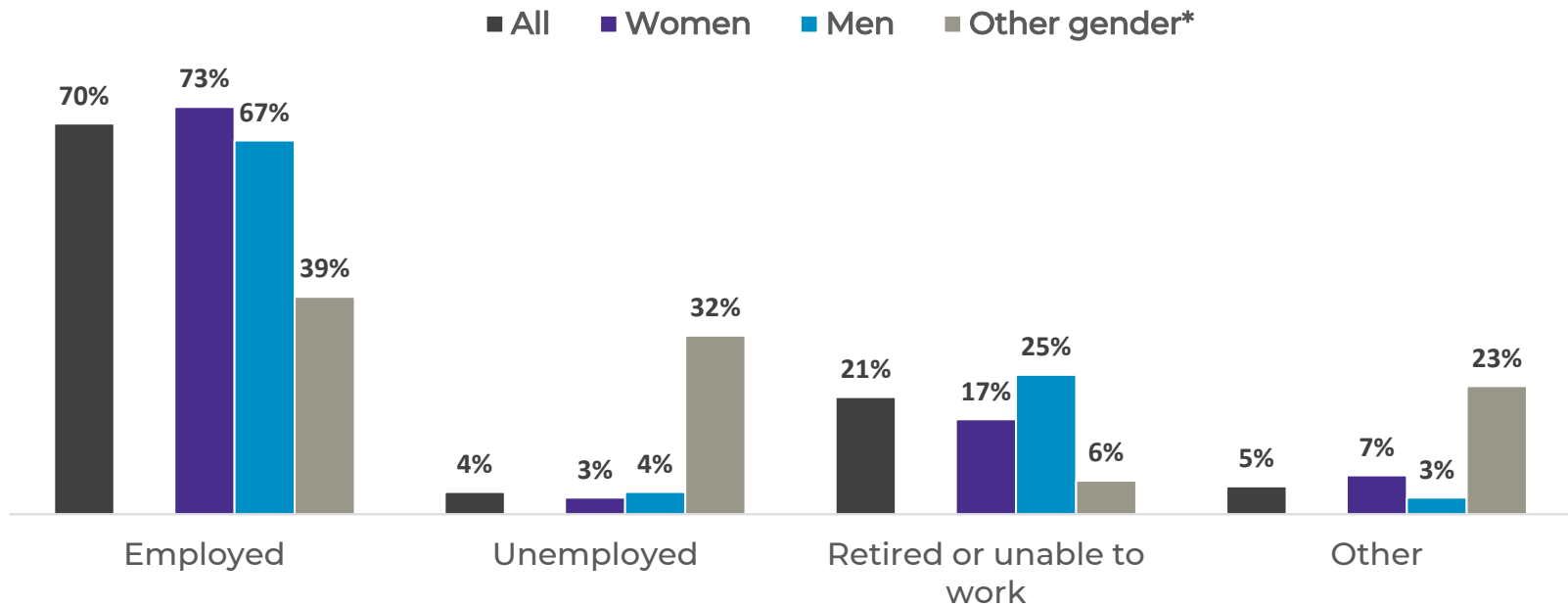


Workforce participation

Employment status

More women than men responding to the survey were in employment, with men more likely to be retired or unable to work

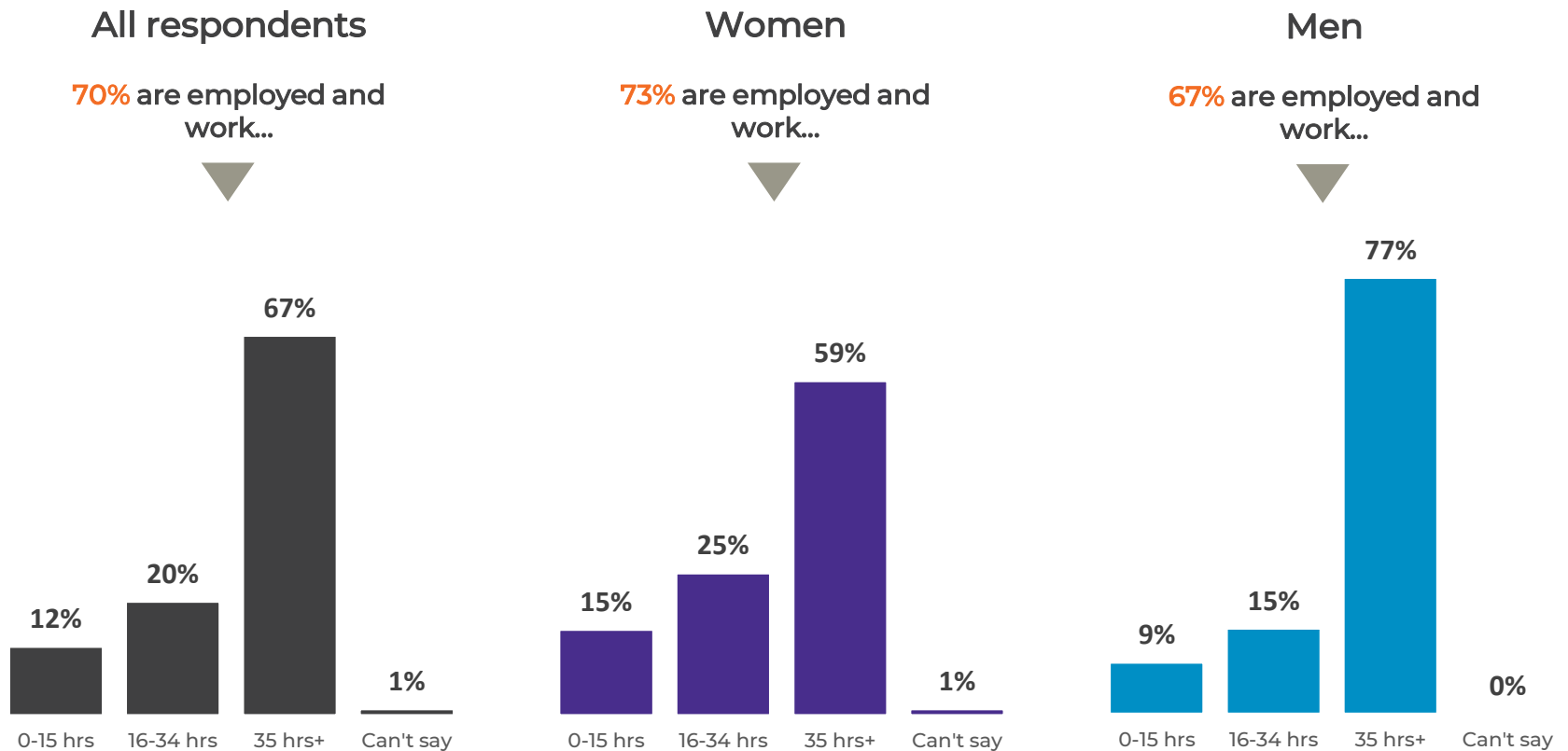
Q. Which of the following best describes your current employment status?



Working hours

Women were less likely than men to be working full time hours

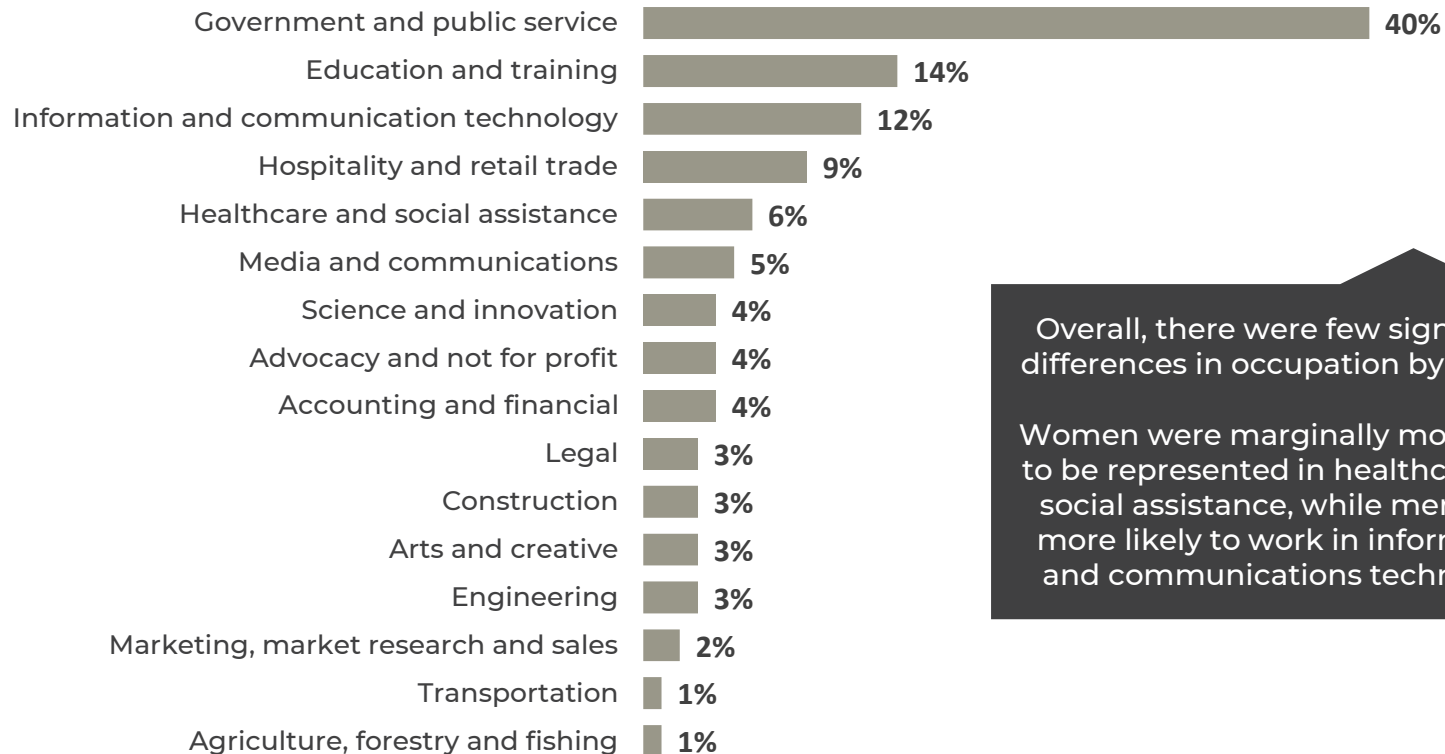
Q. How many hours of paid work did you do in the last week?



