

Appendix B

Survey Information: *The Review into the Treatment of Women in the Australian Defence Force Survey*

The Review, in consultation with the Directorate of Strategic Personnel Policy Research (DSPPR), administered a survey with the aim of understanding the attitudes and opinions of ADF members on a range of issues relevant to the treatment of women. This appendix gives an overview of the survey methodology, a summary of the results, and presents two sets of tables (all items from the electronic survey, gender disaggregated and all items from the paper survey, gender disaggregated).

Appendix B.1 – Methodology

The Review into the Treatment of Women in the ADF Survey ('the *Treatment of Women in the ADF Survey*') was designed by the Review in consultation with DSPPR. It was administered to two sample groups: one via email (the electronic survey) and one in focus groups (the paper survey). Altogether, over five-thousand responses to the survey were collected, both online and in focus groups.

The electronic survey was emailed to a 20% stratified sample of the ADF by DSPPR on 31 January 2012. Out of the 21,099 members who were invited to participate (11,771 permanent ADF and 9,328 reservists), 4,766 provided valid responses (3,639 permanent ADF and 1,127 reservists).

The paper survey was administered in small focus groups (generally less than 15 participants) that were convened by the Review at ADF establishments around Australia. The Review collected 523 responses, and 95% of these were permanent ADF members (n=497).

Due to the different methodologies used for the collection of these responses, as well as the different demographic of the respondents, the sub-samples have not been combined for the purposes of analysis. In most cases throughout the Report, references to the *Treatment of Women in the ADF Survey* defer to the electronic survey results because of the size and demographics of this sample.

Caveats

The following caveats apply to the material and analyses in this appendix:

- The survey data has been derived from a sample of the target population who were motivated to respond, and who made an autonomous decision to do so. It may not necessarily be representative of the entire ADF population.
- The total number of responses is different for each question and the percentages are based on differing totals.
- Members may have withdrawn from focus groups or not completed the paper survey on account of personal experiences of sexual discrimination/harassment/abuse and this may in turn impact on the accuracy of the results.
- Survey questions may have been interpreted differently by respondents. For example, 4.7% of all survey respondents made comments at the end of the survey suggesting a belief that the survey questions were biased. This perception may have impacted on how they interpreted and responded to those items of concern.
- For the electronic survey, respondents may have experience in both permanents and Reserves, however this won't be reflected in results as the permanents sample was only asked length of service in permanents, Reserves only asked about length of service in Reserves.
- Results are only disaggregated by rank groupings for electronic survey respondents, because of the small numbers involved in the paper sample, particularly at Senior Officer level.

Demographics

The electronic sample comprised of:

- 78% men (n=3728), 22% women (n=1,032)
- 47% Army (n=2,214), 30% Air Force (n=1,414), 24% Navy (n=1,138)
- 30% JNCOs (n=1,418), 31% SNCOs (n=1,461), 29% Junior Officers (n=1,383), 10% Senior Officers (n=494)¹

The paper sample comprised of:

- 55% men (n=279), 45% women (n=232)
- 48% Army (n=250), 29% Navy (n=149), 23% Air Force (n=121)
- 47% JNCOs (n=242), 25% SNCOs (n=127), 26% Junior Officers (n=133), 3% Senior Officers (n=16)

Results

The results are organised into the following sections:

- a) Career management
- b) Mentoring and development
- c) Career progression
- d) Women's representation in the ADF, leadership
- e) Work and family balance
- f) Flexible working arrangements and impact on career
- g) Impact of family responsibilities on career development
- h) Child care
- i) Consideration of family circumstances
- j) Sexual harassment, sex discrimination and sexual abuse
- k) Reporting sexual harassment, sex discrimination and sexual abuse
- l) ADF policies and implementations

Each subsection above contains a brief overview, and select findings and figures as appropriate.

Tables

There are two groups of tables presented:

1. Electronic survey, all items disaggregated by gender
2. Paper survey, all items disaggregated by gender

Appendix B.2 – Results

(a) Career management

A majority of respondents gave positive responses to the items about career development. 81% of electronic respondents, and 59% of paper respondents agreed that their 'career development has generally been good'. 82% of electronic respondents and 87% of paper survey respondents agreed that they 'can access adequate information to manage [their] career.' There was very little difference between the genders in response to these items.

(b) Mentoring and development

Over 80% of all respondents agreed that they had 'sufficient access to learning and development opportunities'.

For the statement 'mentoring and networking opportunities are available to provide role models, information and advice for women progressing through their careers', the survey revealed that:

- Among electronic survey respondents 28% of women and 5% of men disagreed
- Among paper survey respondents 20% of women and 5% of men disagreed
- At Senior Officer ranks, 41% of women and 8% of men disagreed (electronic sample only).

(c) Career progression

A majority of respondents were positive about items dealing with career progression and opportunities. In both samples, a majority of respondents believed that both men and women were promoted on merit. The majority of men and women agreed that 'women have the same career advancement opportunities as men', 'women are well represented in career streams where there are good opportunities for progression', but more women than men disagreed with these items. Women were also more likely to agree that 'women hit a glass ceiling at Lieutenant Colonel/Commander/Wing Commander level.' Select findings for specific statements are provided below:

'Women have the same career advancement opportunities as men in my Service':

- Among electronic survey respondents 26% of women and 13% of men disagreed with the statement
- Among paper survey respondents 15% of women and 11% of men disagreed
- At Senior Officer ranks, 44% of women and 14% of men disagreed (electronic sample only).

'Women are well represented in career streams where there are good opportunities for progression':

- Among electronic survey respondents 20% of women and 8% of men disagreed
- Among paper survey respondents 12% of women and 7% of men disagreed
- At Senior Officer ranks, 35% of women and 13% of men disagreed (electronic sample only).

'Women hit a glass ceiling at Lieutenant Colonel/Commander/Wing Commander' level':

- A large proportion of both men and women did not know whether 'women hit a glass ceiling at Lieutenant Colonel/Commander/Wing Commander level'
- Among electronic survey respondents 26% of women and 7% of men agreed
- Among paper survey respondents 22% of women and 4% of men agreed
- At Senior Officer ranks, 46% of women and 7% of men agreed (electronic sample only).

