Working Report - Australian Computer Society Women's Board Survey 2012

Report Date: 11/02/2013

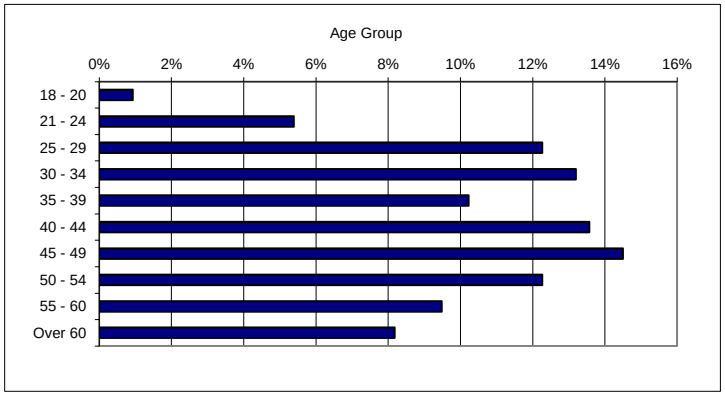
Participants: **538**

Results

1. DEMOGRAPHIC PROFILE OF ALL PARTICIPANTS

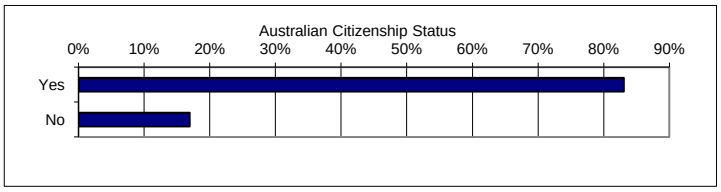
1. What is your age group?

18 - 20	5	*1%*	
21 - 24	29	*5%*	
25 - 29	66	*12%*	19%
30 - 34	71	*13%*	
35 - 39	55	*10%*	23%
40 - 44	73	*14%*	
45 - 49	78	*14%*	28%
50 - 54	66	*12%*	
55 - 60	51	*9%*	
Over 60	44	*8%*	30%
	538	*100%*	



2. Are you an Australian citizen?

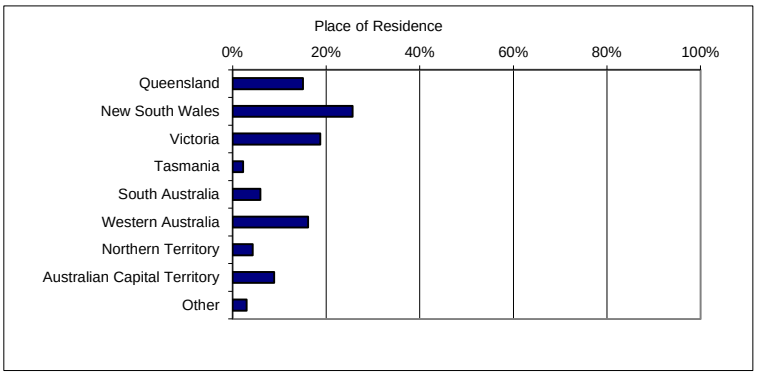
Yes	447	*83%*
No	91	*17%*
	538	*100%*



3. Where do you live?

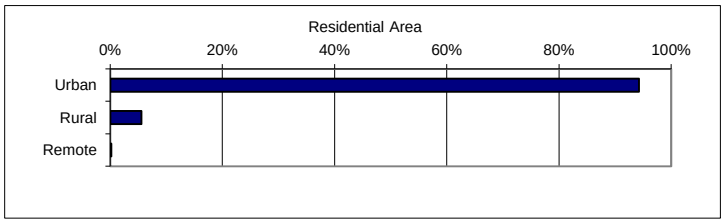
Queensland	81	*15%*
New South Wales	138	*26%*
Victoria	101	*19%*
Tasmania	12	*2%*
South Australia	32	*6%*
Western Australia	87	*16%*
Northern Territory	23	*4%*
Australian Capital Territory	48	*9%*
* Other	16	*3%*
	538	*100%*

** See confidential supplementary comments report*



4. How would your residential area be classified?

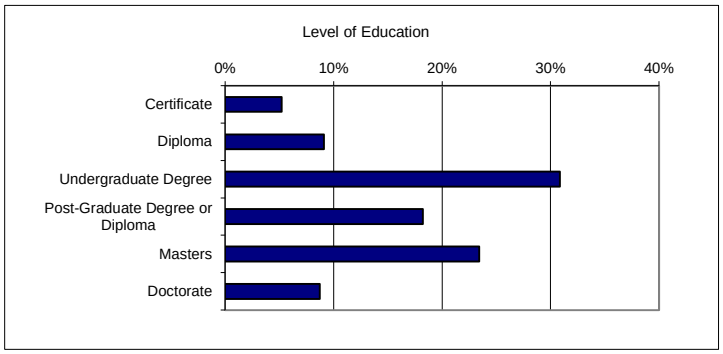
Urban	507	*94%*
Rural	30	*6%*
Remote	1	*0%*
	538	*100%*