Occupation

Largest section of the workforce is in government and public service, consistent for both women and men

Q. What line of work do you usually work in?



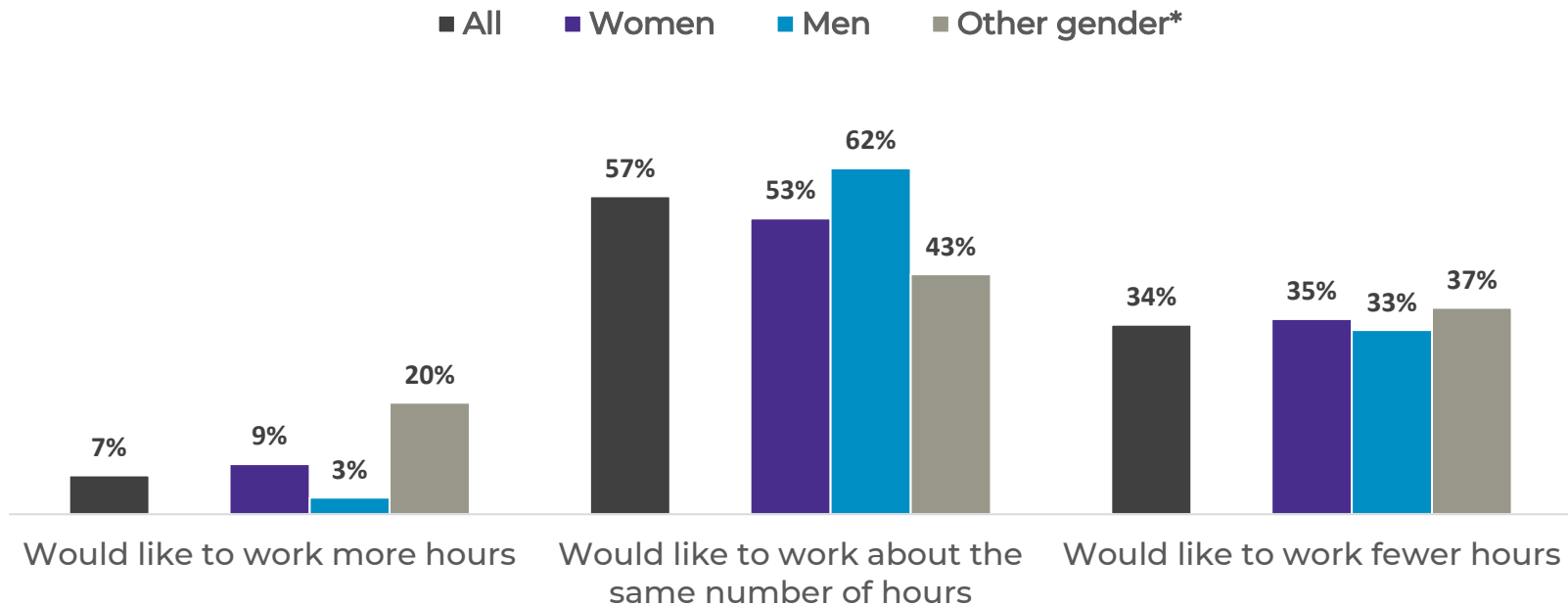
Overall, there were few significant differences in occupation by gender

Women were marginally more likely to be represented in healthcare and social assistance, while men were more likely to work in information and communications technology

Underemployment

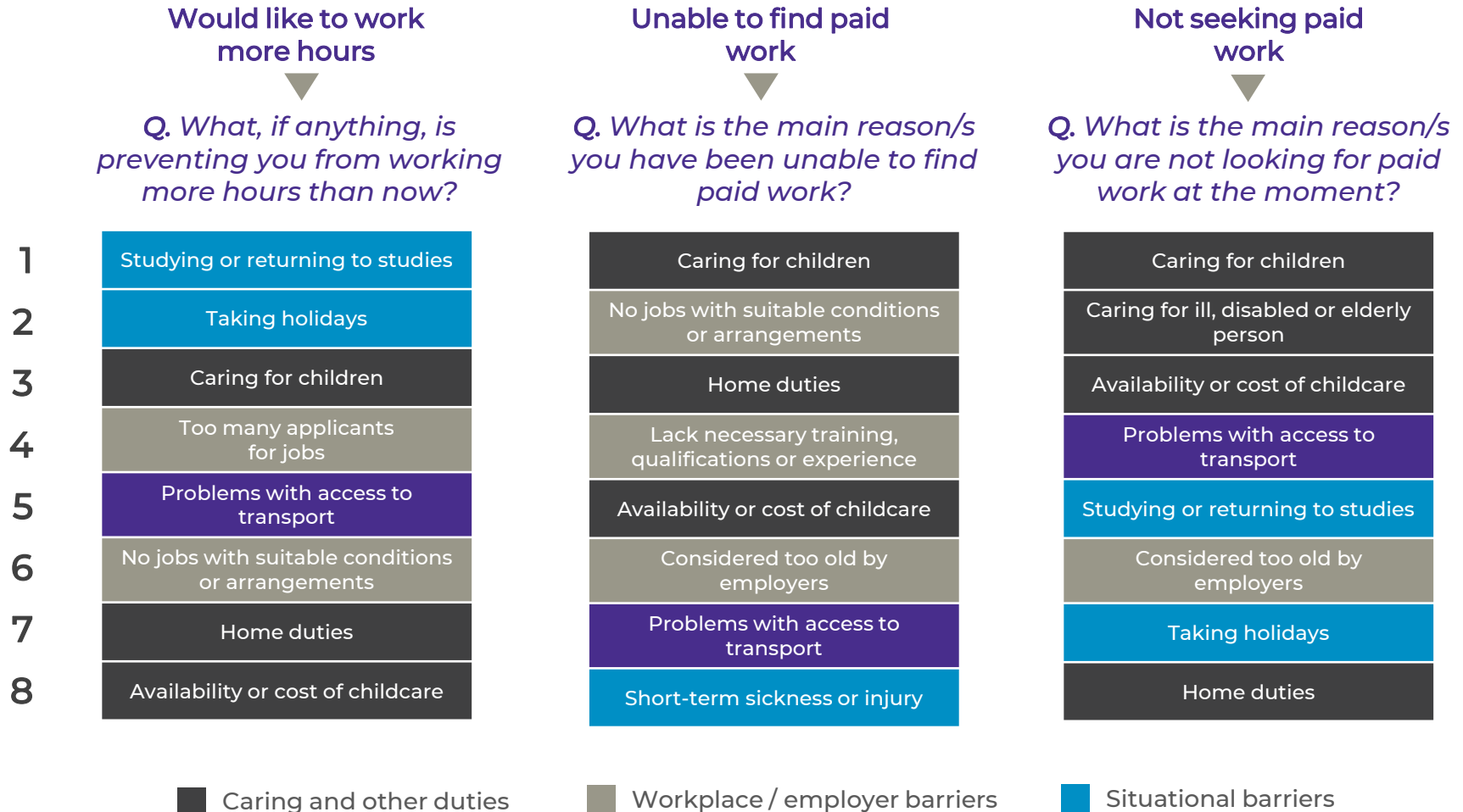
Almost one in ten women currently employed would like to work more hours