(d) Women's representation in the ADF leadership

Women were more likely than men to agree that there should be more women in the ADF and leadership positions. Most of the items dealing with women's representation had sizable groups of respondents answering 'don't know'. Very few respondents did not believe that 'there will be more women in leadership positions in the ADF in the coming years', and nearly all respondents were 'comfortable working for women of senior rank'. Select findings appear below:

'The ADF should increase the representation of women in the ADF workforce':

- Among electronic survey respondents 53% of women and 34% of men agreed
- Among paper survey respondents 55% of women and 38% of men agreed

'There should be more women in leadership positions in the ADF' select findings:

- Among electronic survey respondents 62% of women and 32% of men agreed
- Among paper survey respondents 64% of women and 37% of men agreed

'There will be more women in leadership in the ADF in the coming years' select findings:

- Among electronic survey respondents only 4% of women and 3% of men disagreed
- Among paper survey respondents only 3% of women and 3% of men disagreed

(e) Work and family balance

About three-quarters of all respondents agreed that their 'workplace encourages a healthy balance between my work, home and family life' and that they are 'able to maintain a balance between my personal and working life'. Among electronic survey respondents, the responses were similar for both genders, while among paper survey respondents, women were more likely to agree with these items than men.

(f) Flexible working arrangements and impact on career

A total of 46% of electronic survey respondents, and 39% of paper survey respondents agreed that they 'would feel comfortable in applying for part-time or flexible work arrangements'. These numbers dropped further to 39% (electronic) and 33% (paper) when respondents were asked if they would 'would feel comfortable asking for part-time or flexible work arrangements if promoted'. Women were slightly more likely to be comfortable asking for flexible arrangements than men.

Most respondents agreed that 'some career streams are better able to allow flexible work practices than others' and few did not think that accessing flexible work would have a negative impact on their careers.

'If I accessed flexible working arrangements (such as working part time) my career progression would be negatively impacted' select findings:

- 20% of electronic survey respondents and 19% of the paper survey respondents disagreed with this item

(g) Impact of family responsibilities on career development

More women than men agreed that family or caring responsibilities impacted on their career, and on their ability to go on deployment. The difference between men's and women's responses was widest at the level of Senior Officer. About half of all respondents believed that deployment was necessary for their career progression.

'My career is impacted by family/caring responsibilities' select findings:

- Among electronic survey respondents 57% of women and 36% of men agreed
- Among paper survey respondents 33% of women and 28% of men agreed

'Family responsibilities affect my ability to go on deployment' select findings:

- Among electronic survey respondents 56% of women and 39% of men agreed
- Among paper survey respondents 38% of women and 26% of men agreed

(h) Child care

More respondents believed that better access to childcare would improve their career prospects compared to those who did not.

'ADF members have adequate access to child care' select findings:

- Among electronic survey respondents 23% of women and 28% of men agreed
- Among paper survey respondents 24% of women and 27% of men agreed

'Better access to child care would improve my ability to access opportunities for career progression' select findings:

- Among electronic survey respondents 38% of women and 31% of men agreed
- Among paper survey respondents 23% of women and 28% of men agreed

(i) Consideration of family circumstances

There were mixed responses to the item about the consideration given to family situations when considering postings, and there was majority support for differential gender treatment in the context of the different life courses of women and men. Nearly half of all respondents believed that the ADF considers their family circumstances when considering postings and deployment. Women were more likely to agree that the ADF should be more flexible to the different life courses of men and women, although about half of all male respondents agreed with this proposition as well.

'The ADF should be more flexible to the different life courses of men and women e.g. women taking time out to have children, caring responsibilities' select findings:

- Among electronic survey respondents 61% of women and 49% of men agreed
- Among paper survey respondents 61% of women and 54% of men agreed

(j) Sexual harassment, sex discrimination and sexual abuse

Men and women had very different perceptions of how sexual 'reputations' could influence military careers. Women were twice as likely as men to believe that a woman's 'reputation' could inhibit her career. There were also different responses by gender to the item about whether women were more likely than men to experience sexual harassment, discrimination or abuse in the ADF, and that such an experience would have a negative impact on career progression. Select findings appear below:

'A woman's 'reputation' regarding her sexual behaviour can inhibit her military career':

- Among electronic survey respondents 68% of women and 34% of men agreed
- Among paper survey respondents 62% of women and 31% of men agreed

'Women are more likely to experience sexual harassment or discrimination in the ADF than men':

- Among electronic survey respondents 65% of women and 40% of men agreed
- Among paper survey respondents 54% of women and 39% of men agreed

'Women are more likely to experience sexual abuse in the ADF than men':

- Among electronic survey respondents 54% of women and 39% of men agreed
- Among paper survey respondents 52% of women and 39% of men agreed

'Experiencing sexual harassment or sex discrimination in the ADF have a negative impact on career progress':

- Among electronic survey respondents 60% of women and 41% of men agreed
- Among paper survey respondents 51% of women and 42% of men agreed

(k) Reporting sexual harassment, sex discrimination and sexual abuse

A majority of respondents believed that if they reported an incident of unacceptable behaviour appropriate action would be taken. However about one-third of women, and nearly one-in-five men either did not believe that action would be taken, or were unsure. Large numbers of women (over half) and men (about one-third) also either agreed with or were unsure if reporting an incident would have a negative impact on their career.

‘If I report an incident of unacceptable behaviour I believe appropriate action will be taken’ select findings:

- Among electronic survey respondents 21% of women disagreed and 14% were unsure, 10% of men disagreed and 8% were unsure
- Among paper survey respondents 13% of women disagreed and 16% were unsure, 5% of men disagreed and 11% were unsure

‘Reporting sexual harassment, sex discrimination or sexual abuse would have a negative impact on my career’ select findings:

- Among electronic survey respondents 34% of women agreed and 27% were unsure, 12% of men agreed and 20% were unsure
- Among paper survey respondents 22% of women agreed and 33% were unsure, 11% of men agreed and 22% were unsure

(I) ADF policies and implementations

Across all of the ADF policies and implementation items, a majority of women and men were positive about ADF policies and their application by their CO/manager. While responses by gender were similar to most of these items, there were some notable divergences including those listed below.

