
Media, Entertainment and Arts Alliance

Women in the media survey



Executive Summary

The Women in the Media project was initiated by the Media Entertainment and Arts Alliance (MEAA) to determine the status of women working in the media and the issues affecting their role in media organisations throughout Australia.

The survey detailed information about recruitment, pay equality, promotion, job segregation, training and development, working conditions, maternity leave, child care, sexual harassment, equal employment opportunities and the role and perception of the union.

The survey was distributed to approximately 3000 women working in print, radio and television. The MEAA received 368 responses to the detailed 12-page survey (response rate of approximately 12%). Due to funding and time limitations the survey was distributed through the workplaces, rather than mailed directly to respondents and as a result there are no precise figures as to how many copies of the survey were received.

The biggest issues to emerge from the extensive study were equal opportunity in promotion, childcare and sexual harassment. Other important issues raised by respondents included:

- women are under-represented in their organisations, and that their organisation is not addressing the problem by specifically targeting women to fill vacancies,
- women's promotional opportunities are affected by childcare responsibilities because there is a perception that women can't put in the expected overtime or work shifts, regardless of whether they're prepared to (although there is a reasonably high level of uncertainty about this issue),
- many respondents believe women are still pigeon-holed in 'traditionally' female areas like women's issues and fashion (and to a lesser extent health, the arts, entertainment and education) which are invariably perceived to be less important in the organisation in comparison to highly valued areas like politics and sports,
- only a small proportion work in the areas they believe are perceived to be the most important to their organisation.

An astounding 22.8 percent of respondents said they had left a job in the media because they felt they were being discriminated against in their promotion chances.

Evidence also emerged that family responsibilities have an impact upon women's work in the media: almost 10 percent of all respondents [9.8 %] said they have had to leave a job due to pregnancy-related reasons or child-minding responsibilities. This translates to over one third of respondents with children [38.7%].

Although more than half of respondents [53%] were aware of maternity leave provisions/entitlements in their organisations of the respondents with children only 11.7 percent had taken maternity leave. Reasons given for not taking maternity leave included: not given leave by employer despite approaching and leave was not available at the time

Sexual harassment was of concern to most respondents. When asked whether they had had to put up with sexist remarks/gestures or if they had been sexually harassed in any other way at their workplace or in association with their work, 51 percent said they had. An alarming finding is that, of those who had experienced sexual harassment, most said it had undermined their confidence and affected their work: 14.6 percent of respondents said it had ‘seriously’ while 54.2 percent said it had ‘a bit’.

These findings show sexual harassment is still part of work culture in media organisations in Australia, but women either don’t know how, or for a wide variety of reasons, choose not to do anything about it. Only 13.2 percent of women surveyed who had experienced sexual harassment had made a formal complaint (6.8 percent overall).

Almost one quarter [23.1%] of those who did not make a formal complaint did not do so because of fear of intimidation, victimisation or losing their job. There was also a significant number who did not complain because they felt sexual harassment is not taken seriously in their workplace or that their complaint would seem trivial or over-reacting [14.1]. Many respondents believe sexual harassment is an accepted part of their organisation’s culture and tolerated in the workplace.

In regards to working conditions compared to their male colleagues, the overwhelming majority of women [86.1%] believe their working conditions are similar. Only 1.9 percent said they were better, while 7.9 percent said they were worse.

However the level of awareness of basic working conditions is very low in three key areas:

- almost half of all respondents did not know whether formal appeal procedures or mechanisms for handling grievances existed in their organisation
- 21.7 percent did not know whether formal training courses were available to all workers in all levels of their organisation and many respondents [38.3%] said they did not know how much access women have to training in non-traditional areas of work in their organisation
- the majority of respondents [51.1%] did not know whether there was an EEO or affirmative action policy operating in their workplace.

Job segregation was an issue of significance for many of the respondents with more than half of respondents [57.3%] believing that there are still traditional areas allocated to females in their workplace. The majority of respondents [65.2%] believe there are certain areas in journalism still reserved for men, or for which men (as opposed to women) are given preference.

The changes women want in their workplace include:

- positions advertised and proper selection and interview procedures introduced
- provision of training about equal employment opportunity and gender issues for their male colleagues
- childcare (childcare was the workplace development most frequently listed by respondents who listed initiatives they would like to see in place).

Interestingly, slightly more respondents without children than with children (11.7 percent versus 10.8 percent) listed access to work-based childcare as an important development.

Just over one third of respondents [35.9%] thought there had been developments at their workplace (childcare facilities, permanent part-time work, flexible working hours and so on) in the interests of women generally, and in over half of these cases [50.7%] respondents thought the union had been responsible. Only 28.5 percent of respondents thought their employer had been responsible for initiating these developments.

Priorities for union action

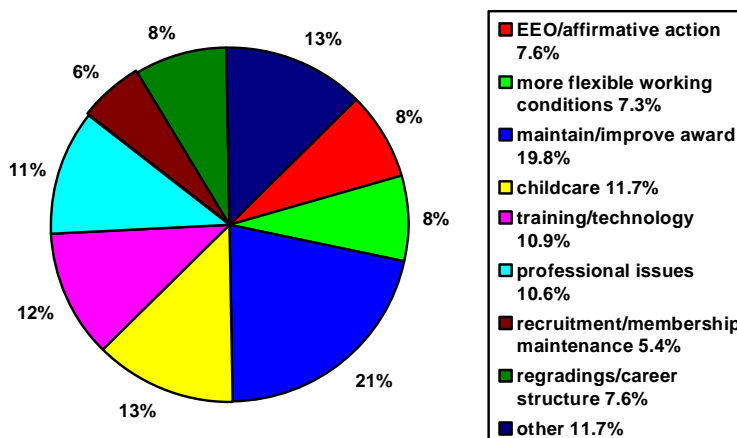
The majority of respondents [67.9%] were members of the union.

Of those respondents that were union members:

- 2.9% were members of a House Committee
- 3.5% were Branch Council delegates
- 0.3% (one respondent) was a Federal Council delegate
- 2.8% said other

Respondents were asked to indicate, unprompted, what they believed should be the priorities for union action and 57.3 percent did so.

Priorities for union action:



Introduction

The Women in the Media project was initiated by the Media Entertainment and Arts Alliance (MEAA) to establish the issues affecting the role of women working in media organisations.

The research is part of a broader study by the International Federation of Journalists into the status of women working in the media in Asia. This comprehensive study, Women in the Media in Asia, has been conducted in Australia, Cambodia, India and Malaysia with funding support from the Australia Department of Foreign Affairs and Trade, UNESCO and Friedrich Ebert Stiftung.

The goals of the Australian research were to investigate the problems and issues confronting women working in the media, including equal opportunity in access to promotion and all areas of reporting. A major objective was to gauge the extent of direct and indirect discrimination in the workplace and to identify contemporary issues that need to be addressed.

The research highlights many of the issues affecting women's status in the media industry and the problems, as perceived by the respondents, that affect their access to all areas of reporting.

Methodology and sampling

The research was coordinated by the Federal office of the Media, Entertainment and Arts Alliance (MEAA) with the support of branch representatives who formed a National Working Party.

The National Working Party assisted with the design and implementation of the 12-page questionnaire. A focus group of women journalists was conducted to ensure the survey was suitable for the various categories of media workers (print, radio and television) and that critical aspects were being addressed.

The questionnaire was pilot tested to iron out any discrepancies and ambiguities. The results from the field surveys are outlined in a separate report.

Sampling and response rate

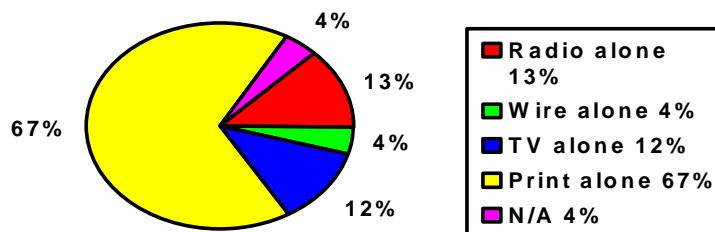
A total of 368 women working in print, television and radio responded. Although there are no definite figures on the number of surveys distributed, estimates put the sample size at approximately 3000. This means the response rate was about 12.3 percent.

General information about respondents

Types of media organisation

The majority of respondents (70.7% in total) worked in the print media.

Type of organisation:



<i>Type of organisation</i>	<i>Percentage of respondents</i>
Print	68.5%
Radio	12.5%
Television	12%
Wire services	3.5%
Television, print and radio	1.1%
Television and radio	0.5%
Television and print	0.3%
Print and radio	0.5%
Print and wire services	0.3%

NB 0.8 percent did not respond to this question

State in which respondents lived

More than one third of respondents [38%] lived in New South Wales, double that who lived in Queensland and Victoria and more than those two states combined.

<i>State</i>	<i>Percentage</i>
New South Wales	38%
Queensland	15.2%
Victoria	15.2%
Western Australia	12%
South Australia	12.5%
Northern Territory	2.4%
Tasmania	2.2%
ACT	1.4%

NB 1.1 percent did not respond to this question

The majority of New South Wales respondents worked in print [71.4%]; 11.4 percent worked in television, 10 percent worked in radio and 5.7 percent in wire services.