Q. And would you like to work more or less hours than now, or about the same?



Barriers to workforce participation for women*

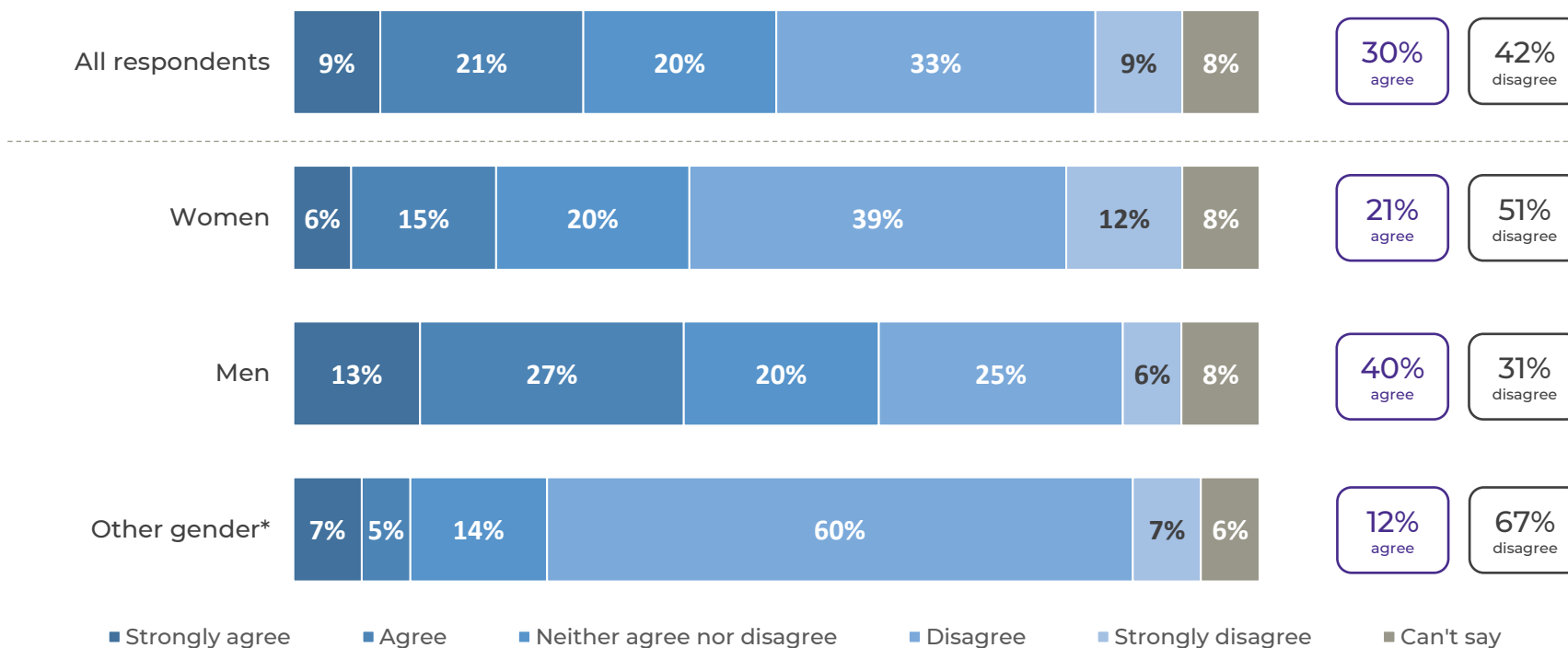
Mainly a result of unpaid roles and duties, workplace and situational barriers



Perceptions of workplace equality

More people – and more women than men – disagree than agree that workplaces treat men and women equally

*Q. How much do you agree or disagree with each of the following:
Workplaces in the ACT treat men and women equally*

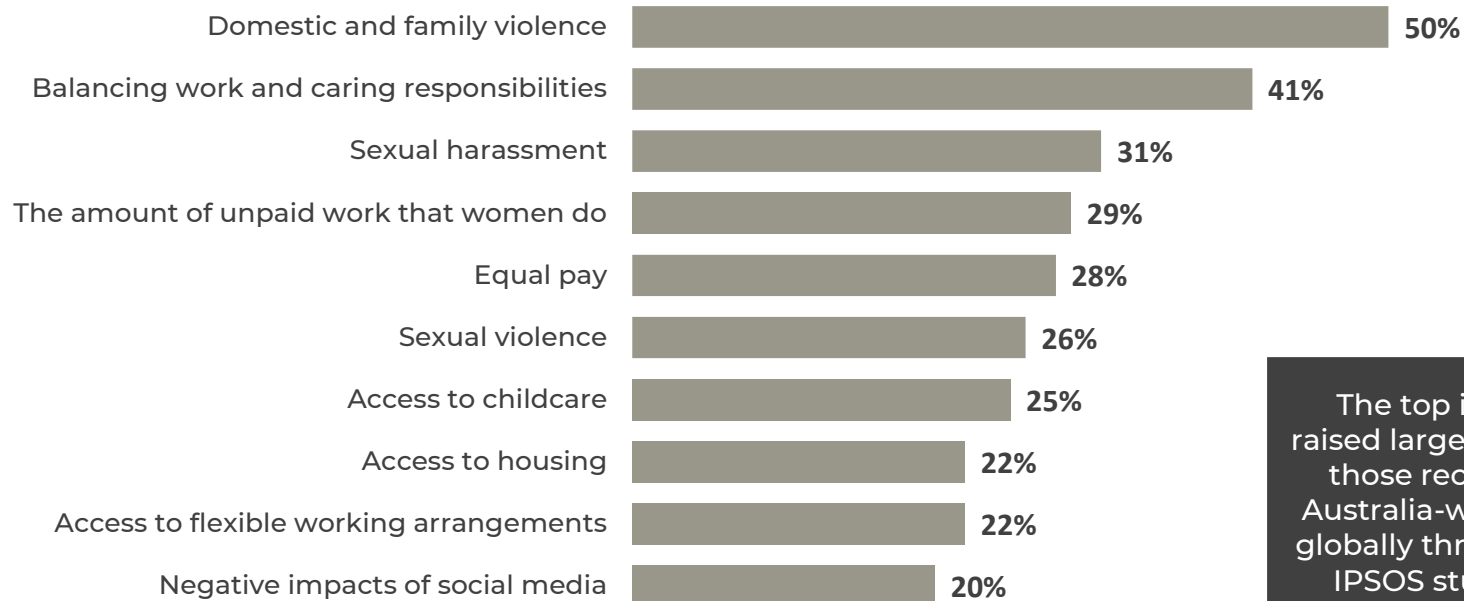


Priority issues for women and girls

Top ten priority issues

Gender-based violence and harassment, and workforce issues tend to dominate as the biggest areas of concern

*Q. From the following list, what do you think are the top issues facing women and girls in the ACT today?
(Select up to five you think are the biggest issues)*



The top issues raised largely reflect those recorded Australia-wide and globally through an IPSOS study in February 2022*

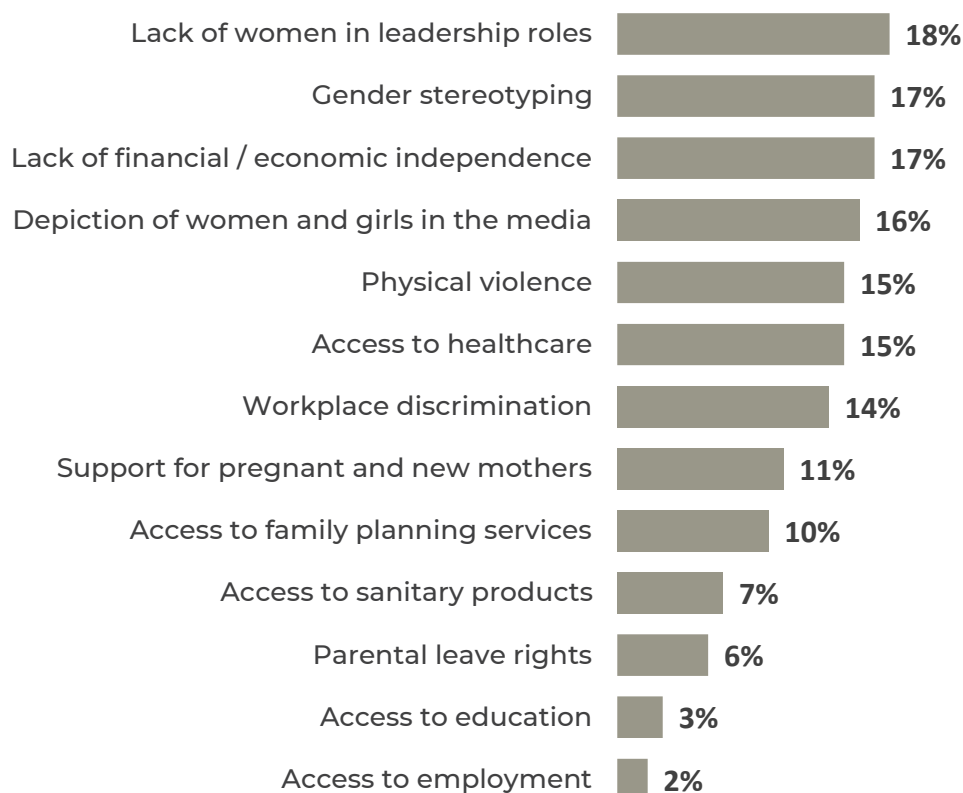
* Source: Ipsos, International Women's Day 2022

https://www.ipsos.com/sites/default/files/ct/news/documents/2022-03/ipsos%20-%20International%20Women%27s%20Day%202022%20-%20Equality%20Work%20Careers_0.pdf

