

**Deloitte.**

**Women @ Work**  
A global outlook

Australia findings



## Global summary

- Responsibilities at work and at home have exponentially increased since the onset of the COVID-19 pandemic and **the burden is disproportionately impacting women**. Many are at a breaking point, leaving the workforce in record numbers. Yet businesses that give women the support they need to succeed have a more productive, motivated workforce – and are likely to report greater retention. Our research uncovers the **characteristics of organisations who are making tangible progress on gender equality** and steps employers can take to do the same.
- The following deck examines how women in Australia stand out from their global counterparts on key themes. We surveyed **500 women** in Australia and evaluated responses through the intersectional lenses of race and ethnicity, sexual orientation, and gender identity.

### KEY GLOBAL FINDINGS

#### The pandemic has negatively impacted women at work.



Today, less than half of women **rate their job satisfaction, motivation and productivity as “good,”** compared with around 3 in 4 before the pandemic.



Almost a quarter (23%) say they are **considering leaving, or are likely to leave, the workforce altogether** as a result of the impact of COVID-19.

#### Workplace culture has not been supportive during this time.

Just **39%** of women believe their organization’s commitment to supporting women during the pandemic has been sufficient. Less than a quarter of women (**22%**) say their employers have enabled them to create clear boundaries between work and personal hours while **63%** of women feel that their employers evaluate them based on the amount of time spent online rather than quality of output. Over half (**52%**) have experienced non-inclusive behaviors over the past 12 months and approximately **one-quarter** of women did not report these incidents because they were concerned about negative impacts to their careers.

#### Most employers can be doing more to help.

We identified a group of women who agree with the following three statements, indicating an inclusive, high-trust culture where women are valued and supported. We call this subset of organisations **“gender equality leaders”** (4% of the global sample) and organisations which did not meet any of these three criteria **“lagging organisations”** (31% of the global sample”).



I feel **confident to report non-inclusive behaviors**, without concern for reprisal



I feel supported by my employer to **balance work with other commitments**

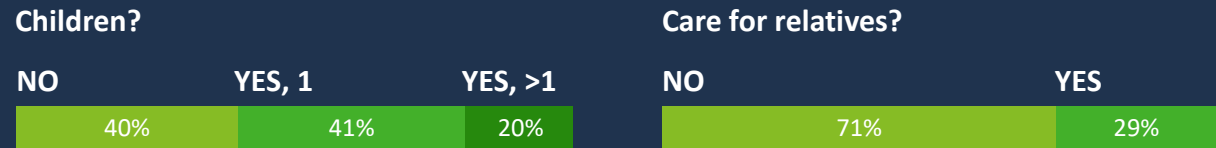


My **career is progressing** as quickly as I would like currently

# Country profile

500 total respondents in Australia

## RESPONDENT PROFILE

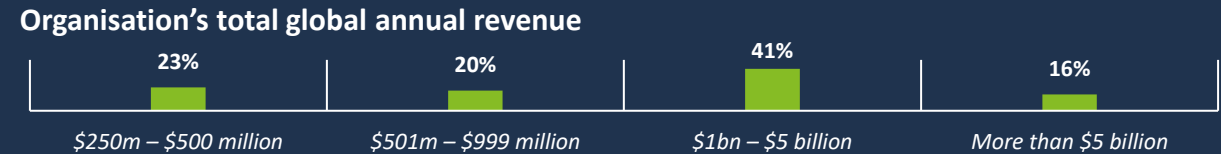
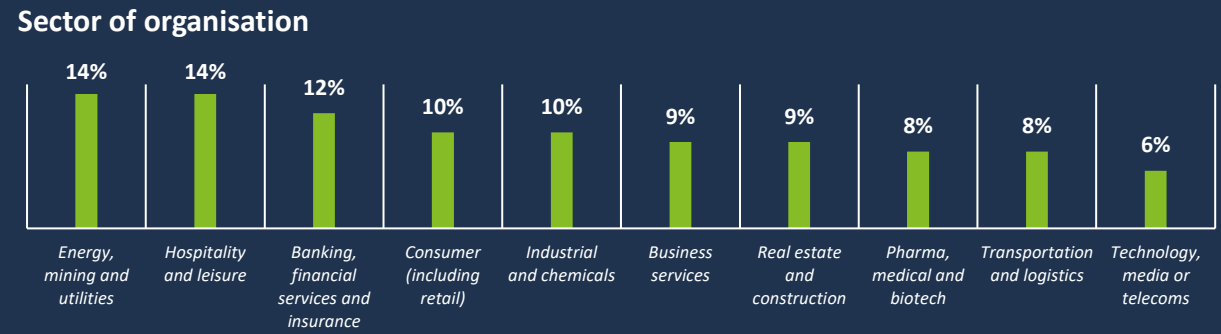


\*For the purposes of this research, respondents were asked identifying questions relating to sexual orientation and gender identity.

## BUSINESS PROFILE



\*Note this includes gig workers

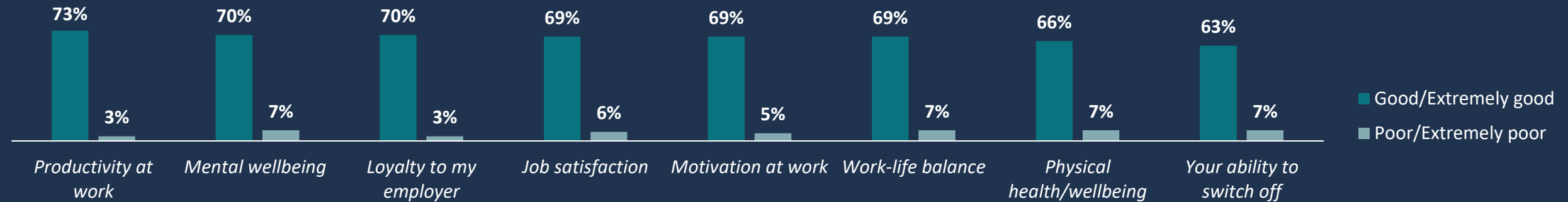




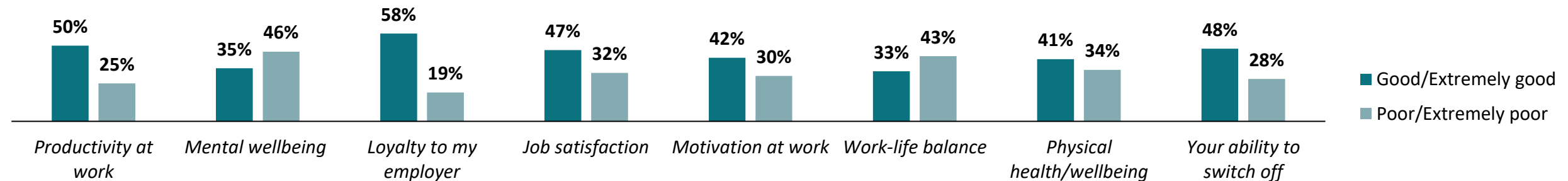
## Women’s job satisfaction and wellbeing have been severely impacted by the pandemic

- Around 7 in 10 (69%) Australian women ranked their job satisfaction as good or extremely good before COVID-19. Today, fewer than 5 in 10 (47%) say that their job satisfaction is positive.
- Women’s wellbeing has been negatively impacted over the course of the pandemic as well. Prior to the COVID-19 pandemic, 70% of women in Australia ranked their mental wellbeing as good or extremely good, while today only 35% say this. Only one-third of Australian women say they have positive work-life balance.

