

Quantum
Market
Research



AusIMM

AusIMM Diversity & Inclusion Survey 2023

February 2023



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Key takeouts

Workplace environment

The majority of respondents agreed that safety was a priority in their workplace (90%). However, only three in five (62%) agreed that they had 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.). Men and women were equally likely to agree with these statements.

While there were high levels of overall agreement with statements in relation to gender equality – 76% agreed in their workplace people’s ideas were judged on their quality regardless of gender, and 74% agreed that their organisation made an effort to give credit and acknowledgement regardless of gender – this was largely driven by the responses of men. 83% and 80% of men agreed with these statements (respectively) compared to only 58% and 59% of women.

A similar theme was observed with respect to salary and benefits – while 60% agreed they would feel comfortable negotiating salary or other benefits with their employer, this was significantly higher among men (64%) than women (47%) – a difference that was consistent across age groups (and therefore not due to age differences between the genders). An even larger disparity was seen with respect to the statement “In my workplace, employees are remunerated equitably regardless of gender” (63% agreement overall), with men (72%) much more likely to endorse this statement than women (41%).

Women’s experience of the industry

Women consistently perceive diversity and inclusion within the mining industry less positively than do men – and this is not just with respect to gender issues but also on other diversity issues such as bullying, age discrimination, and treatment of LGBTQI+ staff.

Women were significantly less likely than men to rate the resources sector as diverse (23% vs. 44% men) or inclusive (21% vs. 50% men).

Women were also more likely than men to have experienced some form of gender inequality, ageism, bullying, racism, homophobia or sexual harassment in the last 5 years (73% vs. 40% men). Despite one in four women personally having experienced sexual harassment within their workplace over the last 5 years (25% vs. 3% males), three in five (59%) of them did not report it.

Women were also more likely than men to feel isolated in their role within their organisation (38% vs. 19% men).

Key takeouts

Discrimination

Half (50%) of respondents said they has experienced some form of gender inequality, ageism, bullying, racism, homophobia or sexual harassment in the last 5 years. This was higher amongst those working in a FIFO/DIDO role (63%).

Of these, bullying was the most commonly experienced (31%), followed by gender inequality (25%) and ageism towards old people (20%). These were also the most commonly witnesses issues (bullying 49%; gender inequality 39%; ageism toward old people 36%).

Seven in ten respondents (70%) claimed to know how to access their organisation's whistle-blower services. However, these services often go unutilised. Of those who witnessed or experienced bullying (51% in all), just under half (48%) reported it. Of those who witnessed or experienced sexual harassment (22% in total), only a third (36%) reported it. Rates of reporting fall off steeply for all other issues; only 24% of those who witnessed or experienced gender inequality reported it, only 20% of those who witnessed / experienced racism or homophobia reported it, and only 13% of those who witnessed / experienced ageism toward older or younger people (respectively) reported it.

Diversity & Inclusion

Only half (52%) of respondents had participated in a D&I / wellbeing programme in the last 5 years. While participation in these programmes was not associated with any differences in rating of their own workplace's level of diversity or inclusion, those who had participated were significantly more likely to feel their own organisation was becoming more diverse and inclusive (69%, versus 45% of those who had not participated).

Three quarters of respondents (73%) reported having an Employee Assistance Program (EAP) offered to them by their employer. Of these, only one quarter (24%) had actually used it within the last 5 years, and of this smaller group, (85%) found the experience at least somewhat helpful.

Key takeouts

Workplace accommodations

There is currently a great deal of flexibility offered to workers in the mining industry, with 17% reporting having a formal flexible work agreement, and another 66% having an informal flexible work arrangement. However, these benefits are not distributed evenly, with women significantly less likely to have access to informal flexible working arrangements (58%) compared to men (71%).

Nearly half (46%) of current workers in the mining industry spent time providing unpaid care or assistance for others over the past month; 23% had done so for an adult and 32% had done so for children. Of those who provided such care, 10% had no scope to work flexibly.

While 55% of workers have children, only 16% of workplaces assisted with childcare or carer programs.

Only 24 respondents (5% of our respondents) indicated they had a disability; of these, three quarters said their employer was aware of their disability. Of those whose employer was aware, half (8 out of 18) had been provided support or changed conditions to accommodate their disability, while 2 in 18 had not been accommodated or provided support for but wanted their employer to do so.

FIFO and DIDO workers

While most FIFO/DIDO workers felt safe and supported at their mine site (81%), there was again a significant disparity between men and women, with only two-thirds of women feeling safe and supported (68%) compared to nine in ten men (91%). As seen in previous years FIFO/DIDO workers were also significantly more likely to have felt isolated within their role/company/organisation, where one in three agreed with this sentiment (32%) and were among the groups most likely to have experienced workplace issues such as bullying, racism, homophobia and sexual harassment, this indicates a greater need for focus within this area.

Only one in two FIFO/DIDO workers (53%) felt that the provision and accessibility of human resources on-site was good, with one in five (21%) rating it as poor. This was highest among women, who were significantly more likely to think provision and accessibility of human resources was poor (32%) compared to men (14%). Compared to the 2022 *Women in Mining* survey, women this year were significantly less likely to rate provision of human resources as good (29%, versus 50% last year).

One third (34%) of FIFO/DIDO workers experienced poor cleanliness/hygiene as a barrier to toilet use – this was consistent across both men and women. However, there was a significant difference between the sexes in terms of actual availability of toilets, with 38% of females at least occasionally having lack of access to toilets compared to only 16% of men.

Half (51%) of FIFO/DIDO workers believed their employer reviewed camp practices at least every three years. Those who had NOT participated in a D&I or Wellbeing programme in the last 5 years also were more likely to report that their organisation had not reviewed camp practices in the last 5 years (15% vs. only 3% among those who had had such an experience).

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.



Methodology



Quantitative online survey



Fieldwork was conducted between 20th January and 13th February 2023



Average survey length was 13 minutes



Two sampling methods were used:

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



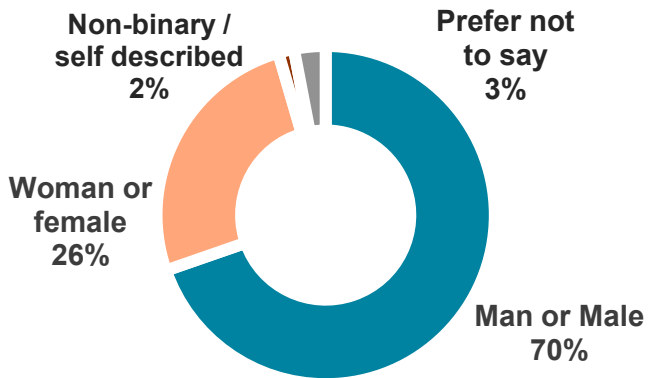
Respondents were given the opportunity to enter a prize draw to win a \$500 AUD e-Gift card to encourage participation

Total sample size, n=597

- Of the 597 surveys:
 - 417 came through email invitations to AusIMM members
 - 95 completes came from AusIMM social media
 - 35 came through social media links posted by partner companies
- In terms of direct emails, 6,358 survey invites in total were sent out, of which 175 were non-deliverable (bounce-backs). This yields a response rate of 6.7% achieved.
- 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.

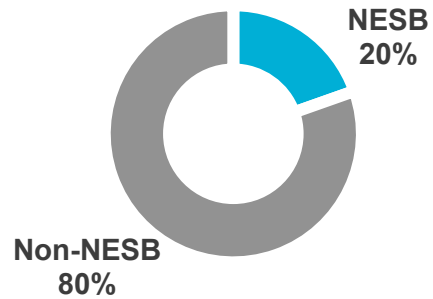
Who we spoke to

Gender

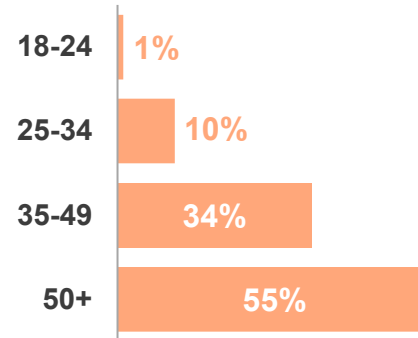


Non English Speaking Background (NESB)

Defined as those who speak another language other than English at home



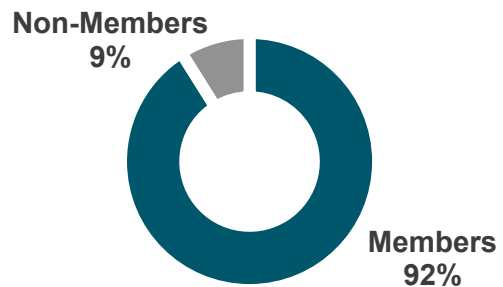
Age group



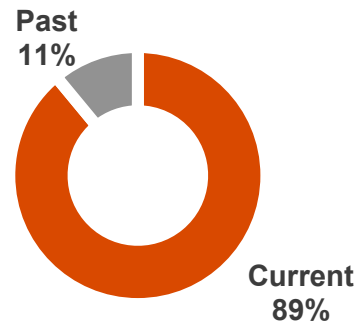
Location



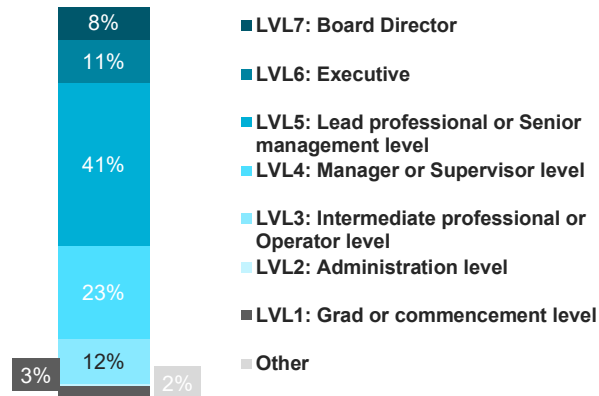
AusIMM membership status



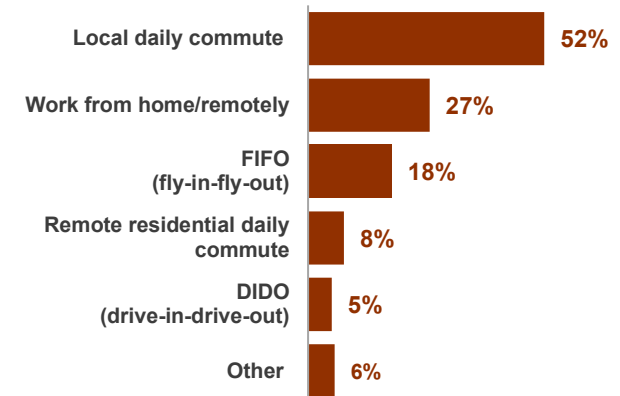
Nature of resources work



Job level



Working arrangement





Detailed findings

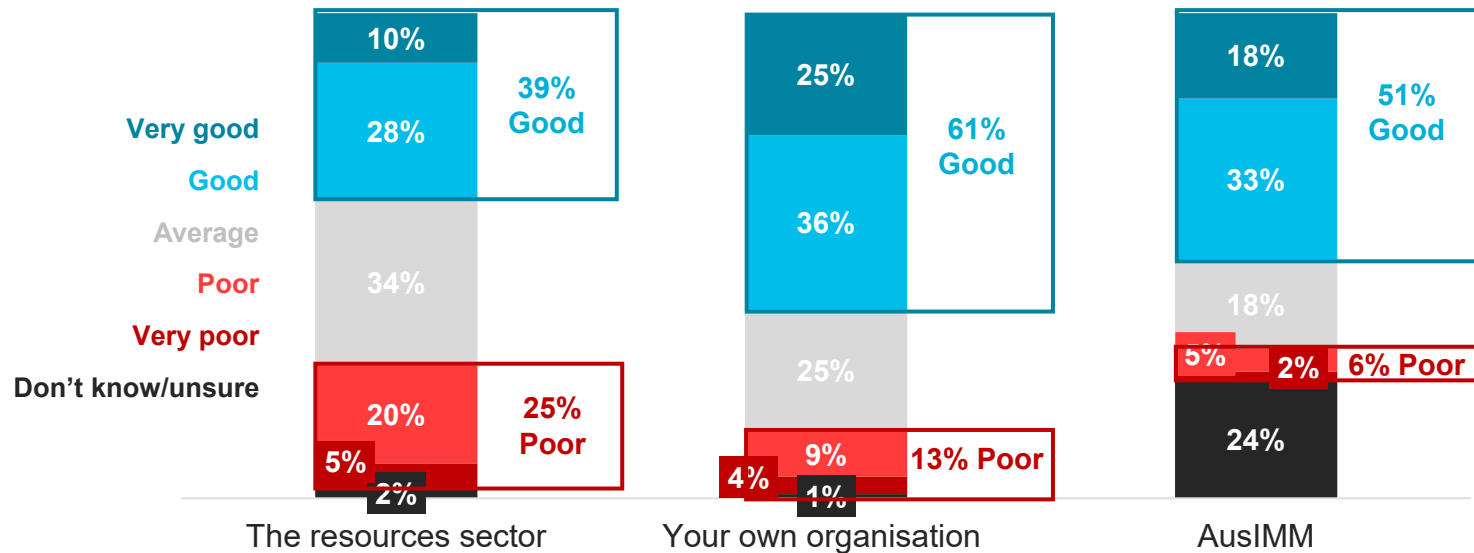
Diversity and Inclusion overview

While three in five thought their own workplace performed well on diversity, results for the sector were less positive

Diversity of the resources sector, own organisation and AusIMM

Base: All respondents (n=597).

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.



Respondents were significantly more likely to believe their own organisation performed well on diversity (61%) than the resources sector (39%) or AusIMM (51%).

Although only half (51%) had positive perceptions of AusIMM's diversity, just 6% felt AusIMM were performing poorly on this measure.

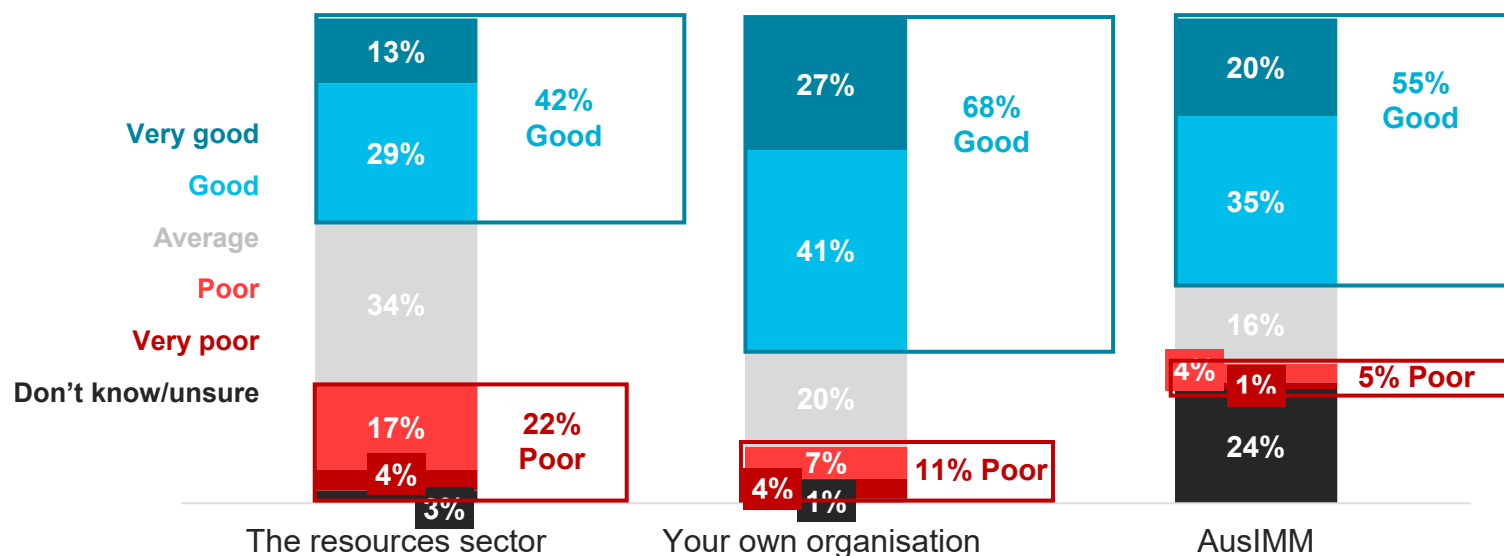
Q.5. How would you rate the diversity of the following?