‘The ADF supports women through the different stages of their lives (e.g. as mothers, carers)’:

- Among electronic survey respondents 28% of women and 7% of men disagreed
- Among paper survey respondents 15% of women and 9% of men disagreed

‘The ADF supports the recruitment and retention of women’:

- Among electronic survey respondents 19% of women and 3% of men disagreed
- Among paper survey respondents 13% of women and 4% of men agreed

Appendix B.3 – Survey tables, responses by gender

Electronic Survey

Table 1: My career development has generally been good

(Male n=3726, Female n=1029)

My career development has generally been good.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	2.6%	12.6%	2.8%	68.1%	14.0%	100.0%
Female	2.9%	16.4%	2.5%	64.3%	13.8%	100.0%
Total	2.6%	13.4%	2.7%	67.3%	13.9%	100.0%

Table 2: I can access adequate information to manage my career

(Male n=3717, Female n=1024)

I can access adequate information to manage my career.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.9%	11.2%	4.2%	70.8%	11.9%	100.0%
Female	1.9%	13.7%	5.0%	66.9%	12.6%	100.0%
Total	1.9%	11.7%	4.4%	69.9%	12.0%	100.0%

Table 3: Men are promoted on merit

(Male n=3715, Female n=1023)

Men are promoted on merit.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	3.6%	15.6%	7.9%	62.3%	10.5%	100.0%
Female	3.4%	17.3%	16.7%	54.8%	7.7%	100.0%
Total	3.6%	16.0%	9.8%	60.7%	9.9%	100.0%

Table 4: Women are promoted on merit

(Male n=3709, Female n=1019)

Women are promoted on merit.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	5.0%	19.0%	11.8%	55.1%	9.1%	100.0%
Female	3.8%	19.1%	17.6%	52.5%	7.0%	100.0%
Total	4.7%	19.1%	13.1%	54.5%	8.6%	100.0%

Table 5: I am comfortable working for women of superior rank

(Male n=3713, Female n=1025)

I am comfortable working for women of superior rank.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.8%	2.3%	3.2%	57.1%	36.5%	100.0%
Female	0.6%	2.0%	1.9%	60.2%	35.3%	100.0%
Total	0.8%	2.3%	2.9%	57.8%	36.3%	100.0%

Table 6: There should be more women in leadership positions in the ADF
(Male n=3700, Female n=1026)

There should be more women in leadership positions in the ADF.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	3.7%	20.1%	44.5%	25.9%	5.7%	100.0%
Female	1.0%	10.0%	26.9%	37.3%	24.8%	100.0%
Total	3.1%	17.9%	40.7%	28.4%	9.9%	100.0%

Table 7: There will be more women in leadership in the ADF in coming years
(Male n=3718, Female n=1024)

There will be more women in leadership in the ADF in coming years.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.5%	2.8%	31.5%	54.8%	10.4%	100.0%
Female	0.5%	5.2%	31.6%	46.3%	16.4%	100.0%
Total	0.5%	3.3%	31.5%	53.0%	11.7%	100.0%

Table 8: The ADF should increase the representation of women in the ADF workforce
(Male n=3700, Female n=1022)

The ADF should increase the representation of women in the ADF workforce.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	4.1%	26.1%	35.6%	30.0%	4.1%	100.0%
Female	1.4%	20.3%	25.2%	40.2%	12.9%	100.0%
Total	3.5%	24.9%	33.4%	32.2%	6.0%	100.0%

Table 9: Women have the same career advancement opportunities as men in my service
(Male n=3713, Female n=1024)

Women have the same career advancement opportunities as men in my service.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	2.3%	10.5%	7.6%	55.6%	24.0%	100.0%
Female	4.9%	21.3%	11.6%	48.2%	14.0%	100.0%
Total	2.8%	12.9%	8.5%	54.0%	21.8%	100.0%

Table 10: Women are well represented in career streams where there are good opportunities for progression

(Male n=3718, Female n=1024)

Women are well represented in career streams where there are good opportunities for progression.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.6%	7.2%	20.3%	57.6%	14.4%	100.0%
Female	2.4%	17.8%	22.5%	49.7%	7.6%	100.0%
Total	1.0%	9.4%	20.8%	55.9%	12.9%	100.0%

Table 11: Mentoring and networking opportunities are available to provide role models, information and advice for women progressing through their careers

(Male n=3711, Female n=1024)

Mentoring and networking opportunities are available to provide role models, information and advice for women progressing through their careers.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.6%	4.6%	34.3%	49.3%	11.1%	100.0%
Female	3.7%	24.7%	21.6%	42.0%	8.0%	100.0%
Total	1.3%	9.0%	31.6%	47.7%	10.4%	100.0%

Table 12: Women hit a glass ceiling at Lieutenant Colonel/Commander/Wing Commander level

(Male n=3718, Female n=1024)

Women hit a glass ceiling at Lieutenant Colonel/Commander/Wing Commander level.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	16.1%	32.1%	45.4%	5.4%	1.1%	100.0%
Female	4.1%	18.4%	51.5%	20.5%	5.6%	100.0%
Total	13.5%	29.1%	46.7%	8.6%	2.0%	100.0%

Table 13: I have sufficient access to learning and development opportunities to improve my skills

(Male n=3711, Female n=1023)

I have sufficient access to learning and development opportunities to improve my skills.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.7%	9.2%	3.2%	74.3%	11.5%	100.0%
Female	1.0%	13.8%	5.5%	65.1%	14.7%	100.0%
Total	1.6%	10.2%	3.7%	72.3%	12.2%	100.0%

Table 14: My workplace encourages a healthy balance between my work, home and family life
(Male n=3709, Female n=1023)

My workplace encourages a healthy balance between my work, home and family life.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	4.3%	14.7%	5.7%	61.6%	13.6%	100.0%
Female	4.4%	14.8%	6.1%	55.7%	19.1%	100.0%
Total	4.3%	14.7%	5.8%	60.3%	14.8%	100.0%

