

Quantum
Market
Research



AusIMM Diversity & Inclusion Survey 2024

April 2024



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Key takeouts

Women's experience in the sector

Women consistently perceived the diversity, inclusion, respect and sense of belonging less positively compared with men for both their own organisation and the sector in general.

They were also more likely to think all issues were prevalent in the sector such as bullying, ageism, sexual harassment and homophobia along with gender inequality. They were also more likely to have witnessed, experienced and reported issues too. Despite this, women were not less likely to feel safe and supported on mine sites.

While they were less positive about their experience in the sector and their own organisation they were less likely to think diversity and inclusion was staying the same and were not significantly less likely to believe that a rewarding career is possible in the resources sector.

Workplace environment and safety

Gender inequality was seen to be the most common issue (over half of all respondents believed it was common) in the sector followed by bullying and ageism towards older people (approximately four in ten believed both were common). There were clear patterns in who thought issues were common and who had witnessed, experienced and reported them. Along with women, those who identify as LGBTIQ+ and younger respondents were generally more likely to think all issues were common and witness, experience and report them. While men, FIFO/DIDO workers and older respondents were generally less likely to believe they were common and witness, experience and report issues.

While there were no significant differences in feeling safe and supported on mine sites by gender results indicated that those who identify as LGBTIQ+ and Aboriginal or Torres Strait Islander may feel less safe.

There was generally widespread agreement that physical safety and health is a priority but views on mental health were more muted. Nearly half (and over half of women) believed their workplace had negatively impacted their mental health.

Changes since 2023

Since the survey was run in 2023 there have been some significant changes:

- Those who rated the diversity of the sector as good or very good has decreased from 39% to 32% and inclusion has also decreased from 42% to 36%
- Those who agreed or strongly agreed that employees are remunerated equitably has decreased from 62% to 54%
- Those who agreed or strongly agreed that people's ideas are judged on quality, regardless of gender has decreased from 75% to 69%
- Those who agreed or strongly agreed that physical safety is a priority decreased from 90% to 85%
- Those who agreed they would feel comfortable negotiating their salary or other benefits decreased from 57% to 51%
- Those who believed that gender inequality was common increased from 43% to 57% as well as ageism towards younger people which increased from 42% to 58%.



Key takeouts

The LGBTIQ+ Experience

Those who identify as LGBTIQ+ were less likely to rate the diversity and inclusion of their organisation and the sector in general as good or very good. They were also less likely to feel respected and connected within their own organisation, the sector and AusIMM. While they were less positive about their organisation and the sector in general, they were not less likely to think a rewarding career was possible.

Those who identify as LGBTIQ+ were more likely to think all issues were common apart from ageism towards older people. In addition to this, as a group they were more likely to have witnessed, experienced and reported these issues (apart from racism and both forms of ageism). Their mental health was also more likely to have been negatively impacted by their workplace. Those who identify as LGBTIQ+ and were FIFO/DIDO workers were less likely to feel safe and supported on their mine site.

The Aboriginal and Torres Strait Islander Experience

The sample of those who identified as aboriginal, or Torres Strait Islander was small, but their experience can still offer some insight. While the differences were not statistically significant due to this small sample size:

- Fewer rated the diversity and inclusion of their organisation as good or very good but not the sector in general
- Fewer believed they are treated with respect in their own organisation but not the sector in general
- Fewer felt safe and supported on their mine site
- Despite fewer being positive they were not less likely to feel a rewarding career was possible

While also not statistically significant (due to small sample sizes) those who identify Aboriginal or Torres Strait islanders were less likely to say they felt safe and supported on their mine site.



About the research

From 2019 to 2022, AusIMM ran an annual Women in Mining Survey. Results from this survey were used to provide a snapshot of women's experiences in the mining industry. The results were published each year for International Women's Day.

In 2023, it was decided that the scope of the Women in Mining Survey should be broadened to include not only gender issues but also explore issues related to Diversity and Inclusion more broadly.

The methodology in 2023 was changed significantly from 2022:

- The survey was designed and hosted using Lighthouse Studio, a commercial survey design package, providing better quality data outputs.
- The questionnaire was expanded from the previous focus on women to encompass diversity and inclusion more generally.
- The target audience was expanded from predominantly targeting female AusIMM members to be more inclusive of non-members and males.

In 2024 this updated methodology and focus was continued.

Methodology



Quantitative online survey



Fieldwork was conducted between 25th January and 24th March 2024



Average survey length was 9 minutes

Two sampling methods were used:



- Direct email to AusIMM members
- Survey promoted via social media channels and through partner organisations
- Direct email through partner organisations/employers and companies



Respondents were given the opportunity to enter a prize draw to win a \$500 AUD e-Gift card to encourage participation

Total sample size, n=691

- Of the 691 surveys:
 - 585 came through email invitations to AusIMM members
 - 106 completes came from AusIMM social media
- In terms of direct emails, 13,443 survey invites in total were sent out, this yielded a response rate of 9%.
- The maximum margin of error (at the 95% confidence interval) on the total sample size is $\pm 4.0\%$. Where significance testing has been shown, results are significant at the 95% significance level.
- No weighting was applied.
- The project was carried out in line with the Market Research International Standard, AS ISO 20252.