The greatest variation across states was in Queensland, where a disproportionately higher number of respondents were from radio [23.2%] and fewer were from print [53.6%]. In Victoria, a greater than average proportion of respondents worked in print and comparatively fewer in television; 78.6 percent worked in print compared with the national average of 68.5 percent and 7.1 percent worked in television compared with the national average of 12 percent.

<i>State</i>	<i>Television</i>	<i>Print</i>	<i>Radio</i>	<i>Wire</i>	<i>number of responses</i>
New South Wales	11.4%	71.4%	10%	5.7%	140
Queensland	17.9%	53.6%	23.2%	1.8%	56
Victoria	7.1%	78.6%	12.5%	-	56
Western Australia	22.7%	68.2%	9.1%	-	44
Northern Territory	-	55.6%	9.1%	-	9
South Australia	8.7%	69.6%	8.7%	-	46
Tasmania	-	87.5%	-	12.5%	8
ACT	-	40%	-	60%	5
Overall	12%	68.5%	12.5%	3.5%	

Organisation

<i>Organisation</i>	<i>Percentage</i>
News Ltd	21.2%
Fairfax	11.7%
ABC	13.6%
SBS	4.3%
Magazine	9.5%
Regional / suburban	10.3%
Other	17.7%
Commercial TV / radio	4.9%
More than one	2%

NB 4.9 percent did not respond to this question

Of those working in print alone (68.5 percent of all respondents), most (31 percent or 21.2 percent overall) worked for News Limited. The remaining print journalists worked for a variety of organisations:

- 18.7 percent of respondents who worked in print alone said they worked at some ‘other’ organisation
- 16.7 percent were at Fairfax
- 14.7 percent were at a regional or suburban newspaper
- 13.9 percent were at a magazine
- 4 percent did not say where they worked
- 0.8 percent worked at both News Limited and one other media outlet
- 0.4 percent worked at both Fairfax and a regional or suburban newspaper.

Of those working in TV alone (12 percent of all respondents), the majority worked at either the ABC [38.6%] or SBS [20.5%]. Just under one third [31.8%] worked at a commercial TV station. The remainder of respondents working in TV alone worked at both the ABC and SBS [4.5%] or did not say [4.5%].

Of those working in radio alone (12.5 percent of all respondents), most [65.2%] worked for the ABC. 15.2 percent worked for SBS Radio; 6.5 percent worked for commercial radio; 4.3 percent said ‘other’ and 8.7 percent did not say.

A small proportion of respondents [7.6%] said they were from a non-English speaking background.

Recruitment

“Women are never offered management positions within the newsroom and are not given the opportunity to train for important positions such as Producer. Without exception these positions have gone to men, even those relatively new to the television medium, eg former newspaper journalists”.

Are internal positions / vacancies advertised?

Internal positions / vacancies are advertised in a little over half the organisations where respondents worked: one fifth of respondents [20.1%] said internal positions / vacancies were widely advertised, while 31.8 percent said ‘some’ positions were advertised.

Internal positions / vacancies were not advertised in 37.2 percent of organisations. Almost 10 percent [9.2%] did not know whether internal positions / vacancies were advertised.

Among those working in television alone, 47.7 percent said positions were widely advertised; 29.5 percent said ‘some’ positions were advertised.

Among those working in print alone, considerably fewer respondents believed that positions were advertised widely. Only 9.9 percent said they were advertised widely, while 68.4 percent said some were advertised. 11.1 percent said they didn’t know.

In radio, 54.3 percent said positions were advertised widely, while 26.1 percent said some positions were advertised. 4.3 percent said they didn’t know. It is important to note that the majority of respondents working in radio either worked at ABC or SBS with less than 4.9 percent working for commercial radio and therefore these figures may not be representative of the current situation in commercial radio.

<i>Organisation</i>	<i>Widely</i>	<i>Some</i>	<i>Don’t know</i>	<i>Not at all</i>	<i>Responses</i>
News Ltd	6.4	32.1	12.8	48.7	78
Fairfax	7	39.5	4.7	48.8	43
ABC	68	26	2	4	50
SBS	56.3	37.5	6.3	-	16
Magazine	2.9	22.9	8.6	65.7	35
Regional / suburban	26.3	34.2	31.6	7.9	38
Other	7.7	38.5	12.3	32.3	65
Commercial TV / radio	11.1	22.2	11.1	55.6	18

Written job descriptions and job-specific selection criteria

Among those who responded to the survey, written job specifications and selection criteria were uncommon: 21.8 percent said they existed all the time while 12.8 percent said they existed sometimes (a total of 34.6 percent). 41.8 percent of respondents said there were no written job descriptions at their organisation. A significant proportion of respondents [20.9%] did not know whether they were available (three percent did not answer this question).

Once again there were widespread discrepancies between organisations. For example, 82 percent of respondents who worked at the ABC said written job specifications and selection criteria were available all the time. They were also very common at SBS [93.8%]. However in the print media, job specifications were uncommon and in most organisations, more than half of respondents said they were never available. Respondents at News Limited were most likely not to know whether job specifications were available [35.9%].

<i>Organisation</i>	<i>All the time</i>	<i>Sometimes</i>	<i>Never</i>	<i>Don't know</i>
News Ltd	7.7%	11.5%	43.6%	35.9%
Fairfax	2.3%	11.6%	65.1%	20.9%
ABC	82%	14%	2%	nil
SBS	93.8%	nil	nil	6.2%
Magazine	nil	20%	51.4%	28.6%
Regional / suburban	5.3%	23.7%	55.3%	15.8%
Other	7.7%	6.2%	50.8%	21.5%
Commercial TV / radio	5.6%	22.2%	61.1%	11.1%

Do advertisements specifically target women?

Respondents were asked to say whether advertisements are placed specifically targeting women to fill vacancies when there are low numbers of women in their organisation. If respondents believed that women are well-represented in all areas in their organisation they were asked to indicate 'not applicable' to this question.

Approximately one-third [36.7%] said 'not applicable', indicating they believe women are well represented in all areas of their organisation. However 63.3 percent of respondents believed women were under-represented.

There were quite marked differences between organisations. The greatest discrepancy was between the two big privately owned media proprietors, News Limited and Fairfax, and those working for magazines and regional and suburban papers. A majority at magazines [74.3%] and regional and suburban papers [57.9%] believed women were not under-represented.

<i>Organisation</i>	<i>Percentage who said 'not applicable' (indicating women are well represented)</i>
News Ltd	19.2%
Fairfax	16.3%
ABC	36%
SBS	56.3%
Magazine	74.3%
Regional / suburban	57.9%
Other	36.9%
Commercial TV / radio	33.3%
More than one	-

Almost half of all respondents [44.3%] - or about 70 percent of those who thought women were under-represented in their organisation - said advertisements did not specifically target women to fill vacancies and suggested their organisation was not addressing the problem of under-representation. 16.3 percent (or 10.3 percent overall) did not know whether advertisements specifically targeted women.

Only 4.3 percent (2.7 percent overall) said advertisements specifically targeted women. Respondents at the ABC were more likely to report that advertisements specifically targeted women [14%].

Those working solely in print were more likely to believe women were under-represented than their counterparts in television (63.9 percent in print versus 59.1 percent in television).

Respondents working for the print media were less likely to say advertisements are placed specifically targeting women than those working in television although there is a low incidence across both media (1.9 percent compared with 7.7 percent). The proportion of respondents who said advertisements are not specifically placed does not differ greatly between television and print (69.2 percent compared with 76.4 percent). Nor does the proportion who said they didn't know whether advertisements are placed (15.4 percent compared with 14.3 percent).

Formal interview procedures

While more respondents [39.9%] said formal interview procedures, including selection panels, existed in their organisation, almost one quarter [24.5%] reported they did not exist and 22.3 percent they were only used 'sometimes'. 10.1 percent of respondents did not know whether they existed.

Again, there were differences between organisations, with respondents at ABC and SBS significantly more likely to report that formal interview procedures existed.

<i>Organisation</i>	<i>All the time</i>	<i>Sometimes</i>	<i>Never</i>	<i>Don't know</i>
News Ltd	28.2%	24.4%	25.6%	20.5%
Fairfax	23.3%	32.6%	34.9%	7%
ABC	80%	20%		
SBS	81.3%	12.5%		6.3%
Magazine	22.9%	20%	31.4%	22.9%
Regional / suburban	26.3%	34.2%	36.8%	2.6%
Other	41.5%	13.8%	24.6%	6.2%
Commercial TV / radio	22.2%	22.2%	50%	5.6%

20.9 percent of respondents made additional comments about interview procedures.

“I believe there is actually pressure to appoint a woman above a better qualified male”.

Do the selection panels include women?

Almost half of respondents [43.5%] did not answer this question. Of those who did, more than half, 54.8 percent, said selection panels included women, (or 31 percent of all respondents). 13.9 percent (or 7.9 percent of all respondents) said selection panels in their organisations did not include women; an equal number said they didn't know. Selection panels included women only 'sometimes' in 9.8 percent of organisations.