Table 15: I am able to maintain a balance between my personal and working life
(Male n=3704, Female n=1022)

I am able to maintain a balance between my personal and working life.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	2.7%	14.4%	4.6%	67.5%	10.7%	100.0%
Female	3.7%	15.0%	4.1%	62.9%	14.3%	100.0%
Total	2.9%	14.6%	4.5%	66.5%	11.4%	100.0%

Table 16: In my current role, I would feel comfortable in applying for part time or flexible work arrangements
(Male n=3709, Female n=1019)

In my current role, I would feel comfortable in applying for part time or flexible work arrangements.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	13.9%	27.7%	15.5%	35.0%	7.9%	100.0%
Female	8.0%	25.1%	14.7%	37.4%	14.7%	100.0%
Total	12.6%	27.1%	15.4%	35.5%	9.4%	100.0%

Table 17: If I was promoted, I would feel comfortable asking for part time or flexible work arrangements
(Male n=3710, Female n=1018)

If I was promoted, I would feel comfortable asking for part time or flexible work arrangements.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	13.5%	28.2%	20.7%	31.5%	6.1%	100.0%
Female	7.8%	28.4%	19.8%	34.5%	9.5%	100.0%
Total	12.3%	28.3%	20.5%	32.1%	6.8%	100.0%

Table 18: Some career streams are better able to allow flexible work practices than others
(Male n=3712, Female n=1020)

Some career streams are better able to allow flexible work practices than others.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.8%	2.0%	13.0%	57.4%	26.8%	100.0%
Female	0.6%	2.7%	14.4%	55.6%	26.7%	100.0%
Total	0.8%	2.2%	13.3%	57.0%	26.8%	100.0%

Table 19: Family responsibilities affect my ability to go on deployment
(Male n=3133, Female n=767)

Family responsibilities affect my ability to go on deployment.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	9.9%	48.0%	3.6%	28.2%	10.4%	100.0%
Female	7.6%	33.4%	3.1%	28.4%	27.5%	100.0%
Total	9.4%	45.1%	3.5%	28.2%	13.7%	100.0%

Table 20: Deployment is necessary for my career progression
(Male n=3667, Female n=1013)

Deployment is necessary for my career progression.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	4.8%	37.0%	9.4%	34.0%	14.8%	100.0%
Female	5.5%	33.6%	11.0%	33.6%	16.4%	100.0%
Total	4.9%	36.3%	9.8%	33.9%	15.1%	100.0%

Table 21: My career is impacted by family/caring responsibilities
(Male n=3051, Female n=764)

My career is impacted by family/caring responsibilities.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	7.0%	50.1%	7.1%	28.8%	6.9%	100.0%
Female	4.8%	33.2%	4.8%	35.1%	22.0%	100.0%
Total	6.6%	46.7%	6.7%	30.1%	9.9%	100.0%

Table 22: ADF members have adequate access to child care
(Male n=3661, Female n=1011)

ADF members have adequate access to child care.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	8.2%	17.4%	46.9%	23.9%	3.6%	100.0%
Female	10.1%	21.3%	45.7%	19.0%	4.0%	100.0%
Total	8.6%	18.3%	46.6%	22.9%	3.7%	100.0%

Table 23: Better access to child care would improve my ability to access opportunities for career progression
(Male n=2442, Female n=607)

Better access to child care would improve my ability to access opportunities for career progression.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	6.7%	28.5%	33.9%	21.9%	9.0%	100.0%
Female	6.6%	23.9%	31.3%	24.5%	13.7%	100.0%
Total	6.7%	27.6%	33.4%	22.4%	9.9%	100.0%

Table 24: If I accessed flexible working arrangements (such as working part time) my career progression would be negatively impacted
(Male n=3656, Female n=1013)

If I accessed flexible working arrangements (such as working part time) my career progression would be negatively impacted.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	2.9%	17.3%	34.7%	33.5%	11.7%	100.0%
Female	3.3%	14.5%	33.1%	36.7%	12.4%	100.0%
Total	3.0%	16.7%	34.4%	34.2%	11.8%	100.0%

Table 25: The ADF considers my family circumstances when considering postings/deployment
(Male n=3183, Female n=797)

The ADF considers my family circumstances when considering postings/deployment.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	11.2%	26.6%	16.7%	41.2%	4.4%	100.0%
Female	10.3%	22.2%	18.8%	43.4%	5.3%	100.0%
Total	11.0%	25.7%	17.1%	41.7%	4.6%	100.0%

Table 26: The ADF should be more flexible towards the different life courses of men and women e.g. women taking time out to have children, caring responsibilities
(Male n=3662, Female n=1013)

The ADF should be more flexible towards the different life courses of men and women e.g. women taking time out to have children, caring responsibilities.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	6.3%	25.1%	20.0%	40.5%	8.1%	100.0%
Female	2.7%	16.0%	19.9%	42.8%	18.6%	100.0%
Total	5.5%	23.1%	20.0%	41.0%	10.4%	100.0%

Table 27: A woman's 'reputation' regarding her sexual behaviour can inhibit her military career
(Male n=3657, Female n=1012)

A woman's 'reputation' regarding her sexual behaviour can inhibit her military career.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	7.6%	32.6%	25.1%	28.4%	6.3%	100.0%
Female	1.1%	13.8%	17.4%	40.7%	27.0%	100.0%
Total	6.2%	28.5%	23.4%	31.0%	10.8%	100.0%

Table 28: A man's 'reputation' regarding his sexual behaviour can inhibit his military career
(Male n=3663, Female n=1015)

A man's 'reputation' regarding his sexual behaviour can inhibit his military career.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	8.7%	42.6%	23.2%	22.4%	3.0%	100.0%
Female	16.2%	53.1%	17.6%	10.8%	2.3%	100.0%
Total	10.3%	44.9%	22.0%	19.9%	2.9%	100.0%

Table 29: Women are more likely to experience sexual harassment or discrimination in the ADF than men
(Male n=3650, Female n=1012)