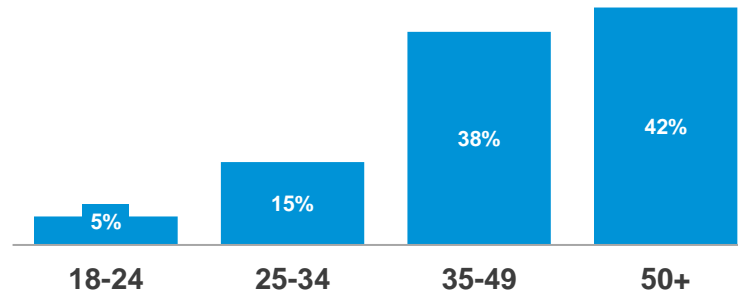
Respondent Profile

Respondent personal characteristics

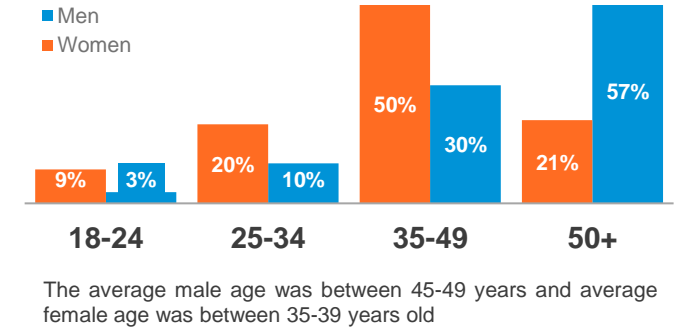
Gender



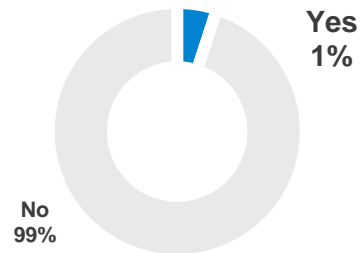
Age



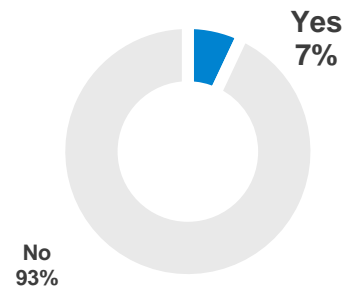
Age and Gender



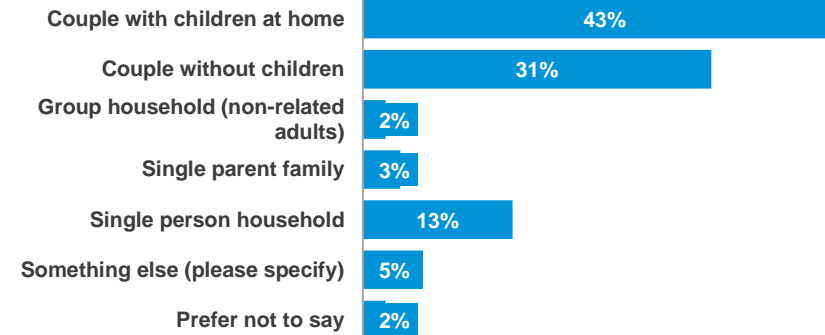
Aboriginal or Torres Strait Islander



LGBTIQ+

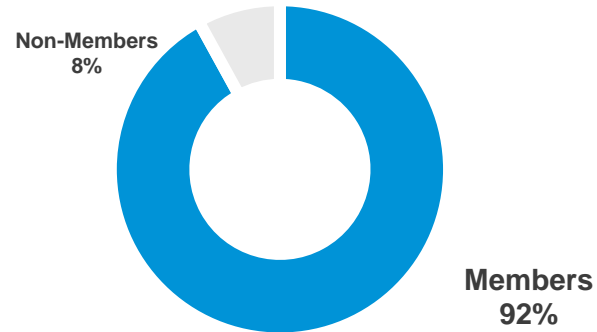


Family type

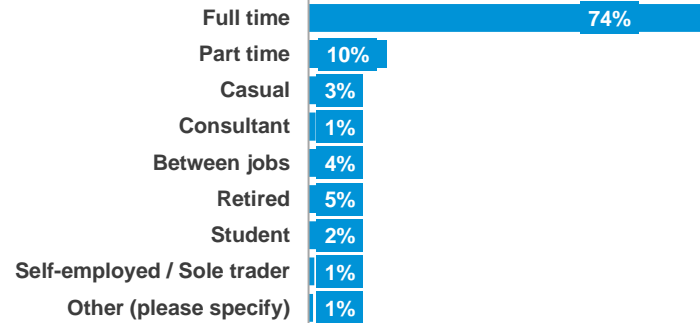


Respondent work characteristics

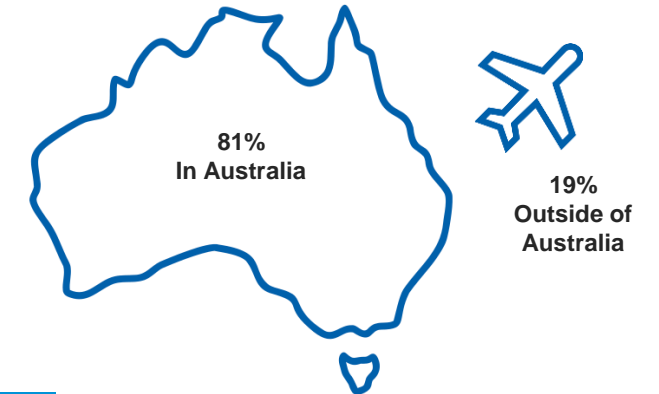
Membership status



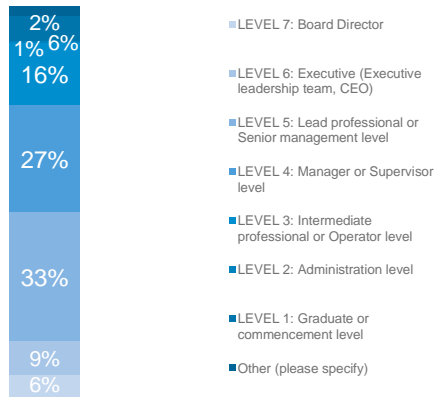
Work Status



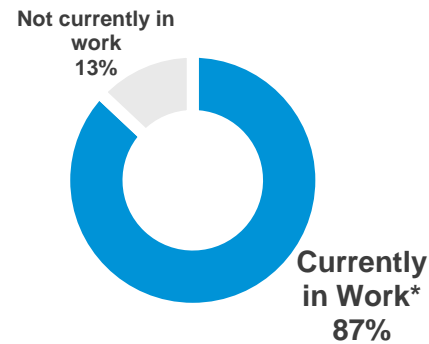
Location



Job level

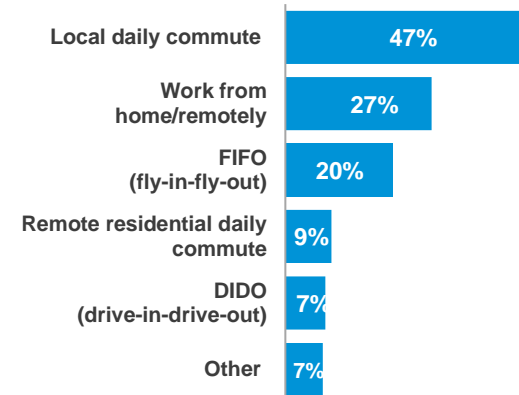


Nature of resources work



*Those who are working full time, part time or casually

Working arrangement





Detailed findings

Diversity, inclusion and the direction of the industry

Perceptions of diversity were higher of the respondent's own organisation compared with the sector in general

Perceptions of diversity

Q.5. How would you rate the diversity of the following?

	Your own organisation <i>(Base: those who currently work in the sector and are not a sole trader)</i>			The Resources Sector <i>(Base: all respondents)</i>			AusIMM <i>(Base: all respondents)</i>		
	Total (n=549)	Men (n=276)	Women (n=251)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)
Very good or good	57% 312	64% 177	47% 118	32% 223	38% 147	22% 62	46% 320	49% 189	42% 118
Average	26% 145	20% 54	35% 89	32% 223	31% 119	35% 97	18% 124	17% 66	19% 53
Very poor or poor	16% 86	15% 41	17% 43	31% 214	27% 104	38% 106	7% 48	8% 30	6% 16
Don't know / unsure	1% 6	1% 4	0% 1	4% 13	4% 15	5% 15	29% 199	26% 100	33% 93

Indicates significantly higher / lower than other cohort

Perceptions of inclusivity were also higher for respondent's own organisations compared with the sector in general

Perceptions of inclusivity

Q.6. How would you rate the inclusivity of the following?

	Your own organisation <i>(Base: those who currently work in the sector and are not a sole trader)</i>			The Resources Sector <i>(Base: all respondents)</i>			AusIMM <i>(Base: all respondents)</i>		
	Total (n=549)	Men (n=276)	Women (n=251)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)
Very good or good	66% 365	74% 204	58% 145	36% 247	43% 164	24% 66	53% 365	55% 212	49% 138
Average	20% 112	16% 43	25% 64	34% 235	34% 132	35% 97	16% 113	17% 65	16% 46
Very poor or poor	11% 63	9% 24	16% 39	25% 174	19% 72	36% 100	5% 33	4% 17	5% 13
Don't know / unsure	2% 9	2% 5	1% 3	5% 35	4% 17	6% 17	26% 180	24% 91	30% 83

Indicates significantly higher / lower than other cohort

Over half believed that the diversity and inclusivity of the sector, their own organisation and AusIMM were moving in the right direction

Perception of the direction of diversity and inclusivity

Q.7. And in what direction do you believe diversity and inclusion are moving for each of the following?

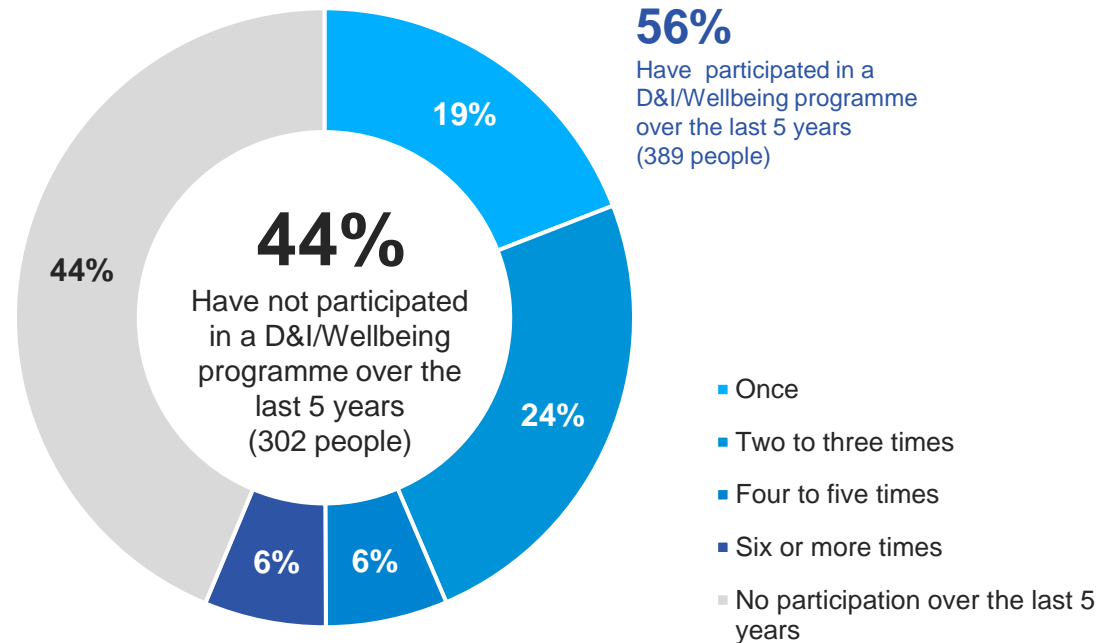
	Your own organisation <i>(Base: those who currently work in the sector and are not a sole trader)</i>			The Resources Sector <i>(Base: all respondents)</i>			AusIMM <i>(Base: all respondents)</i>		
	Total (n=549)	Men (n=276)	Women (n=251)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)
Becoming more diverse and inclusive	59% 324	57% 156	63% 158	66% 459	68% 261	65% 182	66% 457	63% 244	70% 197
Staying the same	37% 201	41% 113	31% 78	29% 198	27% 104	31% 87	31% 215	33% 127	29% 80
Becoming less diverse and inclusive	4% 24	3% 7	6% 15	5% 34	5% 20	4% 11	3% 19	4% 14	1% 3

Indicates significantly higher / lower than other cohort

Only half had taken part in a diversity and inclusion/wellbeing program in the last 5 years

Workplace diversity and inclusion/wellbeing programme participation last 5 years

Base: All respondents (n=691)



There were no significant differences in gender and likelihood of taking part in a training programme in the last five years.