Similarly, individual organisations were thought to perform better on inclusion compared to the sector as a whole

Inclusivity of the following

Base: All respondents (n=597).

Inclusion is defined as an organisational effort and practices in which different diverse professionals are culturally and socially accepted, welcomed, and equally treated.



Reflecting perceptions of diversity, respondents tended to feel their own organisation performed best on inclusion, while the sector had the most negative perceptions. Again, only a small percentage (5%) felt AusIMM's inclusivity was poor.

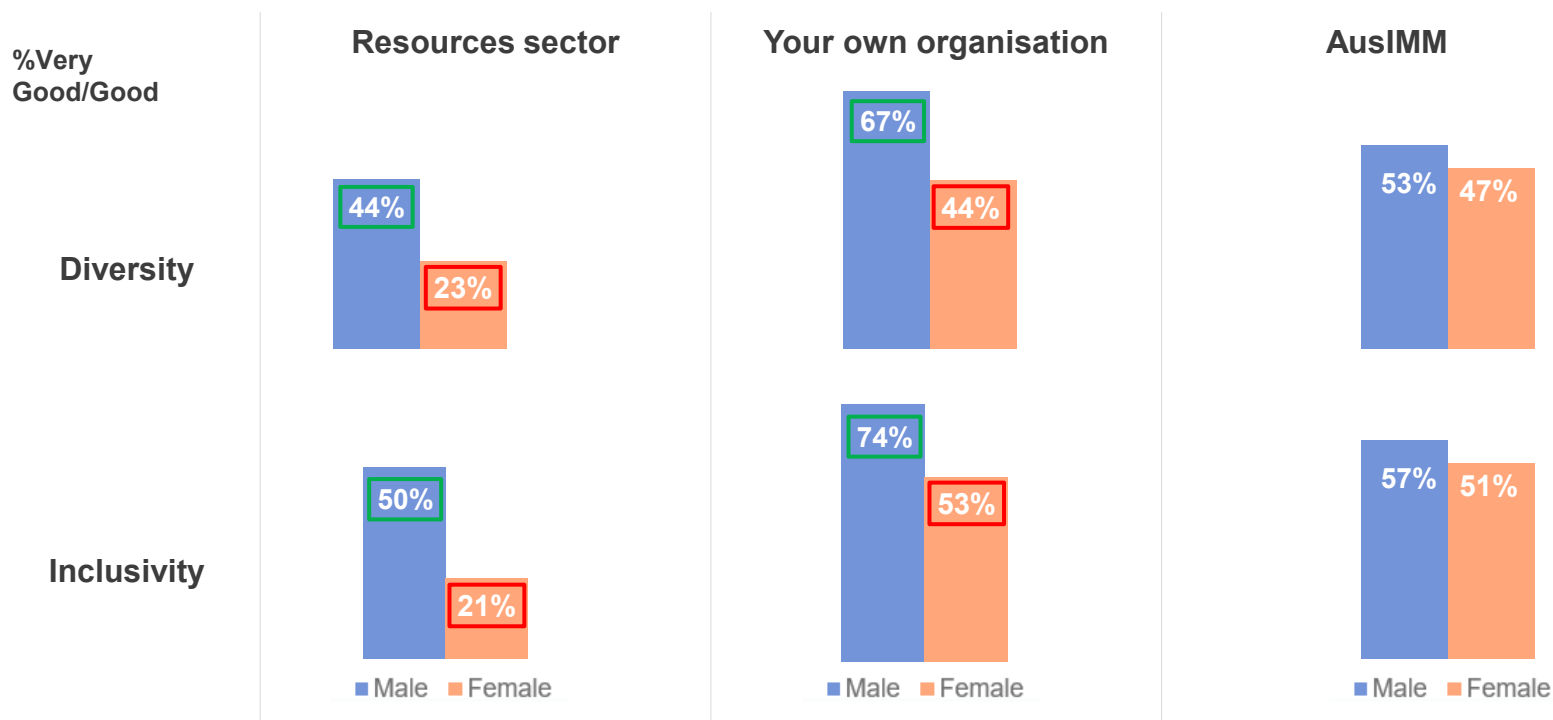
Those who agreed their employer values work-life balance were significantly more likely to believe their organisation has good inclusivity (78%), as well as the sector itself (46%), than those who disagreed (42% and 32% respectively).

Q.6. Based on your personal experience, how would you rate the inclusivity of the following?

Males were significantly more likely to rate their workplace and the resources sector as diverse and inclusive

Diversity and inclusivity by gender

Base: All respondents (Total: n=597; Males: n=416; Females: n=154).



NESB respondents were significantly more likely to have good perceptions of diversity in their own organisations (69%) and the resources sector (50%) than non-NESB (59% and 36% respectively). NESB respondents were also significantly more likely to view inclusivity within the resources sector as being good (55%, versus 39% non-NESB).

AusIMM members were significantly more likely to have good perceptions of diversity (41%, versus 12% non-members) and inclusion (14%, versus 4% non-members) in the resources sector.

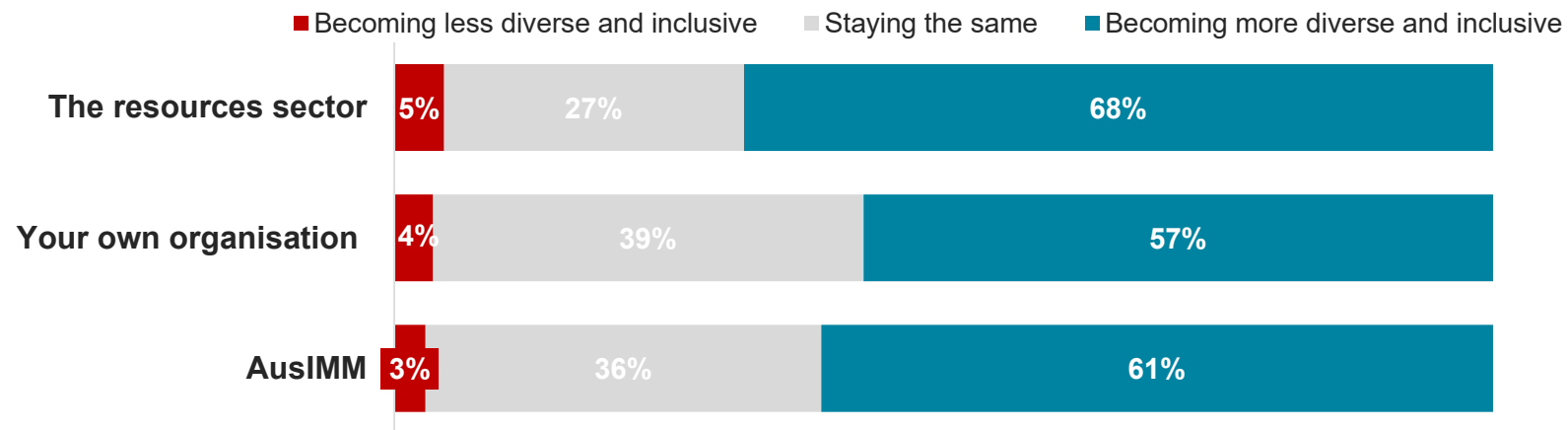
Q.5. How would you rate the diversity of the following?
 Q.6. Based on your personal experience, how would you rate the inclusivity of the following?

Indicates significantly higher █ / lower █ than other cohort

While most felt diversity and inclusion were improving, some demographic groups were less likely to agree

Direction of Diversity and Inclusion

Base: All respondents (n=597).



Females were significantly more likely to believe their own organisation is becoming less diverse and inclusive (7%) than males (2%). Those aged 20-34 years were significantly more likely to believe their own organisation is becoming more diverse and inclusive (77%) than those aged 35-49 years (61%) and 50 years and over (51%). Those who do not identify as being LGBTIQ+ were significantly more likely to believe the resources sector is becoming more diverse and inclusive (70%) than those who do (53%).

Sentiment among females aligned with findings from the 2022 *Women in Mining* survey, with 64% believing both the resources sector and AusIMM are becoming more diverse and inclusive (compared to 64% and 63% respectively in last year's survey).

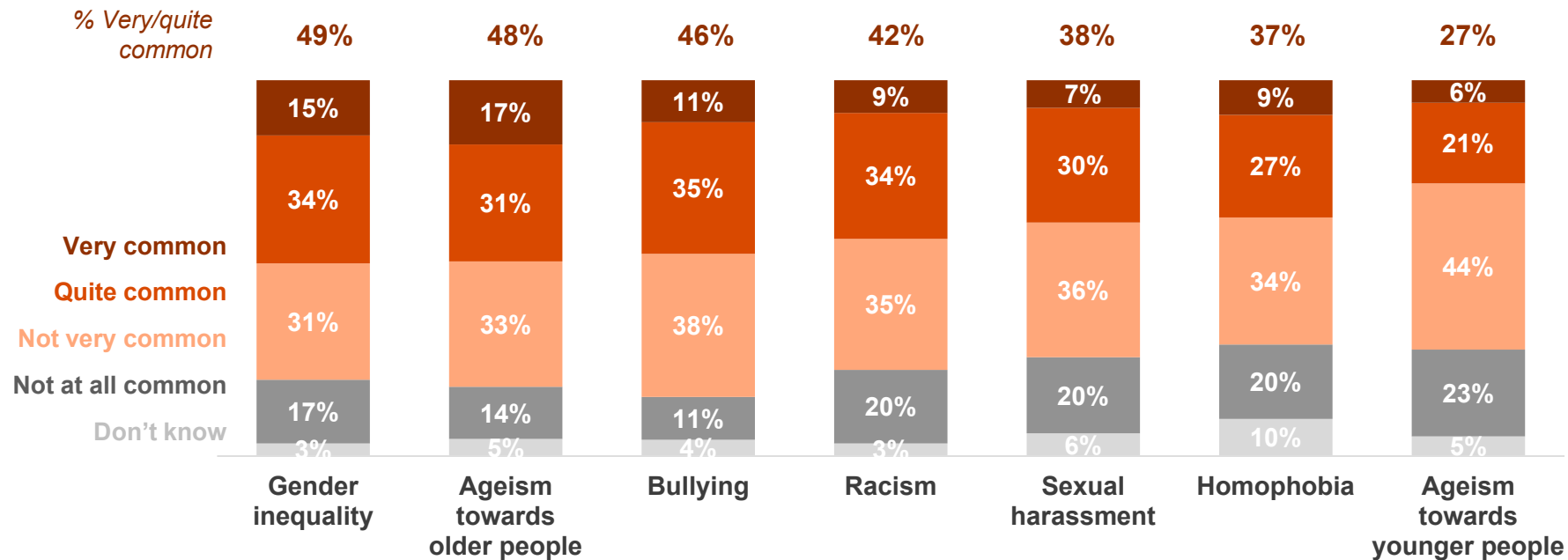
Q.7. And in what direction do you believe diversity and inclusion are moving for each of the following?

Issues in the workplace

Gender inequality and ageism towards older people were viewed as the most prevalent issues in the sector

Prevalence of issues in the resources sector

Base: All respondents (n=597). Q.20. To what extent do you believe the following issues are prevalent/commonplace in the resources sector?



In every issue except ageism towards older people, women were significantly more likely to believe these were prevalent in the resources sector than men. In particular, women were significantly more likely to think gender inequality (77%, vs, 39% of men), and homophobia (58% vs 39% of men) were prevalent.

Interestingly, those who identify as LGBTIQ+ were only slightly, not significantly, more likely to think all these issues were common, including homophobia (44%, vs 36% of non-LGBTIQ+ respondents).

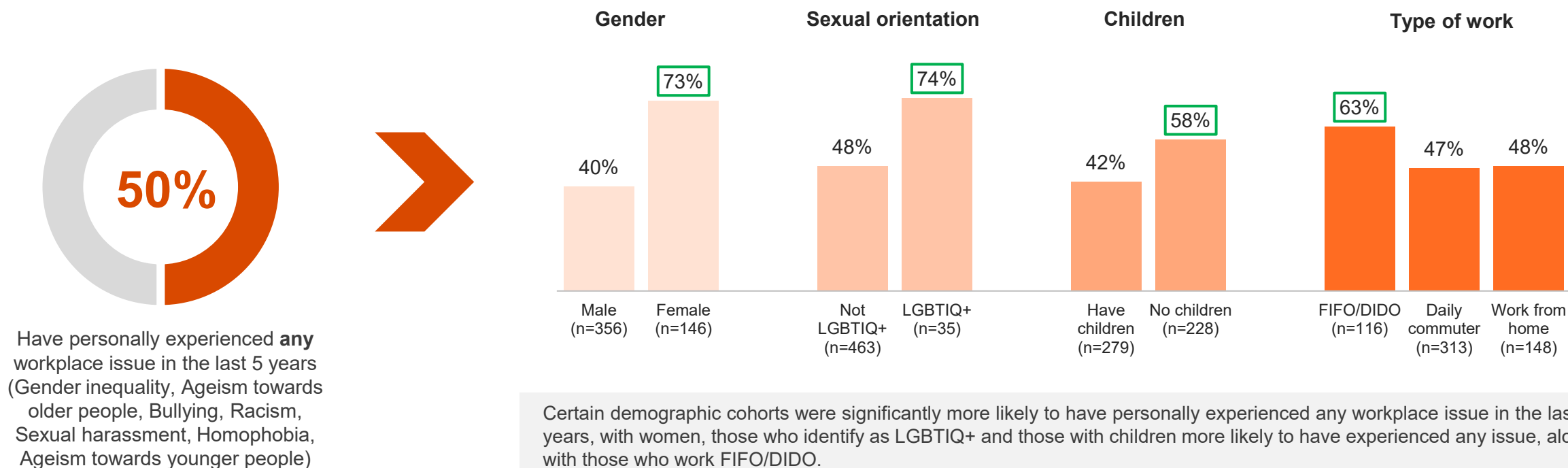
Those who speak a language other than English at home were significantly *less* likely to view gender inequality, sexual harassment, ageism towards older people and homophobia as prevalent than English-only speakers.

Compared to the 2022 *Women in Mining* survey, women were significantly less likely to feel that gender inequality (from 85% to 77%) and sexual harassment (from 67% to 56%) were at least quite common in the industry this year compared to 2022.