5. What is the Australian equivalent highest level of education you have completed?

Secondary School Education	24	*4%*	
Certificate	28	*5%*	
Diploma	49	*9%*	19%
Undergraduate Degree	166	*31%*	31%
Post-Graduate Degree or Diploma	98	*18%*	
Masters	126	*23%*	
Doctorate	47	*9%*	50%
	538	*100%*	

** See confidential supplementary comments report for list of educational fields*



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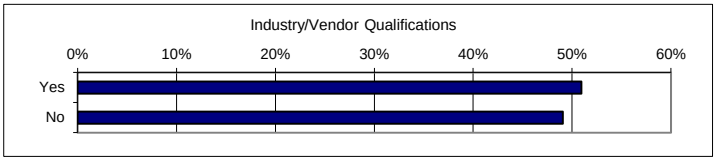
6. Do you have any industry/vendor qualifications?

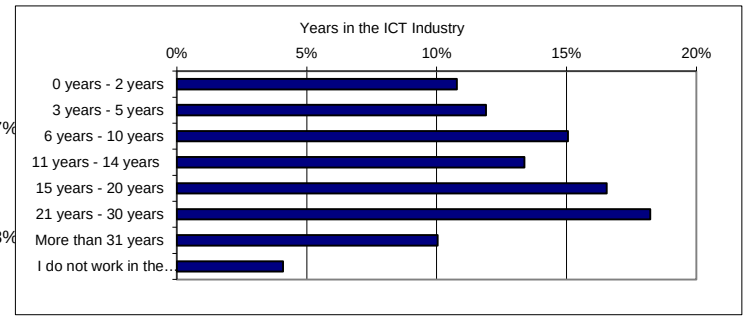
* Yes	274	*51%*	
No	264	*49%*	
	538	*100%*	

** See confidential supplementary comments report - List of industry or vendor qualifications.*



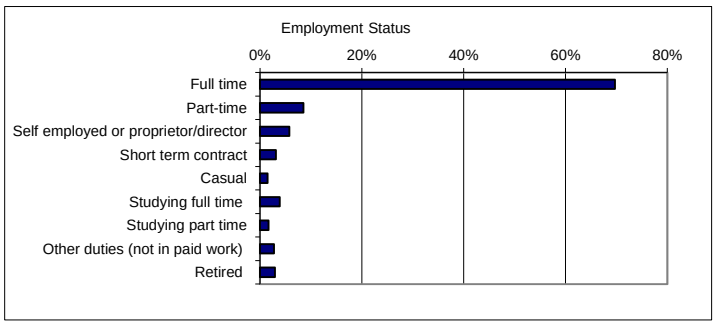
7. How many years have you been in the ICT industry?

0 years - 2 years	58	*11%*	
3 years - 5 years	64	*12%*	
6 years - 10 years	81	*15%*	27%
11 years - 14 years	72	*13%*	
15 years - 20 years	89	*17%*	
21 years - 30 years	98	*18%*	
More than 31 years	54	*10%*	58%
I do not work in the ICT industry	22	*4%*	
	538	*100%*	



8. What is your current employment status?

Full time	375	*70%*	70%
Part-time	46	*9%*	
Self employed or proprietor/director	31	*6%*	
Short term contract	17	*3%*	
Casual	8	*1%*	19%
Studying full time	21	*4%*	
Studying part time	9	*2%*	
Other duties (not in paid work)	15	*3%*	
Retired	16	*3%*	11%
	538	*100%*	



Primarily employed	**477**	*89%*	upon selection branched to questions about current employment
Studying	**30**	*6%*	upon selection branched to Influences and Challenges
Not in paid work	**15**	*3%*	upon selection branched to Influences and Challenges
Retired	**16**	*3%*	upon selection branched to Taking Career Breaks
** See confidential supplementary comments report*	538	100%	

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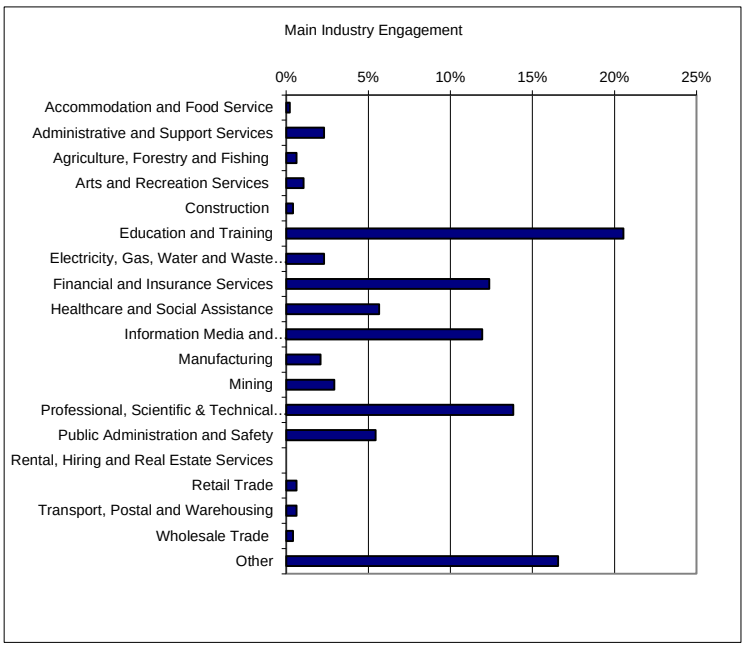
Participants: **538**