Women are more likely to experience sexual harassment or discrimination in the ADF than men.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	8.7%	27.6%	19.9%	38.4%	5.4%	100.0%
Female	2.9%	18.7%	14.0%	44.8%	19.7%	100.0%
Total	7.4%	25.7%	18.6%	39.8%	8.5%	100.0%

Table 30: Women are more likely to experience sexual abuse in the ADF than men
(Male n=3658, Female n=1014)

Women are more likely to experience sexual abuse in the ADF than men.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	6.8%	22.9%	31.1%	35.0%	4.2%	100.0%
Female	2.7%	16.7%	26.6%	40.5%	13.5%	100.0%
Total	5.9%	21.5%	30.1%	36.2%	6.2%	100.0%

Table 31: Experiencing sexual harassment or sex discrimination in the ADF would have a negative impact on career progress
(Male n=3649, Female n=1008)

Experiencing sexual harassment or sex discrimination in the ADF would have a negative impact on career progress.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	6.4%	23.2%	29.8%	33.2%	7.5%	100.0%
Female	3.2%	12.7%	24.7%	43.0%	16.5%	100.0%
Total	5.7%	20.9%	28.7%	35.3%	9.4%	100.0%

Table 32: Experiencing sexual abuse in the ADF would have a negative impact on career progress
(Male n=3652, Female n=1016)

Experiencing sexual abuse in the ADF would have a negative impact on career progress.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	6.5%	22.7%	30.1%	32.2%	8.5%	100.0%
Female	3.4%	12.7%	26.2%	39.5%	18.2%	100.0%
Total	5.8%	20.5%	29.2%	33.8%	10.6%	100.0%

Table 33: If I report an incident of unacceptable behaviour I believe appropriate action will be taken
(Male n=3657, Female n=1016)

If I report an incident of unacceptable behaviour I believe appropriate action will be taken.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	3.1%	6.5%	7.5%	54.9%	28.1%	100.0%
Female	5.6%	14.0%	14.2%	49.1%	17.1%	100.0%
Total	3.6%	8.1%	9.0%	53.6%	25.7%	100.0%

Table 34: Reporting sexual harassment, sex discrimination or sexual abuse would have a negative impact on my career

(Male n=3663, Female n=1017)

Reporting sexual harassment, sex discrimination or sexual abuse would have a negative impact on my career.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	22.4%	45.9%	19.9%	8.8%	3.0%	100.0%
Female	9.3%	29.4%	27.4%	25.5%	8.4%	100.0%
Total	19.6%	42.3%	21.6%	12.4%	4.2%	100.0%

Table 35: The ADF is a family friendly employer

(Male n=3629, Female n=1007)

The ADF is a family friendly employer.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	4.5%	22.5%	9.2%	57.4%	6.5%	100.0%
Female	3.8%	22.3%	12.2%	55.1%	6.6%	100.0%
Total	4.3%	22.5%	9.8%	56.9%	6.5%	100.0%

Table 36: The ADF supports the use of a range of flexible work practices

(Male n=3622, Female n=1004)

The ADF supports the use of a range of flexible work practices.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	3.6%	19.9%	21.0%	51.2%	4.3%	100.0%
Female	2.7%	18.4%	19.3%	53.5%	6.1%	100.0%
Total	3.4%	19.6%	20.6%	51.7%	4.7%	100.0%

Table 37: The ADF supports women through the different stages of their lives e.g. as mothers, carers

(Male n=3627, Female n=1007)

The ADF supports women through the different stages of their lives e.g. as mothers, carers.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.8%	6.6%	25.5%	55.5%	11.7%	100.0%
Female	3.8%	23.9%	21.2%	45.2%	6.0%	100.0%
Total	1.4%	10.3%	24.6%	53.2%	10.4%	100.0%

Table 38: The ADF supports the recruitment and retention of women
(Male n=3628, Female n=1006)

The ADF supports the recruitment and retention of women.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.5%	2.9%	15.2%	63.1%	18.3%	100.0%
Female	3.0%	15.8%	17.0%	54.6%	9.6%	100.0%
Total	1.0%	5.7%	15.6%	61.2%	16.4%	100.0%

Table 39: The ADF is committed to improving the representation of women in senior ranks
(Male n=3624, Female n=1005)

The ADF is committed to improving the representation of women in senior ranks.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.5%	1.6%	35.0%	48.3%	14.6%	100.0%
Female	2.9%	11.5%	36.1%	41.9%	7.6%	100.0%
Total	1.0%	3.8%	35.2%	46.9%	13.0%	100.0%

Table 40: My CO/manager is a family friendly employer
(Male n=3617, Female n=1002)

My CO/manager is a family friendly employer.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.5%	4.8%	16.3%	57.8%	19.5%	100.0%
Female	1.7%	5.1%	18.0%	54.1%	21.2%	100.0%
Total	1.5%	4.9%	16.7%	57.0%	19.9%	100.0%

Table 41: My CO/manager supports the use of a range of flexible work practices
(Male n=3608, Female n=1003)

My CO/manager supports the use of a range of flexible work practices.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	2.3%	8.4%	28.0%	48.6%	12.7%	100.0%
Female	2.1%	7.1%	30.0%	45.5%	15.4%	100.0%
Total	2.3%	8.1%	28.4%	47.9%	13.3%	100.0%

Table 42: My CO/manager supports women through the different stages of their lives e.g. as mothers, carers

(Male n=3614, Female n=1003)

My CO/manager supports women through the different stages of their lives e.g. as mothers, carers.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.5%	1.4%	36.4%	46.1%	15.5%	100.0%
Female	1.3%	5.0%	35.1%	43.7%	15.0%	100.0%
Total	0.7%	2.2%	36.1%	45.6%	15.4%	100.0%

Table 43: My CO/manager supports the recruitment and retention of women

(Male n=3605, Female n=997)

My CO/manager supports the recruitment and retention of women.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.4%	1.1%	32.1%	49.2%	17.2%	100.0%
Female	1.1%	3.2%	34.2%	45.9%	15.5%	100.0%
Total	0.6%	1.5%	32.6%	48.5%	16.8%	100.0%