Other lower priority issues

Gendered roles and depictions feature as well as further access to parenting and other services

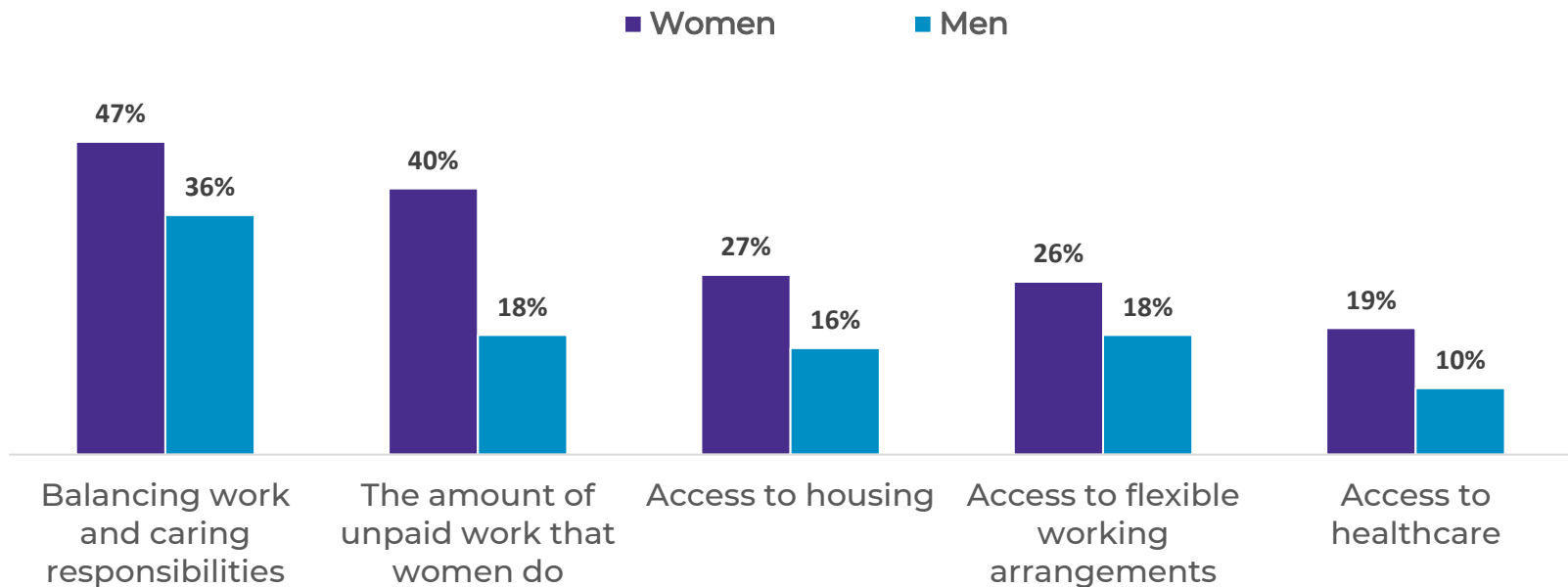
*Q. From the following list, what do you think are the top issues facing women and girls in the ACT today?
(Select up to five you think are the biggest issues)*



Differences between women and men

Women are significantly more likely than men to raise issues related to paid and unpaid work and access to services

*Q. From the following list, what do you think are the top issues facing women and girls in the ACT today?
(Select up to five you think are the biggest issues)*



In addition, those describing themselves as 'other' gender were significantly more likely to raise physical violence as an issue facing women and girls

Other issues raised

Select themes identified from respondent comments

Q. Is there any other specific area or issue facing women and girls in the ACT?

Homelessness
and housing
affordability

Cost of living,
access to basics

Perceived imbalances
in legal system (e.g.
victim v perpetrator)

Care / support
for older
women

Mental health
support and
services

General misogyny,
sexism, values and
attitudes

Financial security /
independence – low
superannuation

Providing refuges /
safe spaces /
services for those
escaping violence

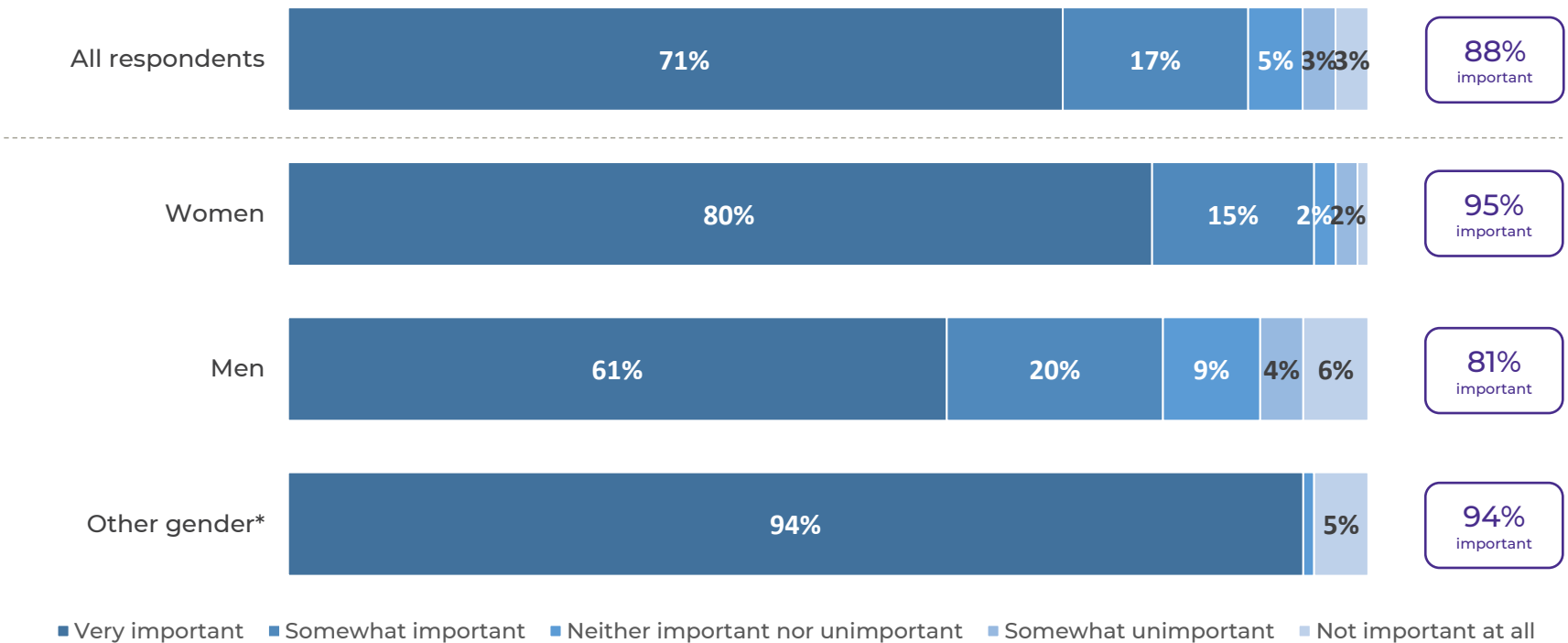
Institutional biases –
e.g. media, workplaces,
government schemes

Views on gender equality and bias

Importance of gender equality

Most people place importance on gender equality, with the strength of this higher among women than men