When comparing organisations, the ABC again emerges as the strongest equal opportunity workplace according to respondents, closely followed by SBS, while News Ltd and Fairfax have a comparatively poor record. Please note the percentages below are a proportion of those who said formal interview procedures existed in their organisation, and not of the overall population. (Percentages may not total 100 because some respondents did not answer the question.)

<i>Organisation</i>	<i>All the time</i>	<i>Sometimes</i>	<i>Never</i>	<i>Don't know</i>
News Ltd	14.6%	26.8%	29.2%	19.5%
Fairfax	16.6%	33.3%	12.5%	8.3%
ABC	90%	6%	nil	4%
SBS	80%	13.3%	nil	nil
Magazine	53.3%	20%	nil	13.3%
Regional / suburban	26.1%	8.7%	13%	17.4%
Other	52.7%	13.9%	16.7%	13.9%
Commercial TV / radio	37.5%	nil	37.5%	25%

Formal appeal and grievance mechanisms

“I’d like to see anyone who comes to the office in a full time capacity have to undergo an interview process. There have been some unsuitable applicants slip through at management’s discretion, without an interview and selection process, to the detriment of all. There past employment record at least should have been checked.”

Almost half of all respondents [44.6%] did not know whether formal appeal procedures or mechanisms for handling grievances arising from recruitment and selection existed in their organisation. 21.7 percent said they did exist while 29.9 percent said they did not.

Formal grievance procedures were most likely to exist at the ABC [70%] and SBS [68.8%] and least likely at News Limited [5.1%], commercial TV / radio [5.6%] and magazines [5.7%]. Although there generally was a high level of uncertainty; the overwhelming majority of respondents at News Limited said they didn’t know whether they existed or not [65.4%].

<i>Organisation</i>	<i>Yes</i>	<i>No</i>	<i>Don’t know</i>
News Ltd	5.1	28.2	65.4
Fairfax	14	41.9	44.2
ABC	70	10	20
SBS	68.8		25
Magazine	5.7	37.1	57.1
Regional / suburban	7.9	47.4	44.7
Other	15.4	26.2	40
Commercial TV / radio	5.6	50	44.4

15.2 percent said the current mechanisms were adequate. More than twice as many respondents [35.6%] said they were inadequate. Again, 39.9 percent said they did not know. It is also important to note that a high number of respondents who either said formal appeal procedures didn’t exist, or that they didn’t know, also answered this question. 9.2 percent of respondents did not answer this question.

Therefore of those that answered the question [number of respondents=288]:

- 43.8 percent said the current mechanisms are adequate
- 26.3 percent said they were inadequate
- 28.8 percent said they didn’t know
- 1.3 percent didn’t answer the question.

33.2 percent of all respondents made additional comments when given the opportunity to suggest how their dissatisfaction with recruitment and selection processes could be overcome by the introduction of new procedures.

<i>Nature of comment</i>	<i>Percentage of those who responded to this question</i>	<i>Percentage overall</i>
More regular staff reviews	6.6%	2.2%
Positions to be advertised and proper selection and interview procedures	35.2%	11.7%
More efforts to integrate women into senior positions as they become available	5.7%	1.9%
Proper appeal procedures to address grievances arising from recruitment/selection	8.2%	2.7%
Other	35.2%	11.7%
More than one of the above	9%	3%

The need for more regular staff reviews was nominated by 2.3 percent of women respondents working at Fairfax, by one respondent at SBS, magazines and regional and suburban papers respectively and 6.2 percent of respondents at other media.

Respondents were asked to make additional comments about the need for positions to be advertised.

“Getting a journalists job, in my experience, has never been via the company concerned advertising. It is an informal process which I don’t think is that bad. You approach them, if they like your CV and have a vacancy they employ you. It is a business of name recognition.”

While only 1.9 percent of respondents overall commented here about the need for more efforts to integrate women into senior positions as they become available, this was a sentiment expressed by a comparatively higher than average proportion of respondents who worked in regional / suburban newspapers [10.5%].

Similarly, a higher than average proportion of respondents at the ABC and in commercial TV/radio commented about the need for proper appeal procedures to address grievances arising from recruitment/selection (8 percent of ABC respondents and 11.1 percent of commercial TV / radio respondents compared with 2.7 percent overall). This finding for ABC respondents is interesting, given that respondents at the ABC were most likely to report that formal grievance existed [70%] but not surprising for those working in commercial TV / radio, as only 5.6 percent of respondents working here said they existed.

Wages and salaries

Position title

More than one third of respondents [35.3%] were reporters.

<i>Title</i>	<i>Percentage</i>
Cadet	5.4%
Reporter	35.3%
Writer	10.3%
Subeditor	12.5%
Photographer	2.2%
Designer	0.5%
Artist / cartoonist	0.3%
Presenter	0.8%
Editor	6.3%
Producer	1.9%
Executive producer	1.1%
Researcher	0.5%
Other	6%
More than one	15.5%

Pay scale / grade

20.1 percent covered by the ABC / SBS structure

67.9 percent covered by print / wire services

2.7 percent covered by commercial radio

2.2 percent covered by commercial television

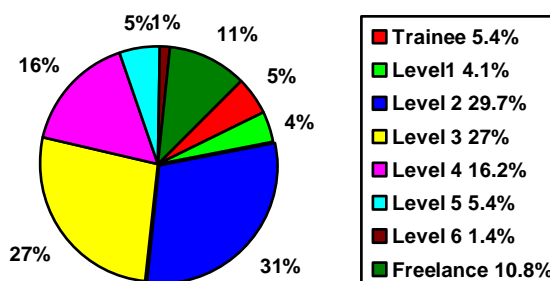
12 percent covered by other

*Totals more than 100 percent because some respondents work in more than one area.

ABC and SBS

One fifth of respondents [20.1%] were covered by the ABC / SBS pay structure. Of those, almost two-thirds [72.9%] were Level 2, 3 or 4.

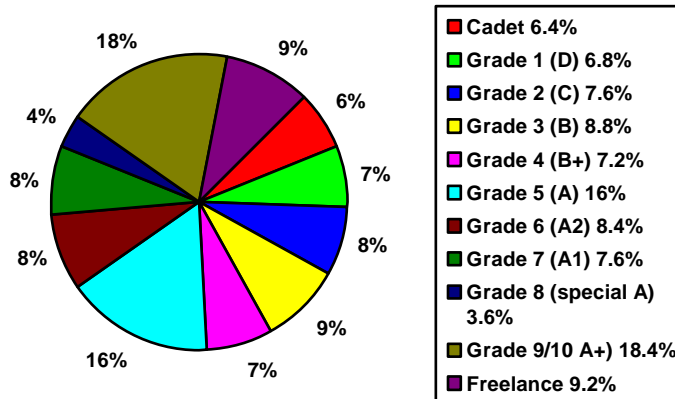
Percentage of those covered by ABC / SBS



Print / wire services

More than two-thirds of respondents [67.9%] indicated they were covered by the print / wire services pay structure.

Percentage of those covered by print / wire



Commercial radio

Only a small percentage of respondents [2.7%] said they were covered by the commercial radio grading system. Of those:

- one was a cadet
- one was AJA 2 (Grade 3)
- two were AJA 3a (Grade 4)
- one was AJA 3b (Grade 5)
- one was AJA 5 (Grade 7)
- four were freelance.

Commercial television

Only 2.2 percent of all respondents were covered by the commercial television grading system. Of those:

- one was Grade 4
- one was Grade 5
- five were Grade 8
- one was freelance.

Another 12 percent of respondents were either freelance or covered by a pay structure other than those listed.

Gross salary / earnings

Almost half of all respondents [46.5%] earned between \$26 000 and \$50 999 per year.

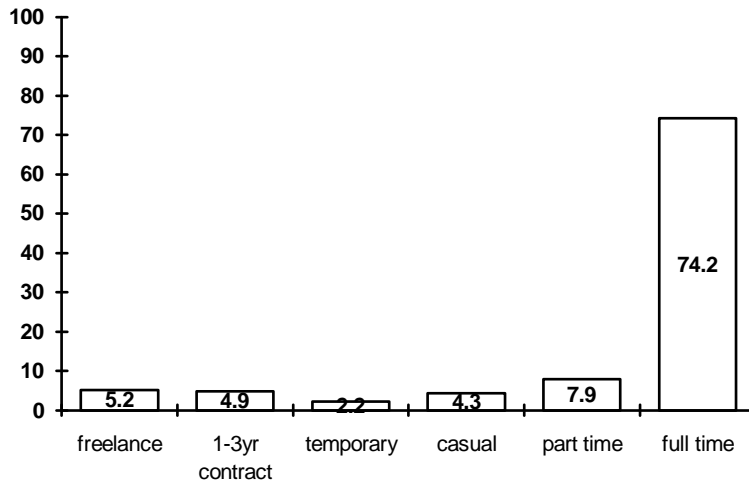
<i>Gross annual income</i>	<i>Percentage</i>
below \$20 000	3%
\$20 000 - \$25 999	9%
\$26 000 - \$30 999	10.6%
\$31 000 - \$40 999	18.5%
\$41 000 - \$50 999	17.4%
\$51 000 - \$60 000	8.2%
more than \$60 000	6.3%
did not answer	27.2%

Respondents from Fairfax were most likely to be paid more than \$60,000, while respondents from regional / suburban newspapers were less likely (and more likely to be paid in the lower range).