How would you rate each of the following aspects of **your life pre COVID-19?** (Australia responses only)



And how would you rate each of the following aspects of **your life today?** (Australia responses only)

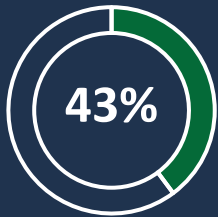




# Australian women do not feel their employers' support during the pandemic has been adequate

- Less than half (43%) of Australian women say their organisation's commitment to supporting women during the pandemic has been sufficient.
- At the same time, only 38% say that their career is not progressing as fast as they would like, compared to 42% globally. Caregiving and/or household responsibilities and mental health problems are the top 2 reasons behind this sentiment. 21% also feel there aren't enough opportunities to progress within their organisations.

% of respondents indicating the below statements are true

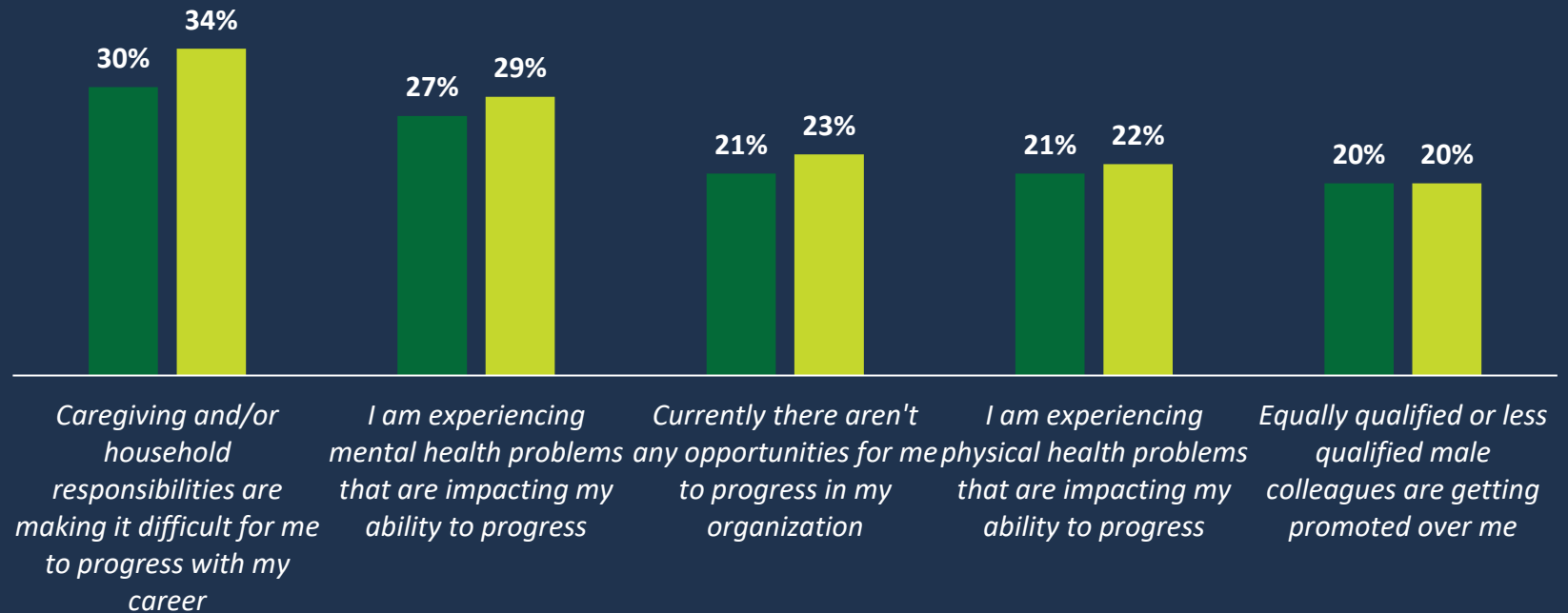


My organisation's commitment to supporting women has been sufficient since the COVID-19 crisis broke  
vs. 39% globally



My career isn't progressing as fast as I would like currently  
vs. 42% globally

Why isn't your career isn't progressing as fast as they would like at the moment or you feel less optimistic about your career prospects than you did before the COVID-19 crisis broke? (top 5)



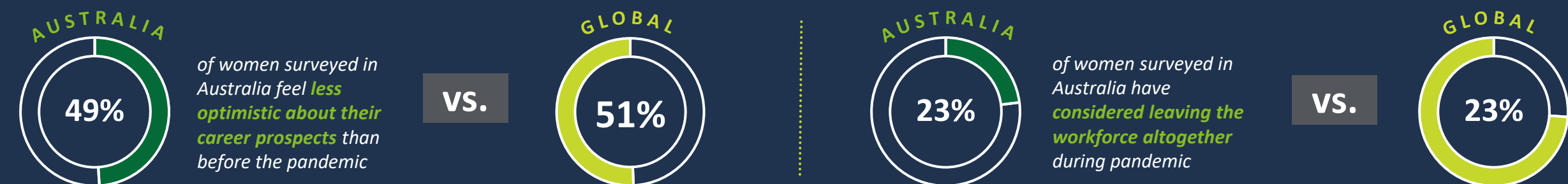
■ Australia ■ Global

\*Note "select multiple."

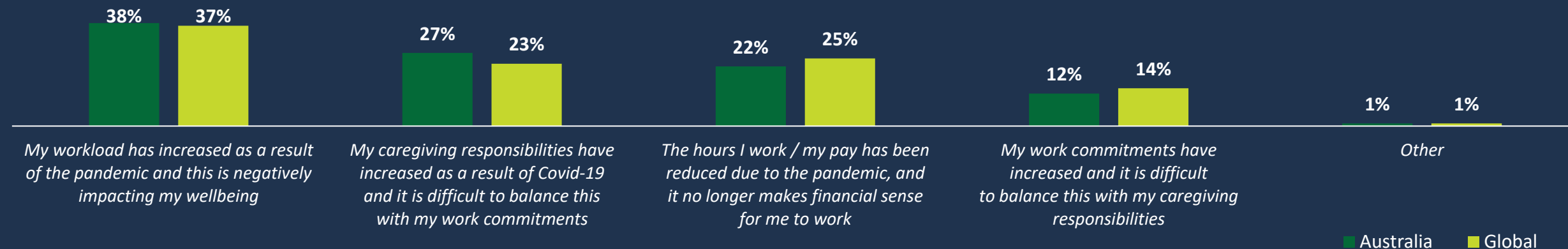
\*Note only asked of women who said "My career isn't progressing as fast as I would like currently" n=191 Australia/ n=2076 Global

# Women are less optimistic about their career prospects at this time

- Approximately half (49%) of Australian women feel less optimistic about their career prospects today than before the pandemic, which is comparable to the global average (51%).
- Moreover, nearly a quarter (23%) are considering leaving the workforce altogether.
- Increase in workload and caregiving responsibilities are the top reasons why women would consider leaving paid employment.