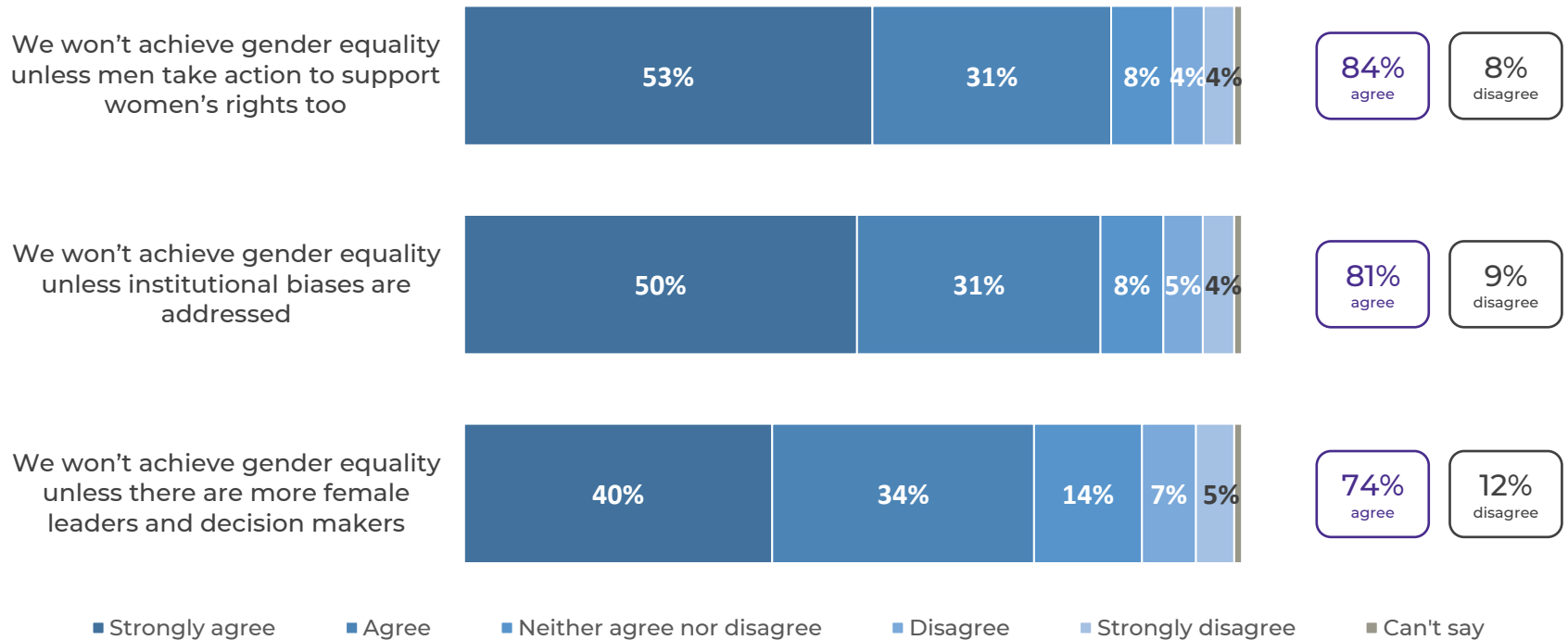
Q. How important, if at all, is gender equality to you personally?



Gender equality actions

Majority agreement that gender equality requires some fundamental steps, including support from men

Q. How much do you agree or disagree with each of the following?



Gender equality actions

Agreement with these steps is consistently higher among women

Q. How much do you agree or disagree with each of the following?

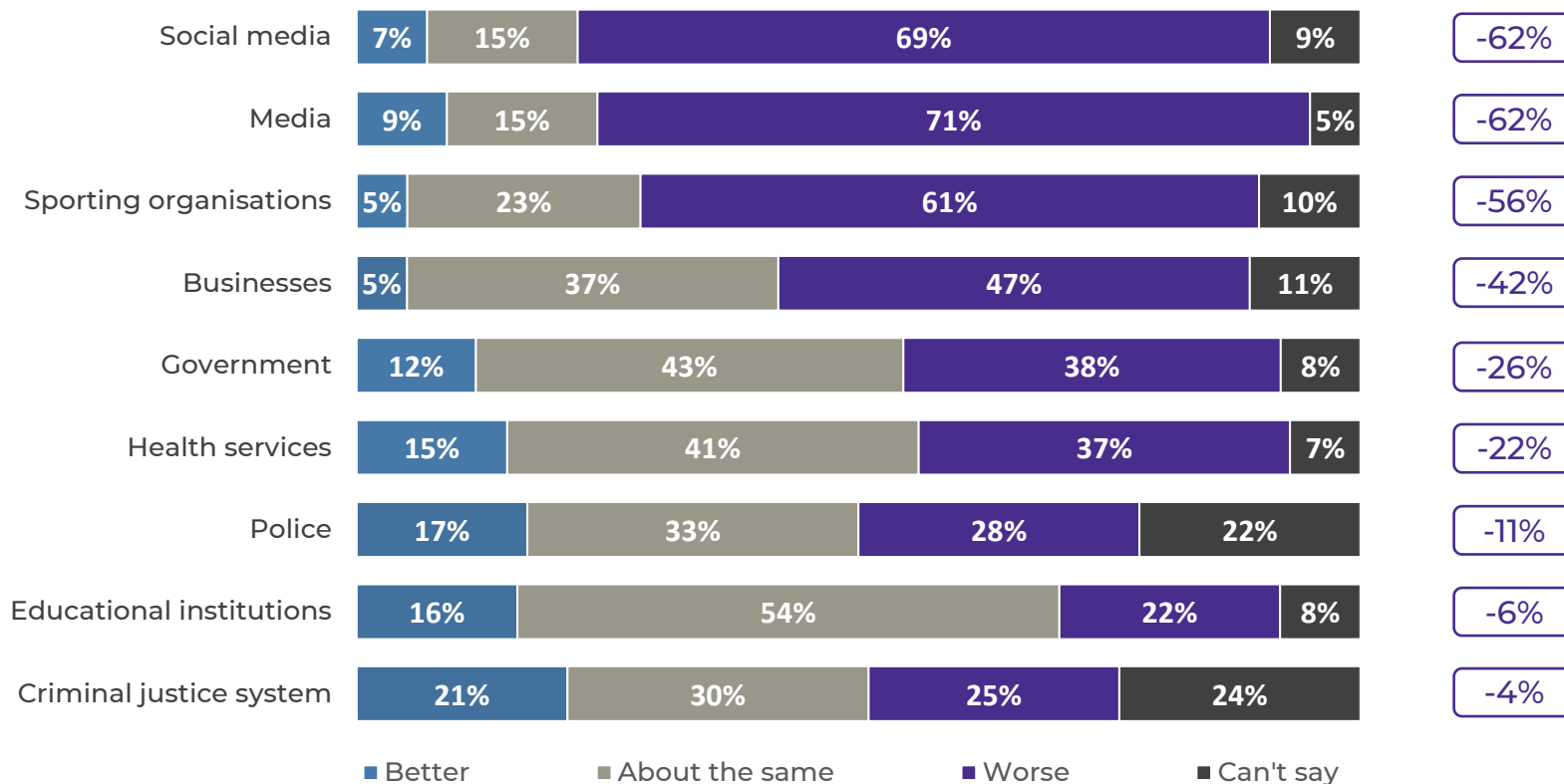


Institutional bias

Perceived institutional bias is widespread, with the media and social media considered to treat women and girls significantly worse than men

Q. Generally speaking, do you think that each of the following treat women and girls better, worse, or about the same as men?

Net better-
worse



Institutional bias

Women are significantly more likely to perceive institutional bias than men

Q. Generally speaking, do you think that each of the following treat women and girls better, worse, or about the same as men?

	Net better-worse			
	All	Women	Men	Other gender*
Social media	-62%	-78%	-47%	-61%
Media	-62%	-80%	-41%	-85%
Sporting organisations	-56%	-71%	-40%	-75%
Businesses	-42%	-56%	-27%	-67%
Government	-26%	-46%	-4%	-51%
Health services	-22%	-45%	+2%	-77%
Police	-11%	-24%	+4%	-26%
Educational institutions	-6%	-24%	+13%	-45%
Criminal Justice System	-4%	-17%	+10%	-27%

ACT Government role



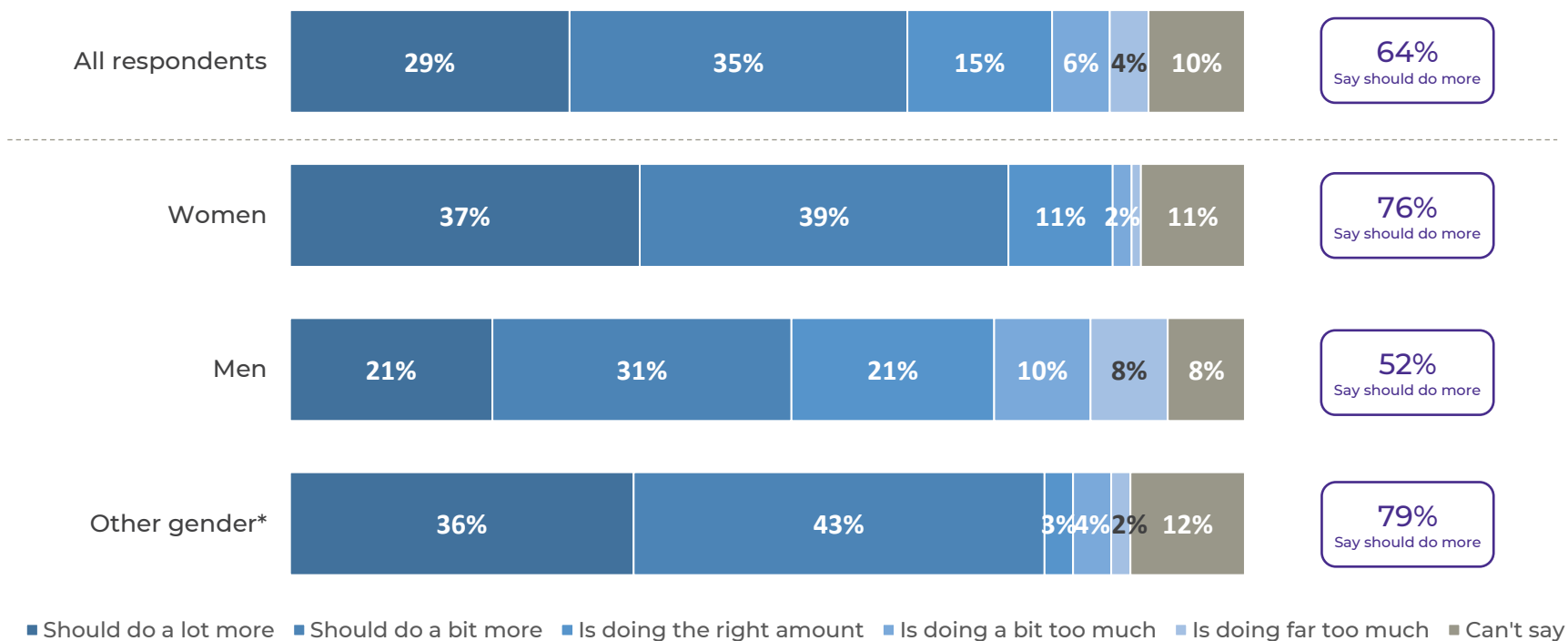
ACT
Government

YOUR SAY
PANEL

Perceived need for action from Government

Two thirds say the ACT Government should do more to promote gender equality, higher among women than men