Table 44: My CO/manager is committed to improving the representation of women in senior ranks

(Male n=3603, Female n=1001)

My CO/manager is committed to improving the representation of women in senior ranks.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.5%	1.4%	51.9%	33.7%	12.4%	100.0%
Female	1.3%	4.4%	47.6%	35.4%	11.4%	100.0%
Total	0.7%	2.1%	51.0%	34.1%	12.2%	100.0%

Paper Survey

Table 45: My career development has generally been good
(Male n=278, Female n=231)

My career development has generally been good.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	6.5%	29.1%	4.3%	46.4%	13.7%	100.0%
Female	9.5%	28.6%	3.9%	42.9%	15.2%	100.0%
Total	7.9%	28.9%	4.1%	44.8%	14.3%	100.0%

Table 46: I can access adequate information to manage my career
(Male n=279, Female n=231)

I can access adequate information to manage my career.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.4%	7.9%	3.9%	69.9%	16.8%	100.0%
Female	0.9%	7.8%	4.3%	64.5%	22.5%	100.0%
Total	1.2%	7.8%	4.1%	67.5%	19.4%	100.0%

Table 47: Men are promoted on merit
(Male n=278, Female n=231)

Men are promoted on merit.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.1%	11.2%	12.9%	62.2%	12.6%	100.0%
Female	0.9%	13.9%	16.9%	55.8%	12.6%	100.0%
Total	1.0%	12.4%	14.7%	59.3%	12.6%	100.0%

Table 48: Women are promoted on merit
(Male n=274, Female n=229)

Women are promoted on merit.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.5%	12.0%	16.1%	58.8%	11.7%	100.0%
Female	0.9%	14.0%	18.8%	54.1%	12.2%	100.0%
Total	1.2%	12.9%	17.3%	56.7%	11.9%	100.0%

Table 49: I am comfortable working for women of superior rank
(Male n=277, Female n=229)

I am comfortable working for women of superior rank.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.1%	1.1%	4.0%	63.5%	30.3%	100.0%
Female		1.3%	0.9%	54.6%	43.2%	100.0%
Total	0.6%	1.2%	2.6%	59.5%	36.2%	100.0%

Table 50: There should be more women in leadership positions in the ADF
(Male n=277, Female n=227)

There should be more women in leadership positions in the ADF.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.7%	14.1%	48.4%	27.4%	9.4%	100.0%
Female		7.0%	28.6%	41.0%	23.3%	100.0%
Total	0.4%	10.9%	39.5%	33.5%	15.7%	100.0%

Table 51: There will be more women in leadership in the ADF in coming years
(Male n=278, Female n=228)

There will be more women in leadership in the ADF in coming years.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male		2.5%	30.2%	56.8%	10.4%	100.0%
Female		3.1%	32.0%	52.2%	12.7%	100.0%
Total		2.8%	31.0%	54.7%	11.5%	100.0%

Table 52: The ADF should increase the representation of women in the ADF workforce
(Male n=273, Female n=226)

The ADF should increase the representation of women in the ADF workforce.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.5%	19.0%	41.8%	32.6%	5.1%	100.0%
Female	0.4%	16.8%	27.9%	41.2%	13.7%	100.0%
Total	1.0%	18.0%	35.5%	36.5%	9.0%	100.0%

Table 53: Women have the same career advancement opportunities as men in my service.
(Male n=277, Female n=230)

Women have the same career advancement opportunities as men in my service.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.8%	8.7%	8.7%	58.1%	22.7%	100.0%
Female	1.3%	13.5%	11.3%	54.3%	19.6%	100.0%
Total	1.6%	10.8%	9.9%	56.4%	21.3%	100.0%

Table 54: Women are well represented in career streams where there are good opportunities for progression
(Male n=279, Female n=229)

Women are well represented in career streams where there are good opportunities for progression.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male		7.2%	19.0%	58.1%	15.8%	100.0%
Female	0.9%	11.4%	21.0%	54.6%	12.2%	100.0%
Total	0.4%	9.1%	19.9%	56.5%	14.2%	100.0%

Table 55: Mentoring and networking opportunities are available to provide role models, information and advice for women progressing through their careers
(Male n=278, Female n=229)

Mentoring and networking opportunities are available to provide role models, information and advice for women progressing through their careers.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male		5.0%	34.5%	49.6%	10.8%	100.0%
Female	2.2%	17.5%	21.0%	50.2%	9.2%	100.0%
Total	1.0%	10.7%	28.4%	49.9%	10.1%	100.0%

Table 56: Women hit a glass ceiling at Lieutenant Colonel/Commander/Wing Commander level
(Male n=277, Female n=230)

Women hit a glass ceiling at Lieutenant Colonel/Commander/Wing Commander level.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	9.7%	29.2%	57.0%	3.6%	0.4%	100.0%
Female	3.5%	19.6%	54.8%	17.8%	4.3%	100.0%
Total	6.9%	24.9%	56.0%	10.1%	2.2%	100.0%

Table 57: I have sufficient access to learning and development opportunities to improve my skills
(Male n=278, Female n=231)

I have sufficient access to learning and development opportunities to improve my skills.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.7%	6.1%	5.4%	69.1%	18.7%	100.0%
Female	0.4%	6.9%	3.5%	73.6%	15.6%	100.0%
Total	0.6%	6.5%	4.5%	71.1%	17.3%	100.0%

Table 58: My workplace encourages a healthy balance between my work, home and family life
(Male n=278, Female n=231)

My workplace encourages a healthy balance between my work, home and family life.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	2.9%	20.5%	9.4%	55.4%	11.9%	100.0%
Female	3.0%	15.2%	4.8%	58.0%	19.0%	100.0%
Total	2.9%	18.1%	7.3%	56.6%	15.1%	100.0%

Table 59: I am able to maintain a balance between my personal and working life
(Male n=277, Female n=231)

I am able to maintain a balance between my personal and working life.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.4%	20.2%	7.9%	61.0%	9.4%	100.0%
Female	2.2%	15.6%	5.6%	60.6%	16.0%	100.0%
Total	1.8%	18.1%	6.9%	60.8%	12.4%	100.0%