One in two current workers in the resource sector have personally experienced a workplace issue in the last 5 years

Workplace issues personally experienced in the last 5 years

Base: Respondents currently working in the sector (n=529).



Q.22. In the last five years, have you personally experienced any of the following in your organisation?

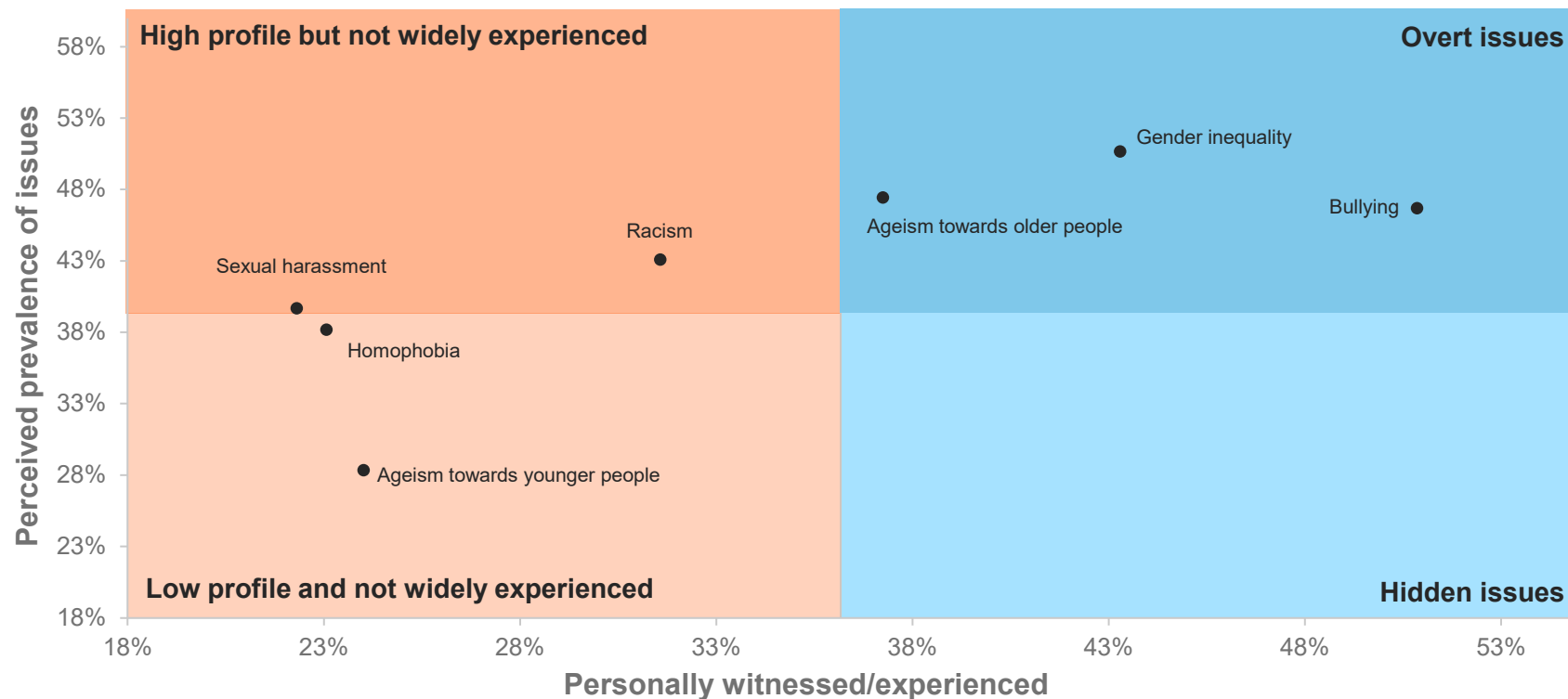
* Low base size, treat as indicative only

Indicates significantly higher █ / lower █ than other cohort

Gender inequality and bullying were the issues both thought to be prevalent and widely experienced in the sector

Prevalence & experience of issues in the resources sector

Base: Respondents currently working in the sector (n=529).



When looking at all respondents, gender inequality, bullying and ageism towards older people were identified as issues that were both common and widely experienced. Racism and sexual harassment, while thought to be common, had been experienced by a lower proportion of people.

However, when looking at responses by different demographic groups, the picture looks quite different. For example, 25% of women currently working in the sector have personally experienced sexual harassment, and 34% of those who identify as LGBTIQ+ have experienced homophobia, making these overt issues among those demographic groups.

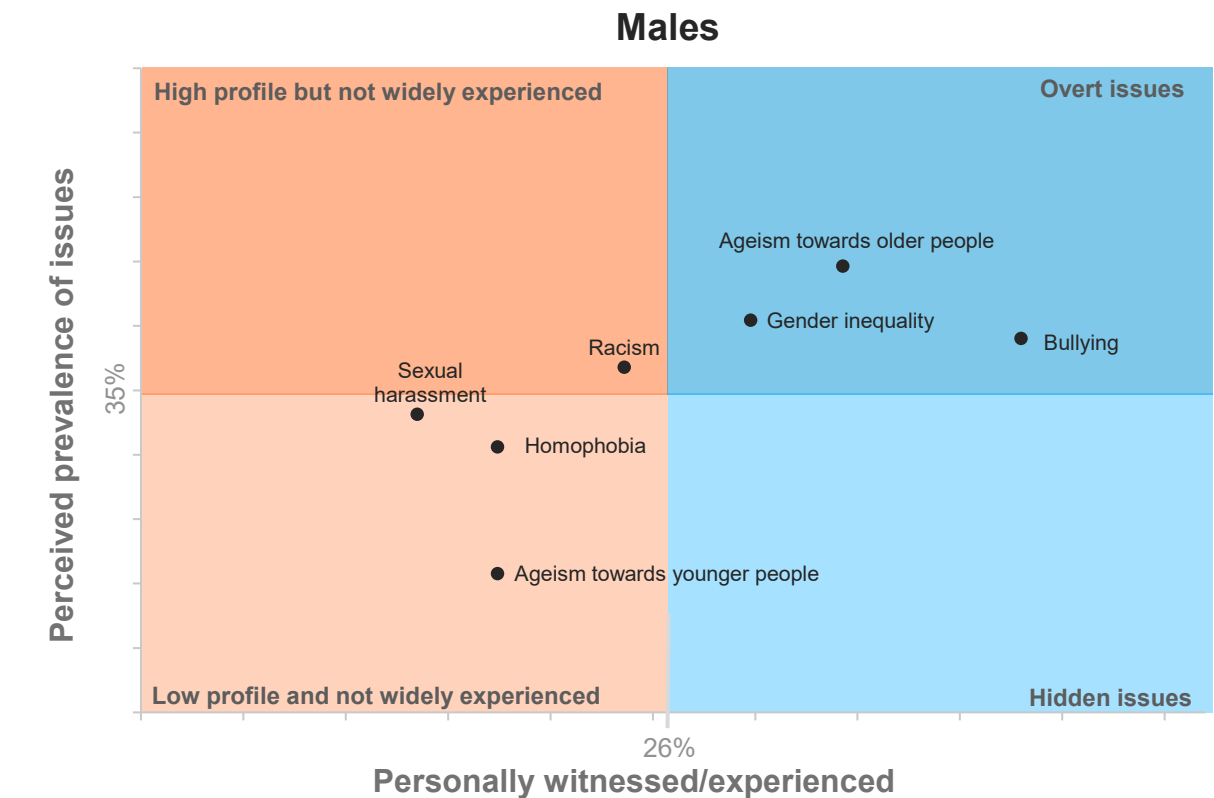
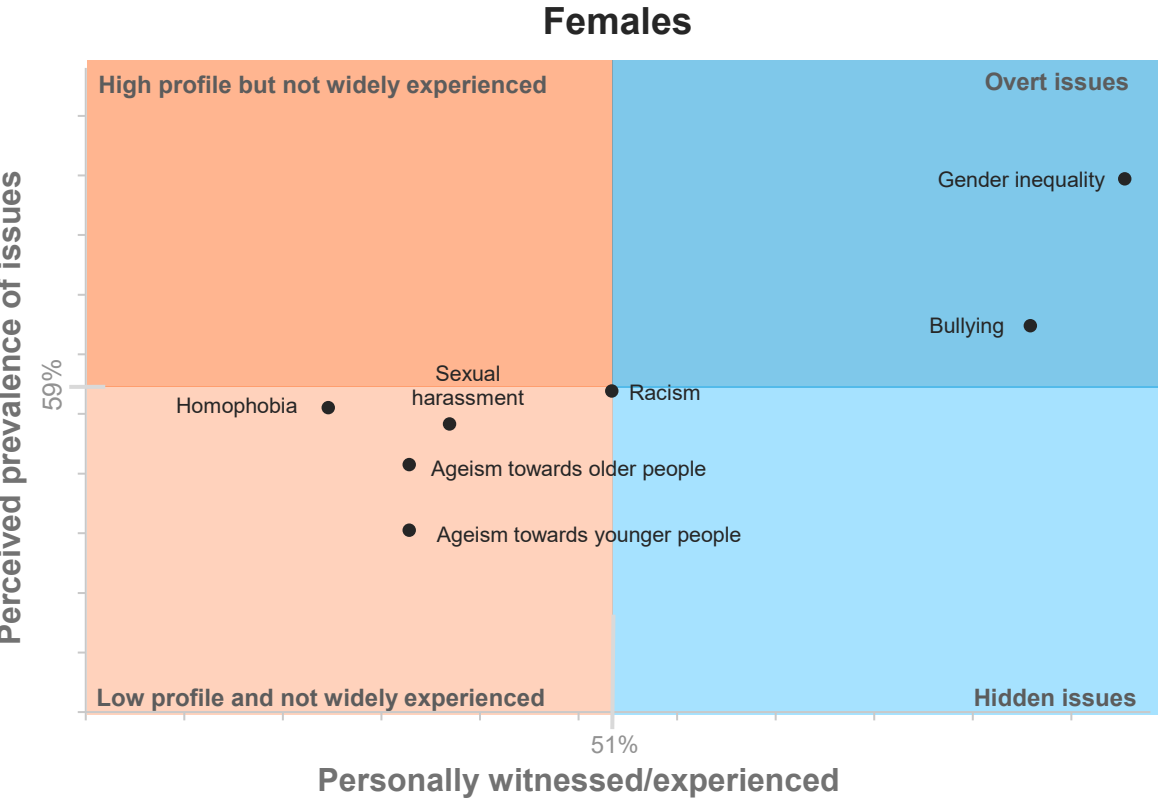
Q.20. To what extent do you believe the following issues are prevalent/commonplace in the resources sector? Q.21. In the last five years, have you personally witnessed any of the following in your organisation? Q.22. In the last five years, have you personally experienced any of the following in your organisation?

Gender inequality was more overt among women but ageism towards older people is more dominant among men

Prevalence & experience of issues in the resources sector – by Gender

Base: Female respondents currently working in the sector (n=146).

Base: Male respondents currently working in the sector (n=356). Note: Scales are different as they've been averaged

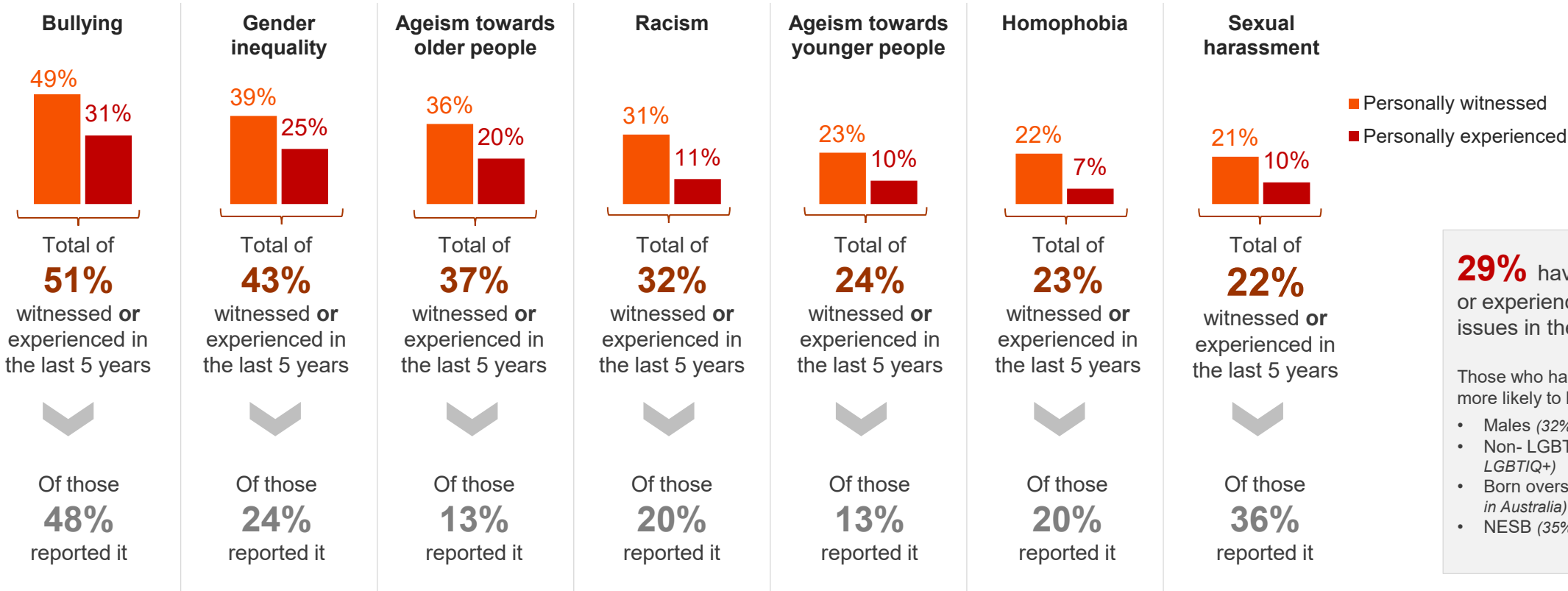


Q.20. To what extent do you believe the following issues are prevalent/commonplace in the resources sector? Q.21. In the last five years, have you personally witnessed any of the following in your organisation? Q.22. In the last five years, have you personally experienced any of the following in your organisation?

Less than half of workplace issues witnessed/experienced were reported, where bullying and gender inequality were most prevalent

Summary witnessed/experienced workplace issues in the last 5 years

Base: Respondents currently working in the sector (n=529).



29% have not witnessed or experienced any of these issues in the last 5 years.