Q. Thinking about the ACT Government's role in promoting gender equality, which statement best describes how much the government should do?



Suggested actions for ACT Government

Select themes identified from respondent comments

Q. What actions should the ACT Government take, if any, to achieve greater equality for women and girls?

Education from an early age / with boys in terms of respect, appropriate behaviour etc

Role modelling, mentoring, more women in leadership positions

Consider gender impacts of all new policies and programs

Better (shared) parental leave and child care accessibility / affordability

Improve / provide equitable pay in female-dominated occupations

Improve service access / provision (e.g. health, support services) for women and girls

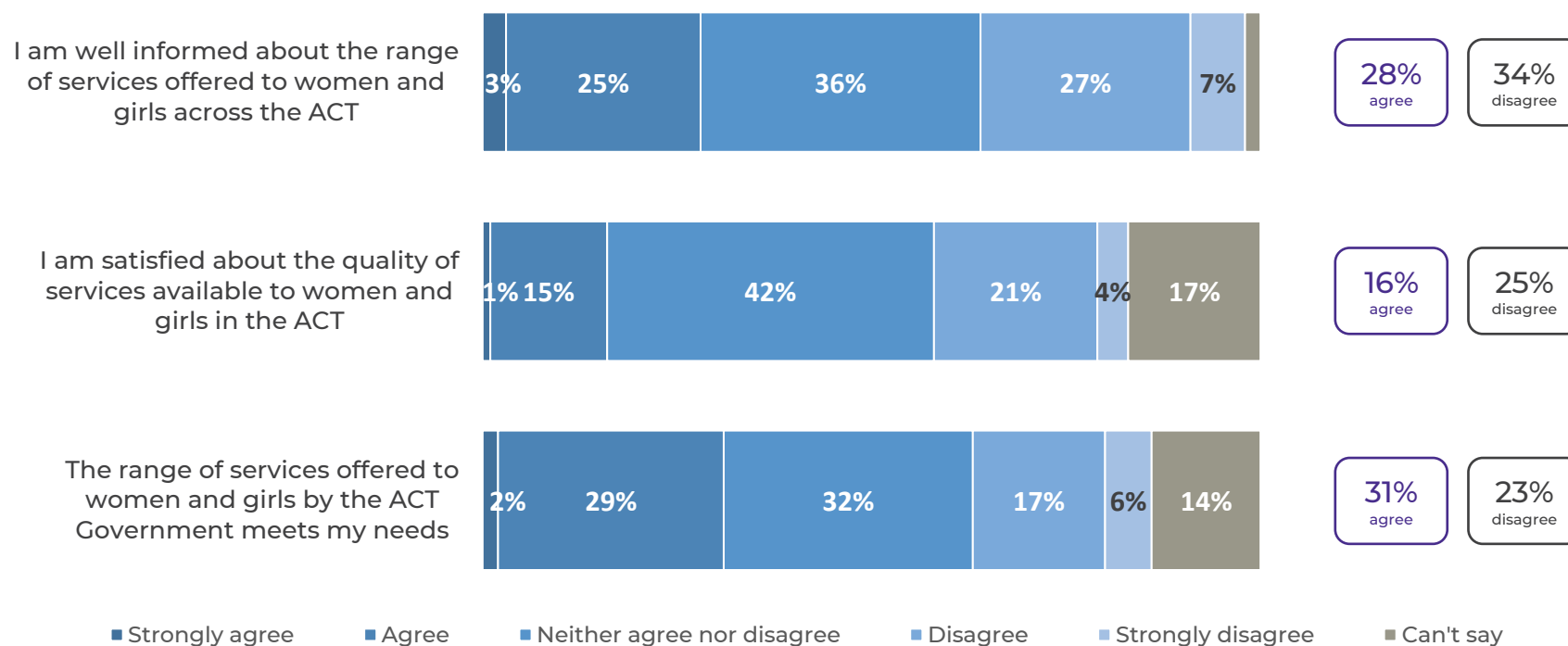
Promote family work-life balance / flexible work arrangements etc

Approaches to boost women in male-dominated industries

ACT Government services

Majority of respondents are positive or neutral towards government services for women and girls

Q. How much do you agree or disagree with each of the following?



How would feel better informed about services

Select themes identified from respondent comments

Q. In what ways can the ACT Government help you to become better informed about the range of services offered to women and girls?

Specific page /
section on ACT
Government
website

In Government
newsletter /
Our Canberra

Provide practical
information,
rather than
generalised
statements etc

Through
social media
posts

Media / information
campaign

Relevant news
stories promoted
in media

Directly through
employers, schools
health services etc

Accessible and
transparent
information

Service satisfaction

Satisfaction or dissatisfaction with services – select themes identified from respondent comments

Q. Which service/s in particular are you satisfied with and why?

Areas mentioned include:

- Health services in general
- Maternal and child health services
- Parenting programs / services
- Sexual health and family planning
- Free period products
- Return to work programs

Q. Which service/s in particular are you less than satisfied with and why?

Areas mentioned include:

- Provision of domestic violence support services / counselling / legal services
- Availability of affordable / social housing
- Access to health care services / women's health specialists
- Access to mental health services
- Justice system / fairness
- Limited support for older women

Women's Plan actions and services

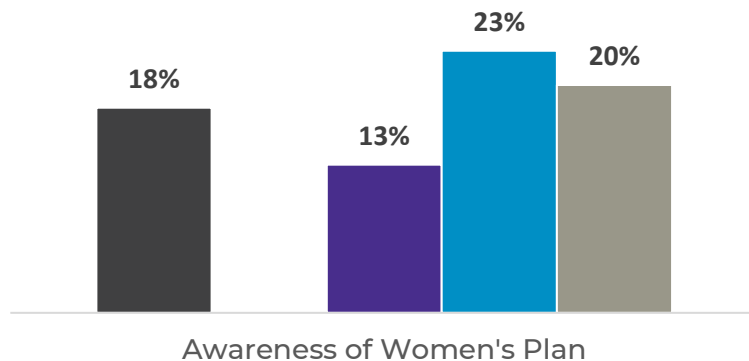
Awareness of Women's Plan

Almost two in ten respondents were aware of the ACT Women's Plan

Q. Before today, were you aware that the ACT Government has in place a women's plan? (The ACT Women's Plan 2016-26)

% aware

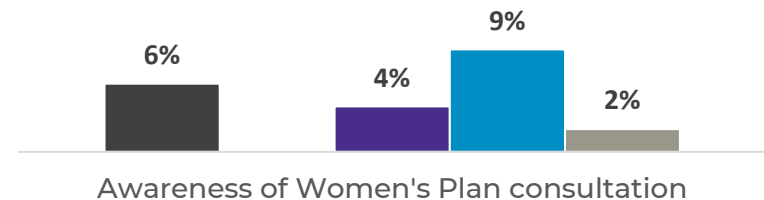
■ All ■ Women ■ Men ■ Other gender*



Q. And before today were you aware that the ACT Government is consulting with the community on the development of the third and final action plan for the ACT Women's Plan?