The following groups were less likely to have taken part in a program in the last five years:

- Those who work part time (42%)
- Those who are self employed (38%)
- Board directors (40%)
- DIDO workers (43%)
- Those who work remotely/from home (49%)
- Those aged 35-49 (65%)

Q.8. Have you participated in a workplace Diversity & Inclusion or Wellbeing programme in the last 5 years?

Feeling respected, rewarded and belonging

Perceptions of being respected were lower within the sector than the respondent's own organisation – particularly among women

Perception of being treated with respect

Q.45. For each of the following, do you feel you are treated with respect within...

	Your own organisation <i>(Base: those who currently work in the sector and are not a sole trader)</i>			The Resources Sector <i>(Base: those who currently work in the sector)</i>			AusIMM <i>(Base: those who currently work in the sector and are a member)</i>		
	Total (n=549)	Men (n=276)	Women (n=251)	Total (n=597)	Men (n=315)	Women (n=259)	Total (n=546)	Men (n=298)	Women (n=226)
Yes	88% 481	89% 247	85% 213	79% 469	84% 266	71% 184	78% 426	78% 232	79% 179
No	10% 57	9% 24	13% 32	14% 82	10% 30	19% 49	6% 33	8% 24	2% 5
Don't know	2% 11	2% 5	2% 6	8% 46	6% 19	10% 26	16% 87	14% 42	19% 42

Indicates significantly higher / lower than other cohort

Women were less likely to feel like they belong and are connected in both their own organisation and the sector in general

Perception of belonging and being connected

Q.46. For each of the following, do you feel you belong and are connected to...

	Your own organisation <i>(Base: those who currently work in the sector and are not a sole trader)</i>			The Resources Sector <i>(Base: those who currently work in the sector)</i>			AusIMM <i>(Base: those who currently work in the sector and are a member)</i>		
	Total (n=549)	Men (n=276)	Women (n=251)	Total (n=597)	Men (n=315)	Women (n=259)	Total (n=546)	Men (n=298)	Women (n=226)
Yes	79% 432	83% 230	73% 184	74% 442	80% 252	66% 171	65% 354	68% 202	62% 141
No	17% 95	13% 36	22% 55	17% 103	12% 37	24% 63	18% 99	18% 55	16% 37
Don't know	4% 22	4% 10	5% 12	9% 52	8% 26	10% 25	17% 93	14% 41	21% 48

Indicates significantly higher / lower than other cohort

Women were less likely to feel they could have a rewarding career in their own organisation but not the sector in general

Perception of having a rewarding work/career experience

Q.47. Do you see yourself having a purposeful or rewarding work/career experience, within...

	Your own organisation <i>(Base: those who currently work in the sector and are not a sole trader)</i>			The Resources Sector <i>(Base: those who currently work in the sector)</i>			AusIMM <i>(Base: those who currently work in the sector and are a member)</i>		
	Total (n=549)	Men (n=276)	Women (n=251)	Total (n=597)	Men (n=315)	Women (n=259)	Total (n=546)	Men (n=298)	Women (n=226)
Yes	79% 431	82% 227	75% 187	82% 489	83% 263	80% 207	53% 287	55% 165	50% 112
No	15% 80	13% 37	16% 40	11% 66	12% 37	10% 26	18% 99	23% 69	11% 24
Don't know	7% 38	4% 12	10% 24	7% 42	5% 15	10% 26	29% 160	21% 64	40% 90

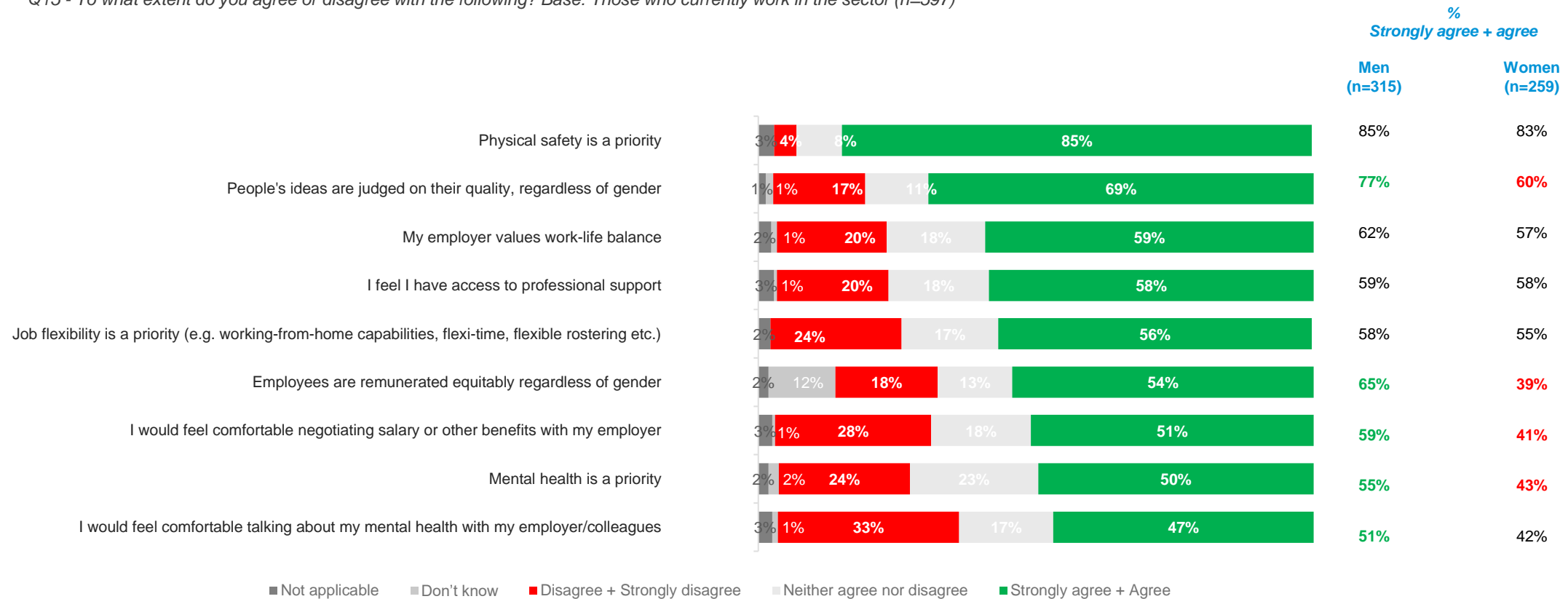
Comparatively lower ratings of AusIMM across all measures was due to higher levels of respondents saying 'don't know.' Levels of disagreement for AusIMM were similar to the sector in general and respondent's own organisations.

Indicates significantly higher / lower than other cohort

Agreement that physical safety is a priority was the highest rated attribute (85%) while agreement that mental health is a priority was more muted (58%)

Agreement with measures of workplace

Q15 - To what extent do you agree or disagree with the following? Base: Those who currently work in the sector (n=597)



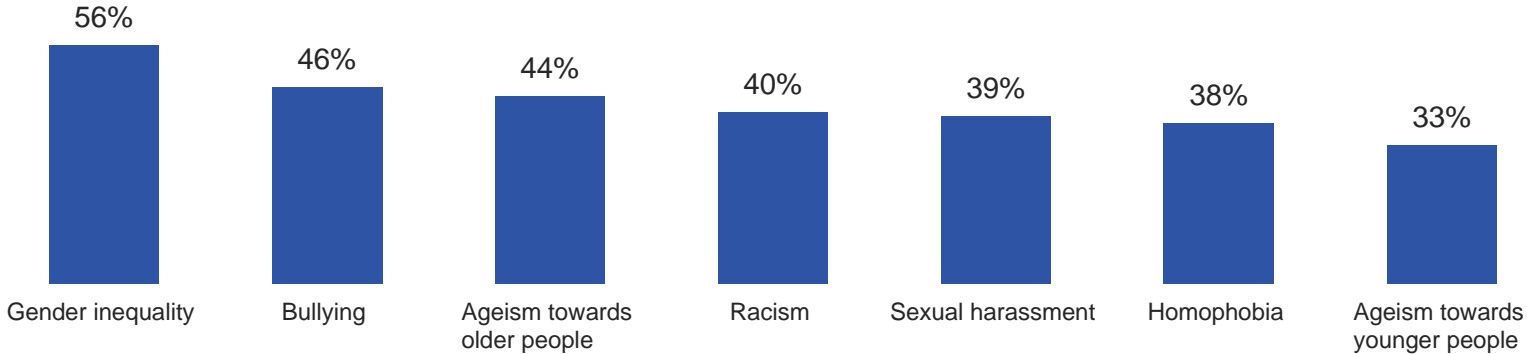
Indicates significantly higher / lower than other cohort

Prevalence of bullying, harassment and prejudice

The most prevalent issue was gender inequality as over half believed it to be common or very common

Prevalence of issues in the workplace/resources sector - % Who believe the issue is common or very common

Q20. To what extent do you believe the following issues are prevalent/commonplace in the resources sector? Base: All respondents (n=691)



When looking at the prevalence of issues in the resource sector there were clear patterns in who thinks issue are common. Women and those who identify as LGBTIQ+ were more likely to think all issues were common. Those aged 25-34 were also more likely to think all issues were common apart from ageism towards older people which they were less likely to think was common (28%).