## Main reasons why respondents are considering leaving the workforce:



\*Note only asked of women who said "I am considering leaving the workforce" n=116 Australia/ n=1152 Global

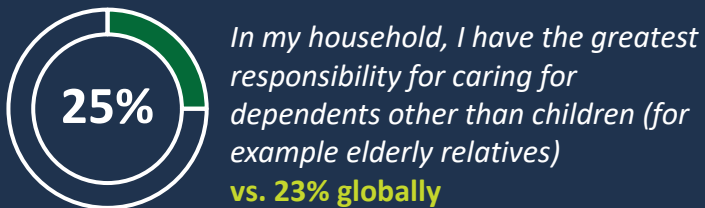




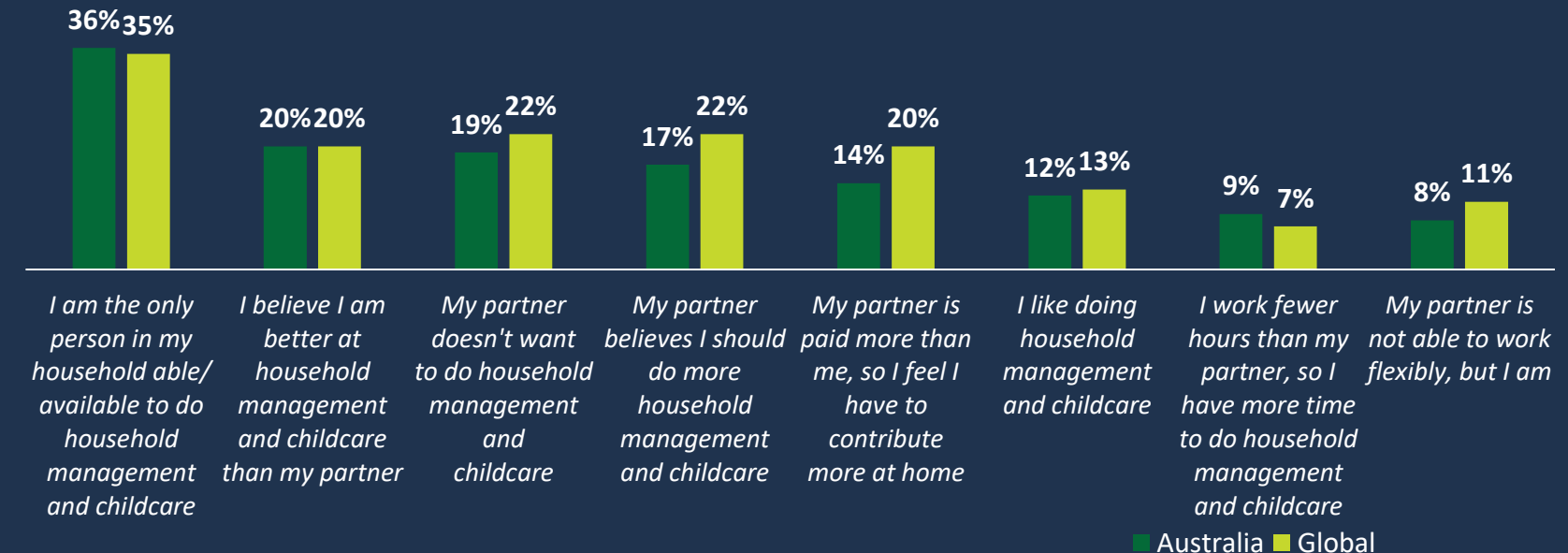
## Women are taking on most of the responsibilities at home

- A quarter of Australian women say they have the greatest responsibility for caring for dependents other than children.
- 64% also say they take on the bulk of the household tasks and management in their household. For 36% of Australian women who are taking on the most household tasks, they feel that they are the only ones in their household able to take on that responsibility.
- Added responsibilities at home may also impact women’s lives after the pandemic. Nearly one-quarter of women (24%) in Australia indicate that they are less likely than their partner to return to the office when it’s safe to do so.

% of respondents who indicated the below statements are true:



Reasons why women have the greatest responsibility for chores and/or household management and caregiving in their household:



\*Note only asked of women who said "In my household, I have the greatest responsibility for chores and household management" n=320 Australia/ n=3299 Global



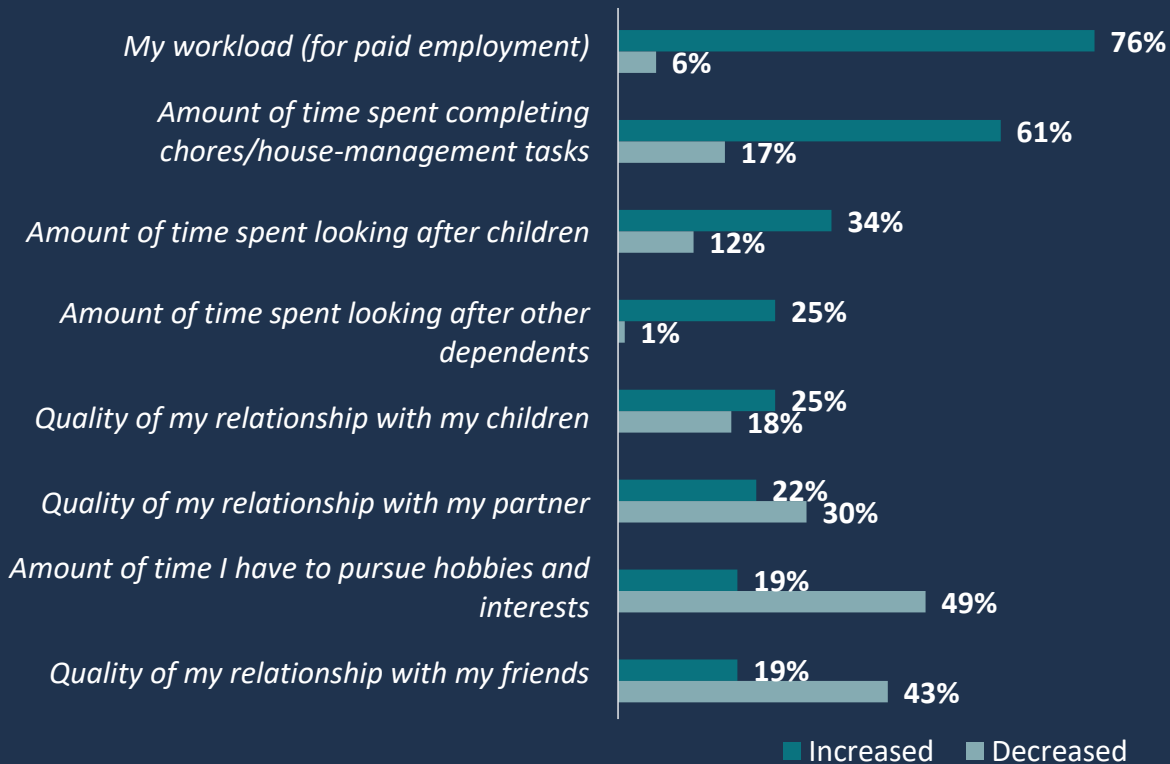
% of women who said they are less likely than their spouse to return to the office when it's safe to do so