2. CURRENT EMPLOYMENT PROFILE - PARTICIPANTS WHO ARE PRIMARILY EMPLOYED: 477

1. In which industry sector are you mainly engaged?

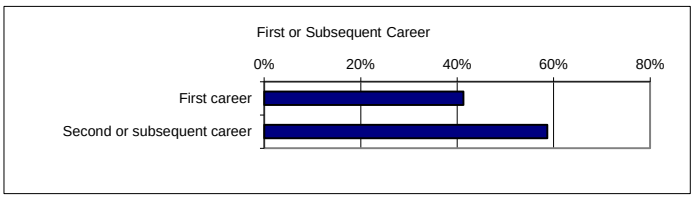
Accommodation and Food Service	1	*0%*
Administrative and Support Services	11	*2%*
Agriculture, Forestry and Fishing	3	*1%*
Arts and Recreation Services	5	*1%*
Construction	2	*0%*
Education and Training	98	*21%*
Electricity, Gas, Water and Waste Services	11	*2%*
Financial and Insurance Services	59	*12%*
Healthcare and Social Assistance	27	*6%*
Information Media and Telecommunication	57	*12%*
Manufacturing	10	*2%*
Mining	14	*3%*
Professional, Scientific & Technical Services	66	*14%*
Public Administration and Safety	26	*5%*
Rental, Hiring and Real Estate Services	0	*0%*
Retail Trade	3	*1%*
Transport, Postal and Warehousing	3	*1%*
Wholesale Trade	2	*0%*
* Other	79	*17%*
	477	*100%*

** See confidential supplementary comments report*



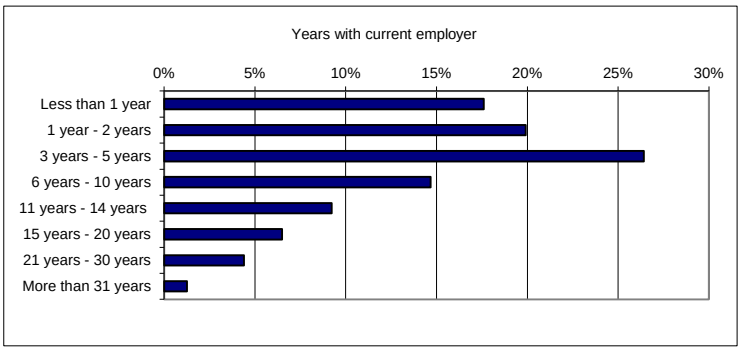
2. Is this your first or is it a subsequent career?

First career	197	*41%*
Second or subsequent career	280	*59%*
	477	*100%*



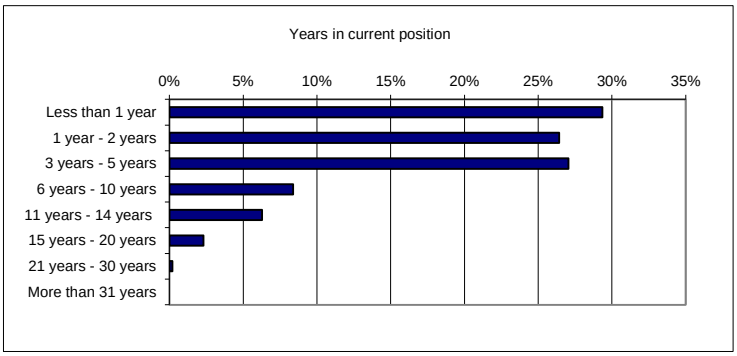
3. How long have you been with your current employer?

Less than 1 year	84	*18%*
1 year - 2 years	95	*20%*
3 years - 5 years	126	*26%*
6 years - 10 years	70	*15%*
11 years - 14 years	44	*9%*
15 years - 20 years	31	*6%*
21 years - 30 years	21	*4%*
More than 31 years	6	*1%*
	477	*100%*



4. How many years have you been in your current position?

Less than 1 year	140	*29%*
1 year - 2 years	126	*26%*
3 years - 5 years	129	*27%*
6 years - 10 years	40	*8%*
11 years - 14 years	30	*6%*
15 years - 20 years	11	*2%*
21 years - 30 years	1	*0%*
More than 31 years	0	*0%*
	477	*100%*