Men, FIFO/DIDO workers were less likely to believe that all issues were common. Those aged over 50 were also less likely to think all issues were common apart from ageism towards older people which they were more likely to think it was common (57%).

Women were more likely to think all issues were common in the sector

Prevalence of issues in the workplace/resources sector by gender

Q20. To what extent do you believe the following issues are prevalent/commonplace in the resources sector? Base: All respondents

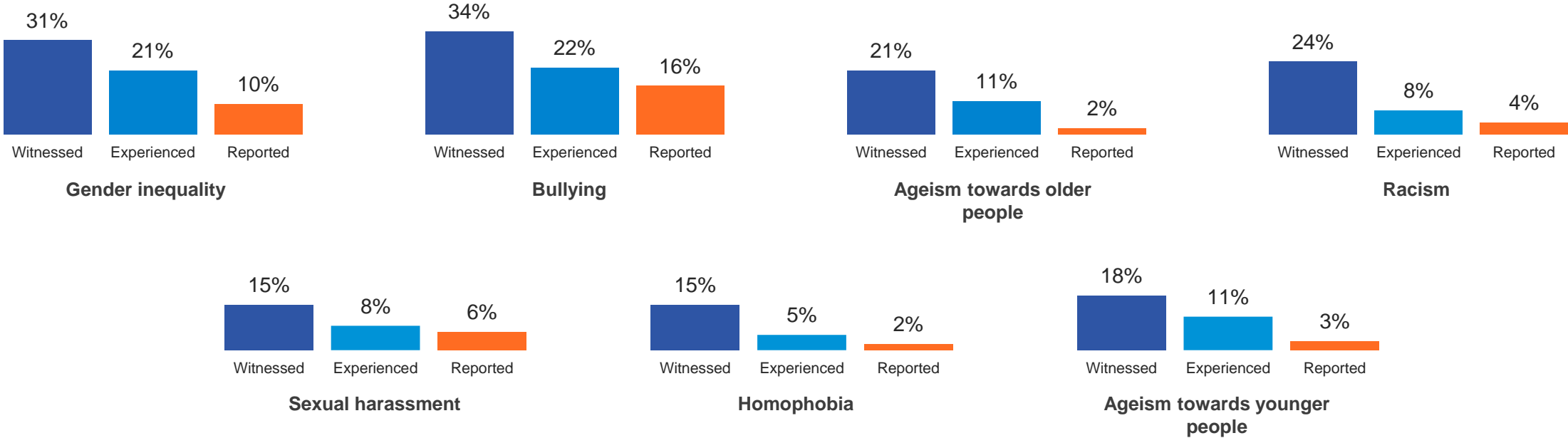
	Gender inequality			Bullying			Ageism towards older people			Racism			Sexual harassment			Homophobia			Ageism towards younger people		
	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)
Very common + quite common	56% 387	45% 175	74% 206	46% 319	37% 144	59% 165	44% 304	43% 167	45% 127	40% 278	32% 122	54% 150	39% 272	31% 121	52% 146	38% 261	31% 118	49% 137	33% 225	27% 103	42% 117
Not very common + not at all common	41% 281	51% 196	24% 66	47% 328	56% 217	34% 96	49% 340	52% 202	44% 124	54% 374	64% 245	40% 111	53% 366	61% 234	40% 113	51% 353	60% 231	38% 105	60% 416	68% 260	49% 136
Don't know	3% 23	4% 14	3% 8	6% 44	6% 24	7% 19	7% 47	4% 16	10% 29	6% 39	5% 18	7% 19	8% 53	8% 30	8% 21	11% 78	9% 36	14% 38	7% 50	6% 22	10% 27

Indicates significantly higher / lower than other cohort

While gender inequality was seen to be the most common issue the most witnessed issue was bullying

Issues in the workplace/the resources sector

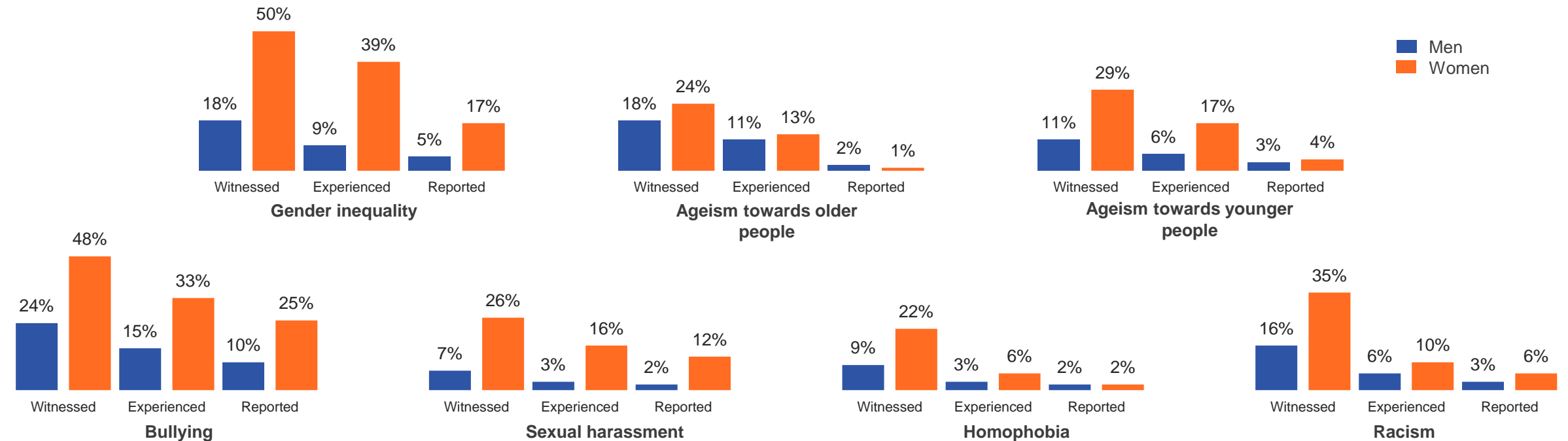
Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: All respondents (n=691)



Half of women had witnessed gender inequality and bullying in the last two years

Issues in the workplace/the resources sector – by gender

Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: Men (n=385), Women (n=280)



Women were also more likely to have witnessed all issues compared with men

Issues in the workplace/the resources sector

Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: All respondents

	Gender inequality			Bullying			Ageism towards older people			Racism			Sexual harassment			Homophobia			Ageism towards younger people		
	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)	Total (n=691)	Men (n=385)	Women (n=280)
Witnessed	31% 213	18% 70	50% 140	34% 233	24% 92	48% 133	21% 142	18% 71	24% 68	24% 163	16% 63	35% 98	15% 103	7% 27	26% 74	15% 101	9% 35	22% 62	18% 125	11% 42	29% 80
Experienced	21% 147	9% 35	39% 110	22% 155	15% 59	33% 92	11% 79	11% 41	13% 36	8% 54	6% 24	10% 28	8% 57	3% 10	16% 46	5% 34	3% 13	6% 18	11% 73	6% 24	17% 47
Reported	10% 68	5% 20	17% 48	16% 113	10% 40	25% 69	2% 13	2% 9	1% 3	4% 29	3% 12	6% 17	6% 39	2% 2	12% 33	2% 13	2% 6	2% 6	3% 21	3% 10	4% 11

Indicates significantly higher / lower than other cohort

Spotlight on: Gender inequality

Issues in the workplace/the resources sector

Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: All respondents

	Gender inequality						
	Total (n=691)	Men (n=385)	Women (n=280)	18-24 (n=35)	25-34 (n=102)	35-49 (n=262)	50+ (n=292)
Very common + quite common	56% 387	45% 175	74% 206	57% 20	66% 67	58% 152	51% 148
Witnessed	31% 213	18% 70	50% 140	29% 10	48% 49	36% 95	20% 59
Experienced	21% 147	9% 35	39% 110	17% 6	34% 35	30% 78	10% 28
Reported	10% 68	5% 20	17% 48	0%	15%	14%	6%

Gender inequality was seen to be the most prevalent issue within the resource sector. Despite this it was second most experienced issue in the sector and less than half of those experiences were reported.

Women were more likely to think the issue was common, witness, experience and report the issue. While men and those over fifty were less likely to think the issue was common and all other measures of the issue.