Table 60: In my current role, I would feel comfortable in applying for part time or flexible work arrangements
(Male n=274, Female n=229)

In my current role, I would feel comfortable in applying for part time or flexible work arrangements.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	17.5%	32.8%	15.7%	26.3%	7.7%	100.0%
Female	7.0%	31.4%	16.2%	32.8%	12.7%	100.0%
Total	12.7%	32.2%	15.9%	29.2%	9.9%	100.0%

Table 61: If I was promoted, I would feel comfortable asking for part time or flexible work arrangements
(Male n=277, Female n=230)

If I was promoted, I would feel comfortable asking for part time or flexible work arrangements.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	15.5%	31.0%	24.9%	20.9%	7.6%	100.0%
Female	4.3%	29.6%	27.8%	29.6%	8.7%	100.0%
Total	10.5%	30.4%	26.2%	24.9%	8.1%	100.0%

Table 62: Some career streams are better able to allow flexible work practices than others
(Male n=279, Female n=231)

Some career streams are better able to allow flexible work practices than others.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.4%	2.2%	15.8%	54.5%	26.2%	100.0%
Female	0.4%	3.5%	20.3%	47.2%	28.6%	100.0%
Total	1.0%	2.7%	17.8%	51.2%	27.3%	100.0%

Table 63: Family responsibilities affect my ability to go on deployment
(Male n=279, Female n=223)

Family responsibilities affect my ability to go on deployment.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	12.2%	48.4%	13.6%	20.4%	5.4%	100.0%
Female	12.1%	38.6%	11.2%	22.4%	15.7%	100.0%
Total	12.2%	44.0%	12.5%	21.3%	10.0%	100.0%

Table 64: Deployment is necessary for my career progression
(Male n=277, Female n=227)

Deployment is necessary for my career progression.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	3.6%	33.6%	11.2%	36.8%	14.8%	100.0%
Female	5.3%	31.7%	11.9%	37.9%	13.2%	100.0%
Total	4.4%	32.7%	11.5%	37.3%	14.1%	100.0%

Table 65: My career is impacted by family/caring responsibilities
(Male n=279, Female n=222)

My career is impacted by family/caring responsibilities.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	11.1%	47.0%	14.0%	24.4%	3.6%	100.0%
Female	9.0%	43.7%	14.0%	23.0%	10.4%	100.0%
Total	10.2%	45.5%	14.0%	23.8%	6.6%	100.0%

Table 66: ADF members have adequate access to child care
(Male n=278, Female n=229)

ADF members have adequate access to child care.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	11.9%	17.6%	43.9%	21.6%	5.0%	100.0%
Female	6.6%	16.6%	53.3%	17.5%	6.1%	100.0%
Total	9.5%	17.2%	48.1%	19.7%	5.5%	100.0%

Table 67: Better access to child care would improve my ability to access opportunities for career progression
(Male n=272, Female n=217)

Better access to child care would improve my ability to access opportunities for career progression.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	5.1%	18.4%	48.9%	18.4%	9.2%	100.0%
Female	4.1%	14.3%	59.0%	13.8%	8.8%	100.0%
Total	4.7%	16.6%	53.4%	16.4%	9.0%	100.0%

Table 68: If I accessed flexible working arrangements (such as working part time) my career progression would be negatively impacted
(Male n=278, Female n=229)

If I accessed flexible working arrangements (such as working part time) my career progression would be negatively impacted.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	4.3%	15.5%	41.0%	28.8%	10.4%	100.0%
Female	1.7%	16.6%	39.7%	33.2%	8.7%	100.0%
Total	3.2%	16.0%	40.4%	30.8%	9.7%	100.0%

Table 69: The ADF considers my family circumstances when considering postings/deployment
(Male n=276, Female n=225)

The ADF considers my family circumstances when considering postings/deployment.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	10.1%	25.7%	23.6%	36.6%	4.0%	100.0%
Female	6.7%	21.8%	22.2%	41.3%	8.0%	100.0%
Total	8.6%	24.0%	23.0%	38.7%	5.8%	100.0%

Table 70: The ADF should be more flexible towards the different life courses of men and women e.g. women taking time out to have children, caring responsibilities
(Male n=279, Female n=228)

The ADF should be more flexible towards the different life courses of men and women e.g. women taking time out to have children, caring responsibilities.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	5.4%	17.2%	24.0%	42.7%	10.8%	100.0%
Female	2.2%	15.8%	21.1%	45.6%	15.4%	100.0%
Total	3.9%	16.6%	22.7%	44.0%	12.8%	100.0%

Table 71: A woman's 'reputation' regarding her sexual behaviour can inhibit her military career
(Male n=277, Female n=229)

A woman's 'reputation' regarding her sexual behaviour can inhibit her military career.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	3.2%	34.7%	30.7%	26.7%	4.7%	100.0%
Female	1.3%	18.3%	18.3%	36.7%	25.3%	100.0%
Total	2.4%	27.3%	25.1%	31.2%	14.0%	100.0%

Table 72: A man's 'reputation' regarding his sexual behaviour can inhibit his military career
(Male n=278, Female n=230)

A man's 'reputation' regarding his sexual behaviour can inhibit his military career.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	4.3%	41.4%	30.2%	19.8%	4.3%	100.0%
Female	11.3%	46.5%	23.0%	17.4%	1.7%	100.0%
Total	7.5%	43.7%	27.0%	18.7%	3.1%	100.0%

Table 73: Women are more likely to experience sexual harassment or discrimination in the ADF than men
(Male n=278, Female n=231)

Women are more likely to experience sexual harassment or discrimination in the ADF than men.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	6.1%	29.9%	25.5%	33.1%	5.4%	100.0%
Female	3.0%	18.2%	24.7%	39.4%	14.7%	100.0%
Total	4.7%	24.6%	25.1%	36.0%	9.6%	100.0%

Table 74: Women are more likely to experience sexual abuse in the ADF than men
(Male n=279, Female n=229)

