



Media Release

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Australian women still face inequality at work

Survey shows gender inequality still alive in Aussie workforce

Women believe motherhood limits career advancement

According to a survey by careerone.com.au, many Australian women believe motherhood hinders their chances of promotion and that the career fast track is still dominated by men.

Conducted by CoreData in partnership with careerone.com.au, the survey of 1027 respondents found:

- 50 per cent of female respondents believe motherhood hinders promotion prospects.
- 51 per cent of women believe pregnancy would negatively affect their career.
- 68 per cent of women believe men are paid more for doing the same job. Only 36 per cent of men believe pay inequality still exists.
- 40 per cent of all respondents believe that gender influences career advancement at their particular employer organisation.

The survey also looked at how men and women react to work pressures following on from careerone.com.au's recent survey on stress. The latest survey found 58 per cent of female respondents have cried at work. Interestingly 13 per cent of men admitted they had also cried at work.

The survey group included 628 women and 399 men. Of those surveyed, 36 per cent prefer a male boss and 8 per cent a female boss, with 56 per cent expressing no gender preference when it comes to their manager.

"It's interesting to see that of those that did express a gender preference, three times as many respondents preferred a male boss," careerone.com.au editor, Kate Southam said.

"I think gender preference is becoming less of an issue but what obviously remains a big issue is juggling a career and motherhood."

"Many women are made to feel they are not as committed to work once they have a child and if the demands of juggling both work and home are not supported by employers, women may indeed opt to devote their energies to their children."

"However, many want to remain in key roles and to continue learning and developing so they can take on more senior roles as promotion opportunities arise."

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"In the current skill shortage, employers would be smart to review their internal policies that related to promotion pathways, work life balance and access to training to ensure it is accessible to all talented employees and not just those without children."

Work related issues facing women were addressed by a panel of prominent professionals at the careerone.com.au Women in the Workplace forum hosted in Sydney today. Panel members included;

- Deborah Knight – Channel 10 News presenter
- Jackie Kelly – Federal member of parliament
- Peta Tumpey – Hunt & Hunt partner
- Melissa Hoyer – Sunday Telegraph fashion writer
- Jana Frawley – donna hay magazine editor
- Kate Southam – editor, careerone.com.au (forum moderator)

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For more information, please contact:

Kate McQuestin – careerone.com.au
(02) 9288 7552
0419 591 150
kate.mcquestin@news.com.au

Jonathan Abbott – careerone.com.au
(02) 9288 7504
0415 138 203
jonathan.abbott@news.com.au