Indicates significantly **higher** / **lower** than other cohort

Spotlight on: Bullying

Issues in the workplace/the resources sector

Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: All respondents

	Bullying						
	Total (n=691)	Men (n=385)	Women (n=280)	18-24 (n=35)	25-34 (n=102)	35-49 (n=262)	50+ (n=292)
Very common + quite common	46% 319	37% 144	59% 165	46%	58%	48%	40%
Witnessed	34% 233	24% 92	48% 133	17%	45%	42%	24%
Experienced	22% 155	15% 59	33% 92	9%	29%	28%	16%
Reported	16% 113	10% 40	25% 69	6%	25%	20%	11%

Bullying was seen to be the second most prevalent issue in the industry but was the most experienced, witnessed and reported issue. Like with all issues women, and those who identify as LGBTIQ+ were more likely to think it was common along with all other measures. While men and those aged over fifty were less likely to think it was common and all other measures. It was the most reported issue with 16% of all respondents having reported it as some time meaning at least seven in ten experiences of bullying were reported.

Indicates significantly **higher** / **lower** than other cohort

Spotlight on: Ageism towards older people

Issues in the workplace/the resources sector

Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: All respondents

	Ageism towards older people						
	Total (n=691)	Men (n=385)	Women (n=280)	18-24 (n=35)	25-34 (n=102)	35-49 (n=262)	50+ (n=292)
Very common + quite common	44% 304	43% 167	45% 127	11%	28%	40%	57%
Witnessed	21% 142	18% 71	24% 68	34%	4%	8%	35%
Experienced	11% 79	11% 41	13% 36	0%	6%	10%	16%
Reported	2% 13	2% 9	1% 3	0%	2%	1%	3%

Ageism towards older people was the third most commonly experienced issue. It was also the only issue that those aged over 50 were more likely to agree was common, they had witnessed and had experienced. It had very low rates of reporting as only two in ten incidents were reported (2% overall had reported an incident).

Indicates significantly higher / lower than other cohort

Spotlight on: Racism

Issues in the workplace/the resources sector

Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: All respondents

	Racism						
	Total (n=691)	Men (n=385)	Women (n=280)	Speak English at home (n=532)	Speak a language other than English at home (n=159)	Do not identify as aboriginal or Torres Strait Islander (=659)	Identify as Aboriginal or Torres Strait Islander (n=6*)
Very common + quite common	40% 278	32% 122	54% 150	42% 222	35% 56	41% 271	17% 1
Witnessed	24% 163	16% 63	35% 98	21% 112	32% 51	23% 154	50% 3
Experienced	8% 54	6% 24	10% 28	6% 32	14% 22	7% 49	0% 0
Reported	4% 29	3% 12	6% 17	4% 19	6% 10	4% 26	17% 1

Those who spoke a language other than English at home were not more likely to think racism was a common issue but were more likely to have witnessed and experienced it. Those who **did not** identify as Aboriginal or Torres Strait Islander were more likely to think the issue was common. Racism incidents were reported in just over half of cases (4% overall had reported an incident).

Indicates significantly **higher** / **lower** than other cohort
*Caution: small base size, results are indicative

Spotlight on: Sexual harassment

Issues in the workplace/the resources sector

Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: All respondents

	Sexual harassment								
	Total (n=691)	Men (n=385)	Women (n=280)	18-24 (n=35)	25-34 (n=102)	35-49 (n=262)	50+ (n=292)	Do not identify as LGBTIQ+ (n=603)	Identify as LGBTIQ+ (n=49)
Very common + quite common	39% 272	31% 121	52% 146	46% 16	49% 50	40% 105	35% 101	37% 226	69% 34
Witnessed	15% 103	7% 27	26% 74	23% 8	25% 26	18% 47	8% 22	13% 79	43% 21
Experienced	8% 57	3% 10	16% 46	20% 7	17% 17	10% 25	3% 8	7% 44	24% 12
Reported	6% 39	2% 2	12% 33	17% 6	10% 10	7% 18	2% 5	5% 31	14% 7

Sexual harassment showed the common pattern of women, those who identify as LGBTIQ+ and those aged 25-34 being more likely to think it was common, had witnessed, experienced and reported it while men and those aged or 50+ were less likely. It also had high levels of reporting with nearly 68% of incidents being reported (6% overall had reported an incident).

Indicates significantly higher / lower than other cohort

Spotlight on: Homophobia

Issues in the workplace/the resources sector

Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: All respondents

	Homophobia				
	Total (n=691)	Men (n=385)	Women (n=280)	Do not identify as LGBTIQ+ (n=603)	Identify as LGBTIQ+ (n=49)
Very common + quite common	38% 261	31% 118	49% 137	36% 218	65% 32
Witnessed	15% 101	9% 35	22% 62	11% 66	57% 28
Experienced	5% 34	3% 13	6% 18	2% 15	31% 15
Reported	2% 13	2% 6	2% 6	1% 5	12% 6

Homophobia was one of two issues where women were not more likely to believe it was common, had witnessed, had experienced and reported it. It also had a relatively low reporting level as only 38% of incidents were reported (2% overall).

Indicates significantly higher / lower than other cohort

Spotlight on: Ageism towards younger people

Issues in the workplace/the resources sector

Q.21/22/23a. In the last 2 years, have you personally witnessed/experienced/reported any of the following in your organisation? Base: All respondents

	Ageism towards younger people						
	Total (n=691)	Men (n=385)	Women (n=280)	18-24 (n=35)	25-34 (n=102)	35-49 (n=262)	50+ (n=292)
Very common + quite common	33% 225	27% 103	42% 117	46% 16	58% 59	29% 76	25% 74
Witnessed	18% 125	11% 42	29% 80	34% 12	4% 4	8% 22	36% 104
Experienced	11% 73	6% 24	17% 47	0% 0	6% 6	10% 27	16% 46
Reported	3% 21	3% 10	4% 11	0% 0	9% 9	3% 8	1% 4

Ageism towards younger people was the least prevalent issue. It was also the one issue where people over fifty were more likely to have witnessed it and experienced it. It also had a very low rate of reporting as only 29% of experienced incidents were reported (3% overall).

Indicates significantly higher / lower than other cohort

Health and safety

Women were more likely to say work had negatively impacted their mental health and that their health had also negatively impacted their workplace performance

Mental and physical health

Q.43. Over the past 12 months what impact has your workplace or work environment had on your mental health? Q.44. Over the past 12 months, overall what impact has your personal health, mental health, and family circumstances had on your work performance?

	Impact of workplace or work environment on mental health (Base: those who currently work in the sector)			Impact of mental and physical health on work performance (Base: those who currently work in the sector)		
	Total (n=597)	Men (n=315)	Women (n=259)	Total (n=597)	Men (n=315)	Women (n=259)
Slight positive impact + Very positive impact	35% 209	36% 112	32% 84	29% 176	32% 100	25% 64
No impact	19% 114	26% 81	12% 31	25% 149	25% 80	25% 64
Slight negative impact	33% 195	29% 26	38% 42	37% 221	35% 110	41% 107
Very negative impact	12% 72	8% 118	16% 42	8% 46	7% 23	8% 21
Very negative impact + Slight negative impact	45% 267	37% 118	54% 141	45% 267	42% 133	49% 128
Don't know	1% 7	1% 4	1% 3	1% 5	1% 2	1% 3

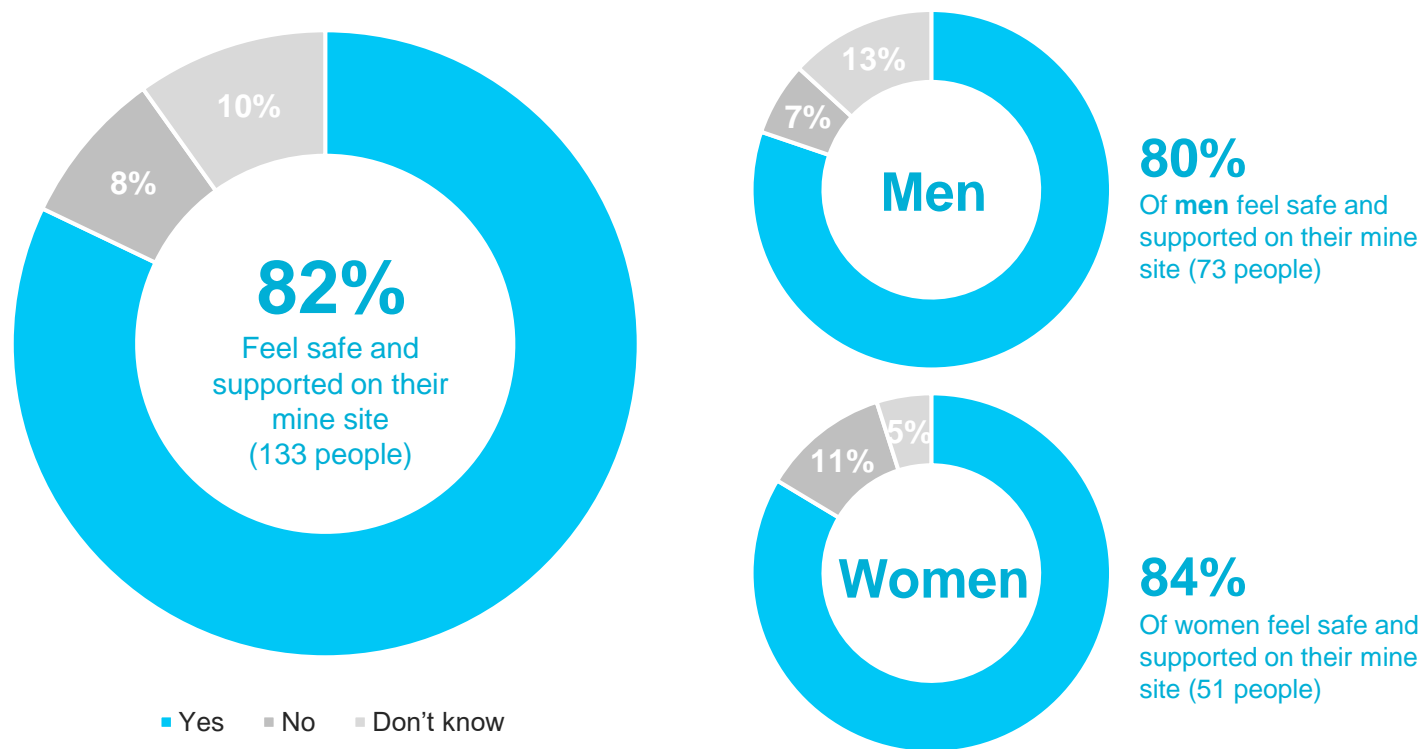
DIDO workers were more likely to say that work had impacted their mental health negatively (60%) and those who commute daily were more likely to say their health had impacted their work performance negatively (49%).