Those who hadn't were significantly more likely to be:

- Males (32% none vs. 10% women)
- Non- LGBTIQ+ (27% vs 11% LGBTIQ+)
- Born overseas (31% vs. 23% born in Australia)
- NESB (35% vs. 23% non-NESB)

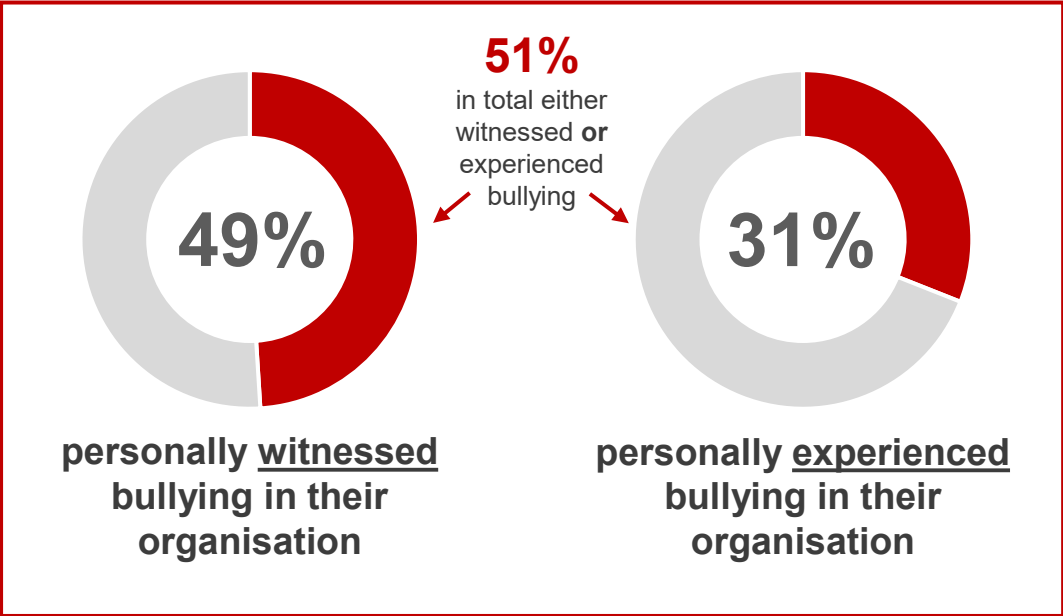
Q.21. In the last five years, have you personally witnessed any of the following in your organisation?
 Q.22. In the last five years, have you personally experienced any of the following in your organisation?
 Q.23. In the last five years, have you ever reported any of the following at your organisation (either formally or informally)?

Half of those currently working in the sector witnessed/experienced bullying in the last 5 years, but less than half reported it

Bullying

Base: Respondents currently working in the sector (n=529).

Over the last 5 years...



Of those who witnessed/experienced bullying only **48%** reported it

Women were significantly more likely to have both witnessed or personally experienced bullying in their organisation (72% females vs. 43% males). Respondents who currently worked in mining and identified as **LGBTIQ+** were also significantly more likely to have personally been bullied within their organisation (46% experienced vs. 29% don't identify as LGBTIQ+).

While women were significantly more likely to have reported an incident (56% females reported vs. 43% males) after experiencing or witnessing bullying, those who identify as **LGBTIQ+** appear to be marginally less likely to report (29% identify as **LGBTIQ+** reported vs. 49% who don't identify*).

FIFO and **DIDO** workers were also more likely to have experienced bullying in their organisation (43%) but they were more inclined to report it (63%).

*Caution low base size n<30

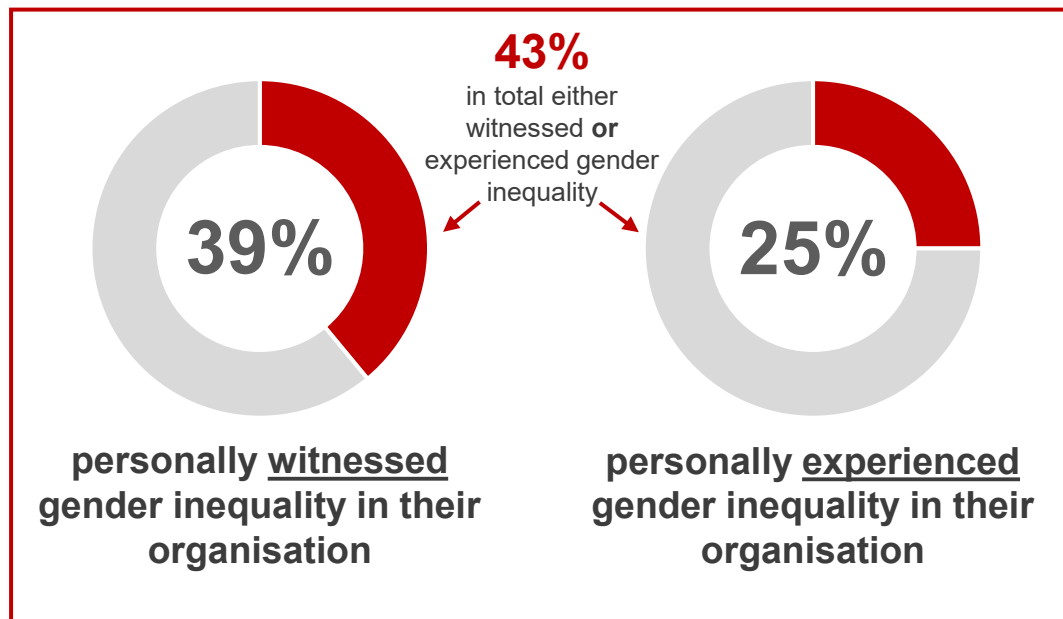
Q.21. In the last five years, have you personally witnessed any of the following in your organisation?/ Q.22. In the last five years, have you personally experienced any of the following in your organisation?/ Q.23. In the last five years, have you ever reported any of the following at your organisation (either formally or informally)?

Despite over two in five witnessing or personally experiencing gender inequality in their workplace, only one in four reported it

Gender Inequality

Base: Respondents currently working in the sector (n=529).

Over the last 5 years...



Of those who witnessed/
experienced bullying only
24%
reported it

This issue was strongly dominant among females, who were significantly more likely to have experienced gender inequality. Three in four women witnessed it (73%), compared to only a quarter of men (26%) and three in five (57%) personally experienced it, compared to only one in ten males (11%). Although among those who witnessed or experienced gender inequality women were more likely to report it than men, however only one in three did so (36% women reported vs. 13% males).

Younger workers, **aged under 35**, were also significantly more likely to have either witnessed (54%) or experienced (40%) gender inequality over the last 5 years (consistent with those in lower-level positions, 36% level 3 or lower experienced it). But despite three in five (59%) of workers aged under 35 having come across it in the industry, only one in five of them reported it (20%).

Those who identify as **LGBTIQ+** were also significantly more likely to have personally witnessed gender inequality (63% vs. 38% who don't identify as LGBTIQ+).

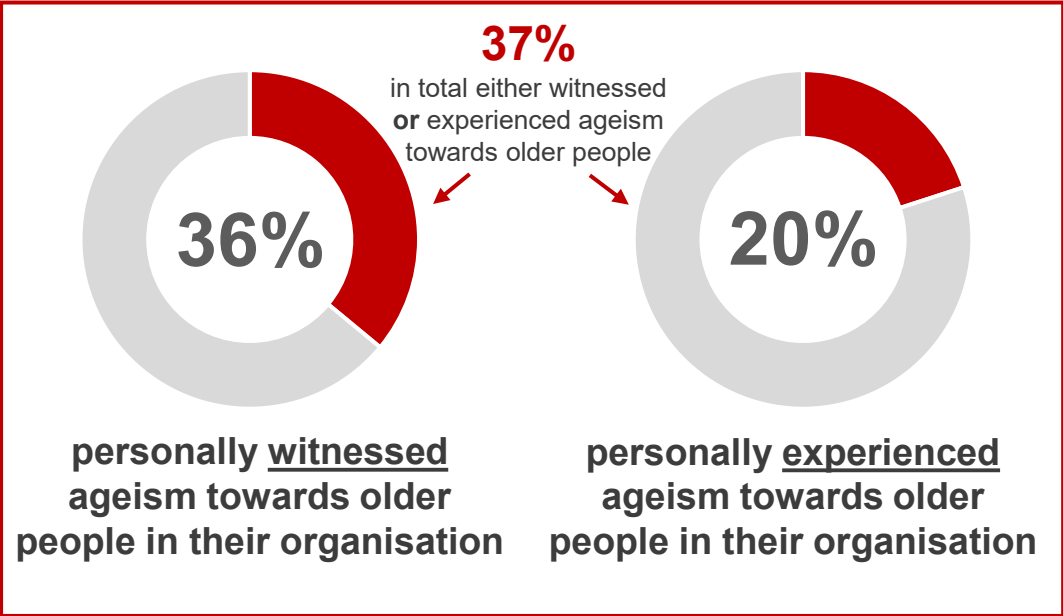
Q.21. In the last five years, have you personally witnessed any of the following in your organisation?/ Q.22. In the last five years, have you personally experienced any of the following in your organisation?/ Q.23. In the last five years, have you ever reported any of the following at your organisation (either formally or informally)?

As the third most prevalent issue in the sector, ageism against older people is least reported

Ageism towards older people

Base: Respondents currently working in the sector (n=529).

Over the last 5 years...



While there is no major difference across those who have witnessed ageism within their organisation, two in five (40%) of those **aged 65 and over** personally experienced it over the last 5 years.

Despite just under two in five (37%) workers having witnessed ageism toward older people, reporting sits at its lowest levels across any other issue. Among those who experience/witnessed it most (those aged 65 and above) just under three in ten (28%) report it, dropping to just 3 per cent among those aged under 40.

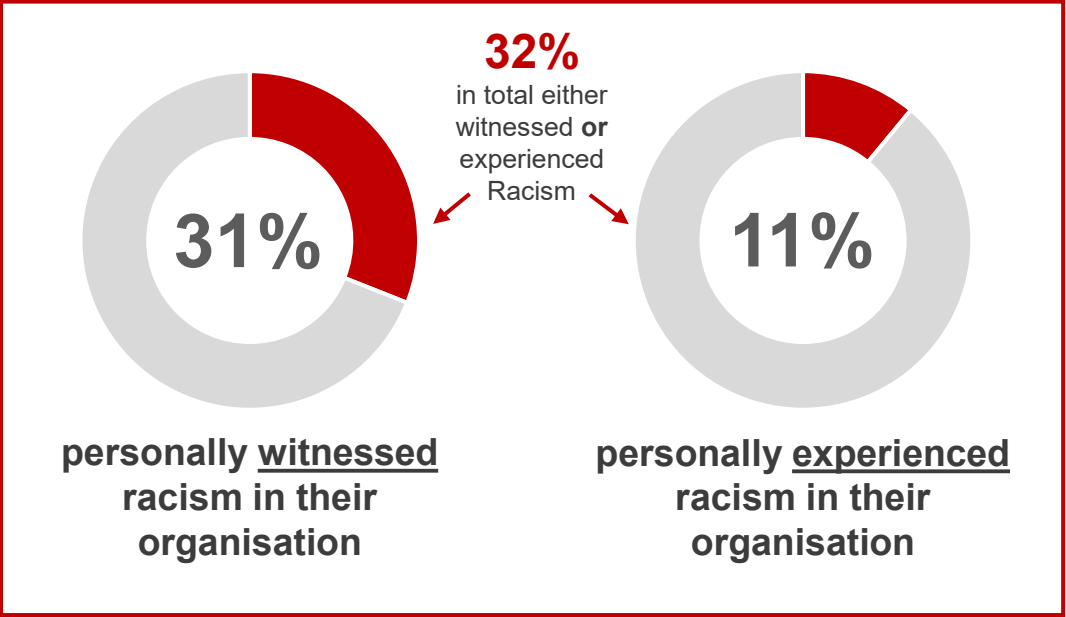
Q.21. In the last five years, have you personally witnessed any of the following in your organisation?/ Q.22. In the last five years, have you personally experienced any of the following in your organisation?/ Q.23. In the last five years, have you ever reported any of the following at your organisation (either formally or informally)?

Among the three in ten who witnessed/experienced racism within their organisation, only one in five of them reported it

Racism

Base: Respondents currently working in the sector (n=529).

Over the last 5 years...



Of those who witnessed/experienced racism only **20%** reported it

Just under half of workers aged **under 35** (46%) had personally witnessed racism in their organisation, the highest of any age group. **Women** (49% vs. 23% males), those who identify as **LGBTIQ+** (51%) and **FIFO/DIDO** workers (44%) were also more likely to have witnessed racism.

One in five **NESB** workers had personally experienced Racism within their workplace (19% vs. 9% non-NESB), which was also significantly more prevalent among **females** (18% vs. 8% males) and **FIFO/DIDO** workers (20%).

When it comes to reporting, only one in five who witnessed/experienced racism within their organisation reported it (20%), where FIFO/DIDO workers were slightly more likely to have reported an incident than on average (33% reported).

Q.21. In the last five years, have you personally witnessed any of the following in your organisation?/ Q.22. In the last five years, have you personally experienced any of the following in your organisation?/ Q.23. In the last five years, have you ever reported any of the following at your organisation (either formally or informally)?

One in four witnessed/experienced ageism in their organisation towards younger people, but only one in ten of them reported it

Ageism towards younger people

Base: Respondents currently working in the sector (n=529).

Over the last 5 years...



Of those who witnessed/experienced ageism towards younger people only **13%** reported it

Over two in five (41%) workers **aged under 40** have personally witnessed or experienced ageism towards younger people within their organisation, the most out of any aged group. **Women** (40% vs. 17% males) and **FIFO/DIDO** workers (34%) were also more likely to have witnessed or experienced it.

Only just over one in ten (13%) who experienced or witnessed ageism towards younger people reported it. While less people witnessed/experienced ageism against those younger than older, equally only just over one in ten (13%) reported it, the lowest levels of reporting across any issue.

Q.21. In the last five years, have you personally witnessed any of the following in your organisation?/ Q.22. In the last five years, have you personally experienced any of the following in your organisation?/ Q.23. In the last five years, have you ever reported any of the following at your organisation (either formally or informally)?

One in four workers (23%) witnessed/experienced homophobia, rising to three in five (60%) among those who identify as LGBTIQ+

Homophobia

Base: Respondents currently working in the sector (n=529).

Over the last 5 years...



The prevalence of homophobia witnessed within the last 5 years was seen significantly more among **younger workers** (37% aged under 35 compared to 5% aged 65+), **females** (35% vs. 17% males), **FIFO/DIDO workers** (37%) and among those who identify as **LGBTIQ+**, where just under three in five (57%) had personally witnessed it.

Consistently these groups were also most likely to have experienced homophobia more than any other, where as many as one in three (34%) that identified as **LGBTIQ+** had personally been subjected to it within their organisation. One in nine **women** (12% vs. 5% men) and **DIDO/FIFO workers** (13%) had also experienced homophobia as well as one in seven **younger workers** (15% aged under 35).

Despite these groups having higher experience with this issue, they were no more likely to report it than other groups.

Q.21. In the last five years, have you personally witnessed any of the following in your organisation?/ Q.22. In the last five years, have you personally experienced any of the following in your organisation?/ Q.23. In the last five years, have you ever reported any of the following at your organisation (either formally or informally)?

One in five witnessed sexual harassment and one in ten had personally been sexually harassed within their workplace

Sexual Harassment

Base: Respondents currently working in the sector (n=529).

Over the last 5 years...



Sexual harassment continues to be a prevalent issue among women in resources. Two in five women (40% vs. 13% males) witnessed an incident, one in four personally experienced it (25% vs. 3% males) but only two in five women reported an incident (37%). Among the women who experienced sexual harassment over the last 5 years, three in five (59%) did not report it.

Sexual harassment was also most prevalent among younger workers **aged under 40** (35% witnessed, 23% experienced), those who identify as **LGBTIQ+** (40% witnessed, 26% experienced), those in **lower level positions** (level 3 or lower) (33% witnessed, 20% experienced) and **FIFO/DIDO** workers (35% witnessed, 20% experienced). Consistent with other issues, **FIFO/DIDO** workers were the most likely to have reported an incident (50%).