% aware

■ All ■ Women ■ Men ■ Other gender*

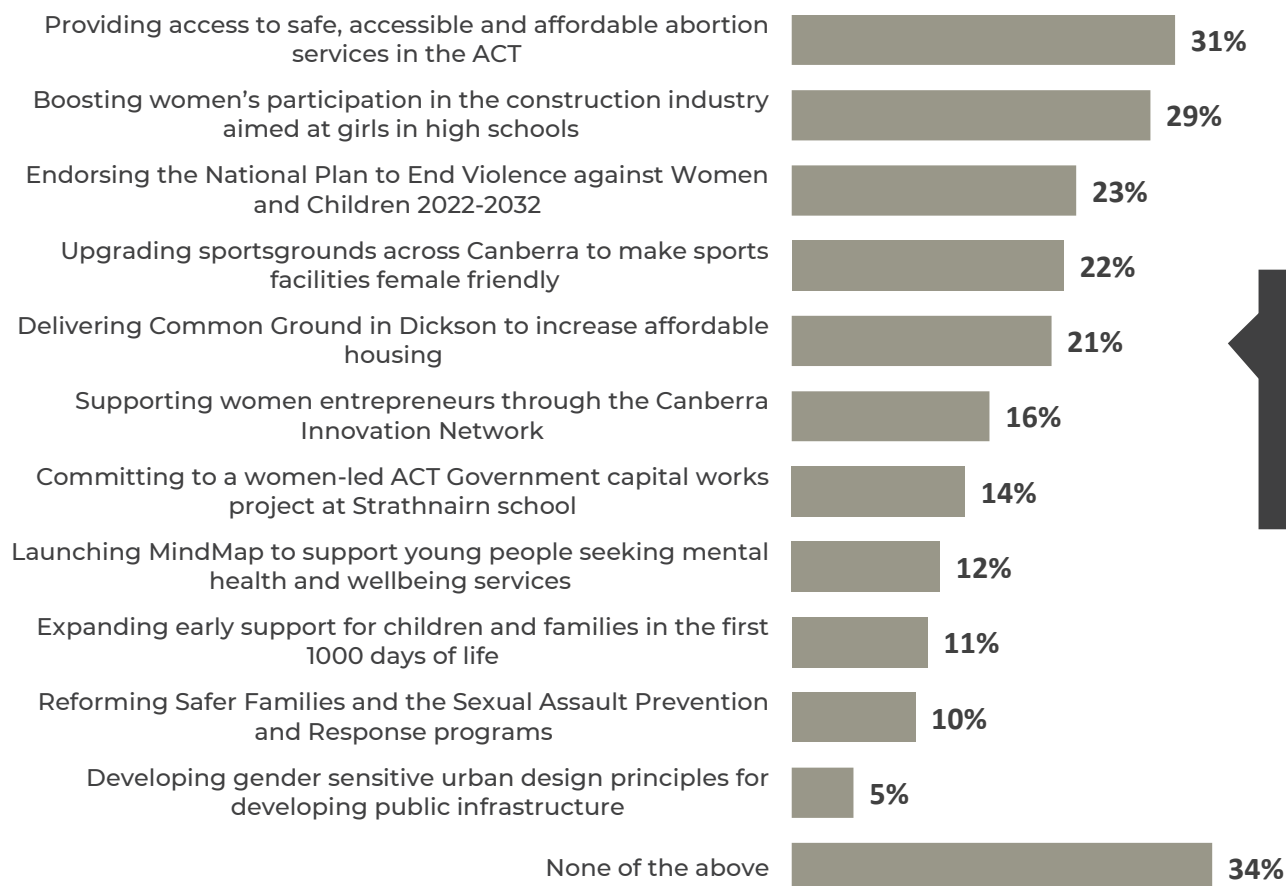


Those aware tended to say they had heard about it through media or social media articles, the ACT Government newsletter or through their work

Awareness of actions taken

Approximately two thirds of respondents had heard of one or more actions taken as part of the Women's Plan

Q. Are you aware of any of the following actions taken as part of the current Women's Plan?

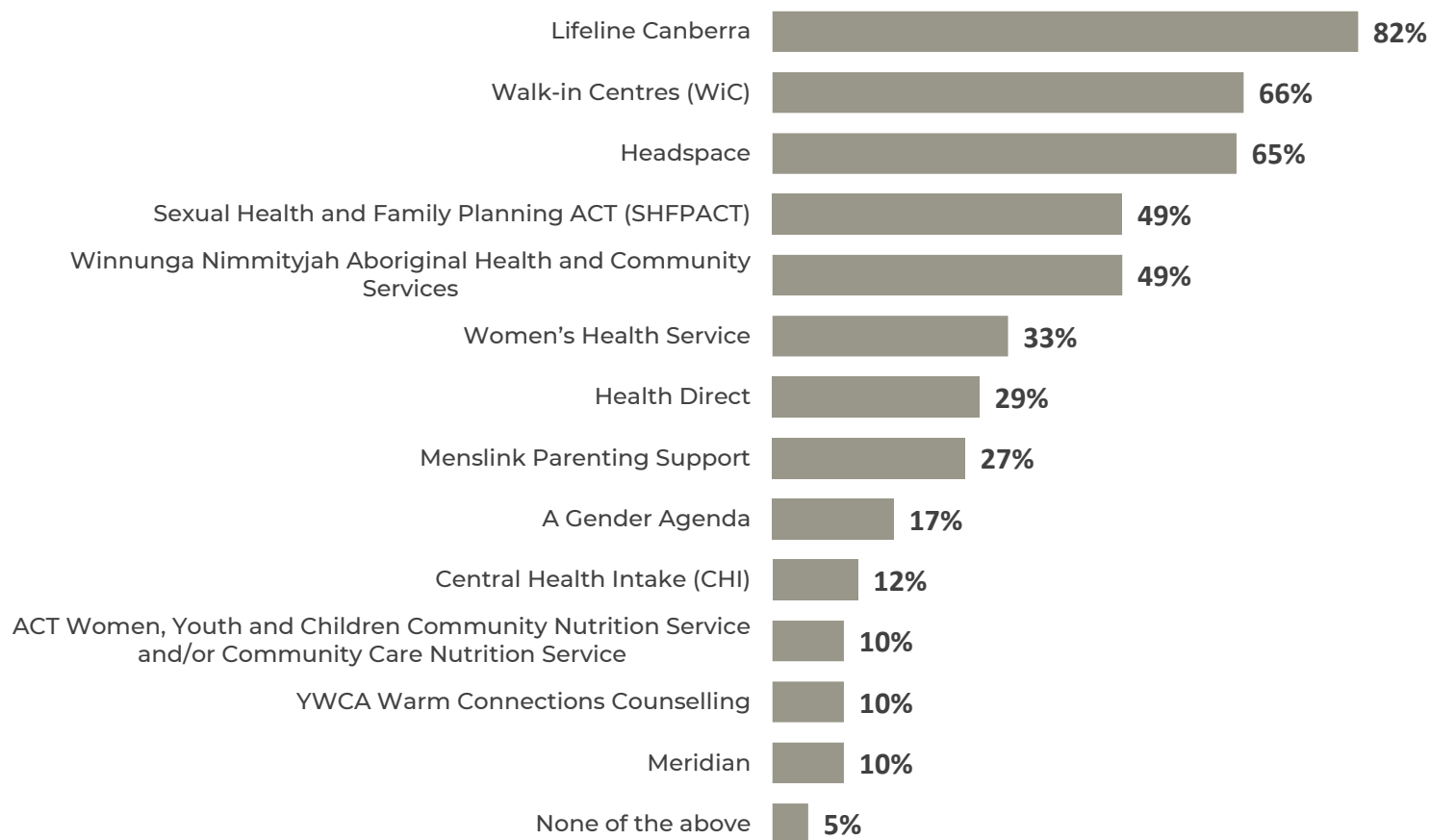


There were very few differences between women and men in terms of awareness of these