Indicates significantly **higher** / **lower** than other cohort

Eight in ten (82%) felt safe and supported on their mine site with no significant difference between men and women

Feelings of safety and support at mine site

Base: Those who currently work in the sector as a FIFO or DIDO worker (n=162 overall), (n=91 men), (n=61 men)



Women were slightly more likely than men to feel safe and supported on their mine site, but this difference was not statistically significant (84% compared with 80%). While also not statistically significant (due to small sample sizes) those who identify as LGBTIQ+ were less likely to say they felt safe and supported on their mine site (62%) as were those who identify as Aboriginal or Torres Strait Islander (67%).

Q.11. Do you feel safe and supported at your mine site?

Flexible working and leave entitlements

Just under eight in ten (77%) have at least an informal flexible working arrangement

Flexible working arrangement

Q.27. In your current role are you able to work flexibly (e.g., choose your own start and finish times, a compressed week, etc.) to meet your personal needs, either formally or informally? A formal agreement is one that is documented in your contract Base: Those currently working in the sector (n=597)

Flexible working agreement	Total (n=597)
Yes, I have a formal flexible work agreement	21% 123
Yes, I have an informal flexible work agreement	56% 337
No, I do not have the ability to work flexibly	21% 128
Prefer not to say	2% 9

77%
Have either a formal or informal flexible working agreement

There were no differences in flexible working by gender but those aged 25-34 were less likely to have an agreement (63%) and those aged over 50 were more likely to have an agreement (87%).

Nearly eight in ten (77%) were able to work from home with half (52%) of those being able to work one or two days a week

Working from home

Q.27a. Does your employer allow you to work from home? Q.27b. What is the maximum number of days per week you permitted to work from home?
 Base: Those who currently work in the sector for an organisation and not as a FIFO or DIDO worker

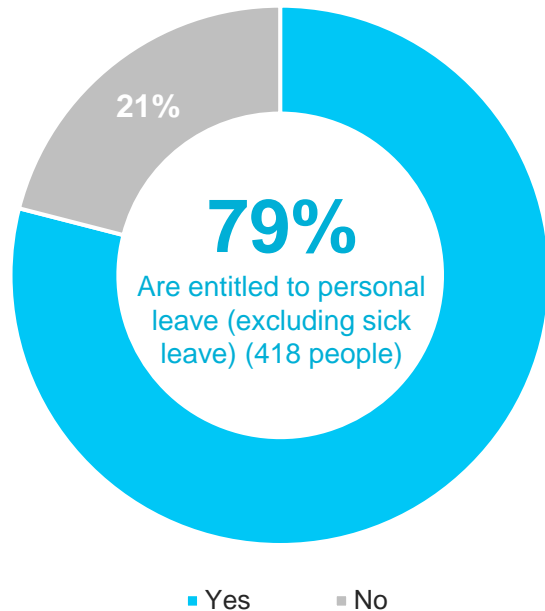
Ability to work from home	Total (n=290)	Number of days able to work from home	Those who can work from home (n=222)
Yes	77% 222	One or two	52% 116
No	14% 41	Three or four	19% 42
Don't know	1% 4	Five (or more)	15% 34
I can't work from home in my role	8% 23	Don't know	14% 30

Women were less likely to be able to work from home for the total five days of the week (22%) while men were more likely to be able to do so (36%).

Eight in ten were entitled to personal leave excluding sick leave with half (49%) entitled to over 7 days

Personal leave

Q.27c. Excluding sick leave, do you know if you are entitled to any other personal paid leave? Q.27d. Excluding sick leave, how many days of personal, compassionate or carers leave do you believe you are entitled to per year? Base: Those who currently work in the sector full time or part time for an organisation (n=531)



Number of days of days entitled to	Those entitled to personal leave (n=418)
1-2 days	7% 29
3-4 days	14% 58
5-6 days	8% 34
7-8 days	7% 28
9-10 days	18% 76
More than 10 days	24% 101
Don't know	22% 92

49%

Are entitled to at least 7 days of personal leave

There were no significant differences in entitlement to personal leave by gender. FIFO workers however, were less likely to be entitled to personal leave (72%) while those aged over 50 (84%) and local commuters (83%) were more likely to be entitled to personal leave.

Only ten percent of those currently in the sector have accessed parental leave in the last five years

Parental care

Q.28. Have you used paid parental leave in past 5 years? Q29 - Does your organisation assist you with childcare or carer programmes? Base: All respondents Base: Those who currently or previously worked in the sector for an organisation (n=549)

Have used parent leave	Total
Yes	10% 56
No	90% 493

Access to carer or childcare programs	Total
Yes	15% 85
No	85% 464

There were no significant difference by gender for either accessing parental leave or having access to childcare programs. FIFO workers were less likely to be able to access childcare programs (2%).

Disability

Just under one in ten (7%) described themselves as having a disability

Disability

Q.30. Do you describe yourself as having a disability? Q31 - Is your employer aware of your disability? Q32 - Has your employer provided support or changed workplace conditions to accommodate your disability?

Disability status	Total	Employer aware of disability	Total <i>Those with a disability who currently work in the sector for an organisation (n=33)</i>	Additional support	Total <i>Those whose employer is aware of their disability (n=19)</i>
Yes	7% 49	Yes	58% 19	Yes	53%
No	90% 621	No	33% 11	No, I don't require additional support	37%
Prefer not to say	3% 21	Don't know	9% 3	No, but I would like them to	11%

Appendix: Questionnaire

AusIMM

Survey type: Online

Project consultants:	Sharon Morris, Anastasia Spratt - QMR Simon Jemison - AusIMM
Total number of interviews to be completed:	Goal is to achieve a minimum n=500
Definition of target audience:	<ul style="list-style-type: none"> Focus on diversity groups who work or have worked in the sector Secondary focus is on women who work, who have worked, or who are planning/thinking about working in the sector Send to AusIMM members but also to others that are not members but also work in the sector
Sample source / distribution method:	<ul style="list-style-type: none"> Member list(s) Social media channels Direct through partner organisations/employers/companies etc.
Research objectives	<p><i>Specifically, this research seeks to:</i></p> <ul style="list-style-type: none"> Provide a clear profile of diversity groups in the mining sector (including those who used to work, or who are seeking to enter the industry) Explore, measure and track women's participation and experiences in the mining sector (against previous WIM survey results) Explore and identify any challenges or opportunities for diverse groups in the mining sector
Emails distributed by (non-panel sample only):	Quantum, using an AusIMM email address
Fieldwork to close by:	TBC
Data to be merged with a previous datafile?	Yes – AIM22105
Questionnaire has been reviewed by Sharon or Mary	Y
Any quotas on the sample? If yes, specify below	No – client sample and social media

Quotas to be applied: None.

Weights to be applied: TBD if necessary post-fieldwork, to improve comparability year-on-year.

Introduction – Online

Thank you for taking part in this survey.

Each year AusIMM conducts research into the experiences and perspective of people in the resources sector. This year our diversity and inclusion survey has been broadened to include topics on workplace flexibility and mental health.

AusIMM is committed to empowering all people in the resources sector to advance diversity and inclusion. We advocate, educate, share insights and equip resources professionals with tools and guidance to make a tangible contribution through their work.

Upon completion, you will have the chance to win one (1) \$500AUD eGift Pay card. Click here to see the terms and conditions. **<INCLUDE LINK TO T&C>**

Please be assured the survey is anonymous, and individual responses will not be shared with your employer or any other party.

Introductory questions

ASK ALL

Q.1. How would you describe the nature of your **current** role in the resources sector?

SINGLE RESPONSE

Full time	1
Part time	2
Casual	3
Between jobs	7
Retired	8
Other (please specify)	9
Have never worked in the resources sector.....	10

[TERMINATE]

ASK IF Q.1 = CODES 1-3

Q.1a. Are you...?