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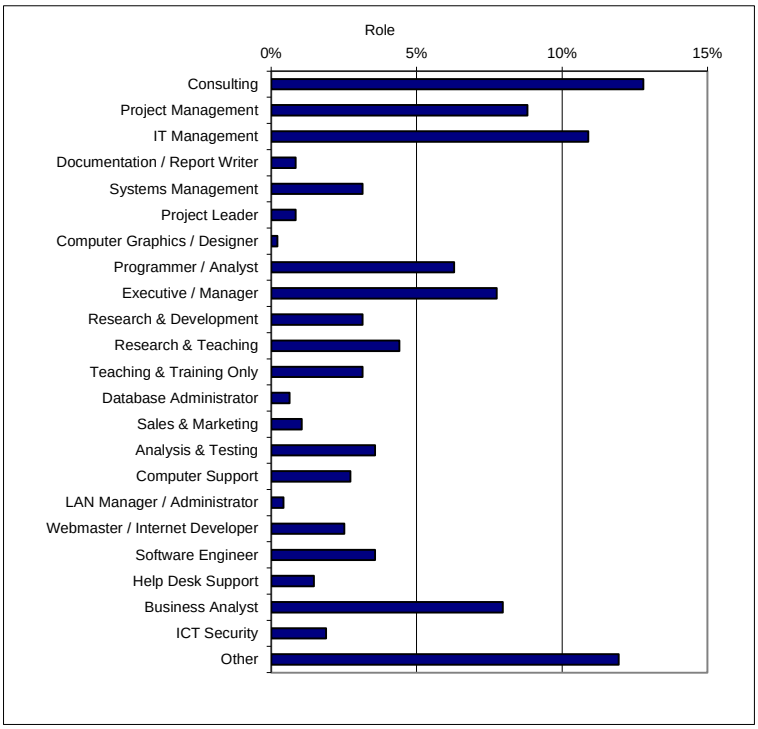
5. Which of the following best describes your role?

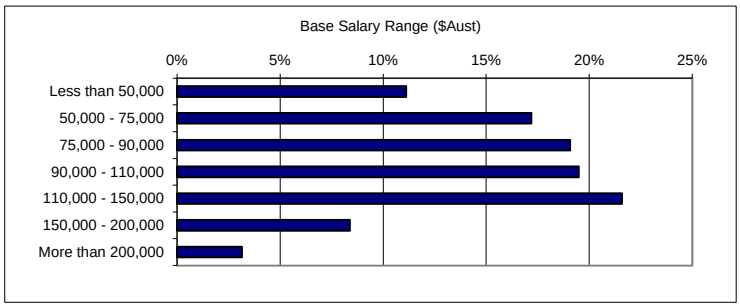
Consulting	61	*13%*
Project Management	42	*9%*
IT Management	52	*11%*
Documentation / Report Writer	4	*1%*
Systems Management	15	*3%*
Project Leader	4	*1%*
Computer Graphics / Designer	1	*0%*
Programmer / Analyst	30	*6%*
Executive / Manager	37	*8%*
Research & Development	15	*3%*
Research & Teaching	21	*4%*
Teaching & Training Only	15	*3%*
Database Administrator	3	*1%*
Sales & Marketing	5	*1%*
Analysis & Testing	17	*4%*
Computer Support	13	*3%*
LAN Manager / Administrator	2	*0%*
Webmaster / Internet Developer	12	*3%*
Software Engineer	17	*4%*
Help Desk Support	7	*1%*
Business Analyst	38	*8%*
ICT Security	9	*2%*
* Other	57	*12%*
	477	*100%*

** See confidential supplementary comments report*



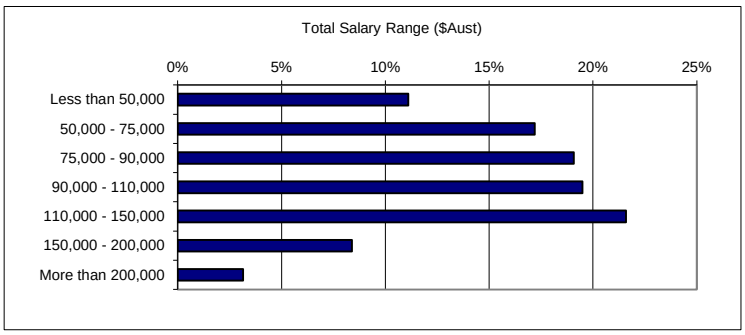
6. Please indicate your BASE salary range ($Aust)

Less than 50,000	53	*11%*
50,000 - 75,000	82	*17%*
75,000 - 90,000	91	*19%*
90,000 - 110,000	93	*19%*
110,000 - 150,000	103	*22%*
150,000 - 200,000	40	*8%*
More than 200,000	15	*3%*
	477	*100%*