<i>Organisation</i>	below \$20 000	\$20 000 - \$25 999	\$26 000 - \$30 999	\$31 000 - \$40 999	\$41 000 - \$50 999	\$51 000 - \$60 000	\$60 000 +	N/A
News Ltd	5.1%	11.5%	10.3%	7.7%	17.9%	23.3%	10.3%	26.9%
Fairfax	nil	2.3%	4.7%	7%	18.6%	14%	18.6%	34.9%
ABC	nil	2%	10%	24%	24%	10%	6%	6%
SBS	nil	nil	nil	37.5%	6.3%	12.5%	nil	37.5%
Magazine	nil	14.3%	8.6%	11.4%	22.9%	14.3%	2.9%	25.7%
Regional / suburban	2.6%	26.3%	18.4%	26.3%	7.9%	nil	nil	18.4%
Other	6.2%	6.2%	18.5%	29.2%	15.4%	3.1%	3.1%	18.5%
Commercial TV / radio	5.6%	5.6%	nil	22.2%	16.7%	11.1%	5.6%	33.3%

Type of employment

The majority of respondents [74.2%] were permanent full time employees.

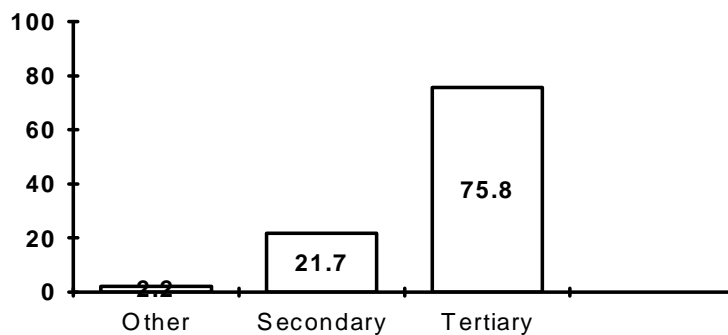


NB Values shown in %
1.4 percent of respondents did not answer

Level of education

Three quarters [or 75.8%] of respondents held a tertiary qualification.

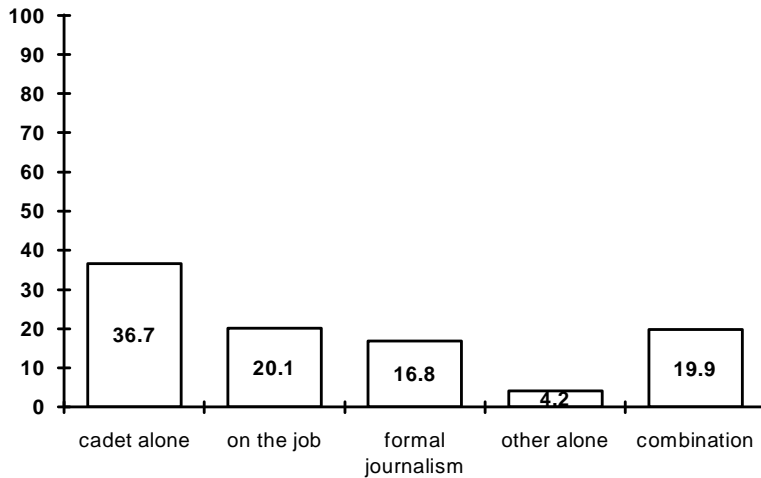
Other 2.2%
Secondary 21.7 %
Tertiary 75.8%



NB Values shown in %

Interestingly, there was no direct relationship between gross salary / earnings and level of education. The proportion of those with higher qualifications fluctuated considerably across the different salary brackets, eg, while 80 percent of those earning between \$51,000 and \$60,000 had a tertiary qualification, a higher proportion had a tertiary qualification in the \$20,000 to \$25,999 salary range.

Training



NB Values shown in %

2.2 percent of respondents did not answer this question

Respondents who had undertaken more than one type of training were most likely [8.7%] to have completed formal journalism / media training plus a cadetship.

Cadet training

Type of training	Percentage
Cadet only	36.7%
Cadet plus on-the-job	3%
Cadet plus on-the-job plus formal	0.8%
Cadet plus formal	8.7%
Cadet plus formal plus other	0.5%
Cadet plus other	1.9%
Total who had completed a cadetship	51.60%

On-the-job training

As indicated above, 20.1 percent of respondents had completed on-the-job training alone. An additional 8.5 percent had completed on-the-job training with some other form of training. Other forms of training included:

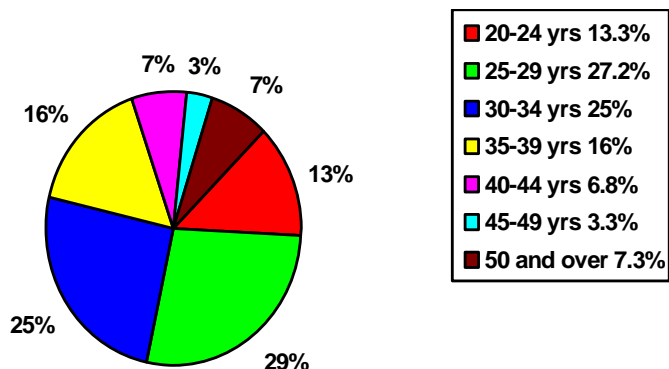
- three percent had also completed a cadetship
- 4.1 percent had also completed formal training
- 0.3 percent had also completed some 'other' training
- 0.8 percent had also completed a cadetship plus formal training
- 0.3 percent had completed a cadetship plus some 'other' training.

Formal training

In addition to the 16.8 percent of respondents who had completed formal training alone, 14.4 percent had also completed some other form of training.

Age

More than half of respondents [50.2%] were aged between 25 and 34 years.



Salary reviews based on performance

“I was paid less than previous male artist in same position, and refused an increase because, ‘I’d go off and get pregnant’”.

Almost half of respondents [42.7%] said regular salary reviews based on staff performance were conducted in their workplace. However, more than one third [34.5%] said reviews were not conducted at their workplace, 18.8 percent did not answer the question.

Comparatively, respondents at the ABC were more likely to say regular salary reviews are conducted [80%] than respondents at other organisations. Respondents said regular salary reviews were conducted:

- 62.8 percent at Fairfax
- 44.4 percent at commercial TV / radio
- 41.03 percent at News Limited
- 34.2 percent at regional / suburban newspapers
- 30.8 percent at ‘other’ organisations
- 22.9 percent at magazines
- 12.5 percent at SBS.

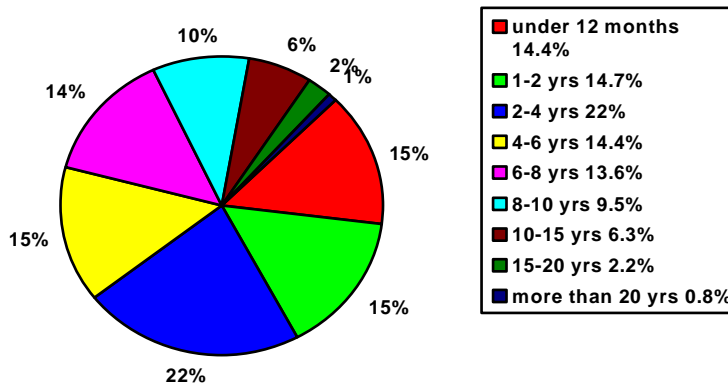
Almost half [47.6%] of respondents made additional comments about salary reviews.

“Pay reviews are erratic and methods favour male employees, as those who make the most noise about their achievements are those who win pay rises”

<i>Nature of comment</i>	<i>Percentage of those who made comments</i>	<i>Percentage overall</i>
Favour a formal performance based grade / salary review system	29%	10.3%
Decision still left to editor / no objective criteria	24.4%	18.7%
Other	42%	15%
More than one	4.6%	1.6%

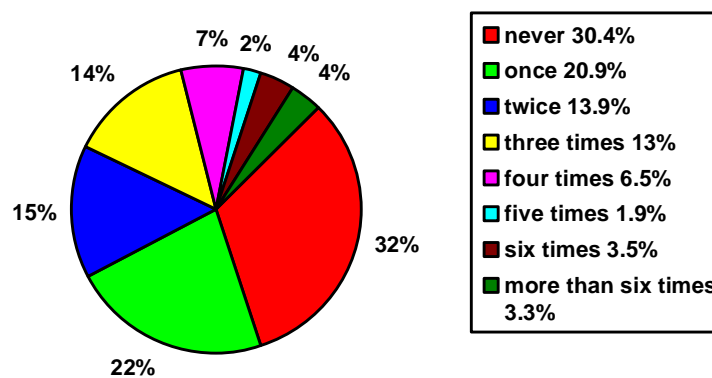
Promotion

Length of service



NB 2.2 percent of respondents did not answer this question

Number of times promoted



As would be expected, the greater the length of service, the more likely respondents were to have received a promotion. Among respondents who had only worked for their current employer for less than 12 months, 84.9 percent had never received a promotion. This dropped steadily as length of service increased, although there was a jump among those with 10 to 15 years' experience:

<i>Length of Service</i>	<i>Never Received Promotion</i>
1 - 2 years	33.3 %
2 - 4 years	35.8 %
4 - 6 years	13.2 %
6 - 8 years	6%
8 - 10 years	8.6 %
10 - 15 years	21.7 %
15 - 20 years	12.5 %

Those most likely to have received one promotion had one to two years' service [36.4%]. Those most likely to have received two promotions had two to four years' service [33.3%].