SINGLE RESPONSE

An employee	1
Self-employed – sole trader	2
Run your own business that employs others	3

ASK ALL

Q.2. Using the descriptions below, how would you describe the level of responsibility of the job you currently hold, or most recently held?

SINGLE RESPONSE

LEVEL 1: Graduate or commencement level	1
LEVEL 2: Administration level.....	2
LEVEL 3: Intermediate professional or Operator level	3
LEVEL 4: Manager or Supervisor level	4
LEVEL 5: Lead professional or Senior management level	5
LEVEL 6: Executive (Executive leadership team, CEO)	6
LEVEL 7: Board Director	7
Other (please specify).....	8

ASK ALL

Q.3. Approximately how many years have you worked, or did you work in the resources, or related, sector in total?

SINGLE RESPONSE

Less than a year	1
1 year to less than 2 years	2
2 years to less than 5 years	3
5 years to less than 8 years	4
8 years to less than 10 years	5
10 years to less than 15 years	6
15 years to less than 20 years	7
20 years to less than 25 years	8
25 years to less than 30 years	9
More than 30 years	10

ASK ALL

Q.4. What best describes your work/home situation? If you no longer work in the industry or are on leave/in between roles, please indicate which best describes your previous role in the resources sector.

MULTIPLE RESPONSE

FIFO (Fly-in-fly-out).....	1
DIDO (drive-in-drive-out).....	2
Local daily commute – city, town or regional.....	3
Remote residential daily commute (including outback and mining towns)	4
Work from home/remotely	5
Other (please specify).....	6

ASK ALL

Q.48. Do you speak a language other than English at home?

SINGLE RESPONSE

Yes (please specify) 1
 No 2

ASK ALL

Q.49. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

SINGLE RESPONSE

No 1
 Yes, Aboriginal 2
 Yes, Torres Strait Islander 3
 Yes, both Australian Aboriginal and Torres Strait Islander 4
 Unsure 5
 Prefer not to say 6

ASK ALL

Q.50. Are you, or do you identify as LGBTIQ+?

SINGLE RESPONSE

No, I do not identify as LGBTIQ+ 1
 Yes, Lesbian, gay or homosexual 2
 Yes, Bisexual 3
 Yes, Queer 4
 Yes, Trans/gender diverse, or a person with a trans history 5
 Yes, A person with an intersex variation 6
 Yes, I use a different term (please specify) 7
 I don't know 8
 Prefer not to say 9

ASK ALL

Q.41. Are you a member of the AusIMM?

SINGLE RESPONSE

Yes, I am a member of the AusIMM 9
 No, I am not a member of the AusIMM 7
 Unsure 8

Main survey

Thank you for answering those first few questions. We are now interested in getting your feedback on some of your experiences and perceptions of the resources sector.

ASK ALL

Q.5. **Diversity** refers to the extent to which an organisation or sector employs, represents, and promotes individuals regardless of race, ethnicity, heritage, gender, age, religion, physical or mental ability or sexual orientation.

With this in mind, how would you rate the **diversity** of the following?

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Very good	Good	Average	Poor	Very poor	Don't know/ unsure
1	Ask Q.1-1-3 [CURRENTLY WORK IN SECTOR] AND Q1A=1 OR 3 [NOT SOLE TRADER]: Your own organisation	1	2	3	4	5	6
2	The resources sector	1	2	3	4	5	6
3	AusIMM	1	2	3	4	5	6

ASK ALL

Q.6. **Inclusion** is an organisational effort and practice where people are culturally and socially accepted, welcomed, and equally treated.

With this in mind, and based on your personal experience, how would you rate the **inclusivity** of the following?

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Very good	Good	Average	Poor	Very poor	Don't know/ unsure
1	Ask Q.1-1-3 [CURRENTLY WORK IN SECTOR] AND Q1A=1 OR 3 [NOT SOLE TRADER]: Your own organisation	1	2	3	4	5	1
2	The resources sector	1	2	3	4	5	2
3	AusIMM	1	2	3	4	5	3

ASK ALL

Q.7. And in what **direction** do you believe diversity and inclusion are moving for each of the following?

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Becoming more diverse and inclusive	Staying the same	Becoming less diverse and inclusive
1	Ask Q.1-1-3 [CURRENTLY WORK IN SECTOR] AND Q1A=1 OR 3 [NOT SOLE TRADER]: Your own organisation	1	2	3
2	The resources sector	1	2	3
3	AusIMM	1	2	3

Ask Q.1-1-3 [CURRENTLY WORK IN SECTOR]

Q.45. For each of the following, do you feel you are **treated with respect** within...

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Yes	No	Don't know
1	Ask Q.1-1-3 [CURRENTLY WORK IN SECTOR] AND Q1A=1 OR 3 [NOT SOLE TRADER]: Your own organisation	1	2	3
2	The resources sector	1	2	3
3	[ASK IF Q41=code 1] AusIMM	1	2	3

Ask Q.1-1-3 [CURRENTLY WORK IN SECTOR]

Q.46. For each of the following, do you feel you **belong and are connected to**...

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Yes	No	Don't know
1	Ask Q.1-1-3 [CURRENTLY WORK IN SECTOR] AND Q1A=1 OR 3 [NOT SOLE TRADER]: Your own organisation	1	2	3
2	The resources sector	1	2	3
3	[ASK IF Q41=code 1] AusIMM	1	2	3

Ask Q.1-1-3 [CURRENTLY WORK IN SECTOR]

Q.47. Do you see yourself having a purposeful or **rewarding work/career experience**, within...

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Yes	No	Don't know
1	Ask Q.1-1-3 [CURRENTLY WORK IN SECTOR] AND Q1A=1 OR 3 [NOT SOLE TRADER]: Your own organisation	1	2	3
2	The resources sector	1	2	3
3	[ASK IF Q41=code 1] The AusIMM	1	2	3

ASK ALL

Q.8. Have you participated in a workplace Diversity & Inclusion or Wellbeing programme in the last 5 years?

SINGLE RESPONSE

- Yes – once 1
- Yes – 2 – 3 times 2
- Yes – 4 – 5 times 3
- Yes – 6 or more times (more than once annually)..... 4
- No 5

ASK IF Q.4=1-2 [UKO OR DIDO] AND Q.1=1-3 [CURRENTLY WORK IN SECTOR]

Q.10. If you work, or used to work on-site, what is your experience of the provision and accessibility of the following on-site?

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM	Very good	Good	Average	Poor	Very poor	Not applicable
1 Amenities (e.g. living arrangements)	1	2	3	4	5	6
2 Food offering	1	2	3	4	5	6
3 Employer support regarding travel arrangements to/from site	1	2	3	4	5	6
4 Human resources (e.g. security, safety, governance, employee support, etc.)	1	2	3	4	5	6
5 Healthcare services	1	2	3	4	5	6

ASK IF Q.4=1-2 [UKO OR DIDO] AND Q.1=1-3 [CURRENTLY WORK IN SECTOR]

Q.11. Do you feel safe and supported at your mine site?

SINGLE RESPONSE

- Yes..... 1
- No 2
- Don't know 3

ASK IF Q.4=1-2 [UKO OR DIDO] AND Q.1=1-3 [CURRENTLY WORK IN SECTOR]

Q.12. How often, if at all, does your employer regularly review camp practices?

SINGLE RESPONSE

- More than once a year 1
- Annually (one a year) 2
- Every 2 – 3 years 3
- Hasn't occurred in the past 5 years..... 4
- Don't know / unsure 5

ASK IF Q.4=1-2 [UKO OR DIDO] AND Q.12 = 1-3 (RECENTLY REVIEWED PRACTICES) AND Q.1=1-3 [CURRENTLY WORK IN SECTOR]

Q.13. What changes, if any, to camp practices have been made that you think are most effective?

OPEN-END

ASK IF Q.4=1-2 [UKO OR DIDO] AND Q.1=1-3 [CURRENTLY WORK IN SECTOR]

Q.14. In the past year, have you experienced any of the following barriers to toilet use at work?

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM	Never	Barely	Occasionally	Frequently	Not applicable
1 Availability/access	1	2	3	4	5
2 Cleanliness/hygiene	1	2	3	4	5
3 Time pressures	1	2	3	4	5

ASK IF Q.1=1-3 [CURRENTLY WORK IN SECTOR]

Q.43. Over the past 12 months what impact has your workplace or work environment had on your mental health?

SINGLE RESPONSE

- Very positive impact..... 1
- Slight positive impact..... 2
- No impact..... 3
- Slight negative impact..... 1
- Very negative impact 2
- Don't know 3

ASK IF Q.1=1-3 [CURRENTLY WORK IN SECTOR]

Q.44. Over the past 12 months, overall what impact has your personal health, mental health, and family circumstances had on your work performance?

SINGLE RESPONSE

- Very positive impact..... 1
- Slight positive impact 2
- No impact 3
- Slight negative impact 4
- Very negative impact..... 5
- Don't know 6

ASK IF Q.1=1-3 [CURRENTLY WORK IN SECTOR]

Q.15. To what extent do you agree or disagree with the following? If you are in-between roles, on leave or no longer working within the industry, please tell us about your most recent workplace experience.

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Don't know	Not applicable
1 My employer values work-life balance	1	2	3	4	5	6	7
2 In my workplace, employees are remunerated equitably (they receive "equal pay for equal work"), regardless of gender	1	2	3	4	5	6	7
3 In my workplace, people's ideas are judged on their quality, regardless of gender	1	2	3	4	5	6	7
4 In my workplace, physical safety is a priority	1	2	3	4	5	6	7
5 In my workplace, job flexibility is a priority (e.g. working-from-home capabilities, <u>flexi-time</u> , flexible rostering etc.)	1	2	3	4	5	6	7
6 In my workplace, I feel I have access to professional support (e.g. in day-to-day work life, in progressing my career, access to or support with professional development opportunities, etc.)	1	2	3	4	5	6	7
7 I would feel comfortable negotiating salary or other benefits with my employer	1	2	3	4	5	6	7

11	I would feel comfortable talking about my mental health with my employer/colleagues	1	2	3	4	5	6	7
12	In my workplace, mental health is a priority	1	2	3	4	5	6	7

ASK ALL
Q.20. To what extent do you believe the following issues are prevalent/commonplace in the resources sector?

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Very common	Quite common	Not very common	Not at all common	Don't know
1	Bullying	1	2	3	4	5
2	Gender inequality	1	2	3	4	5
3	Sexual harassment	1	2	3	4	5
4	Racism	1	2	3	4	5
5	Ageism towards older people	1	2	3	4	5
6	Ageism towards younger people	1	2	3	4	5
7	Homophobia	1	2	3	4	5

ASK IF Q1A = CODES 1 OR 3

Q.21.a In the last 2 years, have you personally witnessed any of the following in your organisation?

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Yes	No
1	Bullying	1	2
2	Gender inequality	1	2
3	Sexual harassment	1	2
4	Racism	1	2
5	Ageism towards older people	1	2
6	Ageism towards younger people	1	2
7	Homophobia	1	2

ASK IF Q1A = CODES 1 OR 3/Q.22.a In the last 2 years, have you personally experienced any of the following in your organisation?

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Yes	No
1	Bullying	1	2
2	Gender inequality	1	2
3	Sexual harassment	1	2
4	Racism	1	2
5	Ageism towards older people	1	2
6	Ageism towards younger people	1	2
7	Homophobia	1	2

ASK IF Q.21/Q.22 = YES (CODE 1) FOR ANY ITEMS; ONLY SHOW THOSE TO WHICH Q.21/Q.22 = YES (CODE 1)

Q.23.a In the last 2 years, have you ever reported any of the following at your organisation (either formally or informally)?

RANDOMISE ITEMS, SINGLE RESPONSE PER ITEM		Yes	No
1	Bullying	1	2
2	Gender inequality	1	2
3	Sexual harassment	1	2
4	Racism	1	2
5	Ageism towards older people	1	2
6	Ageism towards younger people	1	2
7	Homophobia	1	2

ASK IF Q.1=1-3 [CURRENTLY WORK IN SECTOR]

Q.27. In your current role are you able to work flexibly (e.g., choose your own start and finish times, a compressed week, etc.) to meet your personal needs, either formally or informally?

A formal agreement is one that is documented in your contract or otherwise documented.

An informal agreement is one that is not documented in your contract but permitted by management.

SINGLE RESPONSE

Yes, I have a formal flexible work agreement 1
 Yes, I have an informal flexible work agreement 2
 No, I do not have the ability to work flexibly 3
 Prefer not to say 4

ASK IF Q.1=1-3 [CURRENTLY WORK IN SECTOR] AND Q1A = CODES 1 OR 3 (WORK FOR AN ORGANISATION) AND Q.4 IS NOT CODES 1,2 OR 5 (FIFO, DIDO OR WORK FROM HOME) – PLEASE CODE THOSE WHO (HAVE CODE 5 IN Q4 (WORK FROM HOME) AND WORK IN THE SECTOR (Q1 = 1-3)) AS CODE 1 (YES) FOR THIS QUESTION

Q.27a. Does your employer allow you to work from home?

SINGLE RESPONSE

Yes 1
 No 2
 Don't know 3
 I can't work from home in my role 4

ASK IF Q.27A = CODE 1 (INCLUDING THOSE WHO FOR WHOM Q4 = 5 AND Q1 = 1-3) AND Q1A = CODES 1 OR 3 (WORK FOR AN ORGANISATION)

Q.27b. What is the maximum number of days per week you are permitted to work from home? If you aren't sure, how many days per week do you think your employer is comfortable with you working from home

per week?

SINGLE RESPONSE

One 1
 Two 2
 Three 3
 Four 4
 Five (or more) 5
 Don't know 6

ASK IF Q.1=1-2 [CURRENTLY WORK FULL OR PART TIME] AND Q1A = CODES 1 OR 3 (WORK FOR AN ORGANISATION)

Q.27c. Excluding sick leave, do you know if you are entitled to any other personal paid leave?

SINGLE RESPONSE

Yes 1
 No 2

ASK IF Q27C = CODE 1 (YES)

Q.27d. Excluding sick leave, how many days of personal, compassionate or carers leave do you believe you are entitled to per year?

SINGLE RESPONSE

1-2 days 1
 3-4 days 2
 5-6 days 3
 7-8 days 4
 9-10 days 5
 More than 10 days 6
 Don't know 7

ASK IF Q.27C=1 [EMPLOYER OFFERS A CHILDCARE/CARER LEAVE SUPPORT PROGRAM]

Q.27.e. How many days per year is a full-time employee entitled to under your employer's childcare or carer leave support program?

SINGLE RESPONSE

None 1
 Less than 5 days 2
 5-9 days 3
 10 days 4
 More than 10 days 5
 Don't know 6

ASK IF Q.1=1-3 [CURRENTLY, OR USED TO WORK IN SECTOR] AND Q1A = CODES 1 OR 3 (WORK FOR AN ORGANISATION)

Q.28. Have you used paid parental leave in past 5 years?

SINGLE RESPONSE

Yes..... 1
No 2

ASK IF Q.1=1-3 [CURRENTLY WORK IN SECTOR] AND Q1A = CODES 1 OR 3 (WORK FOR AN ORGANISATION)

Q.29. Does your organisation assist you with childcare or carer programmes?

SINGLE RESPONSE

Yes..... 1
No 2

ASK ALL

Q.30. Do you describe yourself as having a disability?

SINGLE RESPONSE

Yes (if you are comfortable doing so, please specify) 1
No..... 2
Prefer not to say..... 99

ASK IF Q.30 = YES (CODE 1) AND Q.1=1-3 [CURRENTLY WORK IN SECTOR] AND Q1A = CODES 1 OR 3 (WORK FOR AN ORGANISATION)

Q.31. Is your employer aware of your disability?

SINGLE RESPONSE

Yes..... 1
No..... 2
Don't know..... 3

ASK IF Q.31 = YES (CODE 1) AND Q.1=1-3 [CURRENTLY WORK IN SECTOR] AND Q1A = CODES 1 OR 3 (WORK FOR AN ORGANISATION)

Q.32. Has your employer provided support or changed workplace conditions to accommodate your disability?

SINGLE RESPONSE

Yes..... 1
No, I don't require additional support 2
No, but I would like them to 3

Demographics

Thank you for all your responses so far! Just a few final questions before we finish...

ASK ALL

Q.33. What gender do you identify with?

SINGLE RESPONSE

Man or male 1
Woman or female..... 2
Non-binary..... 3
Prefer not to say 4
Prefer to self-describe (please specify): 5

ASK ALL

Q.34. How old are you?

SINGLE RESPONSE

15-19 years 2
20-24 years 3
25-29 years 4
30-34 years 5
35-39 years 6
40-44 years 7
45-49 years 8
50-54 years 9
55-59 years 10
60-64 years 11
65-69 years 12
70 years and over 13

ASK ALL

Q.39. Which of the following best describes your household?

SINGLE RESPONSE

Couple with children at home 1
Couple without children 2
Group household (non-related adults) 3
Single parent family 4

Single person household 5
Something else (please specify) 6
Prefer not to say 7

Q.40a. Do you currently reside in Australia?

Yes 1
No 2

ASK ALL

Q.42. To thank you for your participation in this survey, we are offering the chance to win a \$500 AUD e-gift card.

So that we may contact you if you're a winner, please enter your name, a contact email address and phone number below. The winner will be notified by phone and/or email. We will not use your contact details for anything else and they will be deleted once the prize has been allocated.

Name	
Email address	
Phone number	

I do not wish to enter the prize draw 99

End with thanks (all):

Thank you for assisting us today. Your response to this questionnaire will be kept strictly confidential and will be used only for research purposes. If you have any queries or concerns, please contact Dr Sharon Morris at surveys@qmr.com.au Quantum Market Research or Simon Jemison at Sjemison@ausimm.com.



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