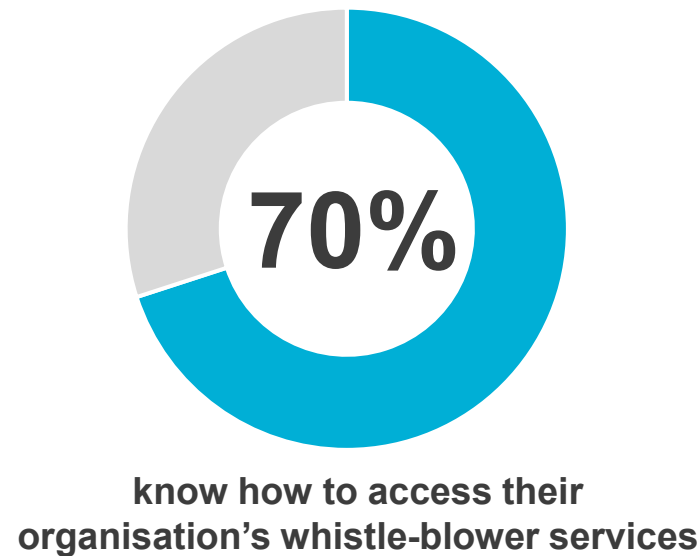
Q.21. In the last five years, have you personally witnessed any of the following in your organisation?/ Q.22. In the last five years, have you personally experienced any of the following in your organisation?/ Q.23. In the last five years, have you ever reported any of the following at your organisation (either formally or informally)?



Despite having more experience with issues in the workplace, only just under half of all LGBTIQ+ workers know how to access whistle-blower services (46%)

Whistle-blower services

Base: Respondents currently working in the sector (n=529).



Seven in ten (70%) of those currently working in the resources sector claim to know how to access their organisation's whistle-blower services.

Those who were least aware despite being a key group of concern when it comes to prevalence of issues in their workplace were those identifying as LGBTIQ+, where just under half (46%) knew how to access this service, a significant drop from the average.

Those who were newer to the industry also had lower awareness (55% who had been working in the industry for less than 5 years) which could indicate a greater need for education among those coming into the resource sector.

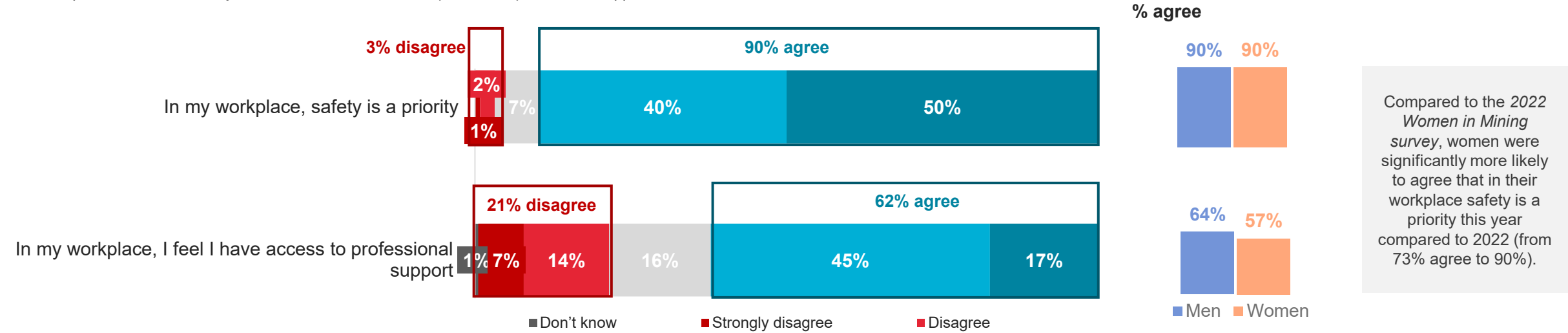
Q.19. Do you know how to access your organisation's whistle-blower services?

Work environment

Although almost all felt their workplace prioritised safety, one in five disagreed that they had access to professional support

Safety and support

Base: Respondents who currently or used to work in the sector (n=576-596). *Note: Not applicable removed



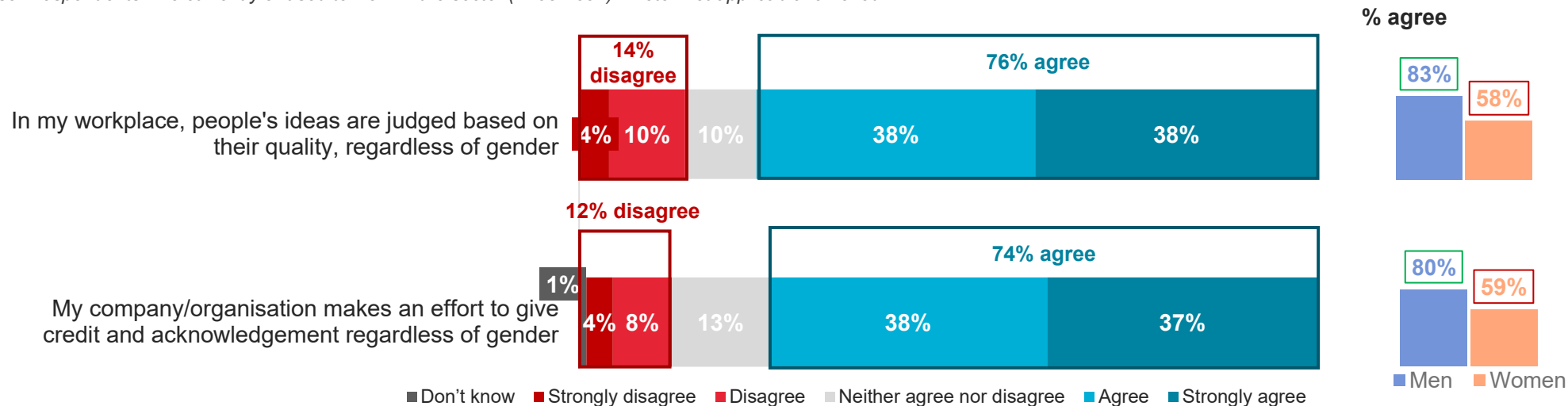
While there were no significant differences in agreement by gender, females were significantly more likely to *disagree* that they had access to professional support (28%) than males (18%). No significant differences by age, LGBTIQ+ status, NESB status. There was correlation between access to flexible working and professional support – among those who said they did not have the ability to work flexibly, just 45% agreed they had access to professional support, significantly lower than average.

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.
 *Note: Professional support includes in day-to-day work life, in progressing my career, access to or support with professional development opportunities, etc.
 Indicates significantly higher █ / lower █ than other cohort

Females were significantly less likely to agree gender did not influence how their workplace judged ideas or gave credit

Value and acknowledgement gender difference

Base: Respondents who currently or used to work in the sector (n=587-591). *Note: Not applicable removed



Compared to the 2022 Women in Mining survey, women working in the sector were significantly more likely to agree that their organisation makes an effort to give credit regardless of gender this year compared to 2022 (from 30% agree to 61%).

Males were significantly more likely to agree with both statements than females.

NESB respondents were significantly more likely to 'strongly disagree' that their workplace made an effort to give credit and acknowledgment regardless of gender (9%) compared to non-NESB respondents (2%). Reflecting this, non-NESB respondents were significantly more likely to agree with this statement (77%) than NESB (65%).

Interestingly, agreement with both statements was higher among those more senior in the organisation, with board level respondents significantly more likely to agree than average (98% and 94% respectively).

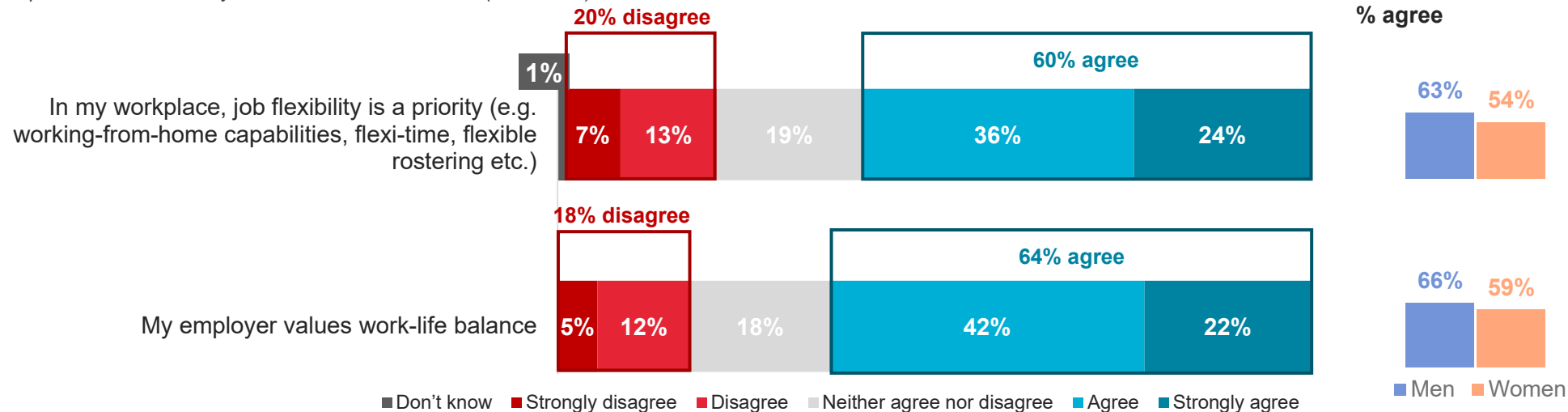
Q.15. To what extent do you agree or disagree with the following? If you are in-between roles, on leave or no longer working within the industry, please tell us about your most recent workplace experience.

Indicates significantly higher █ / lower █ than other cohort

Those with children at home were significantly more likely to agree their workplace was flexible and valued work-life balance

Flexibility and work-life balance

Base: Respondents who currently or used to work in the sector (n=584-587). *Note: N/A removed



There were no significant changes from the 2022 Women in Mining survey.

No significant differences between gender, though men were slightly more likely to agree with both statements than women. Those with children at home were significantly more likely to agree that job flexibility was a priority in their workplace (64%, versus 55% of those without children) and that their employer valued work-life balance (70%, versus 59% of those without children). Those who anticipated having to provide care-giving in the next 3 years were significantly more likely to 'strongly agree' that job-flexibility was a priority in their workplace (29%) than those who did not (17%). Non-NESB respondents were significantly more likely to agree that their employer valued work-life balance (66%) than NESB respondents (55%).

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.

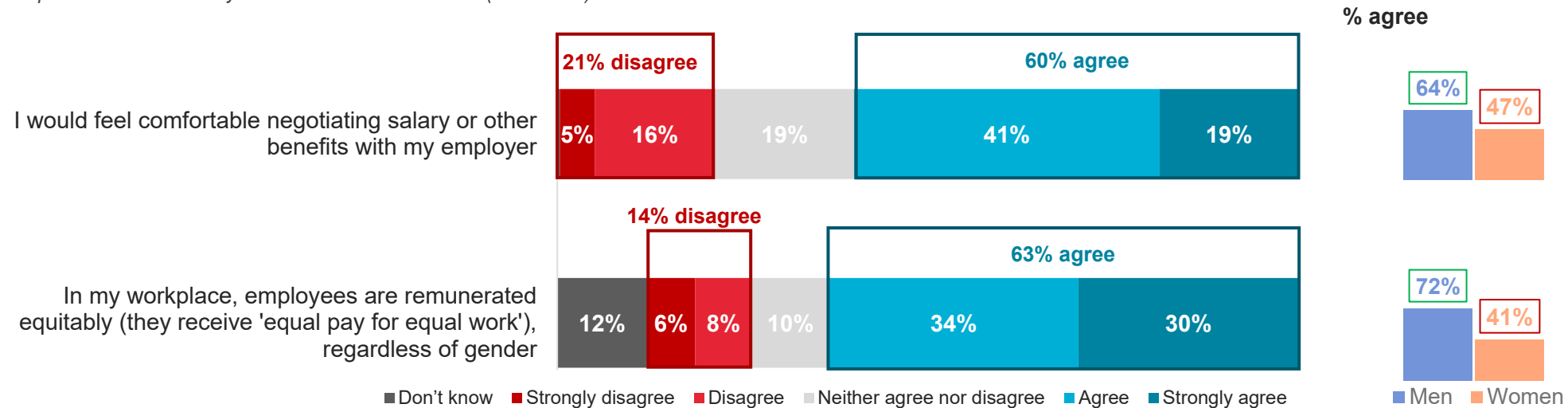
*Note: Job flexibility includes working-from-home capabilities, flexi-time, flexible rostering etc.

Indicates significantly higher █ / lower █ than other cohort

Males were significantly more likely than females to agree that employees were remunerated equitably in their workplace

Salary and benefits

Base: Respondents who currently or used to work in the sector (n=572-586). *Note: N/A removed



There were no significant changes from the 2022 Women in Mining survey.

Males were significantly more likely to agree with both statements than females. Unsurprisingly, females were significantly more likely to disagree that they would have felt comfortable negotiating salary (36%, versus 15% of males) and that employees were remunerated equitably (27%, versus 10% of males). NESB respondents were significantly more likely to disagree that their workplace remunerated employees equally (20%) than non-NESB respondents (13%).

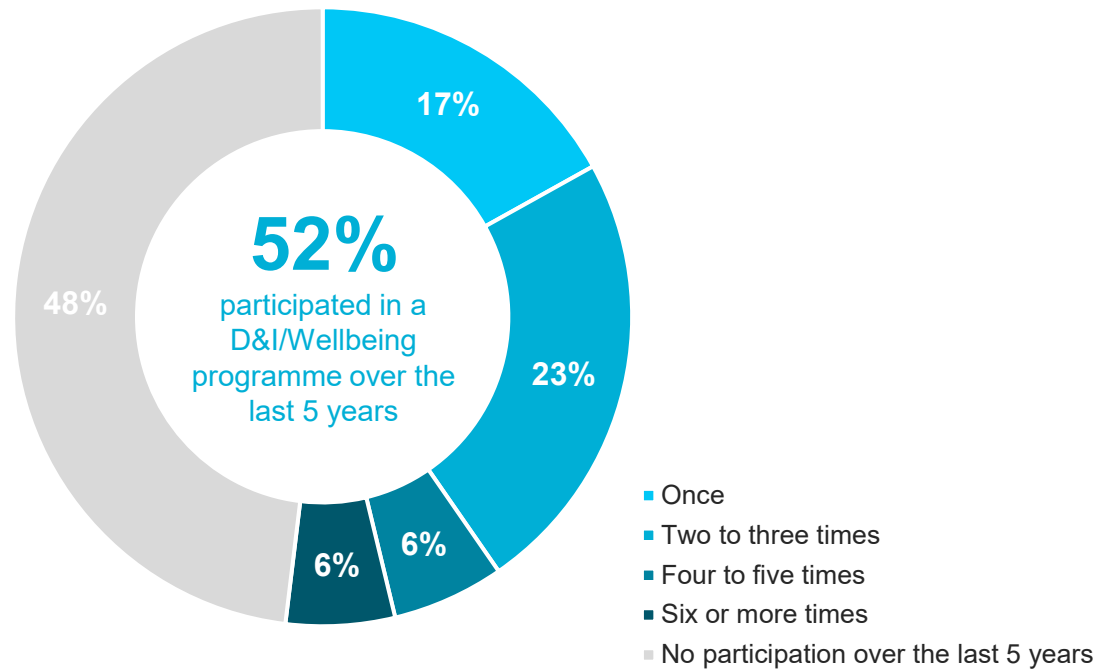
Q.15. To what extent do you agree or disagree with the following? If you are in-between roles, on leave or no longer working within the industry, please tell us about your most recent workplace experience.