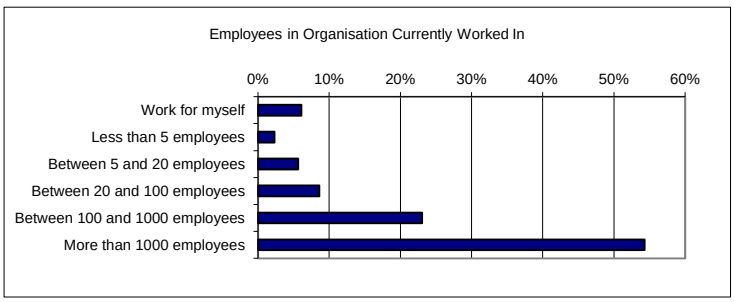
7. Please indicate your current superannuation balance ($Aust)

Less than 50,000	153	*32%*
50,000 - 75,000	69	*14%*
75,000 - 90,000	36	*8%*
90,000 - 110,000	34	*7%*
110,000 - 150,000	51	*11%*
150,000 - 200,000	36	*8%*
More than 200,000	98	*21%*
	477	*100%*



8. What is the total number of employees in the organisation you currently work in?

Work for myself	29	*6%*
Less than 5 employees	11	*2%*
Between 5 and 20 employees	27	*6%*
Between 20 and 100 employees	41	*9%*
Between 100 and 1000 employees	110	*23%*
More than 1000 employees	259	*54%*
	477	*100%*



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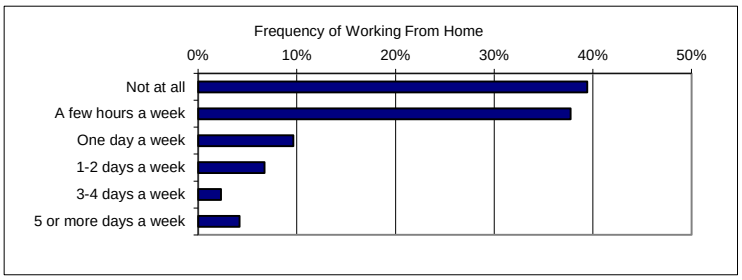
9. How often do you work from home?

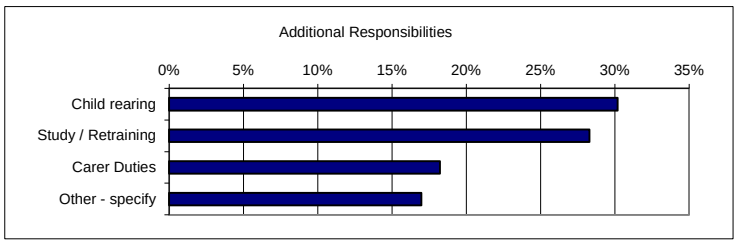
Not at all	188	*39%*
A few hours a week	180	*38%*
One day a week	46	*10%*
1-2 days a week	32	*7%*
3-4 days a week	11	*2%*
5 or more days a week	20	*4%*
	477	*100%*



10. In addition to your work, do you have any of the following responsibilities?

	Yes	
Child rearing	144	*30%*
Study / Retraining	135	*28%*
Carer Duties	87	*18%*
* Other - specify	81	*17%*

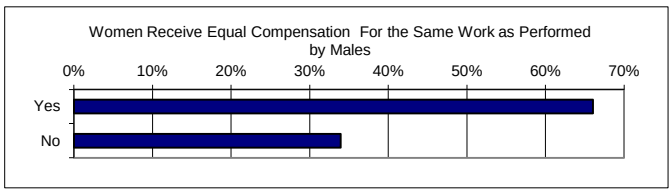
** See confidential supplementary comments report*



11. Do you believe women in your current workplace receive equal compensation for the same work as performed by males?

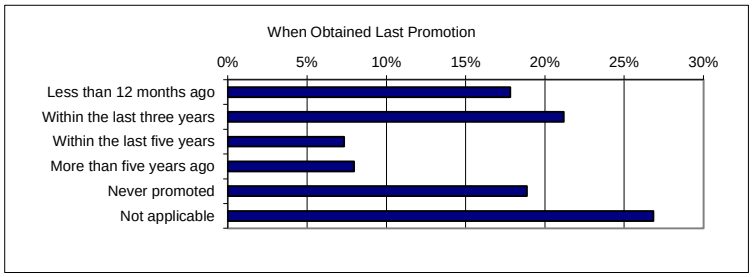
* Yes	315	*66%*
* No	162	*34%*
	477	*100%*

**** See confidential supplementary comments report: Explain why you think women in your current workplace DO or DO NOT receive equal compensation.***



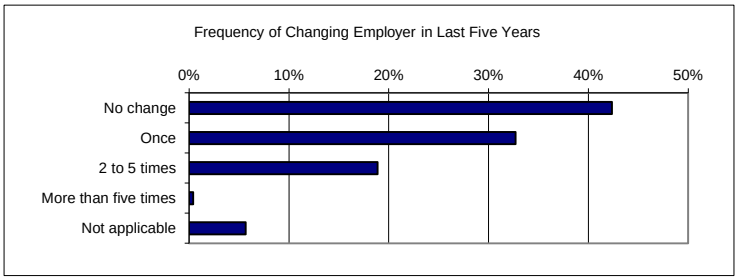
12. When did you obtain your last promotion?