Women are more likely to experience sexual abuse in the ADF than men.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	3.6%	25.1%	32.3%	34.1%	5.0%	100.0%
Female	3.1%	18.8%	26.6%	42.8%	8.7%	100.0%
Total	3.3%	22.2%	29.7%	38.0%	6.7%	100.0%

Table 75: Experiencing sexual harassment or sex discrimination in the ADF would have a negative impact on career progress
(Male n=278, Female n=229)

Experiencing sexual harassment or sex discrimination in the ADF would have a negative impact on career progress.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	3.2%	18.0%	36.3%	37.8%	4.7%	100.0%
Female	1.7%	17.0%	30.1%	38.4%	12.7%	100.0%
Total	2.6%	17.6%	33.5%	38.1%	8.3%	100.0%

Table 76: Experiencing sexual abuse in the ADF would have a negative impact on career progress
(Male n=276, Female n=228)

Experiencing sexual abuse in the ADF would have a negative impact on career progress.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	4.0%	17.8%	38.8%	34.4%	5.1%	100.0%
Female	1.8%	18.0%	32.0%	33.3%	14.9%	100.0%
Total	3.0%	17.9%	35.7%	33.9%	9.5%	100.0%

Table 77: If I report an incident of unacceptable behaviour I believe appropriate action will be taken
(Male n=278, Female n=231)

If I report an incident of unacceptable behaviour I believe appropriate action will be taken.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	2.2%	3.2%	10.8%	56.5%	27.3%	100.0%
Female	3.5%	9.5%	15.6%	53.2%	18.2%	100.0%
Total	2.8%	6.1%	13.0%	55.0%	23.2%	100.0%

Table 78: Reporting sexual harassment, sex discrimination or sexual abuse would have a negative impact on my career
(Male n=277, Female n=231)

Reporting sexual harassment, sex discrimination or sexual abuse would have a negative impact on my career.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	17.3%	50.2%	22.0%	7.6%	2.9%	100.0%
Female	8.7%	37.2%	32.5%	18.2%	3.5%	100.0%
Total	13.4%	44.3%	26.8%	12.4%	3.1%	100.0%

Table 79: The ADF is a family friendly employer
(Male n=273, Female n=229)

The ADF is a family friendly employer.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	4.4%	26.0%	15.4%	44.7%	9.5%	100.0%
Female	0.4%	22.3%	13.1%	57.2%	7.0%	100.0%
Total	2.6%	24.3%	14.3%	50.4%	8.4%	100.0%

Table 80: The ADF supports the use of a range of flexible work practices
(Male n=273, Female n=229)

The ADF supports the use of a range of flexible work practices.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	5.1%	22.7%	20.1%	45.8%	6.2%	100.0%
Female	1.3%	14.8%	21.0%	55.5%	7.4%	100.0%
Total	3.4%	19.1%	20.5%	50.2%	6.8%	100.0%

Table 81: The ADF supports women through the different stages of their lives e.g. as mothers, carers
(Male n=272, Female n=229)

The ADF supports women through the different stages of their lives e.g. as mothers, carers.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.8%	7.0%	26.5%	55.1%	9.6%	100.0%
Female	2.2%	12.7%	18.3%	58.1%	8.7%	100.0%
Total	2.0%	9.6%	22.8%	56.5%	9.2%	100.0%

Table 82: The ADF supports the recruitment and retention of women
(Male n=273, Female n=229)

The ADF supports the recruitment and retention of women.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male		4.0%	16.5%	65.6%	13.9%	100.0%
Female	2.2%	10.9%	17.0%	57.6%	12.2%	100.0%
Total	1.0%	7.2%	16.7%	62.0%	13.1%	100.0%

Table 83: The ADF is committed to improving the representation of women in senior ranks
(Male n=272, Female n=228)

The ADF is committed to improving the representation of women in senior ranks.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.4%	3.3%	33.5%	50.7%	12.1%	100.0%
Female	0.9%	7.0%	32.0%	50.9%	9.2%	100.0%
Total	0.6%	5.0%	32.8%	50.8%	10.8%	100.0%

Table 84: My CO/manager is a family friendly employer
(Male n=271, Female n=228)

My CO/manager is a family friendly employer.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.8%	3.7%	21.4%	54.6%	18.5%	100.0%
Female	0.9%	5.3%	15.8%	50.9%	27.2%	100.0%
Total	1.4%	4.4%	18.8%	52.9%	22.4%	100.0%

Table 85: My CO/manager supports the use of a range of flexible work practices
(Male n=272, Female n=228)

My CO/manager supports the use of a range of flexible work practices.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	1.5%	9.6%	34.9%	42.3%	11.8%	100.0%
Female	1.8%	8.8%	25.4%	42.1%	21.9%	100.0%
Total	1.6%	9.2%	30.6%	42.2%	16.4%	100.0%

Table 86: My CO/manager supports women through the different stages of their lives e.g. as mothers, carers
(Male n=272, Female n=227)

My CO/manager supports women through the different stages of their lives e.g. as mothers, carers.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.4%	2.9%	34.9%	49.6%	12.1%	100.0%
Female	0.9%	4.8%	24.7%	46.3%	23.3%	100.0%
Total	0.6%	3.8%	30.3%	48.1%	17.2%	100.0%

Table 87: My CO/manager supports the recruitment and retention of women
(Male n=272, Female n=228)

My CO/manager supports the recruitment and retention of women.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.4%	1.8%	30.1%	52.9%	14.7%	100.0%
Female	1.3%	3.1%	24.6%	47.8%	23.2%	100.0%
Total	0.8%	2.4%	27.6%	50.6%	18.6%	100.0%

Table 88: My CO/manager is committed to improving the representation of women in senior ranks
(Male n=272, Female n=228)

My CO/manager is committed to improving the representation of women in senior ranks.						
	Strongly disagree	Disagree	Don't know	Agree	Strongly agree	Total
Male	0.7%	1.1%	44.1%	40.1%	14.0%	100.0%
Female	0.9%	2.6%	39.0%	36.8%	20.6%	100.0%
Total	0.8%	1.8%	41.8%	38.6%	17.0%	100.0%