Indicates significantly higher █ / lower █ than other cohort

D&I / wellbeing programme participants were more likely to believe their organisation is becoming more inclusive

Workplace Diversity & Inclusion/Wellbeing programme participation last 5 years

Base: All respondents (n=597).



Just over half (52%) of respondents had participated in D&I or wellbeing programmes in the last 5 years.

While participation in these programmes was not associated with any differences in rating of their own workplace's diversity or inclusion, those who had participated were significantly more likely to believe their own organisation is **becoming more diverse and inclusive** (69%, versus 45% of non-participants).

Similarly, those who had participated in programmes were significantly more likely to believe the resources sector (73%) and AusIMM (67%) were becoming more diverse and inclusive (compared to 63% and 55% respectively among non-participants).

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

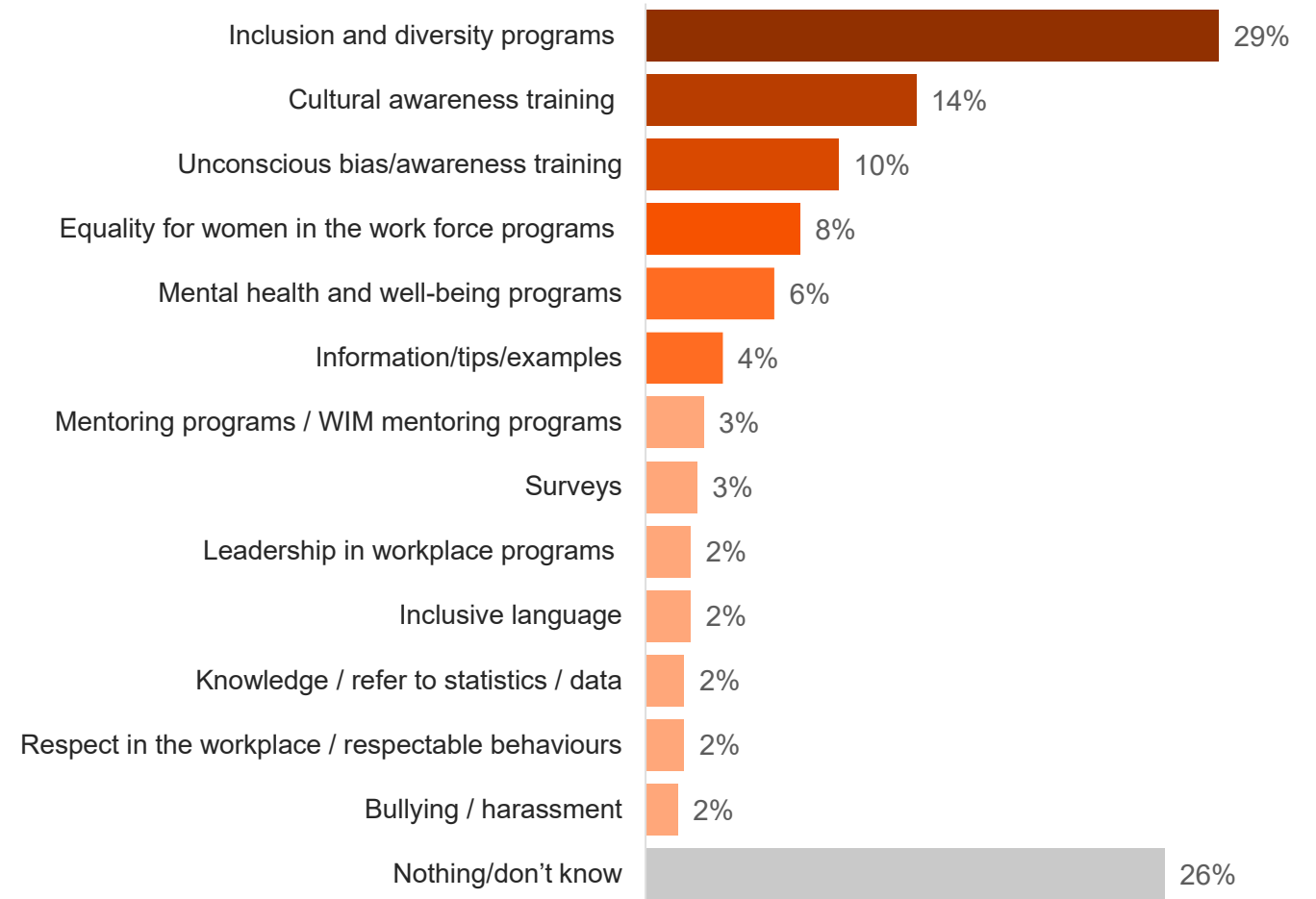
Although three in ten (29%) of respondents found D&I programmes in general to be beneficial, a quarter (26%) did not identify any benefits

“Getting the information in the hands of people and helping them understand it in a human way. A lot of people know there are issues, but they don’t understand them or even realise that they can be perpetuating them until they are given an opportunity to understand it more.”

Q.9. Please tell us which, if any, specific elements of the programme(s) you participated in have been most helpful to your organisation and or you.
Responses <2% not shown in chart

Beneficial elements of workplace programmes for you and the organisation

Base: Respondents who participated in programme last 5 years (n=298).



D&I training/awareness sessions were the most common initiative, followed by implementation of D&I policies

Diversity and inclusion workplace initiatives

Base: Respondents currently working in the sector (n=529).



Q.24. What initiatives has your organisation implemented that have helped make your work environment more diverse and inclusive?

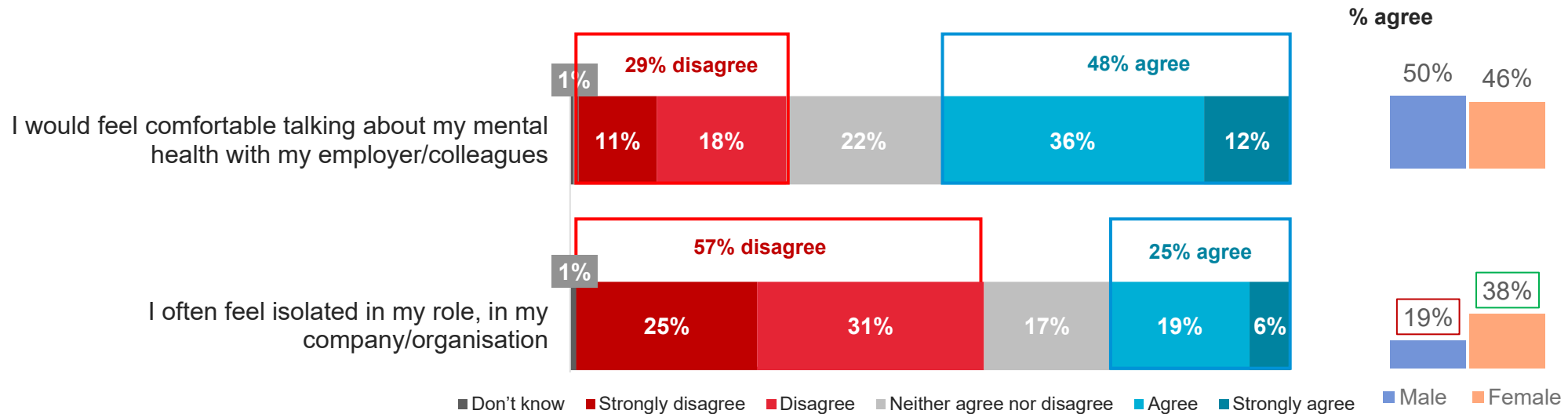
Responses <4% not shown in chart

Mental health and wellbeing

Just under half (48%) agreed they would have felt comfortable discussing mental health with their employer or colleagues

Mental health and wellbeing

Base: Respondents who currently or used to work in the sector (n=578-590). *Note: Not applicable removed



Females were significantly more likely to *disagree* that they would have felt comfortable talking about their mental health with their employer/colleagues (36%) than males (25%). They were also significantly more likely to feel isolated within their role (38% vs. 19% males).

Non-NESB respondents were significantly more likely to agree they often felt isolated in their role, company or organisation (27%) than NESB (17%). Those living in single person households were also significantly more likely to have felt isolated (45%) compared to the average.

As seen previously FIFO/DIDO workers were significantly most likely to have felt isolated within their role/company/organisation, where one in three agreed with this sentiment (32%). As they were among the groups most likely to have experienced workplace issues such as bullying, racism, homophobia and sexual harassment, this indicates a greater need for focus within this area.

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.

Indicates significantly higher / lower than other cohort

Among those whose workplace offers EAP, only one in four accessed the service

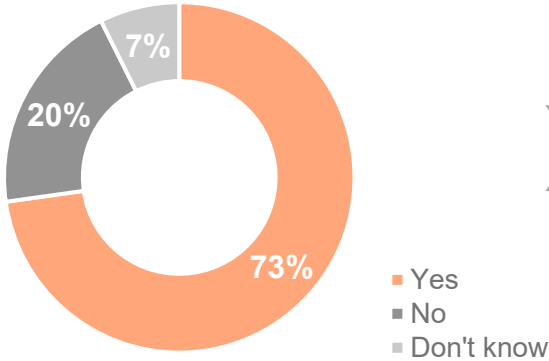
Employee Assistance Program (EAP)

Base: All respondents with a role in the resource sector (n=529);

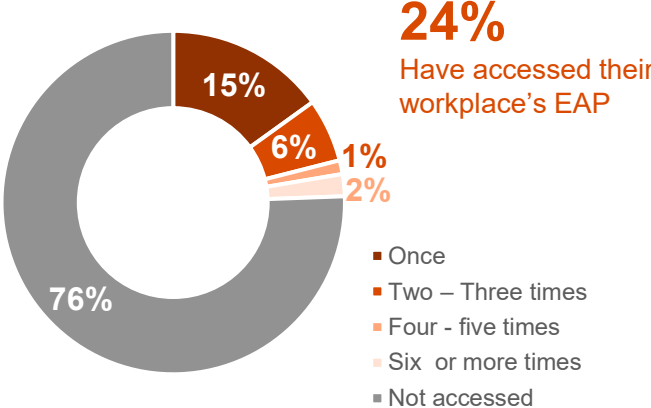
Employees whose organisations offer an EAP (n=385);

Those who accessed EAP (n=94)

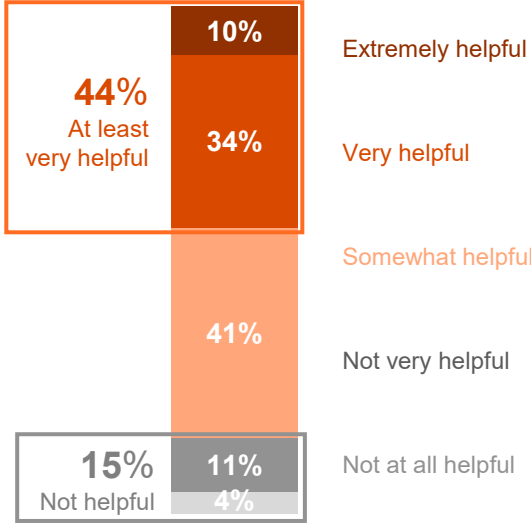
Does your organisation offer an Employee Assistance Program?



Have you accessed your organisation's EAP in the last 5 years?



How helpful was the program?



Although three in four (73%) were aware their workplace offers an Employee Assistance Program, only one in four of them (24%) accessed it in the past 5 years (highest among females 33% vs. 21% males). Positively among those that did access the program almost all (85%) found it at least somewhat helpful, and over two in five felt it was at least very helpful (44%).

While those that had experienced bullying, gender inequality, sexual harassment, racism and homophobia in the workplace were more likely to have accessed an EAP service, they were less likely to find these services useful. This could indicate a greater opportunity and need to both promote and better target these services to increase their usefulness and better support workers in resources.

Q.16. Does your organisation offer an Employee Assistance Programme?/Q.17. Have you accessed your organisation's Employee Assistance Program in the last 5 years?/Q.18. How helpful did you find the organisation's Employee Assistance Program?

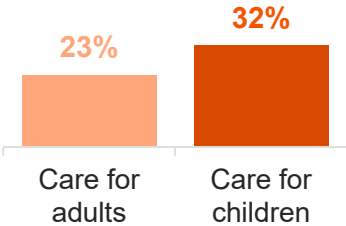
Support for carers

Consistently around half of resource workers have previously provided unpaid care for others and intend to do so in future

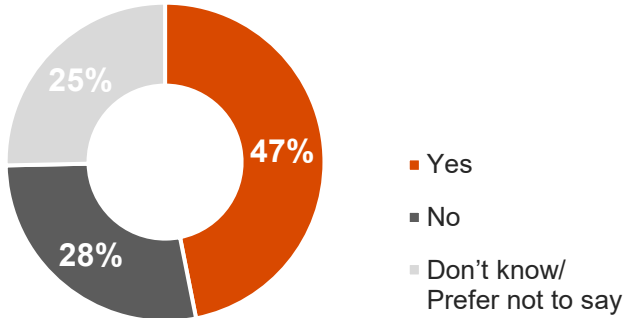
Employees providing unpaid care-giving responsibilities

Base: Current resource workers (n=529)

46%
of current workers spent time providing unpaid care/assistance for others over the past month



Workers who anticipate having to provide care-giving responsibilities in the next 3 years requiring workplace flexibility



Those aged between 35-44yr olds (58%), females (53% vs. 44% males), and those with children (58%) were most likely to anticipate needing workplace flexibility for care-giving over the next 3 years.

Almost half of those who do not currently have the ability to work flexibly anticipate that they will need to do so in future (46%). **With a large demand now and into the future to be able to provide unpaid care/assistance among almost half, offering flexibility becomes paramount for employers within the resources sector.**

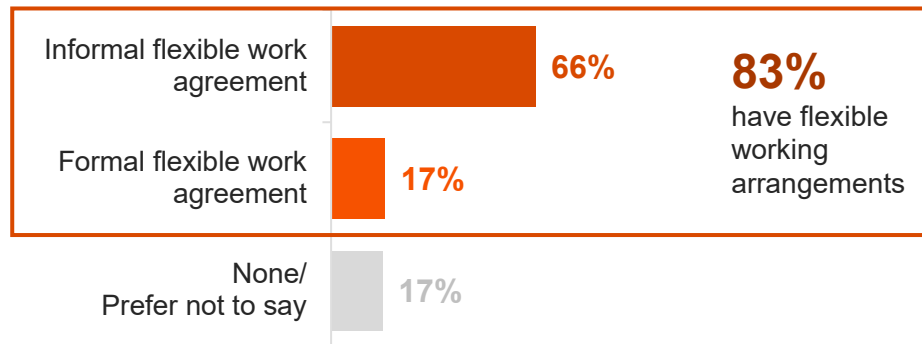
Q25. In the past month, did you spend time providing unpaid care, help or assistance for family members or others? Q26. Do you anticipate having to provide care-giving responsibilities in the next 3 years which will require workplace flexibility?