Less than 12 months ago	85	*18%*
Within the last three years	101	*21%*
Within the last five years	35	*7%*
More than five years ago	38	*8%*
Never promoted	90	*19%*
Not applicable	128	*27%*
	477	*100%*



13. How frequently have you changed your employer in the last five years?

No change	202	*42%*
Once	156	*33%*
2 to 5 times	90	*19%*
More than five times	2	*0%*
Not applicable	27	*6%*
	477	*100%*



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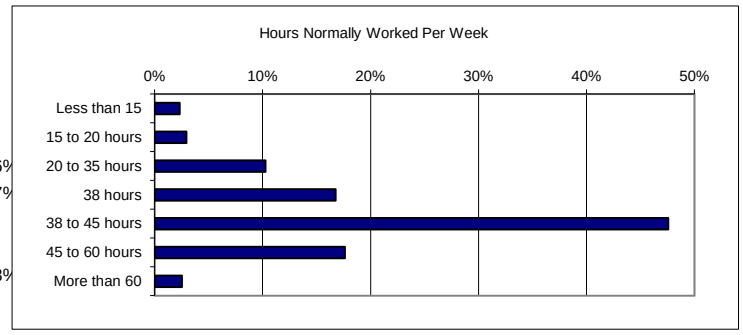
14. How many hours per week do you normally work (excluding paid overtime)?

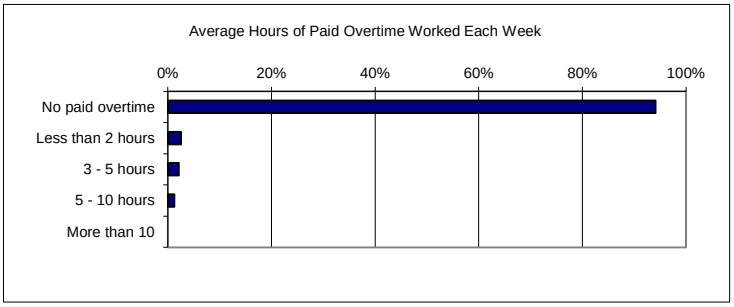
Less than 15	11	*2%*	
15 to 20 hours	14	*3%*	
20 to 35 hours	49	*10%*	16%
38 hours	80	*17%*	17%
38 to 45 hours	227	*48%*	
45 to 60 hours	84	*18%*	
More than 60	12	*3%*	68%
	477	*100%*	



15. On average, how many hours of overtime (PAID) do you work each week?

No paid overtime	449	*94%*	
Less than 2 hours	12	*3%*	
3 - 5 hours	10	*2%*	
5 - 10 hours	6	*1%*	
* More than 10	0	*0%*	
	477	*100%*	

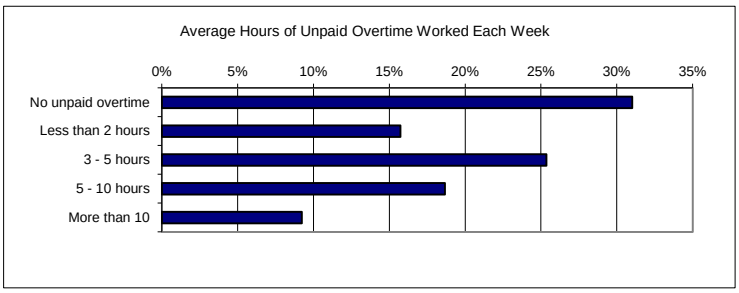
** See confidential supplementary comments report*



16. On average, how many hours of overtime (UNPAID) do you work each week?

No unpaid overtime	148	*31%*
Less than 2 hours	75	*16%*
3 - 5 hours	121	*25%*
5 - 10 hours	89	*19%*
* More than 10	44	*9%*
	477	*100%*

** See confidential supplementary comments report*



17. How can ACS-W support your needs in the workplace? *See confidential supplementary comments report*

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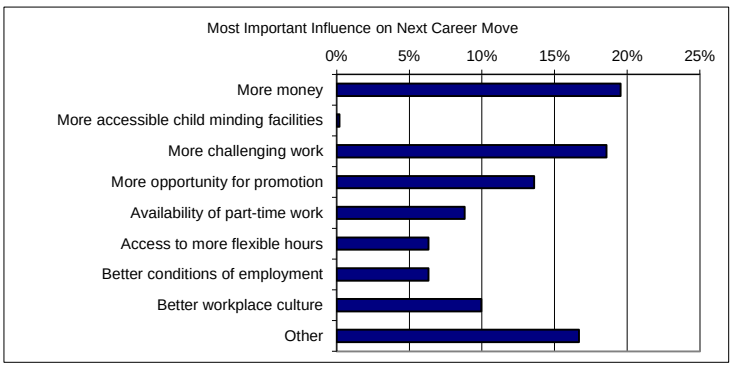
3. CAREER INFLUENCES - PARTICIPANTS WHO ARE PRIMARILY EMPLOYED, OR STUDYING IE EXCLUDING WOMEN NOT IN PAID WORK AND RETIRED

i.e Women primarily in paid work	**477**
AND Women studying	**30**
	507

1. What will MOST influence your next career move?
Select ONE only

	More money	102	*20%*
	More accessible child minding facilities	1	*0%*
	More challenging work	97	*19%*
	More opportunity for promotion	71	*14%*
	Availability of part-time work	46	*9%*
	Access to more flexible hours	33	*6%*
	Better conditions of employment	33	*6%*
	Better workplace culture	52	*10%*
*	Other	87	*17%*
		522	*100%*

** See confidential supplementary comments report*



2 . What challenges you are facing in your career?

See confidential supplementary comments report

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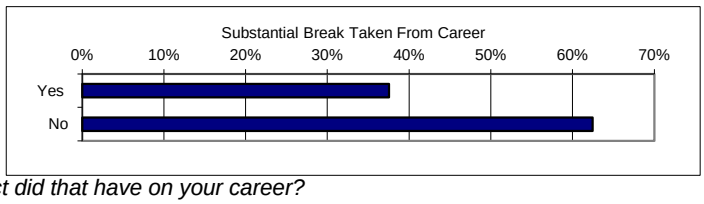
4. TAKING CAREER BREAKS - ALL PARTICIPANTS

1. Have you ever had to take a substantial break from your career (child rearing, carer's duties etc)?

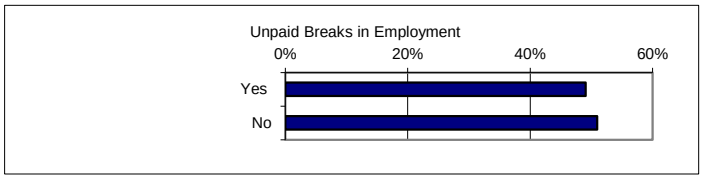
* Yes	202	*38%*
No	336	*62%*
	538	*100%*



** See confidential supplementary comments report If yes, what effect did that have on your career?*

2. Have you had any UNPAID breaks in your employment?

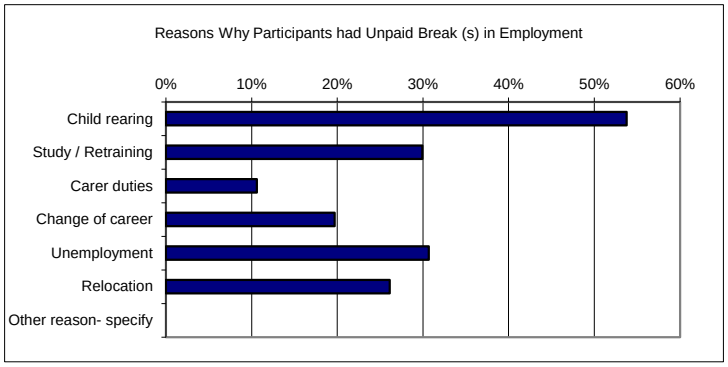
Yes	264	*49%*
No	274	*51%*
	538	*100%*



For what reason(s) did you have an UNPAID break in your employment?
Select YES or NO for each

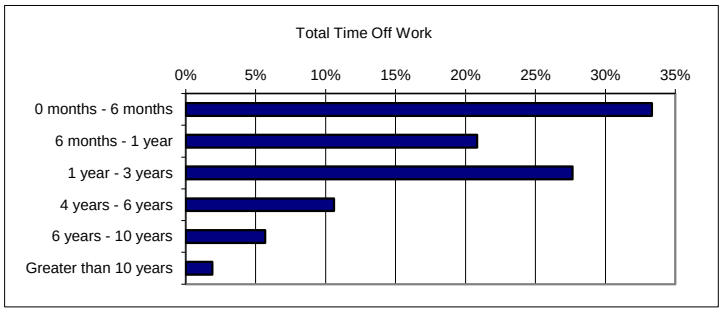
		TOTAL
		264
Child rearing	142	*54%*
Study / Retraining	79	*30%*
Carer duties	28	*11%*
Change of career	52	*20%*
Unemployment	81	*31%*
Relocation	69	*26%*
* Other reason- specify		

** See confidential supplementary comments report*



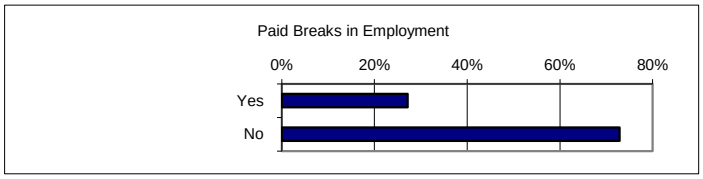
Please give an indication of the total time off work.