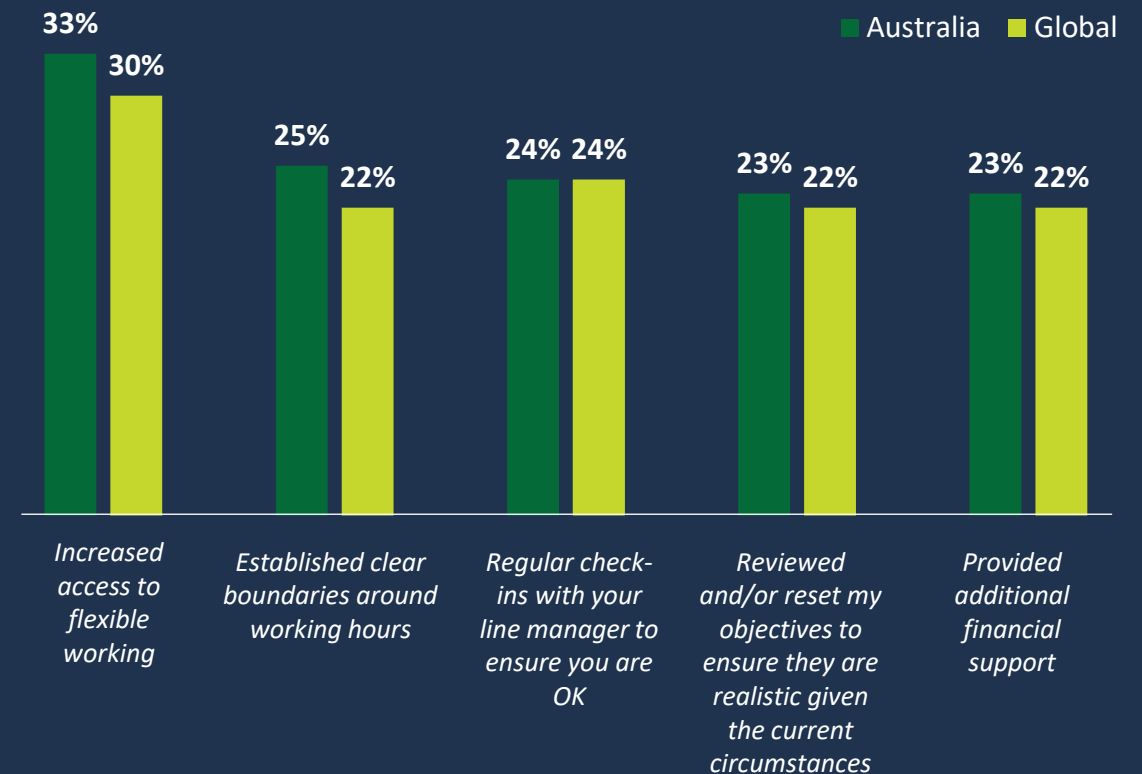
# Demands at home and at work have increased, but few employers provide necessary mental health resources

- 76% of women in Australia report their paid workload has increased since the COVID-19 crisis broke. 61% say the same of household chores.
- At the same time, their time to pursue hobbies, the quality of relationships with friends, and quality of their relationship with their partner have decreased.
- A third of Australian women report their organisations have increased access to flexible working to mitigate the impact of the pandemic on employees' mental wellbeing and a quarter (25%) have established clear boundaries around working hours.

To what extent, if any, have the following aspects of your life **changed since the COVID-19 crisis broke?** (Australia responses only)



Has your employer put in place any of the following to help mitigate the **impact of the pandemic on the mental wellbeing of employees?**\* (Top 5)



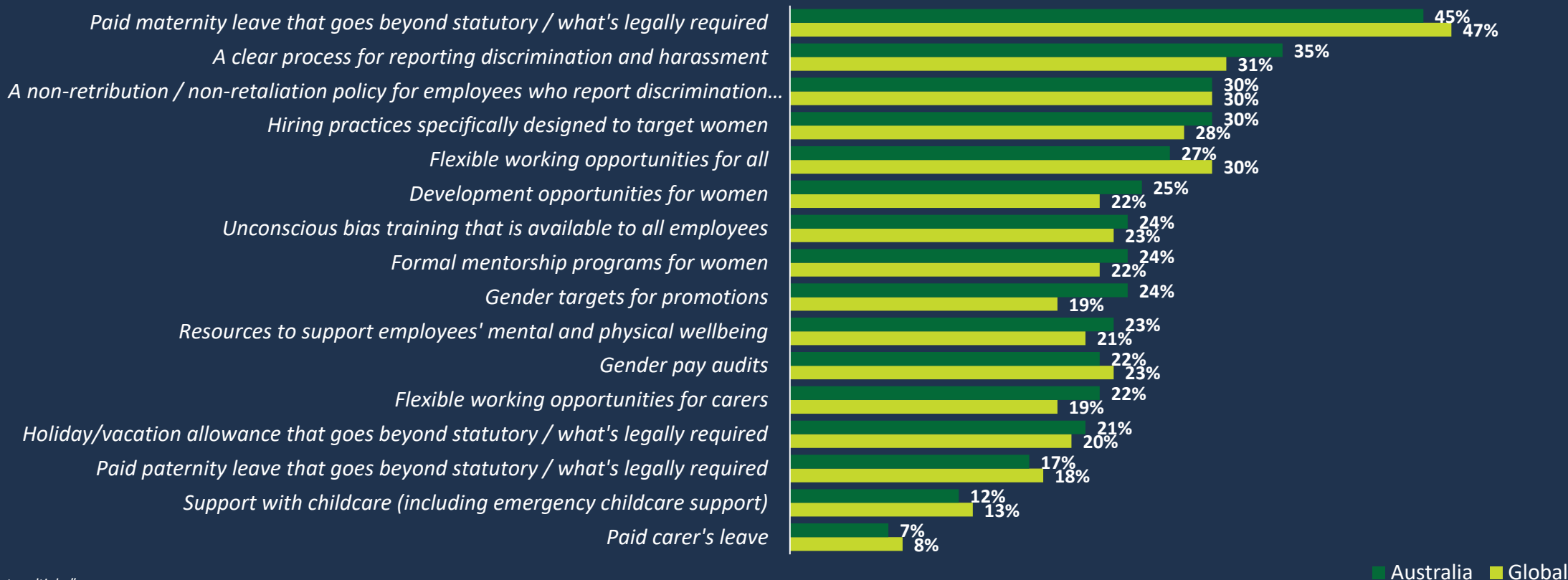




## Less than half of organisations are providing women with clear reporting processes and flexible work for all

- Australian employers could be doing more to support women during the pandemic. Only 27% of Australian women report their organisation has provided flexible working opportunities for all, compared to 30% globally. 45% of Australian women report that they have access to paid maternity leave that goes beyond what's legally required, compared to 47% globally.
- Only 35% of Australian women work at organisations where there is a clear process for reporting incidents of discrimination and harassment.