The majority of resource workers can work flexibly, however one in seven with a future need to do so cannot

Working flexibility allowances allowed

Base: Respondents currently working in the sector (n=529)

Flexible work arrangements



Formal agreement: Documented in contract or otherwise documented.
 Informal agreement: Not documented in contract but permitted by management.

Of those who provided care in the past month

10%
 did not have the ability to work flexibly

Of those who anticipate needing workplace flexibility to provide care in the next 3 years

14%
 did not have the ability to work flexibly in their current role

The majority of workers within the industry were able to work flexibly (83%). Two in three workers have an informal flexible work agreement (66%), and one in six (17%) have a formal one. Men were significantly more likely to have informal flexible work agreements than women (71% vs 58%) along with those that had been in the resource industry for over 30 years (76%).

One in seven workers (14%) who will over the next 3 years require flexibility to care for another currently does not have flexible work arrangements. **Employees should ensure they are catering to workers needs as this cohort could be at risk of leaving the industry in place of work that could provide them flexibility.**

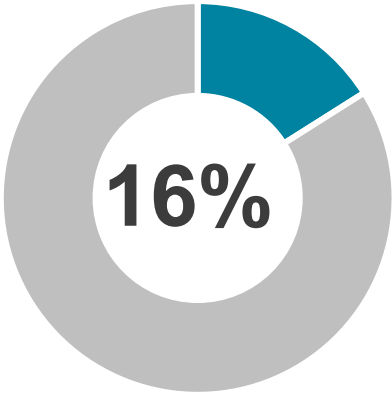
Q27. In your current role are you able to work flexibly (e.g., choose your own start and finish times, a compressed week, etc.) to meet your personal needs, either formally or informally?

Only one in six respondents worked for organisations that assisted with childcare or carer programmes

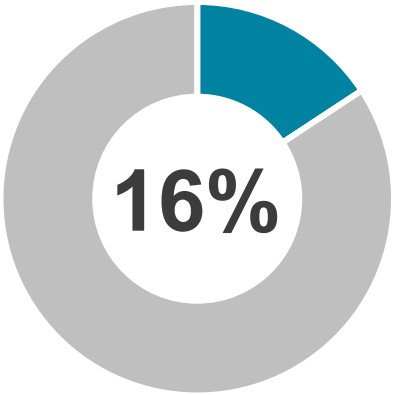
Parental leave and provision of childcare/carers programmes

Base: Those currently working in the sector (n=529);

Workers with children (n=290)



of current workers organisations assisted with childcare or carer programmes



of parents used paid parental leave in the past 5 years

Along with only one in six respondents working for organisations that assisted with childcare or carer programmes, only one in six parents had previously used paid parental leave.

NESB respondents were significantly more likely to work for organisations that provided them with assistance for childcare/carers programs (23% vs. 14%), this was also true among FIFO workers (27%).

Those in manager or supervisor level roles (29%), and those aged under 40 (52%) were the most likely groups to have taken parental leave in the last 5 years.

Q28. Have you used paid parental leave in past 5 years?
Q29. Does your organisation assist you with childcare or carer programmes?

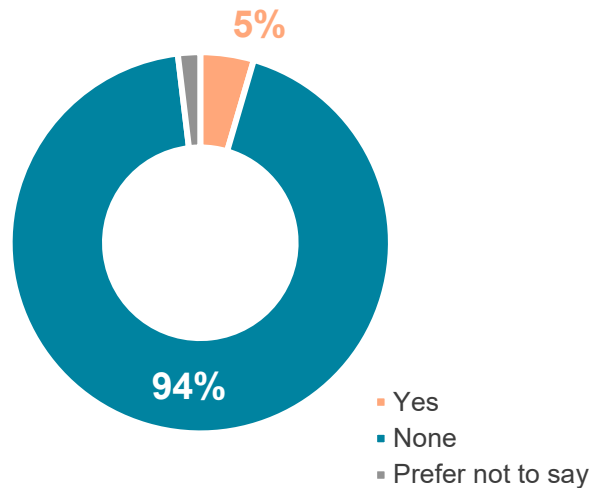


Among those with a disability working in the resource sector, just over half said their employer was aware of their disability

Support for disabilities

Base: All respondents (n=597). Those with a disability currently in sector (n=24*) *caution low base size n<30

Self describe with a disability



18 in 24
people with a disability said that their employers were aware of their disability

8 of 18
people with a disability their employer was aware of said their employer provided support or changed conditions to accommodate for their disability.

While
2 of 18
had not been accommodated for but wanted their employer to provide support or changed workplace conditions.

Q30. 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?

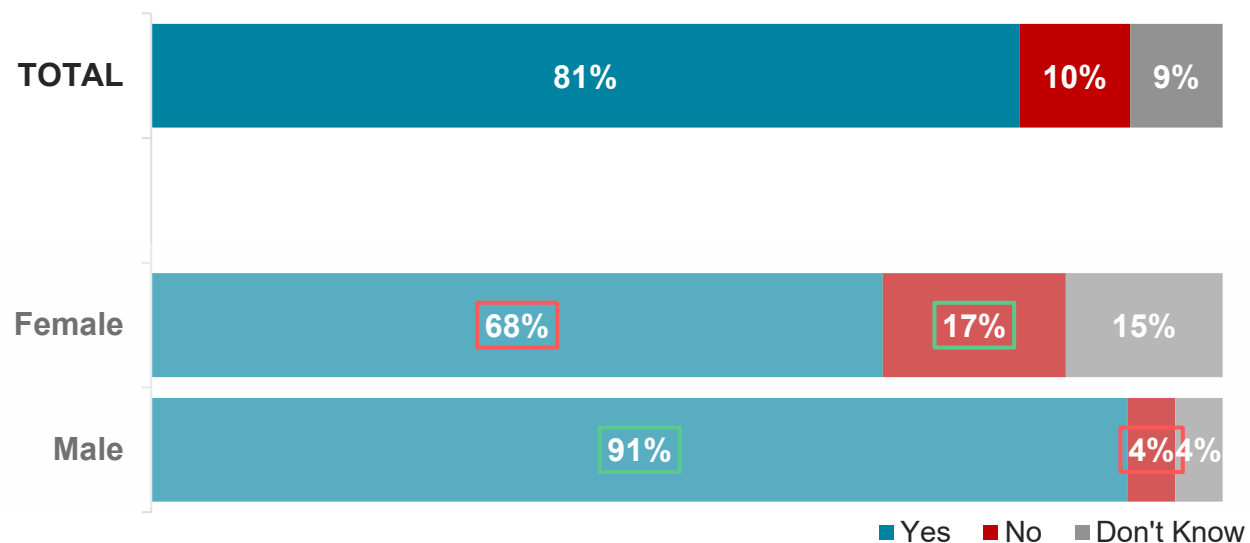
FIFO and DIDO experience

Female FIFO/DIDO workers were more than four times as likely to report not feeling safe and supported

Feelings of safety and support on mine sites

Base: Current FIFO and DIDO workers (Total: n=116; Males: n=68; Females: n=41).

Do you feel safe and supported at your mine site?



Overall, four in five FIFO/DIDO workers (81%) felt safe and supported at their mine site, one in ten did not (10%). Where female FIFO/DIDO workers felt disproportionately less safe and supported than males (17% vs 4% males said no to feeling safe and supported).

Non-NESB respondents were significantly more likely to feel safe and supported (94%) than NESB (75%), while NESB respondents were more likely to respond 'don't know' (12%, versus 0% non-NESB).

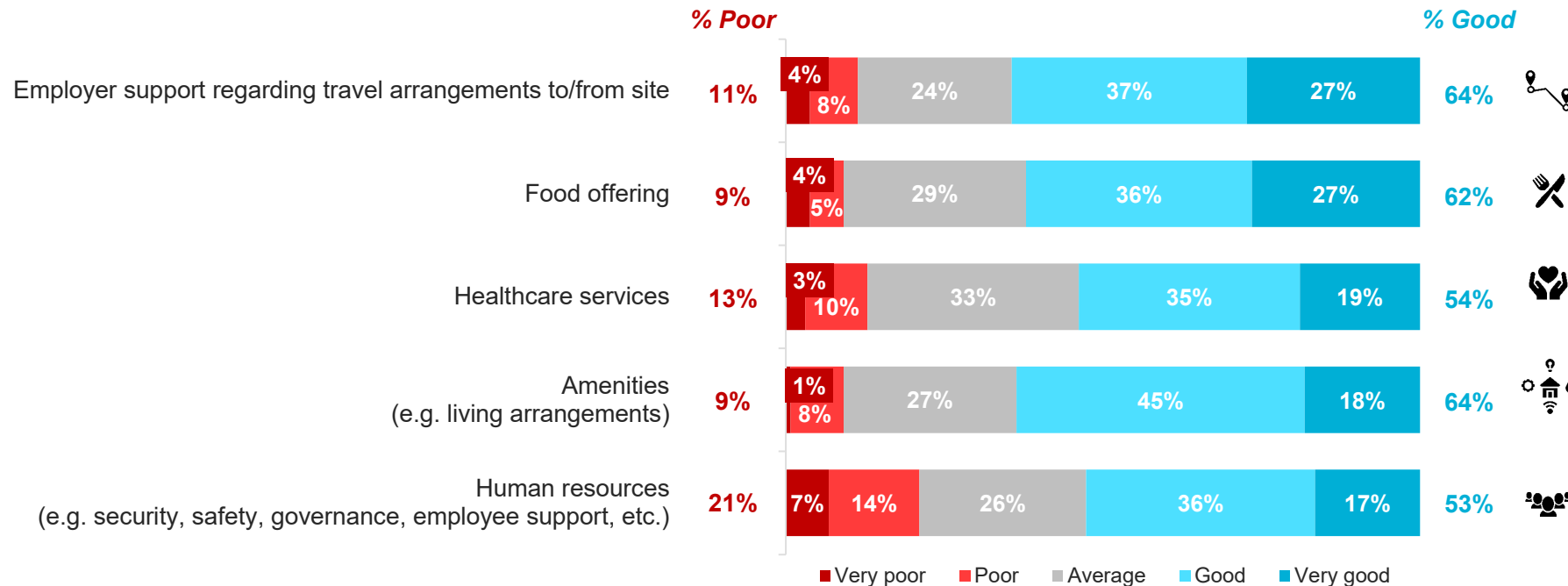
Those who did not have the ability to work flexibility were significantly more likely to not feel safe and supported (26%) compared to those who could (1%).

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

Females were also more than twice as likely to feel provision and accessibility of human resources on-site was poor

Provision and accessibility of the following on-site

Base: Current FIFO and DIDO workers (n=132-133). Note: Not applicable removed.



Only one in two FIFO/DIDO workers felt that the provision and accessibility of human resources on-site was good, with one in five (21%) rating it as poor. This was highest among females, who were significantly more likely to think provision and accessibility of human resources was poor (32%) compared to males (14%), while males were significantly more likely to think it was good (65%, versus 29% females).

Males were significantly more likely to think the food offering was good (72%, versus 41% females).

NESB respondents were significantly more likely to think provision and accessibility were 'good' when it came to employer support regarding travel arrangements (78%), healthcare services (68%), and amenities (80%), compared to non-NESB (59%, 48%, and 57% respectively).

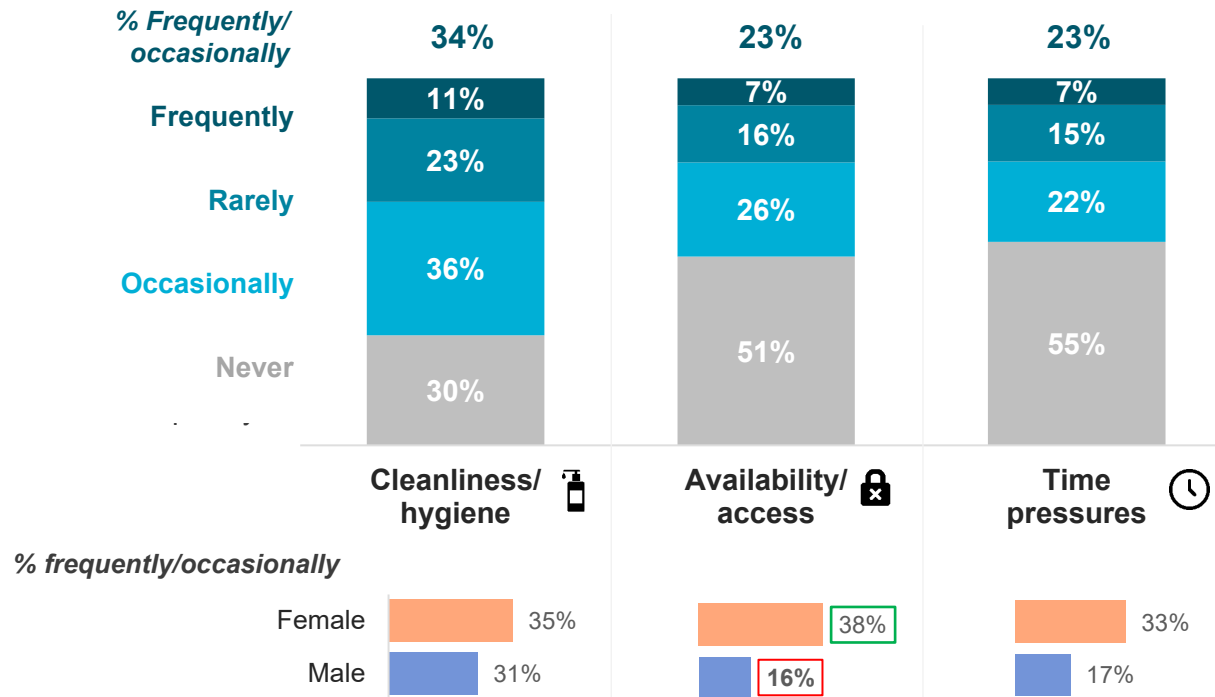
Compared to the 2022 *Women in Mining* survey, females this year were significantly less likely to think provision of human resources was good (29%, versus 50% last year).

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?

A third experienced poor cleanliness/hygiene as a barrier to toilet use and two in five females at least occasionally had access issues

Barriers to toilet use

Base: Current FIFO and DIDO workers (n=109-110). Note: Not applicable removed



Female FIFO/DIDO workers were significantly more likely to have experienced availability/access issues occasionally-frequently in the last year (38%) compared to males (16%), while males were more likely to experience these issues 'never' (64%, versus 28% females).

Males were also significantly more likely to 'never' experience time pressures (64%) compared to females (38%).

Compared to the 2022 *Women in Mining* survey, female FIFO/DIDO workers were directionally more likely to 'never' experience cleanliness/hygiene issues (30%, compared to 18% in 2022). They were also less likely to frequently/occasionally experience cleanliness/hygiene (35%), availability/access (38%), or time pressure (33%) issues than last year (50%, 47%, and 40% respectively).