		TOTAL
		264
0 months - 6 months	88	*33%*
6 months - 1 year	55	*21%*
1 year - 3 years	73	*28%*
4 years - 6 years	28	*11%*
6 years - 10 years	15	*6%*
Greater than 10 years	5	*2%*
	264	*100%*



4. Have you had any PAID breaks in your employment?

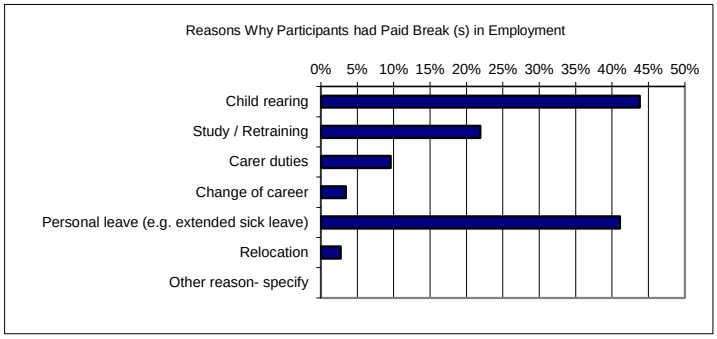
Yes	146	*27%*
No	392	*73%*
	538	*100%*



For what reason(s) did you have a paid break in your employment?
Select YES or NO for each

		TOTAL
		146
Child rearing	64	*44%*
Study / Retraining	32	*22%*
Carer duties	14	*10%*
Change of career	5	*3%*
Personal leave (e.g. extended sick leave)	60	*41%*
Relocation	4	*3%*
* Other reason- specify		

** See confidential supplementary comments report*



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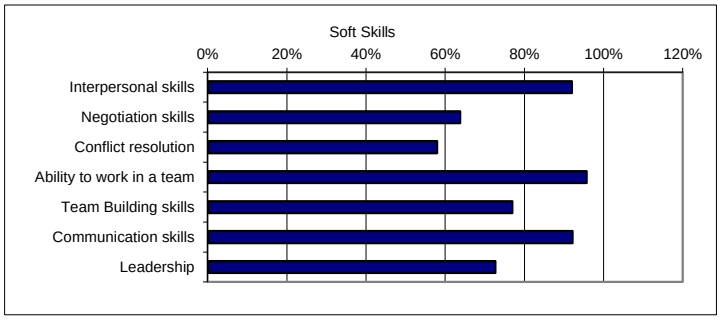
Working Report - Australian Computer Society Women's Board Survey 2012
Results

Report Date: 11/02/2013
Participants: **538**

5. SOFT SKILLS, AND FACTORS AFFECTING CAREER ADVANCEMENT

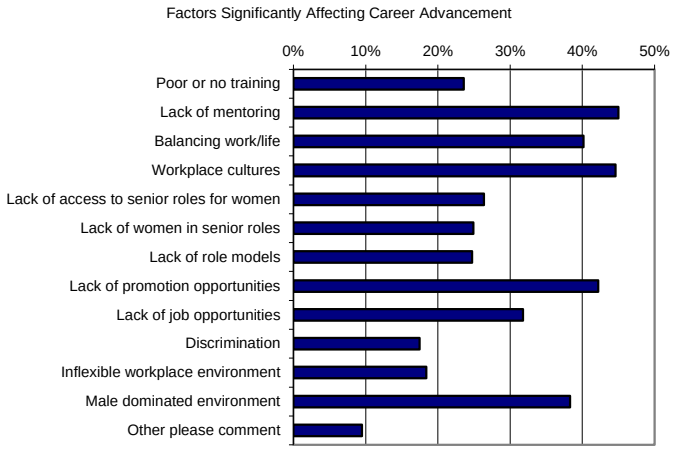
5. Please select the 'soft skills' you believe you have.
Select all that apply -

		TOTAL 538
Interpersonal skills	495	*92%*
Negotiation skills	343	*64%*
Conflict resolution	312	*58%*
Ability to work in a team	515	*96%*
Team Building skills	414	*77%*
Communication skills	496	*92%*
Leadership	391	*73%*



6. Have the following factors significantly affected your career advancement?
Select all that apply -

		TOTAL 538
Poor or no training	127	*24%*
Lack of mentoring	242	*45%*
Balancing work/life	216	*40%*
Workplace cultures	240	*45%*
Lack of access to senior roles for women	142	*26%*
Lack of women in senior roles	134	*25%*
Lack of role models	133	*25%*
Lack of promotion opportunities	227	*42%*
Lack of job opportunities	171	*32%*
Discrimination	94	*17%*
Inflexible workplace environment	99	*18%*
Male dominated environment	206	*38%*
* Other please comment	51	*9%*



** See confidential supplementary comments report*

7. Please comment on any major events in the last two years impacting your career
See confidential supplementary comments report

8. What, in your opinion, are the main reasons some women find it difficult to stay in the ICT industry?
See confidential supplementary comments report

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