“Because I only work part time the News Editor and I have agreed there will be no more upgrading. Working part time doesn't allow you to really further your career, rather just maintain your position”.

Equal opportunity in promotion

“I was told I was not good looking enough for on camera work”.

Slightly more respondents said they believed women had equal opportunity [44.8%] than not [38.3%] for promotion compared to men in their organisation. Overall, 12.5 percent of respondents said they didn't know and 4.3 percent did not answer this question.

However, respondents' opinions about equal opportunity in promotion varied considerably across organisations. Respondents working at Fairfax, News Limited and in commercial TV / radio were much less inclined to think women had equal opportunity than respondents at other organisations, as the following table indicates.

<i>Organisation</i>	<i>Yes</i>	<i>No</i>	<i>Don't know</i>
News Ltd	33.3%	53.8%	11.5%
Fairfax	18.6%	69.8%	7%
ABC	64%	26%	6%
SBS	68.8%	12.5%	18.8%
Magazine	68.6%	14.3%	14.3%
Regional / suburban	63.2%	21.1%	13.2%
Other	40%	27.7%	18.5%
Commercial TV / radio	16.7%	66.7%	16.7%

Overall, more than half of respondents [58.2%] believed women's promotional opportunities are affected by childcare responsibilities. There was a relatively high level of uncertainty about this issue, as 24.5 percent of respondents said they didn't know. 14.9 percent said they didn't think promotional opportunities were affected by childcare responsibilities.

Interestingly, those who had children (25.3 percent of respondents) were slightly less likely to believe having children affected women's promotional opportunities than those who did not: 40.9 percent of women with children said their promotional opportunities were affected compared with 47.4 percent who did not have children.

Respondents were asked to indicate why they thought women's promotional opportunities were affected by childcare responsibilities:

- 23.4 percent said decision makers believe women can't put in the expected overtime / shiftwork although they are prepared to
- 26.4 percent said women need greater flexibility with their work arrangements
- 9.2 percent said other.

22.8 percent said they had left a job in the media because they felt they were being discriminated against in their promotion chances. Interestingly, a greater number of respondents [25.3%] took the opportunity to make additional, explanatory comments.

“Regardless of gender, long hours equate commitment in the eyes of management. If you put your kids first working less than 45-50 hours a week, you are seen as not committed”.

Compared to the average, respondents at regional / suburban papers were least likely to have left a job because they were faced with discrimination [13.2%] and most likely at Fairfax [27.9%]:

- 21.8 percent at News limited had left a job because of discrimination in promotion
- 24 percent at the ABC
- 25 percent at SBS
- 25.7 percent at magazines
- 23.1 percent at other media
- 27.8 percent at commercial TV / radio.

“The on-air positions were awarded mainly to men because management said it didn't believe its audience wanted to hear women with opinions, 'they'll switch off', he said”.

Job segregation

“Women have access but it is still very difficult for women to for example, break into and succeed in areas of reporting dominated by men. It is intimidating to work where there are few women, as in say business/finance reporting”.

Respondents were asked to indicate which of 21 areas (ranging from commerce / business to court rounds) are currently among the most important in their organisation.

Overall, the most important areas were (in order):

<i>Most important areas in media organisations</i>	<i>Percentage</i>
Politics / press gallery	72%
Sports	59.8%
Commerce / business	37.8%
Police	36.4%
Foreign affairs	32.1%
Economics	29.9%
Entertainment	28.3%
Court rounds	26.6%
Health	24.5%
Industrial relations	23.9%
Environment	21.7%
Arts	20.1%
Education	18.5%
Local government	18.5%
Women’s issues	16.5%
Aboriginal affairs	16%
Urban affairs	15.2%
Fashion	10.9%
Ethnic affairs	8.4%
Consumer affairs	6.3%
Religious affairs	0.8%

More than half of respondents [57.3%] believed that there are still traditional areas allocated to females in their workplace. 29.6 percent disagreed with this, while 10.9 percent said they didn’t know.

Of those who believed that traditional areas were still allocated to women [number of respondents = 211 or 57.3%], a majority thought women's issues and fashion were the areas traditionally allocated. Significantly, these two areas are thought to be less important within respondents' organisations.

<i>Is this a traditional area still allocated to women?</i>	<i>Percentage who thought so</i>
Women's issues	74.9%
Fashion	71.6%
Health	44.1%
Arts	41.2%
Entertainment	33.6%
Education	32.2%
Ethnic affairs	11.4%
Consumer affairs	10.9%
Environment	10.9%
Court rounds	10%
Religious affairs	8.5%
Aboriginal affairs	7.1%
Local government	3.8%
Urban affairs	2.8%
Politics / press gallery	1.9%
Sports	1.9%
Commerce / business	0.9%
Economics	0.5%
Foreign affairs	0.5%
Industrial relations	0.5%
Police	0.5%

There is effectively an inverse relationship between the areas that are perceived to be important to the organisation and the areas that are thought to be traditionally female, with the exception of entertainment.

	<i>% who thought important to organisation</i>	<i>% thought traditional area allocated to women</i>
Politics / press gallery	72%	1.9%
Sports	59.8%	1.9%
Commerce / business	37.8%	0.9%
Police	36.4%	0.5%
Foreign affairs	32.1%	0.5%
Economics	29.9%	0.5%
Entertainment	28.3%	33.6%
Court rounds	26.6%	10%
Health	24.5%	44.1%
Industrial relations	23.9%	0.5%
Environment	21.7%	10.9%
Arts	20.1%	41.2%
Education	18.5%	32.2%
Local government	18.5%	3.8%
Women's issues	16.5%	74.9%
Aboriginal affairs	16%	7.1%
Urban affairs	15.2%	2.8%
Fashion	10.9%	71.6%
Ethnic affairs	8.4%	11.4%
Consumer affairs	6.3%	10.9%
Religious affairs	0.8%	8.5%

Respondents at Fairfax, commercial TV / radio, News Limited, regional / suburban newspapers and magazines were more likely to say traditional areas are still allocated to women than their counterparts at other media organisations.

<i>Organisation</i>	<i>Yes</i>	<i>No</i>	<i>Don't know</i>
News Ltd	61.5	24.4	14.1
Fairfax	83.7	7	9.3
ABC	42	48	8
SBS	12.5	68.8	12.5
Magazine	60	25.7	8.6
Regional / suburban	60.5	23.7	13.2
Other	56.9	29.2	9.2
Commercial TV / radio	66.7	22.2	11.1

Areas in which respondents are currently working

Entertainment, fashion, women’s issues, arts, health, education, consumer affairs	24.5%
Commerce, business, economics, politics, press gallery, foreign affairs, industrial relations, technology	11.2%
General news, court rounds, local government, religious, ethnic affairs, police	31.6%
Features	9.4%
Other	20.2%

Of the 24.5 percent of respondents who said they were working in entertainment, fashion et al, 80 percent said they worked in this area alone, while the remainder worked in another area as well.

Of the 11.2 percent who said they were working in commerce and business, 70.5 percent worked in this area alone, while 29.5 percent also worked in other areas.

Of the 31.6 percent who worked in the general news area, most [86.7%] worked in this area alone. Similarly, the majority of those who said other [94.1%] worked in this area alone.

How current practice matches entry-level preferences

Respondents were asked if the area in which they were currently working was the area they preferred to work in when they entered journalism. 51.6 percent said it was, while 34.5 percent said it was not. (13.9 percent did not answer this question.)

Respondents were given the opportunity to give reasons for this answer and the majority [67.4%] chose to do so.

“Women are often sidelined into supplement type sections, eg in food, real estate, education or other sections. Sometimes this is their choice, but it can also be difficult for them to leave it”.

Only 28.3 percent of respondents said their initial preference for the areas they would like to cover had changed significantly. 62.2 percent they hadn’t changed their preference, while 9.5 percent did not answer this question. Just over one third of respondents [35.1%] chose to make additional comments about their initial preferences.

The majority of respondents [65.2%] believe there are certain areas in journalism still reserved for men, or for which men (as opposed to women) are given preference. Nine percent said they were unsure, while 23.4 percent disagreed.

If respondents agreed there were certain areas reserved for men, they were asked to indicate which areas they believed were. 64.9 percent of all respondents did so.

	<i>% who thought this area reserved for men</i>	<i>% overall</i>
Commerce / business	32.5%	21.2%
Economics	34.1%	19.6%
Politics / Press Gallery	42.2%	24.2%
Sports	69.2%	39.7%
Foreign affairs	30.3%	17.4%
Entertainment	-	-
Fashion	0.9%	0.5%
Women's issues	0.9%	0.5%
Urban affairs	-	-
Arts	0.5%	0.3%
Aboriginal affairs	0.5%	0.3%
Health	-	-
Education	0.5%	0.3%
Industrial relations	14.2%	8.2%
Police	34.6%	19.8%
Consumer affairs	-	-
Environment	0.9%	0.5%
Religious affairs	0.9%	0.5%
Ethnic affairs	-	-
Local government	0.9%	0.5%
Court rounds	3.8%	2.2%

Do women have access to all areas of reporting or journalism?