To the best of your knowledge, which, if any, of the following has your organisation implemented?



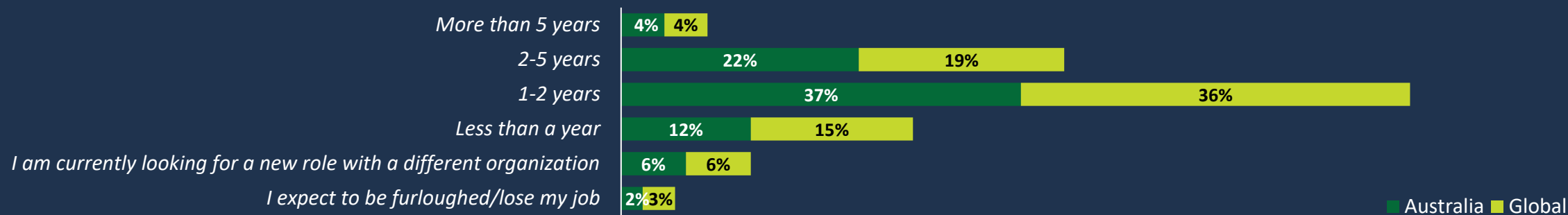
\*Note "select multiple."



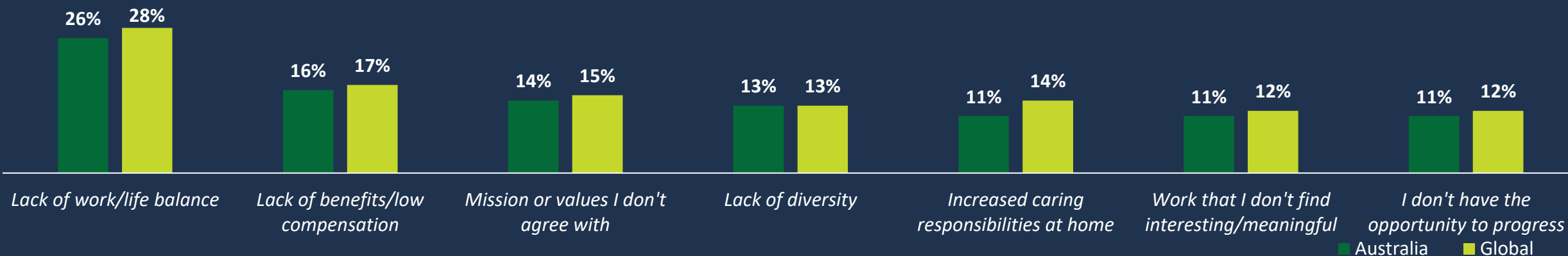
# Most women plan to stay with current employer for less than two years, citing a lack of work-life balance

- 58% of Australian women report they expect to stay with their employer for two years or less; only 22% plan to stay 2-5 years, and only 4% plan to stay more than 5 years.
- Lack of work-life balance is the biggest reason why women are considering leaving their employer, followed by lack of benefits or low compensation.
- 14% also may leave their employers based on the organisations' core mission and values

Given the current circumstances, **how much longer do you expect to stay with your employer?**



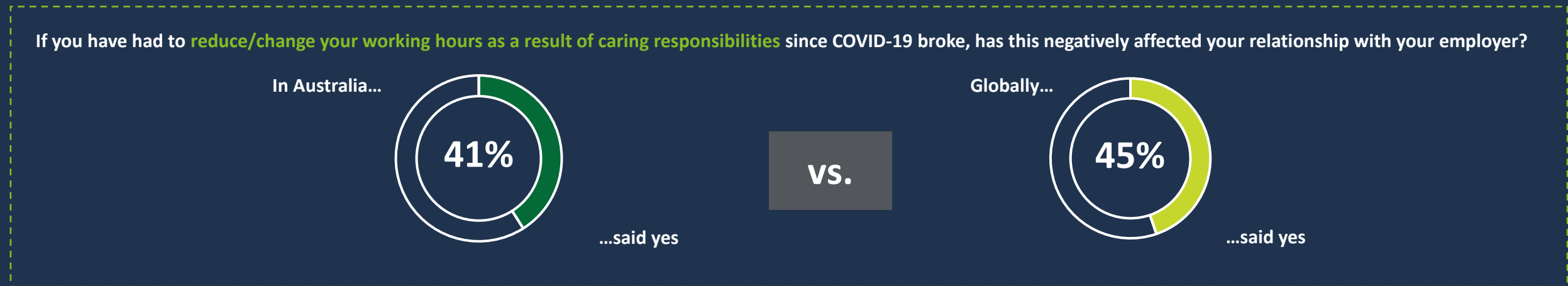
Which, if any, of the following reasons could **lead to you considering leaving** your current employment? (Top 7 of all selected)



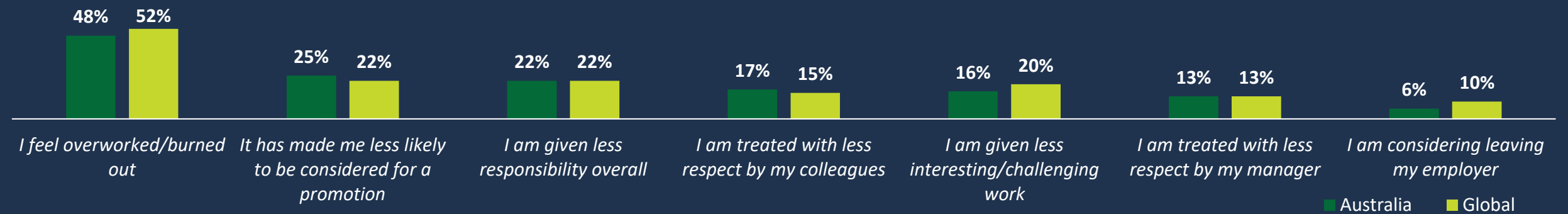


# Women report that their relationship with their employer suffers when they are overworked

- 41% of women in Australia report that their relationship with their employer has been negatively impacted because they have changed or reduced their working hours, which is just below the global average (45%).
- 48% of these women are feeling overworked while one-quarter feel that the change in hours has made them less likely to be considered for a promotion.