Awareness of health and wellbeing support

Lifeline, Walk-in Centres and Headspace were the most widely known services

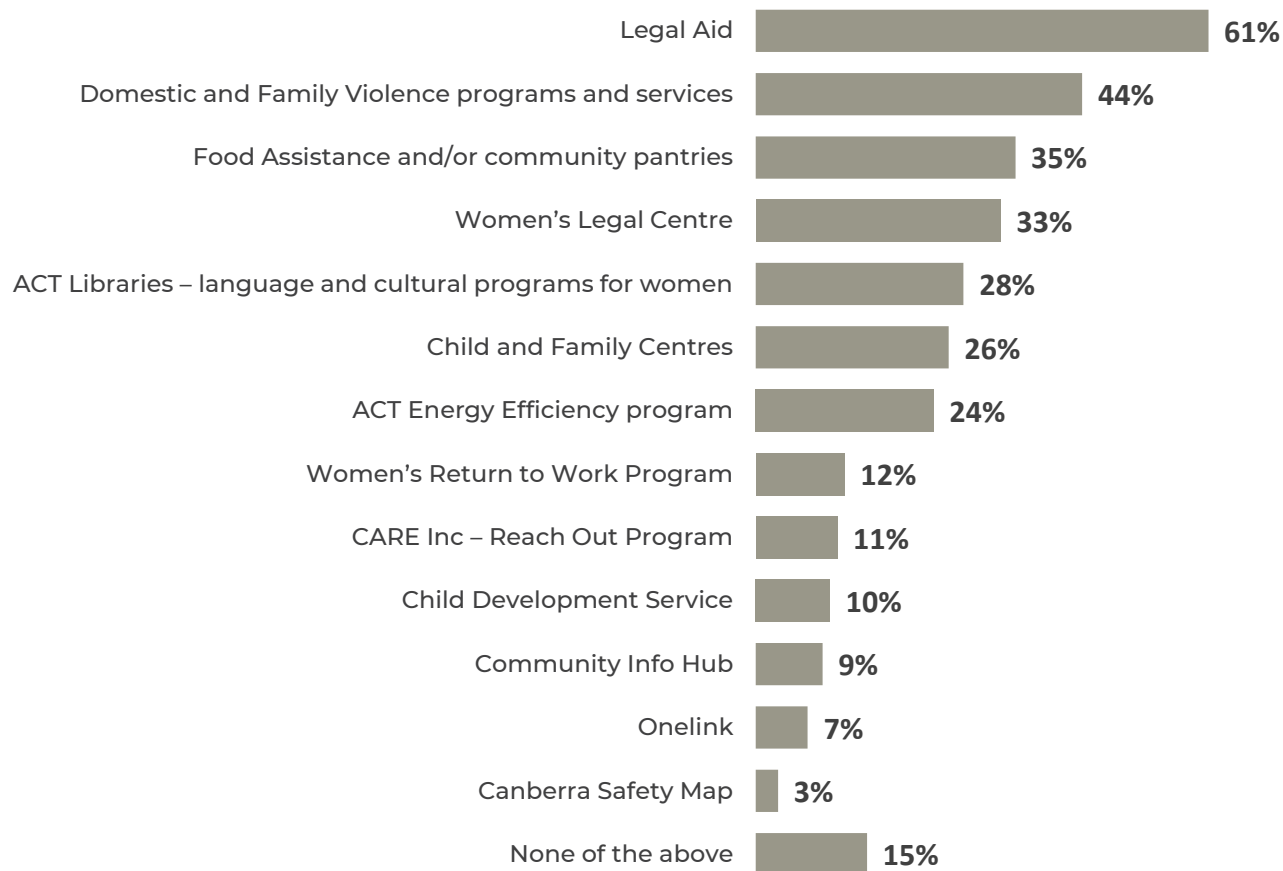
Q. Now, are you aware of any of the following services that are provided for or may support the health and wellbeing of women and girls in the ACT?



Awareness of other support

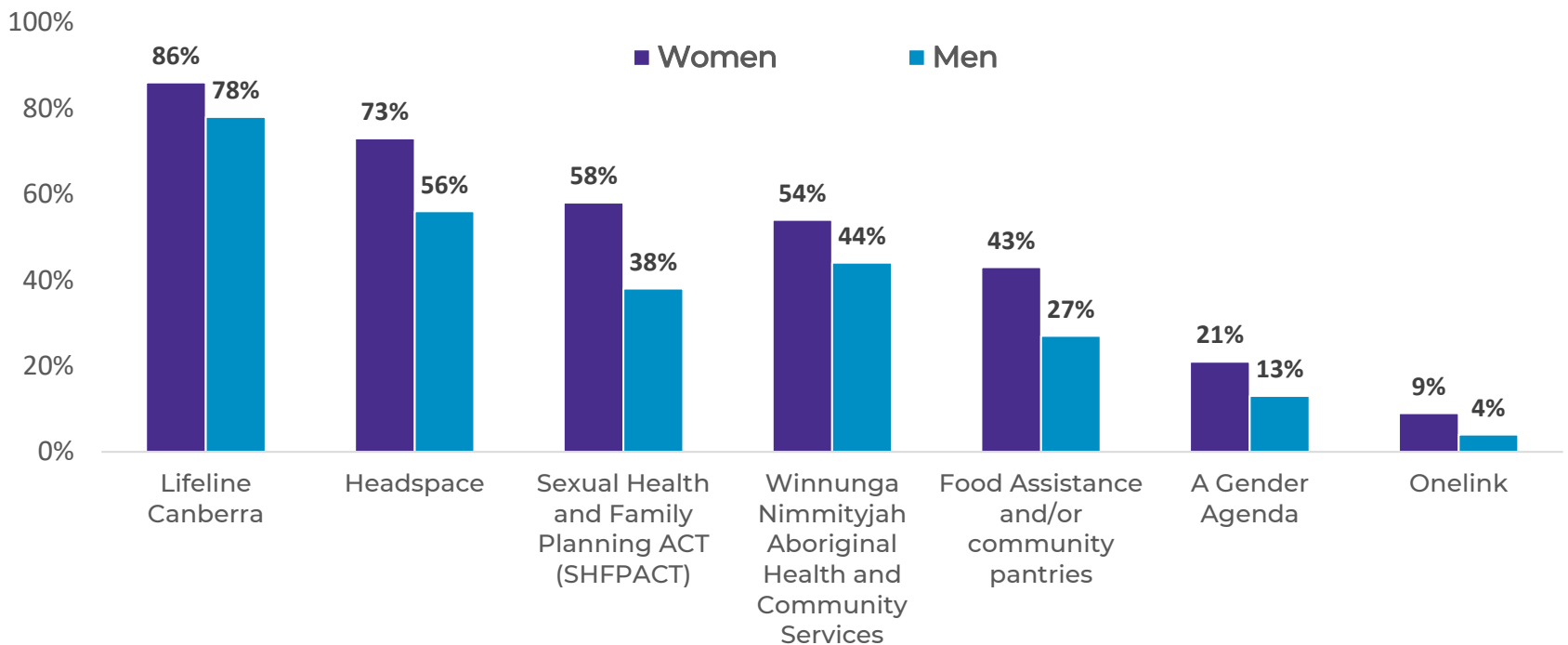
Among other services, Legal Aid and Domestic and Family Violence supports were more widely known

Q. And are you aware of any of these other services that are provided for or may support women and girls in the ACT?



Differences in awareness between women and men

Women are more likely than men to be aware of several services



In addition, those describing themselves as 'other' gender were significantly more likely to be aware of SHFPACT

Further support needs

Select themes identified from respondent comments

Q. Is there any other specific support or service you can think of that would help you right now?

Financial
support / cost-
of-living relief

Expanding
free childcare
provision

Access to affordable /
social housing

Food / community
pantries and
providers

Waive certain
Government costs
and fees (e.g. for
older women who
have separated)

Specific health
services /
specialists in
Canberra

Help navigating
through the legal
system

Social networks /
supports to
address isolation

Free counselling /
mental health support

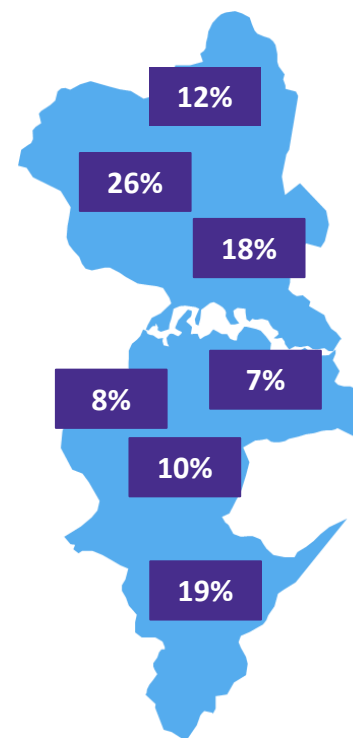
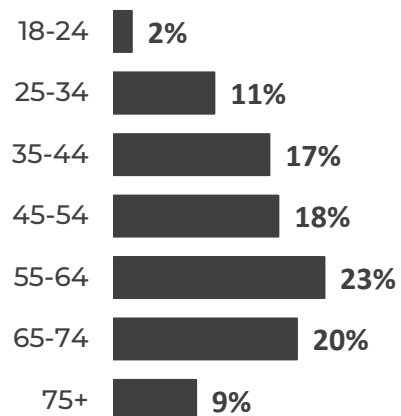
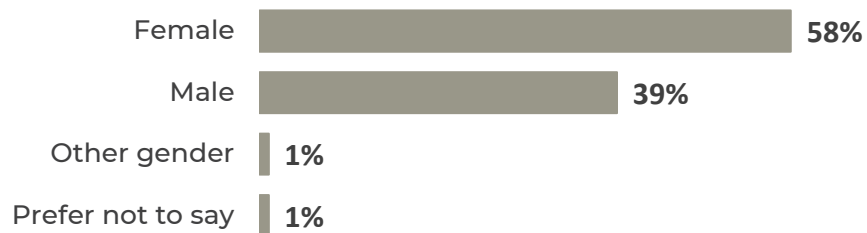
Appendix



ACT
Government

YOUR SAY
PANEL

Sample profile (unweighted)



About the YourSay Panel

- Around **6,000** Canberrans have signed up to have their say through the YourSay Community Panel
- The Panel captures the pulse of the community at a given point in time through regular online surveys about a range of topics
- Panellists are recruited through a mix of online and offline channels but must have internet access and an email account to take part
- The Panel closely resembles the overall ACT population by age, gender, region as well as a range of other demographic characteristics
- Members are invited to take part in approximately two activities per month and participation is completely voluntary
- The membership base is highly active with around three in ten members completing each survey on average
- Regular checks are made to ensure results are accurate by comparing them to other independent survey research

5,951

Current members

30%

Survey response rate

50+

Major surveys
completed



ACT
Government

YOUR SAY
PANEL