Just over half of all respondents [57.1%] thought women do have access to all areas of reporting or journalism. However, a substantial number [25.5%] thought they did not, while 14.9% were unsure. It should be noted however that many respondents had difficulty answering this question, as they were unsure whether it was asking them to say whether women are capable of being promoted to all types / levels of managerial positions or whether they are in practice.

When given the opportunity to elaborate, 47 percent of respondents chose to do so:

- 9.2 percent of all respondents said women are under-represented in editorial and decision-making positions
- 14.7 percent of all respondents said they believed the major journalistic areas are still dominated by men
- 9.7 percent of all respondents said they believed women must perform better and push harder to make it into certain areas
- 15.3 percent made some other comment.

Again, the majority of respondents [59.8%] said they believed women can be promoted to all types / levels of managerial positions. 29.9 percent disagreed they could, while 8.7 percent were unsure.

“Of course they can but it does not often happen because of rigid work structures and the predominant male approach to management which seems to be ‘if you can’t stand the heat get outta the kitchen’”.

Almost half [47.6%] made further comments about women’s ability to get promotion:

- 13.8 percent of all respondents said few women make it to senior management in spite of ability and skills
- 16.8 percent of all respondents said that women theoretically can get promoted to all types and levels of management, although in practice few are
- 8.4 percent of all respondents said women must put in the hours or be part of the “boy’s club”
- 2.4 percent of all respondents said women are well represented in my / another workplace
- 8.9 percent made some other comment.

“I believe the glass ceiling exists. No women in upper management seems the golden Murdoch rule”.

Training and development

“Most women in media are working under capacity, they could make a much more valuable contribution if management could recognise this”.

Availability of formal training

About one-third of respondents [37.5%] said formal training courses were available to all workers at all levels in their organisation. Almost an equal number [37%] said formal training courses were not available. A substantial number [21.7%] said they did not know.

Women’s access to training in non-traditional areas of work

Most respondents [38.3%] said they did not know how much access women have to training in non-traditional areas of work in their organisation.

- 17.1 percent said women did not have any access
- 25 percent said women had some access
- 10.3 percent said a significant level of access existed
- 1.9 percent said women had more than enough access.

16.8 percent of respondents made additional comments about women’s access to training in non-traditional areas.

“A mentor programme such as the one which operates in small business is needed”.

Access during work hours

The majority [52.2%] said women had access to training during work hours. About one quarter [26.1%] said they didn’t know, while 15.8 percent said women did not have access.

Access to training about gender and EEO issues

Only 14.4 percent of respondents said women had access to training in gender and EEO issues but there was a high level of uncertainty about this practice, as 41.6 percent said they didn’t know. 39.9 percent said women did not have access to this type of training.

When given the opportunity to make additional comments, 16.8 percent did so. About half of all respondents [53.5%] said they believed men did not receive adequate training in gender and EEO issues. Only 5.7 percent thought they did, while 35.9 percent said they didn’t know.

Respondents were asked to say whether they thought it was important men received EEO training, and why. 40.5 percent did so:

- 30.8 percent of all respondents said it was important to raise awareness of existing inequalities and issues involved in EEO
- 10.4 percent of all respondents said it was important to address gender bias / sexism and change attitudes
- 3.3 percent made some other comment.

Respondents were given the opportunity to highlight any other aspects of training (or lack thereof) they felt were important features of the organisation's policies and 30.4 percent did so.

“In subbing more women are being given responsibility to handle sections of the paper - management has realised that in many cases women give more to the jobs than men!”

“We are trained to do our job, but not encouraged to expand or create new areas of opportunities”.

Working conditions

Compared to their male colleagues, the overwhelming majority of women [86.1%] believe their working conditions are similar. Only 1.9 percent said they were better, while 7.9 percent said they were worse (4.1 percent did not answer this question.) Given the opportunity to explain their answer, 28.8 percent did so.

“Some sections with males are treated more seriously as are requests for work related equipment, eg access to PCs, storage space, interview areas. Name one female in editorial with an office!”

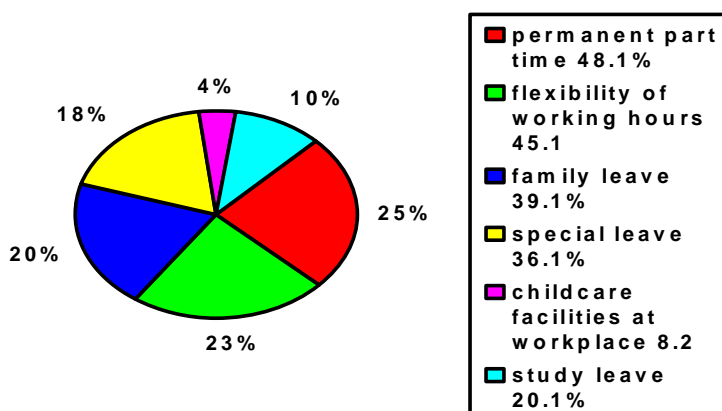
There were some differences across organisations, notably the 14 percent of respondents at Fairfax who thought they were worse off.

Organisation	Similar	Better	Worse
News Ltd	87.2%	2.6%	9%
Fairfax	83.7%	-	14%
ABC	94%	-	4%
SBS	93.8%	-	-
Magazine	88.6%	2.9%	8.6%
Regional / suburban	89.5%	-	5.3%
Other	75.4%	6.2%	6.2%
Commercial TV / radio	94.4%	-	-

Almost all respondents [90.5%] said they had access to similar office space and 91.8 percent said they had access to similar equipment.

However only 69.8 percent of respondents believed there was an equitable distribution of favourable and unfavourable shifts. Six percent said the distribution of shifts was inequitable, while 13.9 percent said they didn't know.

Respondents were asked to indicate which of the following conditions their job allowed. Only 2.4 percent had access to all six conditions, while permanent part-time work was the most common.



When asked to elaborate on the conditions that exist in their workplaces, 27.4 percent did so:

- 7.1 percent said their existing arrangements were adequate / flexible enough
- 6.9 percent said the condition(s) exist but are difficult to access and inflexible (rosters)
- 6.9 percent made some other comment
- 6.8 percent said they saw the availability of permanent part-time was a positive development
- 3.1 percent said childcare facilities would allow women to work full time/stay in industry
- 1.1 percent said the condition(s) mostly benefited permanent employees rather than part-timers or casuals.

Given the opportunity to make additional comments on any other aspects of the conditions that exist at their workplace, 16.8 percent did so.

“I work permanent part time. Two days a week which is great, keeps my hand in, but my career isn’t advancing, just maintaining my position which I suppose is part of the problem of working part time”.

Maternity leave and childcare provisions

Awareness of maternity leave provisions and entitlements

More than half of respondents [53%] were aware of maternity leave provisions / entitlements at their organisation. 15.2 percent said they were not; 15.5 percent were not sure and 12 percent said they were not interested.

Prospective use of maternity leave provisions and entitlements

Approximately one quarter of respondents [34%] said they may take advantage of maternity leave provisions at some time in the future. An almost equal number [32%] said they would not while 28 percent were unsure whether they would.

Proportion of women working in the media with children

One quarter of respondents [25.3%] said they had children. Of these, 45.2 percent (or 11.4 percent overall) had children of pre-school age.

Use of maternity leave provisions

The following findings concerning maternity leave are only drawn from the responses from women who have children (number of respondents = 93 or 25.3 percent).

While 25.3 percent of respondents had children, only 11.7 percent had taken maternity leave.

Just over one third of respondents with children [33.3%] had never taken maternity leave; 25.8 percent of respondents with children had taken maternity leave once; 12.9 percent had taken maternity leave twice and 4.3 percent had taken maternity leave three times. Just under one quarter of respondents with children [23.7%] did not answer this question.

Among respondents who had children, almost 10 percent [9.7%] said there had been at least one occasion when they hadn't taken maternity leave, although they were entitled to it: 6.5 percent hadn't taken maternity leave on one occasion; 4.3 percent hadn't taken maternity leave on two occasions and one respondent [1.1%] hadn't taken maternity leave on three occasions.

Reasons given for not taking maternity leave included:

- not given leave by employer despite approaching (four respondents)
- was not available at the time (six respondents).

Among those who had taken maternity leave (number of respondent = 43 or 11.1 percent overall), 41.8 percent said it was paid on all occasions; 32.6 percent it was unpaid on all occasions, while 21 percent said 'other'.

Where they did have access to maternity leave, 25.6 percent said it was from a previous employer while 51.2 percent said it was from a current employer (23.3 percent did not answer this question).

31.7 percent of respondents who had taken maternity leave said there had been occasion when they took (or were given by their employer) only part of their maternity leave entitlements.

The reasons given for only taking part of maternity leave included:

- felt position may be threatened (two respondents)
- wanted to return / financial reasons (four respondents)
- returned on a part-time / casual basis (one respondent).