## How has your **relationship with your employer** been affected as a result of the change in your working hours?



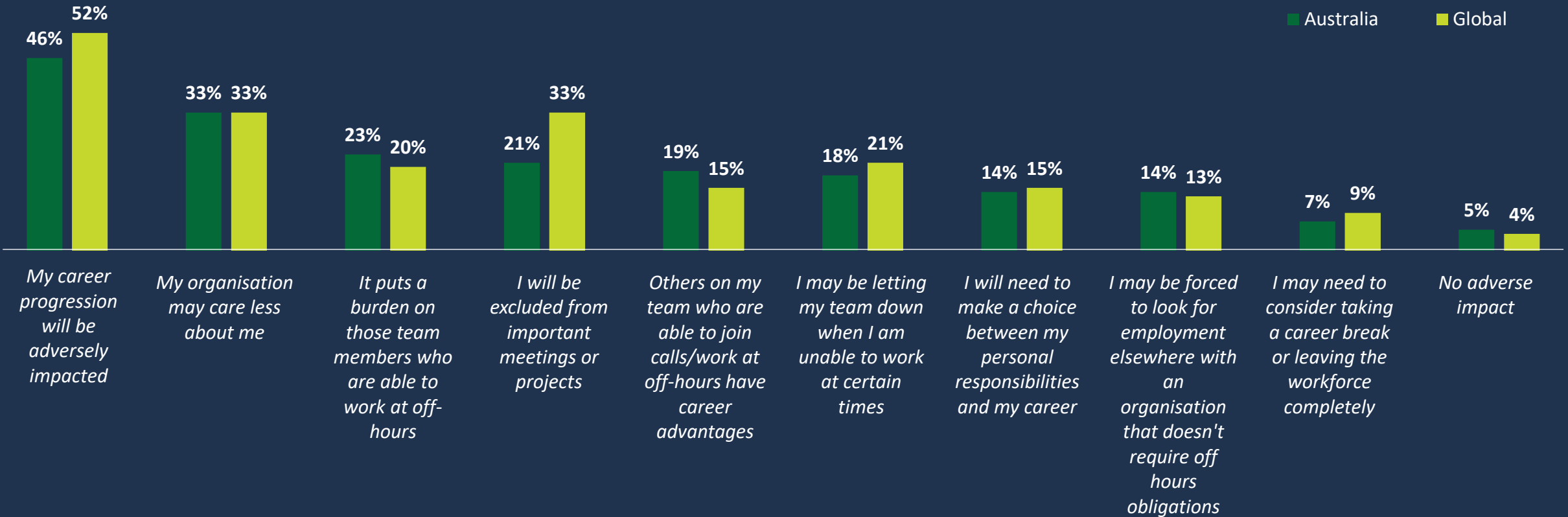
\*Note only asked of women who said the relationship with their employer has been negatively impacted because they have changed or reduced their working hours n=208 Australia / n=2237 Global



## Women are not ‘switching off’ from work because they fear adverse impacts to their careers

- 46% of women who find it difficult to switch off say that if they are not ‘always on’, their career progression will be adversely impacted. This is slightly lower than the global average of 52%.
- Nearly one-quarter (23%) say that if they are not “always on”, this will put a burden on team members who are available to work at off-hours.
- One-third of women in Australia are worried that their organisations will care less about them if they switch off from work.

Of those respondents who indicated they find it difficult to switch off from work, % that indicated concerns of the following happening if they did:



\*Note “select multiple.” Only asked of women who said they find it difficult to switch off from work n=139 Australia/ n=1535 Global



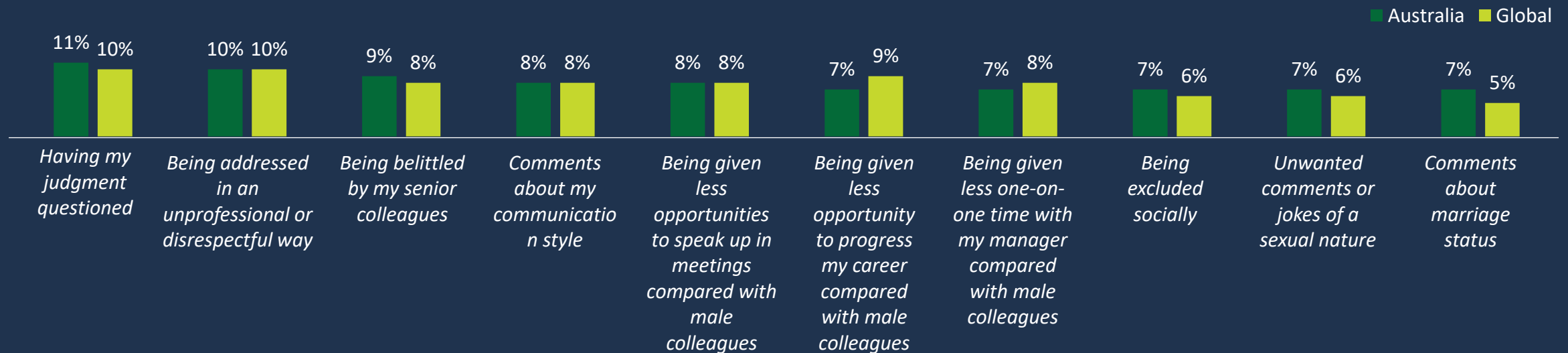
# Australian women continue to experience a broad spectrum of non-inclusive behaviors

- 57% of Australian women have experienced microaggressions at work in the last 12 months, which is similar to the global average (58%).
- Having their judgment questioned and being addressed in a disrespectful way are the top behaviors they have experienced. Almost 10 percent have also been belittled by senior colleagues.

Women who said they had **experienced microaggressions in the last 12 months:**



Of those who had experience microaggressions, the % who indicated experiencing the following **non-inclusive workplace behaviors** over the past 12 months? (Top 10)



\*Note "select multiple."  
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# The majority of women, however, do not report non-inclusive behaviours

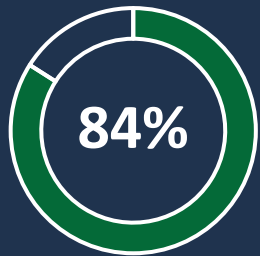
- Although the majority of Australian women have experienced non-inclusive behaviours, 59% chose not to report the incidents to their employers.
- 26% percent of those say that’s because the behaviour wasn’t serious enough, and around one-fifth (19%) say they were embarrassed about the incident. Both numbers are higher than the global results of 23% and 16% respectively.
- Of those who reported the behaviors, 84% were satisfied with their employer’s response, compared to 80% globally.

Did you **formally report** any of these behaviors to your organisation?