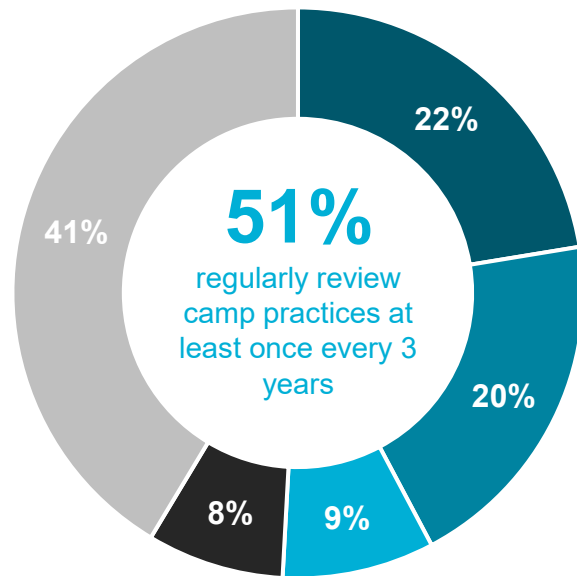
Q.14. In the past year, have you experienced any of the following barriers to toilet use at work?

Indicates significantly higher █ / lower █ than other cohort

Half of FIFO/DIDO workers reported that their employer review camp practices at least every three years

Frequency of reviewing camp practices

Base: Current FIFO and DIDO workers (n=116).



- More than once a year
- Annually (once a year)
- Every 2 - 3 years
- Hasn't occurred in the last 5 years
- Don't know / unsure

Those who had not participated in a workplace D&I or wellbeing programme in the last 5 years were significantly more likely to report their workplace also has not reviewed camp practices in the last 5 years (15%, versus 3% of participants).

Those who believed their organisation was becoming less diverse and inclusive or believed it was staying the same, were also significantly more likely to report their workplace had not reviewed camp practices in the last 5 years (18%) than those who felt their workplace was becoming more diverse and inclusive (1%).

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

Alcohol restrictions were consistently seen as the most effective change to camp practises across both genders, followed by security measures such as CCTV and better lighting

While male FIFO/DIDO workers were more inclined to give answers around alcohol restrictions (19% of males), having more activities (19% males) and improved food/menu (17%) as their most effective changes to camp practices, women accounted more safety aspects.

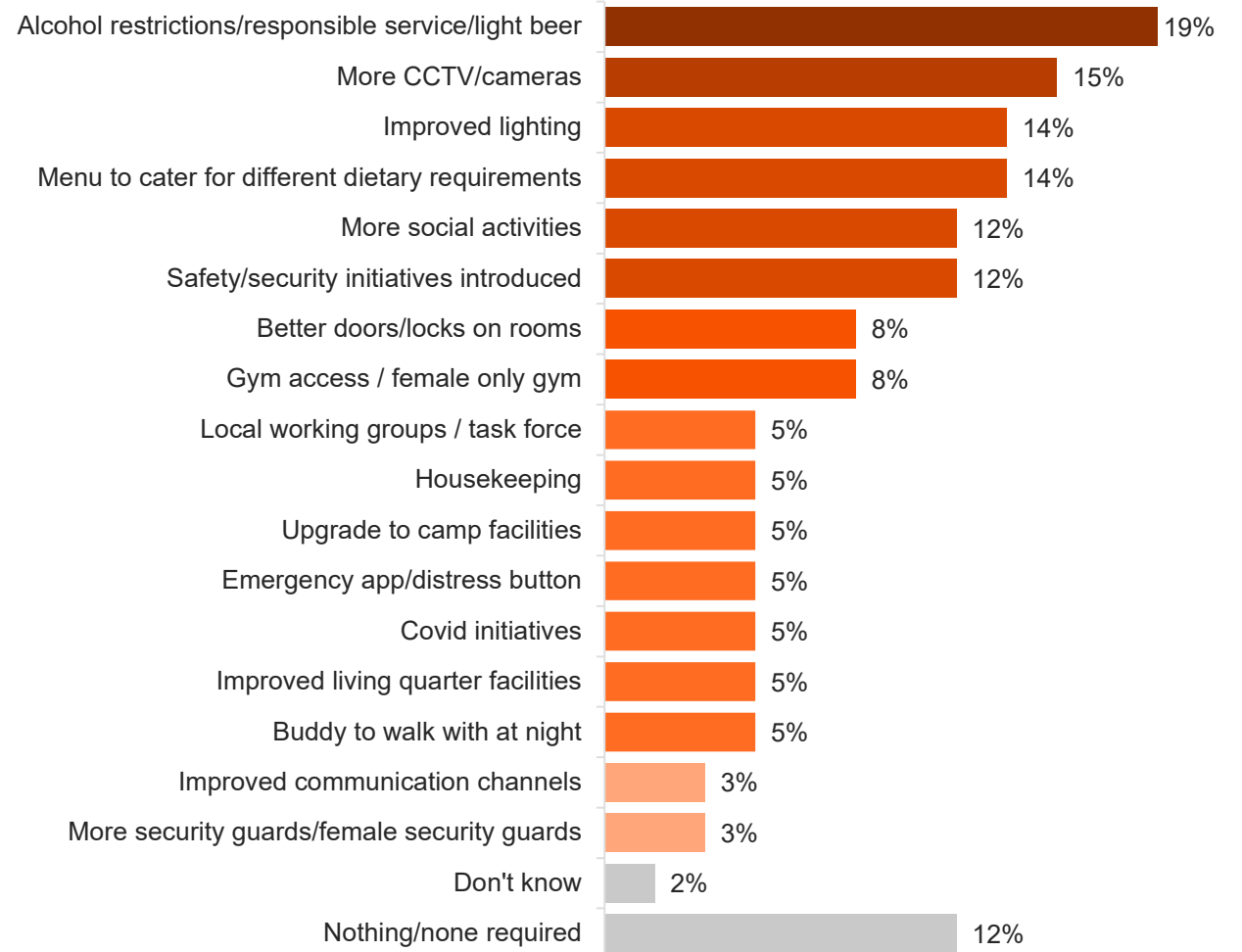
One in four FIFO/DIDO women cited more CCTV/cameras (25%), and one in five said alcohol restrictions, improved lighting and better locks/doors (20% respectively each) had been the most effective changes*.

“There has been a lot of changes at camp to improve safety of personnel such as more lights installed, a better door that allows for better safety and privacy, walk to room services and emergency apps. This has been highly effective in making me feel comfortable at camp.”

- Female FIFO/DIDO worker

Improved Camp Practices

Base: FIFO/DIDO whose workplace reviewed camp practices in the last 3 years (n=59)



Q13. What changes, if any, to camp practices have been made that you think are most effective?

*Cautions low base size n=20 for women

Appendix

Sample profile

	Proportion of sample
Age	
18-24	1%
25-34	10%
35-49	34%
50-64	37%
65+	18%
Gender	
Male	70%
Female	26%
Non-binary	0%
Prefer to self describe/not to say	4%
Born Location	
Australia	64%
Outside of Australia	36%
Speak a language other than English at home	
Yes	20%
No	80%

	Proportion of sample
Identify as an Australian Aboriginal and/or Torres Strait Islander Person	
No	95%
Yes, Aboriginal	0%
Yes, Torres Strait Islander	0%
Yes both Aboriginal and Torres Strait Islander	0%
Are you, or do you identify as LGBTIQ+?	
No, I do not identify as LGBTIQ+	89%
Yes, lesbian, gay or homosexual	3%
Yes, bisexual	2%
Yes, queer	1%
Yes, trans/gender diverse, or a person with a trans history	0%
Yes, a person with an intersex variation	0%
Yes, I use different terms	1%
Prefer not to say	4%

	Proportion of sample
Current role	
Full-time work	64%
Part-time work	3%
Casual	2%
Contracting	2%
Consultant	15%
Independent Operator	1%
Between Jobs	2%
Retired	7%
Other	2%
Do you describe yourself as having a disability	
Yes	6%
No	92%
Prefer not to say	3%

Sample profile

	Proportion of sample
Which of the following best describes your household?	
Couple with children at home	45%
Couple without children	37%
Group household (non-related adults)	1%
Single parent family	4%
Single person household	9%
Other	1%
Prefer not to say	4%
Where do you currently reside?	
Australian Capital Territory	0%
New South Wales	13%
Victoria	9%
Western Australia	32%
Queensland	24%
Tasmania	3%
Northern Territory	0%
South Australia	4%
Outside of Australia	15%

	Proportion of sample
Are you a member of the AusIMM? If so, what is your grade of AusIMM membership?	
Student Member (SAusIMM)	1%
Associate Member (AAusIMM)	6%
Member AusIMM(MAusIMM)	50%
Member AusIMM Chartered Professional (MAusIMM (CP))	9%
Fellow AusIMM (FAusIMM)	18%
Fellow AusIMM (FAusIMM (CP))	7%
I am not a member of the AusIMM	8%
Unsure	1%

Questionnaire

AusIMM

Survey type: Online

Project consultants:	Sharon Morris, Anastasia Spratt - QMR Cate Darcy, 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

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 women in the resources sector. This year we are broadening the survey to encompass more diversity and inclusion topics. The aim is to use the insights to drive positive outcomes across our sector.

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&CS>

This survey is voluntary. 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
- Contracting..... 4
- Consultant 5
- Independent Operator 6
- Between jobs..... 7
- Retired..... 8
- Other (please specify) 9
- Have never worked in the resources sector..... 10

[TERMINATE]

ASK IF Q.1=1-9 [CURRENTLY, OR USED TO WORK IN SECTOR]

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 IF Q.1=1-9 [CURRENTLY, OR USED TO WORK IN SECTOR]

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 IF Q.1=1-9 [CURRENTLY, OR USED TO WORK IN SECTOR]

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

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 Your own organisation (if you are in-between roles, on leave or no longer working within the industry, please tell us about your most recent workplace experience)	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 practices in which different diverse professionals 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 Your own organisation (if you are in-between roles, on leave or no longer working within the industry, please tell us about your most recent workplace experience)	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 Your own organisation (if you are in-between roles, on leave or no longer working within the industry, please tell us about your most recent workplace experience)	1	2	3
2 The resources sector	1	2	3
3 AusIMM	1	2	3

ASK IF Q.1=1-9 [CURRENTLY, OR USED TO WORK IN SECTOR]

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.8 = YES (CODE 1-4)

Q.9. Please tell us which, if any, specific elements of the programme(s) you participated in have been most helpful to your organisation and or you.

OPEN-END

ASK IF Q.4=1-2 [FIFO OR DIDO] AND Q.1=1-9 [CURRENTLY OR USED TO 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 [FIFO OR DIDO] AND Q.1=1-6 [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 [FIFO OR DIDO] AND Q.1=1-6 [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 [FIFO OR DIDO] AND Q.12 = 1-3 [RECENTLY REVIEWED PRACTICES] AND Q.1=1-6 [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 [FIFO OR DIDO] AND Q.1=1-6 [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	Rarely	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=1-9 [CURRENTLY, OR USED TO 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 based on their quality, regardless of gender	1	2	3	4	5	6	7
4	In my workplace, 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, flexi-time, 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
8	I often feel isolated in my role, in my company/organisation	1	2	3	4	5	6	7

9	My company/organisation makes an effort to give credit and acknowledgement regardless of gender	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

ASK IF Q.1=1-6 [CURRENTLY WORK IN SECTOR]

Q.16. Does your organisation offer an Employee Assistance Programme?

SINGLE RESPONSE

Yes 1
 No 2
 Don't know 3

ASK IF Q.16 = YES (CODE 1)

Q.17. Have you accessed your organisation's Employee Assistance Program 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.17 = YES (CODE 1-4)

Q.18. How helpful did you find the organisation's Employee Assistance Program?

SINGLE RESPONSE

Extremely helpful 1
 Very helpful 2
 Somewhat helpful 3
 Not very helpful 4
 Not at all helpful 5

ASK IF Q.1=1-6 [CURRENTLY WORK IN SECTOR]

Q.19. Do you know how to access your organisation's whistle-blower services?

SINGLE RESPONSE

Yes 1
 No 2

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 Q.1=1-6 [CURRENTLY WORK IN SECTOR]

Q.21. In the last five 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 Q.1=1-6 [CURRENTLY WORK IN SECTOR]

Q.22. In the last five 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. In the last five 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=1-6 [CURRENTLY WORK IN SECTOR]

Q.24. What initiatives has your organisation implemented that have helped make your work environment more diverse and inclusive?

OPEN-END

ASK IF Q.1=1-9 [CURRENTLY, OR USED TO WORK IN SECTOR]

Q.25. In the past month, did you spend time providing unpaid care, help or assistance for family members or others?

MULTIPLE RESPONSE

Yes, child(ren) 1
 Yes, adult(s) 2
 No 3 **[EXCLUSIVE]**

ASK IF Q.1=1-9 [CURRENTLY, OR USED TO WORK IN SECTOR]

Q.26. Do you anticipate having to provide care-giving responsibilities in the next 3 years which will require workplace flexibility?

SINGLE RESPONSE

Yes 1
 No 2
 Don't know 3
 Prefer not to say 4

ASK IF Q.1=1-6 [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=1-9 [CURRENTLY, OR USED TO WORK IN SECTOR]

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

SINGLE RESPONSE

Yes 1
 No 2

ASK IF Q.1=1-6 [CURRENTLY WORK IN SECTOR]

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=1-6 [CURRENTLY WORK IN SECTOR]

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=1-6 [CURRENTLY WORK IN SECTOR]

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.35. In which country were you born?

[INSERT ABS STANDARD AUSTRALIAN CLASSIFICATION OF COUNTRIES LIST AS DROPDOWN]

Unsure 1
 Prefer not to say 2

ASK ALL

Q.36. Do you speak a language other than English at home?

SINGLE RESPONSE

Yes (please specify)1
No.....2

ASK ALL

Q.37. Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

SINGLE RESPONSE

NO.....1
Yes, Aboriginal2
Yes, Torres Strait Islander3
Yes, both Australian Aboriginal and Torres Strait Islander4
Unsure.....5
Prefer not to say6

ASK ALL

Q.38. Are you, or do you identify as LGBTIQ+?

SINGLE RESPONSE

No, I do not identify as LGBTIQ+.....1
Yes, Lesbian, gay or homosexual2
Yes, Bisexual.....3
Yes, Queer.....4
Yes, Trans/gender diverse, or a person with a trans history5
Yes, A person with an intersex variation6
Yes, I use a different term (please specify)7
I don't know8
Prefer not to say9

ASK ALL

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

SINGLE RESPONSE

Couple with children at home.....1
Couple without children2
Group household (non-related adults)3
Single parent family4
Single person household.....5

Something else (please specify) 6
Prefer not to say..... 7

ASK ALL

Q.40. Where do you currently reside?

SINGLE RESPONSE

Australian Capital Territory 1
New South Wales 2
Victoria 3
Western Australia..... 4
Queensland 5
Tasmania 6
Northern Territory..... 7
South Australia 8
Outside of Australia (please specify your country of residence)..... 9

ASK ALL

Q.41. Are you a member of the AusIMM? If so, what is your grade of AusIMM membership?

SINGLE RESPONSE

Student Member (SAusIMM) 1
Associate Member (AAusIMM) 2
Member AusIMM (MAusIMM)..... 3
Member AusIMM Chartered Professional (MAusIMM (CP))..... 4
Fellow AusIMM (FAusIMM)..... 5
Fellow AusIMM (FAusIMM (CP)) 6
I am not a member of the AusIMM 7
Unsure..... 8

ASK ALL

Q.42. To thank you for your participation in this survey, we are offering the chance to win a \$500 AUD e-giftpay 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 Cate Darcy at cdarcy@ausimm.com.



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