39 percent of respondents who had taken maternity leave (or 4.3 percent overall) said they had occasion to return to work while still on maternity leave. Seven respondents said they wanted to return because their leave was unpaid and they needed the money. One respondent said she felt obliged to return / feared losing her job and one respondent said she was pressured to return.

The impact of family responsibilities on women's work in the media

Almost 10 percent of *all* respondents [9.8 %] said they have had to leave a job due to pregnancy-related reasons or child-minding responsibilities. This translates to over one third of respondents with children [38.7%].

Of the respondents who said they had to leave a job, just over half of them [number of respondents = 19 or 52.7% of those who had to leave] indicated how long they were away from work:

- five were away for less than six months
- two were away for between six months and a year
- one was away for one to two years
- 11 were away for more than two years.

When they started working again, an equal number of respondents who had left due to pregnancy-related reasons or child-minding responsibilities rejoined the same organisation as those who joined a new organisation (17 respondents each; two respondents did not answer the question).

Three-quarters returned to the same salary; 20 percent returned to worse and; five percent returned to better.

12 percent of respondents overall said they had access to part-time work when they started working again after maternity leave or leave due to pregnancy-related reasons or child-minding responsibilities.

When given the opportunity to make comments about any aspect of maternity leave, 7.1 percent of all respondents did so.

“No doubt returning to part time work plateaus your career. You are overlooked for promotion because added responsibilities are seen as requiring a full time worker”.

Sexual harassment

Incidents of sexual harassment

When asked whether they had had to put up with sexist remarks / gestures or if they had been sexually harassed in any other way at their workplace or in association with their work, more than half of the women surveyed [51.6%] said they had. 44.3 percent said no (3.3 percent did not answer the question.) Only a small proportion of women said they didn't know whether they had been sexually harassed [0.8%] suggesting a high level of awareness about the issue.

Among those who said they had been harassed:

- 52.8 percent said it was a male co-worker (27.7 percent overall)
- 20.2 percent said it was a manager or someone in a senior position (10.6 percent overall)
- 19.2 said it was management and male co-workers (10.1 percent overall)
- 0.5 percent said it was a female co-worker (0.3 percent overall)
- 7.3 percent said 'other' (3.8 percent overall).

When asked to what extent the sexual harassment undermined their confidence and affected their work, most [54.2%] said 'a bit'. 14.6 percent of those who had been harassed (7.6 percent overall) said it had 'seriously' undermined their confidence and affected their work. The remainder [31.3%] said it had had no affect on their confidence or work. When given the opportunity to make additional comments, 29.6 percent of all respondents (56.8 percent overall) did so.

"I almost resigned, but raised it with the boss, who told people to lay off the 'fat jokes' about being pregnant and it all calmed down."

Comments of incidents

<i>Incident / outcome</i>	<i>% of those who had made a formal complaint*</i>	<i>% overall</i>
Objectionable remarks / behaviour	60%	4.1%
Obscene remarks / behaviour, reprimanded by superior	32%	2.2%
Sacked/transferred for unacceptable behaviour	12%	0.8%
Took legal action against sexual harassment	-	-
Formal complaint under investigation	24%	1.6%
Complainant left job or transferred to another area	12%	0.5%

* Totals more than 100 percent because respondent may have made more than one comment.

Formal complaints

“Male management still seem to treat it as a bit of a joke. Only threats of union action seem to force them to admit to the seriousness of the problem”.

Sexual harassment has become part of work culture in media organisations in Australia, but women either don't know how, or for a wide variety of reasons, choose not to do anything about it. Only 13.2 percent of women surveyed who had experienced sexual harassment had made a formal complaint (6.8 percent overall).

Reasons for not complaining

Those who had not made a formal complaint were asked why and 65.4 percent (53.7 of those who had experienced sexual harassment; 27.7 percent of respondents overall) did so. While 18.6 percent chose to attempt to resolve the problem themselves first, almost one quarter [23.1%] of those who did not complain did not do so because of fear of intimidation, victimisation or losing their job. There was also a significant number who did not complain because they felt sexual harassment is not taken seriously in their workplace: 14.1 percent said they felt their complaint would seem trivial or over-reacting or not serious enough; nine percent indicated they felt they would be fighting a losing battle as the behaviour is an accepted part of their organisation's culture and tolerated in the workplace.

<i>Comments</i>	<i>% of those who didn't complain</i>	<i>% overall</i>
Prefer to first deal with problem individually	18.6%	7.9%
Fear of victimisation / bad relations at work	9.6%	4.1%
Fear of losing job or harming career prospects	13.5%	5.7%
Felt it would seem trivial or over-reacting / not serious enough	14.1%	5.9%
No confidence in management's ability to deal with complaint	14.1%	5.9%
Behaviour is accepted / tolerated in the workplace	9%	3.8%

Mechanisms to combat sexual harassment

Almost one quarter of respondents [22.8%] said mechanisms to combat sexual harassment in their workplace were adequate. Slightly more respondents [28.5%] thought they were inadequate but most women surveyed [36.4%] were unsure. A relatively high proportion [12.2%] did not answer this question.

<i>Organisation</i>	<i>Yes</i>	<i>No</i>	<i>Don't know</i>
News Ltd	23.1%	37.2%	32.1%
Fairfax	23.3%	25.6%	44.2%
ABC	38%	20%	34%
SBS	25%	37.5%	12.5%
Magazine	17.1%	17.1%	51.4%
Regional / suburban	13.2%	21.1%	42.1%
Other	20%	33.8%	30.8%
Commercial TV / radio	16.7%	38.9%	38.9%

NB Percentages may not total 100 because some respondents did not answer this question.

Those who said 'no' were given the opportunity to make additional comments and 24.7 percent did so.

<i>Comments</i>	<i>Percentage overall</i>
Male colleagues have no understanding of issue of sexual harassment	2.4%
Never advised of / unaware of any mechanisms	3.6%
Nothing has happened when others have been harassed & complained	2.7%
Adequate mechanisms but not objectively implemented by management	4.1%
Situation could be improved through education on what is acceptable behaviour and what mechanisms exist	7.1%
Other	6.5%

When asked if they felt employees are discriminated against due to particular reasons at their organisation, 41 percent said yes. 29.1 percent said no, while 18.5 percent were unsure.

“When a hard news story breaks they send a man ‘because he is used to jumping on planes’ insisting women are not. That may be the case but it’s because women are not given the opportunity”.

Respondents who believed they had been discriminated against were then asked to indicate why.

<i>Reason for discrimination</i>	<i>Percentage overall</i>
Sex	19.3%
Age	7.9%
Race / ethnicity	4.9%
Disability	0.8%
Other	9.2%

When given the opportunity to make additional comments, 21.5 percent did so.

“Being young and female regardless of your experience, knowledge and years of service puts you behind males. Unless you’re part of the drinking boys crowd. Of course this can also work badly for males not into the mateship scene”.

Superannuation

Membership

The overwhelming majority of women surveyed [92.4%] were members of a superannuation scheme. 64.7 percent of these respondents (or 59.8 percent overall) are members of JUST Super. 28.3 percent of all respondents are members of another superannuation fund.

Those who are not members of JUST were asked whether they were aware this fund had a number of features:

- 82.1 percent were aware JUST exists
- 56.8 percent were aware JUST is supported by the MEAA
- 22.1 percent were aware JUST has MEAA representatives on its Board of Trustees.

Positive employment changes

Equal Employment Opportunity / affirmative action

“A lot of men resent it (EEO) because they don’t properly understand such issues as affirmative action.”

The majority of respondents [51.1%] did not know whether there was an EEO or affirmative action policy operating in their workplace. 38.6 percent said there was and 10.6 percent did not answer this question.

Respondents working at ABC were most aware [92%] of an EEO policy. Respondents working at a magazine were least likely to be aware of an EEO policy.

<i>Organisation</i>	<i>Yes</i>	<i>No</i>
News Ltd	20.5%	66.7%
Fairfax	32.6%	60.5%
ABC	92%	4%
SBS	62.5%	31.3%
Magazine	11.4%	82.9%
Regional / suburban	28.9%	63.2%
Other	29.2%	49.2%
Commercial TV / radio	50%	38.9%

NB Percentages may not total 100 because some respondents did not answer this question.

Among those who were aware of an EEO policy in their organisation, 36.8 percent said they believed the policy(ies) was/were being following in their organisation. Approximately one quarter [25.8%] did not believe policies were being followed, while most [37.4%] were unsure. 17.4 percent of respondents chose to make additional comments.

“Newsrooms are still the most sexist work places despite the high number of women in journalism.”

<i>Organisation</i>	<i>Yes</i>	<i>No</i>	<i>Don’t know</i>
News Ltd	31.25%	31.25%	37.5%
Fairfax	14.3%	78.6%	7.1%
ABC	69.6%	8.7%	21.7%
SBS	10%	30%	60%
Magazine	50%	50%	-
Regional / suburban	27.2%	36.4%	36.4%
Other	42.1%	26.3%	31.6%
Commercial TV / radio	22.2%	33.3%	44.5%

NB Percentages may not total 100 because some respondents did not answer this question.