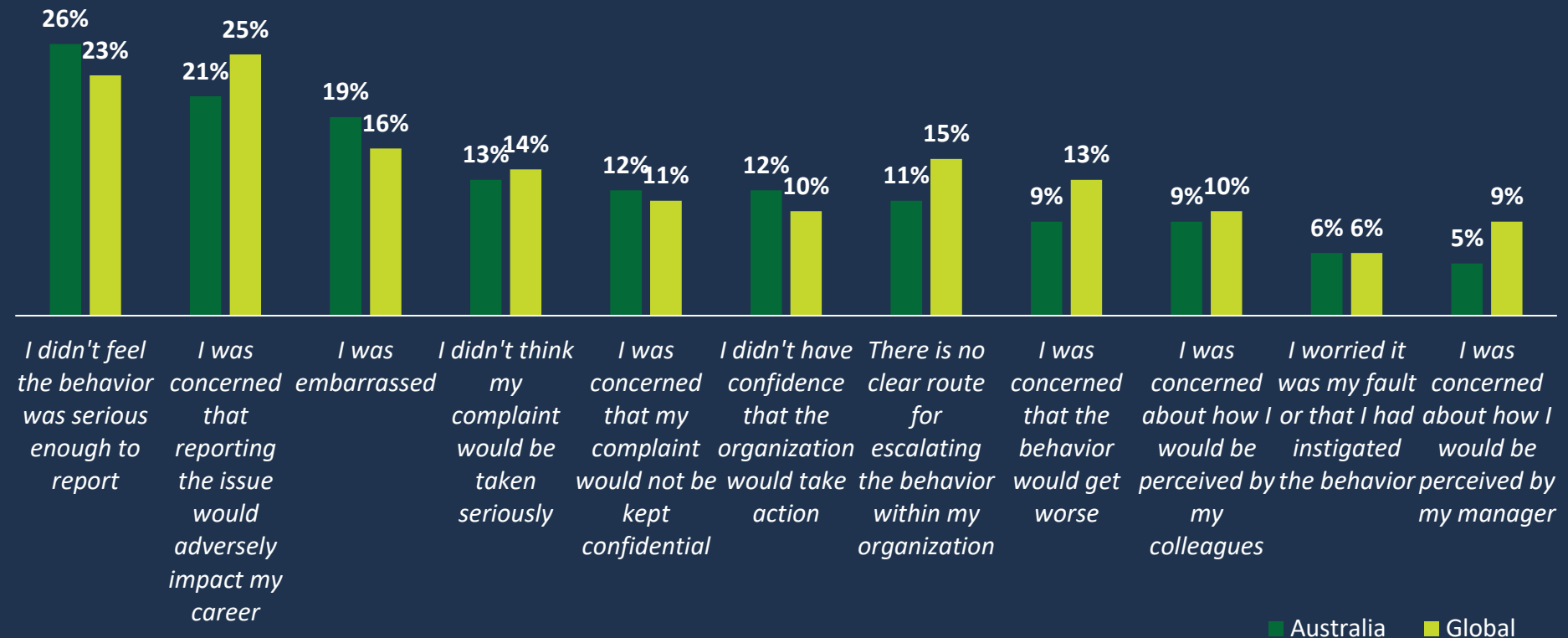
*in Australia chose not to report*  
vs. **57%** globally

Were you **satisfied with the action your employer took** in response to you reporting the issue(s)?



*in Australia said they were satisfied*  
vs. **80%** globally

Reasons for not reporting some of these behaviours:



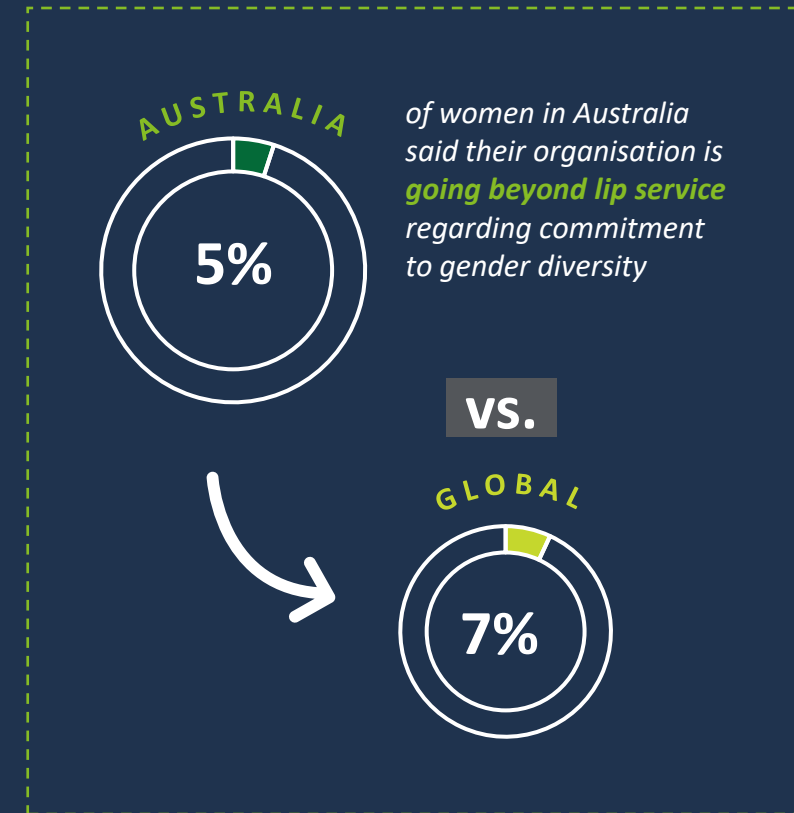
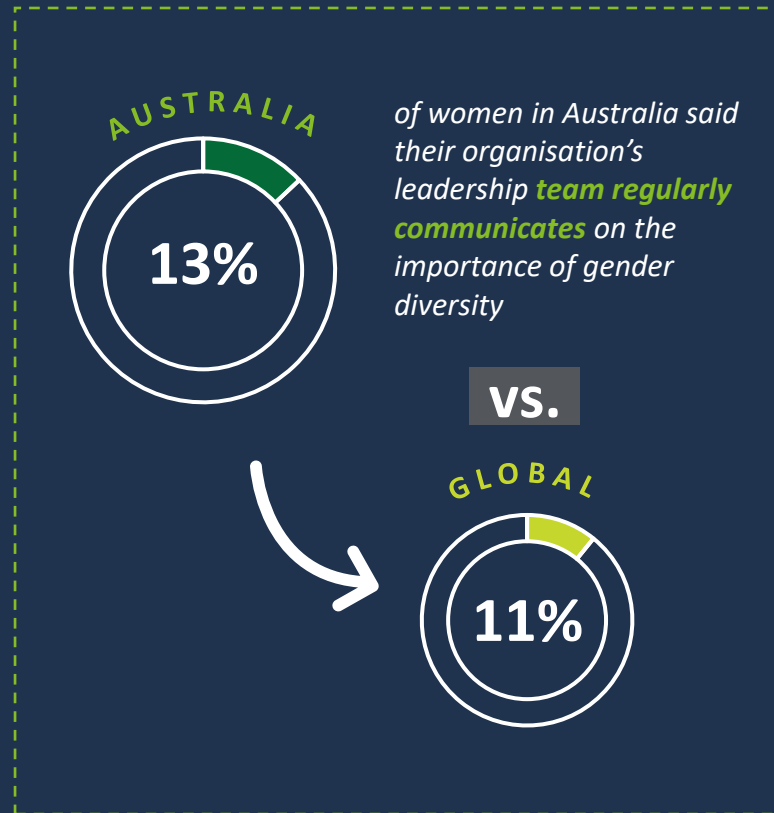




## Few women feel that their organisations are truly committed to gender diversity

- Less than a fifth (19%) of Australian women say their organisations have a gender diverse leadership team.
- Only 13% say their organisation communicates regularly about the importance of gender diversity.
- Very few – 5%, say their organisation is going beyond lip service in their commitment to gender equality.

% of respondents who agree with the following statements





## A small group of “gender equality leaders” are cultivating inclusive, high-trust cultures for women

- 4% of the global sample, or around 200 respondents, reported working for organisations that consistently led the overall sample in their support of women. We were able to isolate the “leaders” from Australia and the global sample based on their female employees’ agreement with **all three** statements below.
- In contrast, 31% of the global sample work for “lagging organisations,” which have not committed to these three actions and the development of an inclusive, high-trust culture.

### Most employers can be doing more to help.

We identified a group of women who agree with the following three statements, indicating an inclusive, high-trust culture where women are valued and supported:



I feel **confident to report non-inclusive behaviors**, without concern for reprisal



I feel supported by my employer to **balance work with other commitments**



My **career is progressing** as quickly as I would like currently

Women who agree with all three statements **report higher levels of mental wellbeing, job satisfaction, motivation and productivity** compared with women who disagree with the above three statements. They also plan to stay with their employer for longer. We call this group of employers the gender equality leaders.

### Breakdown of gender equality leaders and lagging organisations in **Australia**:

Number of total respondents in Australia

500



Number of gender equality leaders

23



Number of lagging organisations

144

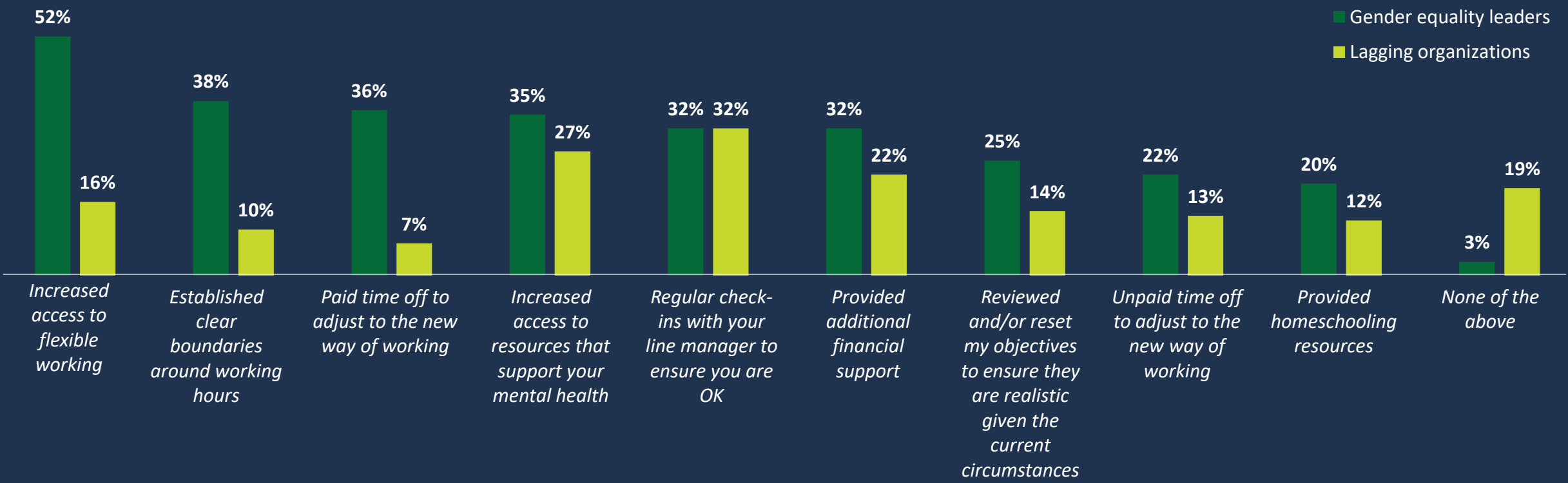




## Gender equality leaders are more likely to have taken steps to support flexible working and boundaries

- Gender equality leaders are more likely to have increased access to flexible working than lagging organisations, established clear boundaries around working hours, and provided paid time off during the pandemic.
- A quarter of gender equality leaders have reviewed or reset women’s objectives to ensure they are realistic in the current circumstances, 22% have provided unpaid time off to adjust to the new way of working, and 20% have provided homeschooling resources.
- Nearly one-fifth of lagging organisations have taken none of these actions to support women’s mental wellbeing.

% who say their employer has put in place the following to help mitigate the impact of the pandemic on the mental wellbeing of employees

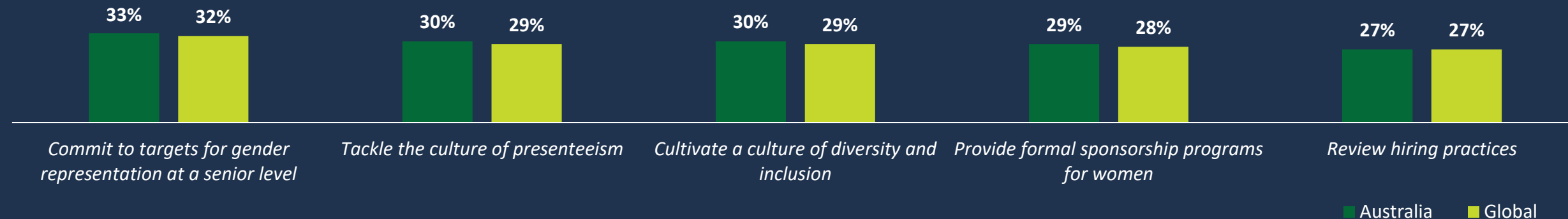




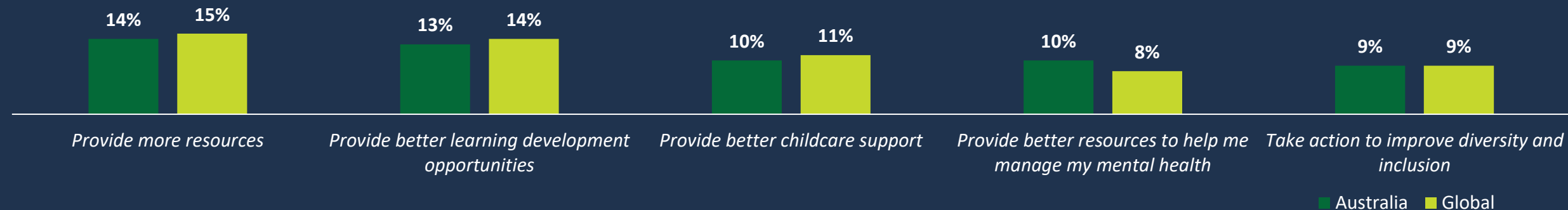
## Employers can improve gender equality at work by committing to gender representation

- A third of Australian women say their organisations can improve gender equality at work by committing to targets for gender representation at a senior level.
- Australian women want their organisations to provide them with more resources and better learning and development opportunities to support their career development.

What do you think your employer could do to **improve gender equality** in your workplace? (Top 5)



Aside from increasing your pay, what would be **the most beneficial thing(s)** your organisation could do to support your career development and ensure you stay at this company in the long term? (Top 5)





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