Workplace developments in favour of women

There was an even spread of answers when respondents were asked if there had been developments at their workplace (childcare facilities, permanent part-time work, flexible working hours, etc) in the interests of women generally:

- 35.9 percent said yes
- 32.9 percent said no
- 25.3 percent said they were not sure.

However there were some interesting variations between organisations, notably Fairfax.

<i>Organisation</i>	<i>Yes</i>	<i>No</i>	<i>Don't know</i>
News Ltd	37.2%	32.1%	26.9%
Fairfax	67.4%	9.3%	20.9%
ABC	54%	28%	16%
SBS	25%	31.3%	31.3%
Magazine	25.7%	54.3%	17.1%
Regional / suburban	26.3%	39.5%	34.2%
Other	26.2%	30.8%	26.2%
Commercial TV / radio	-	66.7%	27.8%

NB Percentages may not total 100 because some respondents did not answer this question.

When asked to identify developments and how they think they have contributed towards improving women's employment prospects and their general welfare, 27.9 percent did so.

<i>Developments</i>	<i>Percentage of those who said there had been developments favourable to women</i>
Permanent part-time work	60.2%
Employer-sponsored childcare (either existing or planned)	38.8%
More flexible work arrangements (allow/encourage women to stay at work)	21.4%
Arrangements available only through individual negotiation	3.9%

When asked who they thought had been responsible for initiating these developments:

- 50.7 percent said their union
- 50.7 percent said individual workers
- 28.5 percent said their employer
- 4.2 percent said other.

Childcare was the workplace development most frequently listed by the 36.1 percent of respondents who listed new developments they would like to see in place. Interestingly, slightly more respondents without children than with children (11.7 percent versus 10.8 percent) listed access to work-based childcare.

Others developments included:

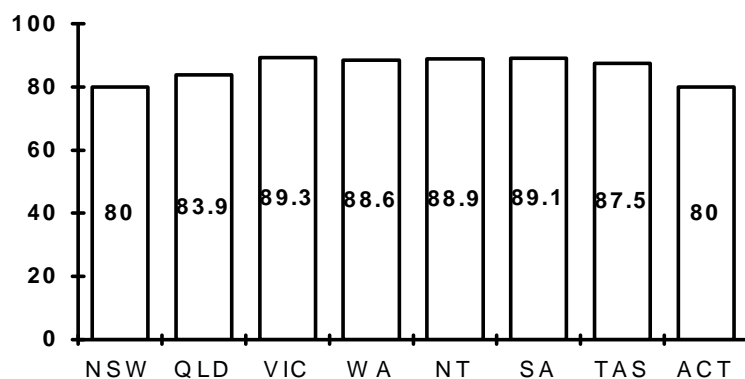
“Childcare facilities, time job sharing, recognising that just because you don’t want to work full time in the office being part time doesn’t mean dead end jobs”.

<i>Developments respondents would like to see</i>	<i>Percentage overall</i>
Access to work-based childcare	21.5%
Access to permanent part-time work/flexible working hours	15.2%
Journalists working from home using new technology	4.1%
More representation of women at senior levels	2.4%
Change in attitudes	1.4%
Other	5.9%

Union involvement and perceptions

An overwhelming majority of the women surveyed [84.8%] were members of the Media, Entertainment and Arts Alliance. The proportion of respondents who were members varied slightly from state to state, with the highest representation in South Australia. The method of distributing the survey would have influenced the outcome:

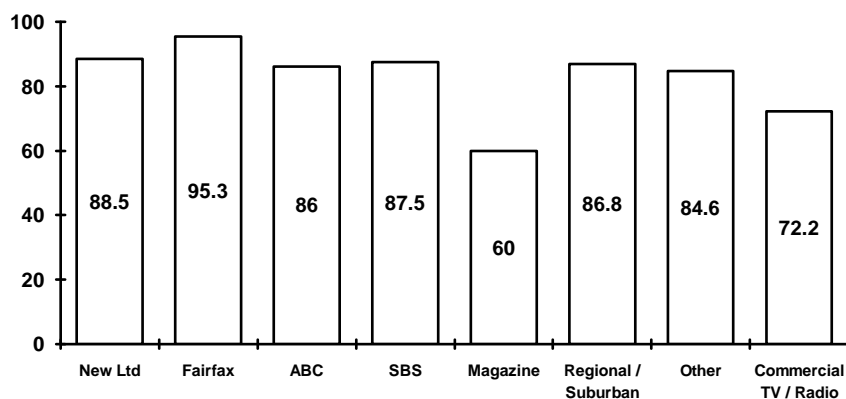
Percentage of respondents that are members of MEAA:



NB: Values shown in %

Respondents from Fairfax were most likely to be union members; respondents working at a magazine were least likely.

Percentage of respondents that are members from:



NB: Values shown in %

Level of involvement

The majority of respondents [67.9%] said they were simply members of the union. However:

- 2.9 percent were members of a House Committee
- 3.5 percent were Branch Council delegates
- 0.3 percent (effectively one respondent) was a Federal Council delegate
- 2.8 percent said other.

NB 17.4 percent of respondents did not answer this question.

Contact with the union

More than half of respondents [57.6%] had contacted the union for assistance at some stage in their working lives. Of those who had had some contact with the union, almost three-quarters thought the union's response and / or action was satisfactory, good or excellent:

- 32.4 percent said satisfactory
- 30.5 percent said good
- 10.9 percent said excellent.

However, 15.7 percent of women working in the media who have had some contact with the union said it was poor and 10.5 percent said it was very poor.

Respondents were given the opportunity to make additional comments about their contact with the union and 29.6 percent did so. The majority elected to make positive comments: almost half [44.3%] said their problem was acted on to their satisfaction; 38.7 percent said they had received helpful advice, support and / or representation and 29.7 percent said the response had been prompt. They included:

<i>Comment</i>	<i>% of those who had contact</i>	<i>% overall</i>
Problem was acted on to my satisfaction	12.3%	7.1%
Helpful advice, support and / or representation	14.6%	8.5%
Prompt response	7.1%	3.7%
Unsatisfactory response / slow to respond / difficult to get required information	17%	10.3%
People not available or do not return calls	4.2%	2.4%
Union response to contact has varied	3.3%	1.9%

Perceptions

Those who had had some contact with the union were more inclined to agree with a number of statements about the union. Respondents who had had some contact with the union were most likely to agree that they felt confident seeking the union's advice on any discrimination / sexual harassment issue that affected them [57.1%] but much less likely to agree that the union has been involved in setting up affirmative action (EEO) committees [13.2%].

	<i>% who had contact</i>	<i>% who hadn't had contact</i>
The union's elected officials display a good understanding of issues affecting women in the workplace	44.3%	37%
Union organisers / industrial officers display a good understanding of issues affecting women employees	38.7%	31.2%
The union is actively trying to negotiate improvements in women's employment prospects	29.7%	26.1%
The union has been developing policies to improve the status of women working in the media	32.1%	21.7%
The union has been involved in setting up affirmative action (EEO) committees at workplaces	13.2%	12.3%
The union's structure as a whole is set up to encourage women members to participate in branch activities and become more involved as delegates in their workplace	30.2%	23.2%
I feel confident in seeking the union's advice on any discrimination / sexual harassment	57.1%	45.7%

Support for the union

Most respondents [49.2%] said their support for the union over the past years had stayed the same. However, a fairly sizeable proportion [27.4%] said that it had declined. Only 12.5 percent said it had grown.

Respondents were asked to give a reason for their answer and 37.2 percent did so.

	<i>Percentage overall</i>
Dissatisfied with level of support / information	9.5%
Low union membership at the workplace	1.6%
Activity within union branch / house committee structure	2.4%
Support fluctuates according to perception of union action	0.8%
Failure to take up professional issues / too much concentration on industrial	1.4%
Other	21.8%

The majority of respondents [57.2%] were aware the union can take a case to the Human Rights and Equal Opportunities Commission and state discrimination boards on their behalf on issues of discrimination and harassment. 30.2 percent said they were not aware, while only a very small proportion [3.5%] said they were not interested.

Perceived benefits of union membership

Respondents were asked to indicate what they believed were the benefits of union membership and 67.7 percent did so. The most common response was ‘strength / safety in numbers / collective action’.

<i>Perceived benefits</i>	<i>Percentage overall</i>
Strength / safety in numbers / collective action	27.4%
Individual assistance / insurance	19%
Protection and promotion of working conditions	18.2%
Source of support and advice / information	13.3%
Industrial representation	9.2%
Professional representation	4.9%
Input on decisions at workplace	1.4%
Increased salaries	-
Other	2.8%

Drawbacks associated with being a union member

The majority of respondents [70.9%] did not perceive any drawbacks associated with union membership. However, some respondents did think there were ‘negatives’.

<i>Drawbacks</i>	<i>Percentage overall</i>
Negative perception of union activity / positions	11.4%
Expensive union fees	9.6%
Lack of secret ballot / must act with group	3%
Frustration at non members getting same benefits	0.6%
Other	7.1%

Priorities for union action

Respondents were asked to indicate, unprompted, what they believed should be the priorities for union action and 57.3% did so.

Priorities for union action:

