

THE 2023
*Women's
Ambitions*
REPORT

*The great burnout and the urge to build
satisfying and well-paid careers.*

A SURVEY
OF MORE THAN
1100 WOMEN ON
THEIR CAREER
AMBITIONS AND THE
CHALLENGES
AHEAD

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We acknowledge and pay respect to the past, present and future Traditional Custodians and Elders of this nation and the continuation of cultural, spiritual and educational practices of Aboriginal and Torres Strait Islander peoples.

About Women's Agenda

Women's Agenda is an independent daily news publication 100 per cent owned and run by women. Our team of journalists and researchers provide a vital perspective across daily news events and current affairs, including across politics, media, business, tech, climate, health and leadership. Published by Agenda Media Pty Ltd, founded by Angela Priestley and Tarla Lambert, this team also publishes Women's Health News and runs a growing podcast network, events, roundtables and regular research reports.

Get in contact with our team at
[**contact@womensagenda.com.au**](mailto:contact@womensagenda.com.au)

Women's Ambitions

The past two years have been marked by a series of significant challenges, with the global pandemic and its social and economic repercussions irreversibly affecting the way people choose to live and work.

For women, the impacts have been especially great. The pandemic saw thousands juggling (and often overburdened) by huge domestic loads while simultaneously striving to achieve their career goals and ambitions.

So where did that leave things?

This fourth iteration of our Ambition Report examines the changing ambitions of women in Australia and uncovers some surprising results. Despite numerous challenges, the motivation of women to be recognised, promoted, and earn more, remains persistently high in spite of widely noted burnout and a shift in career direction for many.

Surveying women across Australia, as well as examining other key data, we explore the factors contributing to these changes in women's ambitions,

including the pandemic's lasting impacts, the rising cost of living, continued gender biases, and sticky societal expectations. Additionally, the report looks at the implications of these changes for workplaces, policymakers, and society as a whole.

We examined how sustained shifts in where and how women work- especially for those managing caring responsibilities- might be impacting their overall career prospects and opportunities. A staggering 57% of respondents who had taken time out of work to raise children in the past ten years said they had been discriminated against for needing to work flexibly or part time.

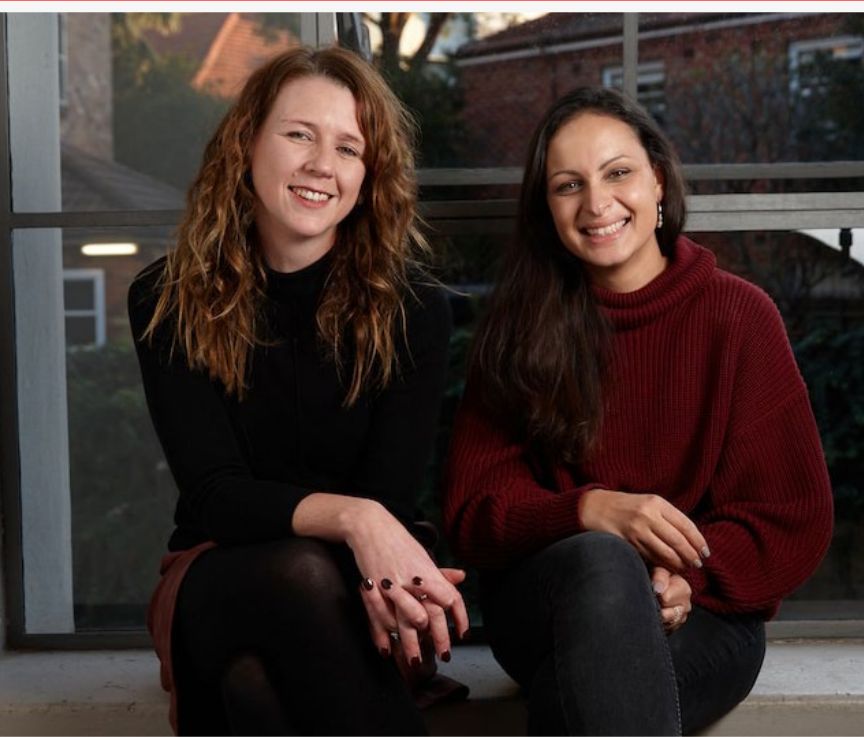
16% of those working flexibly or entirely from home said their work arrangements were hindering their ability to get promoted.

This indicates the significant work employers still need to do to support and normalise flexibility.

Another key factor of our research explores the traits and characteristics that women want to see in future leaders, especially in light of rapid advances in technology. Communication, empathy, resilience and adaptability were cited as the most critical skills ahead.

By highlighting the challenges and opportunities facing women in their careers right now, this research aims to inform policies and initiatives into the future.

We hope it fuels you, even more, to get behind the incredible women in your life.



Tarla Lambert & Angela Priestley,
Co-founders, Agenda Media

Key Findings ▶



▶ WHAT ARE WOMEN LOOKING TO ACHIEVE OVER THE NEXT TWO YEARS? OF THE 1,092 RESPONSES WE RECEIVED FROM THOSE IDENTIFYING AS WOMEN, WE LEARNED THAT:

- 36% are looking to earn more in the next two years
- 26% are planning on looking for a new role
- 25% are aiming to get promoted

▶ AND WHAT DO WOMEN BELIEVE COULD HINDER THEIR AMBITIONS OVER THE NEXT TWO YEARS?

- 42% are concerned about burnout
- 41% say confidence in their abilities could get in the way
- 34% say caring responsibilities for children will make things difficult

▶ BURNOUT IS ALREADY HAPPENING

- 77% believe they may have experienced burnout in the past 12 months
- Overwhelm on balancing career and home responsibilities cited as leading factor in suspected burnout

▶ HOW AND WHERE WOMEN ARE WORKING?

More than half (54%) of respondents reported working time, followed by 27% working part time or flexibility, and those remaining at a variety of different points, including parental leave, taking a career break, studying and being retired.

▶ OF ALL OF THOSE WHO REPORTED BEING IN SOME FORM OF PAID WORK:

- 42% engage in hybrid work, involving both remote work and days in the office or on site every week, while another 15% have a hybrid work set up that involves attending an office or work site every now and again
- 11% say most of their work happens outside the home, despite it being possible to do from home
- 12% work entirely from home
- 16% work on-site/out of the home as need to be at set locations

Key Findings continued ▶



▶ FOR THOSE IN HYBRID WORK OR WORKING FROM HOME:

- 27% say a lack of visibility to their team is hindering their career
- 37% say a lack of visibility to upper management is hindering their career
- 16% believe their work arrangements are hindering their ability to get promoted, while 10% say it is aiding their career.

▶ AMBITION AND CAREER BREAKS

37% of respondents have taken a career break of three months or more for childcare commitments in the past ten years. And of those:

- 66% say increasing their salary and earning potential is a key career goal
- 78% say they feel 'rushed and time poor most of the time'
- 43% say they are 'more ambitious than ever before'
- 32% lack confidence in their ability to juggle work and other responsibilities
- 53% say they have or have considered starting a new business since having children

- 67% have changed their career aspirations since having children
- 36% say they lack a strong support network at home to help with their career
- 57% say they have been discriminated against for needing to work flexibly or part time

▶ ON RETURNING TO WORK AFTER CAREER BREAKS:

When women return to work after career breaks to care for young children what are the biggest challenges when they return? According to those polled:

- 27% say it is keeping up with school pick-ups, drop-offs and other activities
- 33% say it's in 'finding time to manage my own wellbeing'

▶ WHAT SKILLS WILL BE IMPORTANT FOR LEADERS IN THE FUTURE?

Three skills came up above all others from those surveyed:

- 1 - Communication
- 2 - Empathy
- 3 - Resilience and adaptability



Leading ambitions

of women

Money, promotions, new opportunity: after a tough few years, what women really want

Following a turbulent few years that has led to higher levels of burnout and some change in career ambitions, what's clear is women want to see their value recognised at work. An increasing number of women place earning a higher income as their key priority.

More than 36% say this is their main ambition over the next two years. Earning more income has remained the top ambition for women over the past few years and it comes well ahead of other drivers like achieving better flexible work options (20.44%).

The second key ambition is 'looking for a new role' with more than a quarter of women (25.76%) exploring their next steps. This is followed closely by 'aiming to get promoted' (24.84%).

This indicates that a significant number of women are planning to make a move from their current roles if their income and promotion goals are not met. It's something worth noting as an employer keen to retain good talent.

"I'm looking to grow my environmental campaign side hustle and work with government"

When asked for 'other' responses, we found women wanting to become activists, write books, step up into boardroom positions, pursue creative projects and run for government. We also heard from women looking to step out of their careers to meet caring responsibilities while keeping their wellbeing intact.

Interestingly, about one in five women (22%) are currently building a business or looking to start one within the next two years.

WHICH OF THE FOLLOWING BEST DESCRIBES YOUR CURRENT CAREER AMBITIONS OVER THE NEXT 24 MONTHS?

- ▶ I'm looking to start a business - **8.07%**
- ▶ I'm currently building a business - **13.93%**
- ▶ I'm settled in my current role - **21.26%**
- ▶ I'm aiming to get promoted - **24.84%**
- ▶ I'm looking to undertake further education - **19.16%**
- ▶ I'm looking to change industry sectors - **9.26%**
- ▶ I'm or am planning on having a baby - **7.15%**
- ▶ I'm looking to completely change careers - **8.52%**
- ▶ I'm looking to earn more - **36.48%**
- ▶ I'm looking to retire - **6.51%**
- ▶ I'm looking to achieve better flexible working options - **20.44%**
- ▶ I'm looking for a new role - **25.76%**
- ▶ Other - **12.92%**

Trends seen in the written 'other' column

We heard from women who are pursuing activism, writing books, shifting to board roles, pursuing creative projects, running for office and stepping out of careers to take on caring responsibilities whilst also retaining their wellbeing.

“As a 75 year old woman, I’m looking forward to getting engaged in more protests.”




What could get in the way? Key hurdles for the next 24 months

Burnout is a serious concern for many women. Of our 1088 responses, 42% said burnout could hold them back from reaching their career ambitions over the next two years. This is the first time burnout has emerged as the top barrier. It's a worrying trend continuing from a number of studies like the [2022 Productivity Commission report](#) on teachers and this [research commissioned](#) by the NSW Nurses and Midwives' Association. It also reflects in conversations we've been having even beyond our Ambition report.

The results from our survey indicate many women are still experiencing residual impacts of the pandemic crisis which further complicated pre-existing challenges like caring burdens and domestic and family violence.

Low levels of self-confidence also remain a persistent problem. This year, 41 per cent of respondents report 'confidence in my abilities' as the main thing that could get in their way. Compared to our findings in 2021 when 50 per cent of women felt this was their biggest hurdle, there has been noticeable improvement. However, this remains a leading barrier for success among women.

Another concerning hurdle to career success for women is age discrimination, with a third (33%) revealing it's been more of a barrier than gender discrimination (25%). Caring responsibilities including children (34%) is also something women feel still gets in the way of their ambitions. These issues continue to show up in our surveys as key stumbling blocks. 

- ▶ A lack of qualifications - **10.85%**
- ▶ Confidence in my abilities - **40.99%**
- ▶ A lack of role models - **13.14%**
- ▶ Age discrimination - **32.81%**
- ▶ Gender discrimination - **24.72%**
- ▶ Race discrimination - **4.23%**
- ▶ Lack of education - **5.42%**
- ▶ Lack of family support - **2.48%**
- ▶ Lack of personal finance - **15.35%**
- ▶ Lack of finance - **13.60%**
- ▶ Lack of government support - **10.20%**
- ▶ Lack of employer support - **17.46%**
- ▶ Caring responsibilities - not including children - **10.57%**
- ▶ Caring responsibilities - including children - **33.82%**
- ▶ The cost of childcare - **8.00%**
- ▶ Lack of accessible childcare options - **5.70%**
- ▶ Bad health of a disability - **0%**
- ▶ None of the above will stop me - **8.55%**
- ▶ Further lockdowns related to COVID-19 - **0.09%**
- ▶ Barriers to international travel - **0.18%**
- ▶ Illness - **10.02%**
- ▶ A disability - **9.47%**
- ▶ Burnout - **41.82%**
- ▶ Other - **15.07%**

Trends seen in the 'other' column (154 responses)

We heard from over 150 women with 'other' barriers. They spoke of experiencing menopause, dealing with ADHD, coming up against competitive selection processes for roles, dealing with anxiety and depression, as well as the impact of macro issues including inflation and the rising cost of living.

Concerns about living remotely and rurally also came up, however less so than in previous years.

We heard from multiple women who spoke of being survivors of domestic and family violence, aiming to achieve permanent safety, and contending with PTSD. We heard from women who are trying to rebuild their financial security and retirement savings, after losing everything to divorce and separation, and or even to violent relationships.

Domestic and intimate-partner violence can erode a victim's ability to thrive at work, home and in their communities. It can **wipe out self-confidence**, one of the leading barriers for women in their careers, while burdening victims with a number of disruptive barriers to achieving any ambitions.

As reported by the Workplace Gender Equality Agency, an employee experiencing such violence can **struggle to meet performance** and productivity goals at work. Anxiety, fear and even the ability to get to work can result from this violence.

The Fair Work Ombudsman's Employer Guide to Family and Domestic Violence explains these impacts in more detail and the **cost it has on businesses**. Employers have a **legal obligation** to support the health and safety of their staff including anyone experiencing family or domestic violence. These entitlements are outlined in the **Fair Work Act**.

Family and domestic violence have also been linked to homelessness and poverty. Mission Australia says it's a key **contributor to homelessness** in Australia, especially among women and children escaping for safety. Recent statistics also show a strong correlation between poverty and this type of violence, which can result from **financial dependence on a violent partner**.

In remote regions around Australia, the devastating impacts of such violence on Indigenous women often go unnoticed. In the Northern Territory, a **landmark inquiry** later this year will examine why four Aboriginal women who reached out to police and service providers for help, still ended up dead at the hand of their partners.

Aside from domestic violence, Indigenous women face a number of other barriers to achieving career ambitions. The **Australian-first Gari Yala** research project has documented workplace experiences of more than 1000 Aboriginal and Torres Strait Islander workers.

Its 2021 report found women with caring responsibilities including parenting experience **higher levels of discrimination** in Australian workplaces.

According to that report, Indigenous women with caring responsibilities are more likely to feel unsafe at work, are less supported when hit by racism or unfair treatment and are more likely to carry extra expectations around making their workplaces culturally sensitive.

Trailblazers like astronomer Kirsten Banks, a Wiradjuri woman,

Queensland barrister Melia Benn and Tanya Hosch, the AFL's first Indigenous executive, are helping to create a new landscape of **ambitious Aboriginal and Torres Strait Islander women**. They have **overcome significant barriers** to pave a path for themselves and others to follow.

Women of other cultural and linguistic diversities are also changing the working landscape in Australia. According

“I am a queer woman and the only one in my division at a snr level – I would like to take on a head of role but can't see it happening. Not the 'right' fit.”

to a [report led by Diversity Council Australia](#), culturally diverse women going for leadership roles experience 'double jeopardy' because of their sex and cultural background. Despite this, a high level of resilience and the ability to communicate or 'broker' across cultures as a result of being bilingual have helped ambitious women of diverse backgrounds break glass ceilings.

While speaking more than one language is a strength, it's a question whether workplaces in Australia really recognise this. A barrier not often talked about is how comfortable and accepted people feel when they have an accent. Speaking to SBS recently, a woman who migrated to Australia shares the [self-consciousness she experiences around this](#).

"For me, that was a big barrier because there is a lot of unconscious bias; I say one word and straight away people know I'm not from here," says Vicky Arachi. "I am quite a privileged migrant because I am white, and I come from a background that has a long history with Australia; I already spoke the language and I am well educated.

"But would my experience be the same if my skin colour was different, if my language skills were poorer, or if I didn't have a formal education?"


In Australia, [under 5 percent of senior leaders](#) across business, politics, government and higher education are of a non-European background while just 0.4 percent have an Indigenous background. A 2018 [report on diversity](#) in leadership shows five groups experience the highest level of racial discrimination: people from South Sudan, Zimbabwe, Kenya, Ethiopia and those who identify as Indigenous. People born in China, India, Vietnam and Iran also suffer significantly higher levels of racial discrimination than people born in the United Kingdom.

Creating [pathways for professional development](#) by identifying culturally diverse staff with leadership potential, providing sponsorship and mentorship opportunities, empowering diverse employees to feel seen, heard and recognised, and opening up networks can all help ensure great talent don't go unnoticed.



According to the Australian Federation of Disability Organisation, there are some [common barriers – both real and perceived](#) – for career progress when you have a disability. These include: misconceptions about workers with disability like the assumption they present more costs than productivity, employer concerns around risks, accessibility issues in the workplace and a focus on low-skilled, short-term roles instead of long-term career pathways with development opportunities.

The more effort workplaces put into [identifying and addressing biases](#), the more inclusive and safe they will feel for all women to thrive. It can also ensure leaders and managers don't unconsciously exclude staff who don't conform to arbitrary norms like English-speaking accents. Having people of diverse backgrounds and abilities in boardrooms and decision-making roles can also help shift some of the barriers standing in the way of ambitious women.

Recruitment processes can also [unintentionally exclude](#) people of marginalised groups. Rethinking and [redesigning how jobs are advertised](#), encouraging a wider scope of talent to apply for various roles and diversifying hiring panels can help reduce some of the barriers preventing talented diverse women from reaching their full potential. 



How women are working

As hybrid work models continue to evolve, employers and employees alike are still figuring out what works best for them and productivity. The first Australian study on working arrangements since pandemic directions to work from home lifted shows office life is **changing dramatically**.

That survey of over 1400 Australian workers (42% women), shows there are **three broad approaches to hybrid work**: fixed office working days (15.6%), fixed office days with flexibility to choose which days you come in (14.1%) and flexibility to choose when and where work is done (15.4%). One key finding from this survey is that people are **happiest when they have flexibility** and control over when or where they work.

However, it's important to note that flexible working and hybrid working models have been linked to some **concerning challenges for women**. In a **2023 global study** of over 5000 women across 10 countries including Australia, nearly four in 10 (37%) working in hybrid conditions have experienced exclusion from meetings and decisions. This is a significant drop from the nearly 60% who reported such experiences the year prior but indicates there is more work to do with getting hybrid arrangements right.

Thirty percent of women in hybrid work also report not having enough access to senior leaders, the Deloitte report reveals. Despite this, there is a strong preference for hybrid working among women with more than a quarter saying they would ask for reduced hours and about one in ten willing to look for a new job if their employers were to mandate a return to the office.

Amongst the women Women's Agenda surveyed – the majority of whom report working full time – we found some form of hybrid work to be the dominant arrangement for paid work, with 42 per cent working in a hybrid way both in and out of an office/work site, and another 15 per cent working a hybrid arrangement that involves attending an office or work site every now and again.

But not all have this opportunity, even when they're told they can. 11 per cent of respondents reported doing most of their work outside of the home, despite it being possible to do from home, while 16% said most of their work requires them to be at set locations.

Given this research is about ambition, especially in identifying the proportion of women looking to achieve promotions and pay rises over the next couple of years, we wanted to learn more about how women perceive their work arrangements to be aiding or hindering different elements of getting ahead in their careers.

Here, we found that just 16 per cent of those working a hybrid work arrangement or entirely from home say their work arrangements are hindering their ability to get promoted. One in ten (10%) reported that such arrangements are actually aiding their careers, with the vast majority saying it's neither hindering nor aiding their promotion prospects.

However, there are concerns about visibility. More than a quarter (27%) said a lack of visibility is hindering their career, while 37% said a lack of visibility to upper management is hindering their career. **A**

Burnout is getting in the way

Burnout is a real and significant issue impacting women in Australia and their abilities to achieve their career ambitions.

More than three-quarters of respondents reported that they believe they may have experienced burnout in the past 12 months, either due to work, family or something else.


This figure came in addition to burnout coming up as the leading potential hurdle in the way of what women said they are looking to achieve in the next 24 months.

So why is burnout such an issue in Australia in 2023? Why did it come up as a bigger factor now, than in 2021, when the research we did crossed over periods of lockdowns in Australia, as well as continued uncertainty associated with border closures and health concerns?

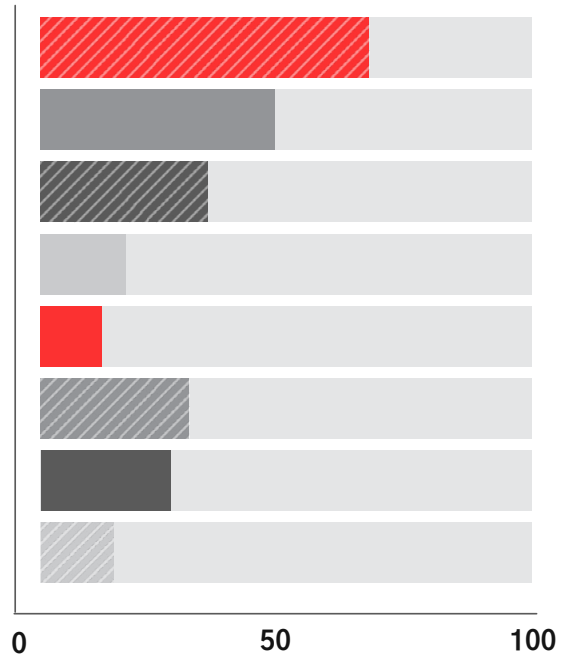
- ▶ Working long hours - **50.07%**
- ▶ Overwhelm on balancing career and home responsibilities - **62.89%**
- ▶ Being underpaid - **25.91%**
- ▶ Having a difficult manager or boss - **33.06%**
- ▶ Workplace bullying - **17.00%**
- ▶ Workplace discrimination - **12.96%**
- ▶ Insecure work - **16.87%**
- ▶ Cost of living - **32.39%**
- ▶ Parenting responsibilities - **34.82%**
- ▶ Caring responsibilities outside of caring for kids - **16.60%**
- ▶ Other - **26.45%**

77% of respondents believe they may have experienced burnout in the past two years either due to work, family or something else

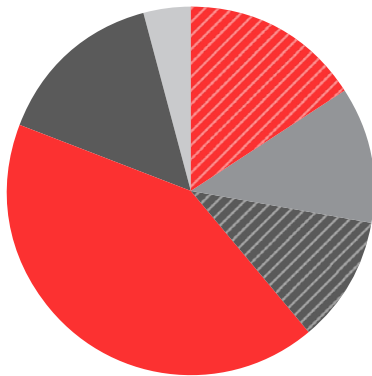
Asked what factors have contributed to this burnout, we saw trends in overwhelm and balancing home responsibilities with work, with 63% citing this as a reason for their suspected burnout. Half (50%) listed working long hours as being a factor, while a third (34%) cited 'having a difficult manager or boss' as a reason







For women who've reported taking a career break to care for young children in the past ten years, concerns about burnout may be even greater. Meanwhile a third of these respondents reported that 'finding time to manage my own well-being' has been the biggest challenge on returning to work. 








WHICH OF THE BELOW FACTORS DO YOU BELIEVE HAVE CONTRIBUTED TO YOUR SUSPECTED BURNOUT?



OF THOSE WHO REPORTED BEING CURRENTLY ENGAGED IN PAID WORK



-  16% Do not work remotely as work need to be on site
-  12% Work entirely from home/remotely
-  11% Most of work happens on site, despite being possible to do from home
-  42% Work in hybrid setup involving remote work and days in the office every week
-  15% Work is hybrid involving mostly remote work and attending office/work site every now and again
-  4% Other

-  65% overwhelm on balancing career and home responsibilities
-  50% working long hours
-  34% having a difficult manager or boss
-  17% workplace bullying
-  13% workplace discrimination
-  32% cost of living
-  17% insecure work
-  26% being underpaid



Skills of the future: Empathy and Communication

- ▶ Empathy - **45.62%**
- ▶ Communication - **57.47%**
- ▶ Data skills - **5.66%**
- ▶ An understanding of AI - **8.96%**
- ▶ Creativity - **11.02%**
- ▶ Collaboration - **26.36%**
- ▶ Customer service - **2.88%**
- ▶ Innovation - **13.59%**
- ▶ Problem solving - **17.10%**
- ▶ Critical thinking - **29.35%**
- ▶ Resilience and adaptability - **33.78%**
- ▶ Problem solving - **9.47%**
- ▶ Inclusion - **25.54%**
- ▶ Active learning - **7.62%**
- ▶ Courage - **16.07%**

We have and are continuing to see massive shifts in how we work, and the type of work we'll be doing in the future, especially due to factors beyond our control including climate change and rapid advances in artificial intelligence.

These changes are expected to transform a significant proportion of jobs around the world and the type of skills required to do them. The World Economic Forum's annual [report on the future of jobs](#) shows that 44% of workers' skills will be disrupted. Six in ten workers will have to [retrain before 2027](#). However, the report's outlook is that most technologies will have a positive impact on jobs over the next few years.

In this changing environment, there are a number of core skills that matter to employers now. Of organisations surveyed for the [2023 Future of Jobs report](#), analytical thinking tops the list followed by creative thinking and self-efficacy skills like resilience, flexibility and agility. Empathy and active listening also make the top 10.

According to analysis by Pearson, [five 'power skills'](#) will remain sought after among employers in the years to come. Aside from technical skills, its research spotlights communication, customer service, leadership, attention to detail and collaboration as the most powerful human skills to future-proof an organisation.

This presents a great opportunity for ambitious women in Australia and reflects the findings in our survey. When asked what skills respondents believe will be most relevant to leaders in the future, the overwhelming favourite was communication.

More than half (57%) of respondents listed communication as one of their top skills for the future, followed by empathy (46%) and then 'resilience and adaptability' (34%).

Also high on the list were 'critical thinking (29%) and collaboration and inclusion (26%). [A](#)



Career breaks and ambition


We asked further questions of those who have taken a career break of three months or more for childcare commitments, at any point in the past 10 years.

For this segment of the research, we received 362 responses.

Asked about their key career goals for the next two years, the overwhelming majority want to increase their salary and earning potential – coming in well ahead of ‘achieving work/life balance’

More than two in five (43%) report feeling ‘more ambitious than ever before’, with the majority (53%) saying they have or have considered starting a new business since having children. Also, 67% have changed their career aspirations since having children.

As for what this segment of respondents believe will be the biggest challenge in reaching these goals, we received numerous long answers. Issues of time, balance and overwhelm were raised repeatedly. We also received numerous responses noting the lack of support women feel from partners and family, as well as from managers and bosses.

This cohort of women face significant overwhelm. Almost eight in ten (78%) say they feel rushed and time poor most of the time’. 

WHICH OF THE FOLLOWING WOULD YOU LIST AS MAIN CAREER GOALS OVER THE NEXT TWO YEARS?

- ▶ Starting/completing a tertiary qualification - **16.22%**
- ▶ Starting a new business - **14.11%**
- ▶ Furthering my leadership career - **47.45%**
- ▶ Changing careers - **18.32%**
- ▶ Achieving work/life balance - **59.16%**
- ▶ Increasing my salary and earning potential - **66.07%**
- ▶ Retiring, and/or leaving the workforce - **3.00%**
- ▶ Aiming to give back and help others - **30.03%**

THINKING ABOUT YOUR PRIORITIES OUTSIDE OF WORK, WHAT WAS, OR DO YOU ANTICIPATE BEING, THE BIGGEST CHALLENGE ON YOUR RETURN TO WORK?


- ▶ The ACCESSIBILITY of childcare (getting a place, centre operating hours etc)- **10.09%**
- ▶ The AFFORDABILITY of childcare - **11.87%**
- ▶ Accessing family support to help with caring responsibilities - **10.09%**
- ▶ Finding time to manage my own wellbeing - **25.82%**
- ▶ Keeping up with school pick-ups, drop-offs and other related activities - **26.71%**
- ▶ Finding time to manage my own wellbeing - **25.82%**
- ▶ Caring for parents or other relatives who need my support - **3.26%**
- ▶ None of the above - **6.23%**

Career breaks and workplace discrimination

Despite advancements in hybrid working and legislation around workplace flexibility, women returning to work after career breaks still experience discrimination. Our survey reveals more than one in two women (56.6%) have experienced discrimination for needing flexibility or part-time hours after a career break.

More than a third say they experienced discrimination for taking parental leave (34%) and in their first year of returning to work (33.3%). More than a quarter (25.7%) say they also feel discrimination for having school-aged children. While these rates have dropped slightly from the previous year, it marks an imminent need for change in workplace attitudes towards parents and employees with caring responsibilities.

A [2023 report by Melbourne University](#) shows male caregivers also suffer career knocks with less opportunity for progression, difficulties with focus, and greater time constraints than male colleagues without caregiving demands. Close to half (48%) of workers with caregiving responsibilities feel they are working harder than they were compared to pre-pandemic times.

According to this research, discrimination in workplaces is more prevalent than previously thought and it highlights why parent-friendly organisations build an advantage for everyone, especially women experiencing marginalisation on multiple fronts. 

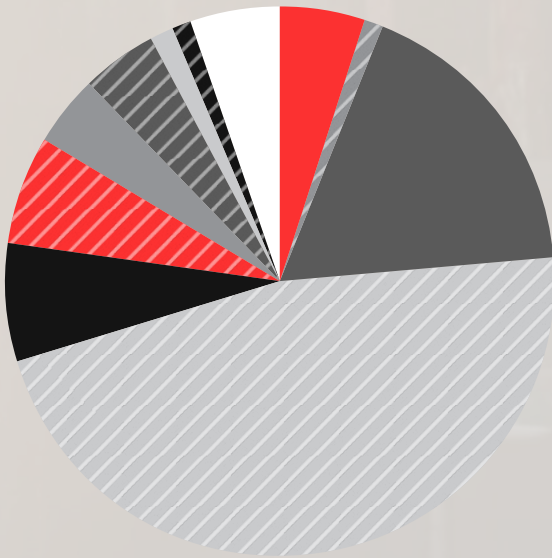


DO YOU FEEL YOU HAVE BEEN DISCRIMINATED AGAINST IN THE WORKPLACE OR WHEN APPLYING FOR WORK, DUE TO ANY OF THE FOLLOWING RELATED TO YOUR CAREER BREAK?

- ▶ Pregnancy - **25.00%**
- ▶ Maternity leave - **34.03%**
- ▶ Breastfeeding - **6.60%**
- ▶ Return to work (the first year) - **33.33%**
- ▶ Needing to work flexibly part time - **56.60%**
- ▶ Having school age children - **25.69%**
- ▶ Age - **23.61%**

Demographics

A Most half of respondents (47%) reported working full time for an employer, while 17% work part time or flexibly for an employer.



- 5.05% on a career break, with no current position to return to
- 1.19% on a career break, with a position to return to
- 17.43% working part-time or flexibly for an employer
- 46.88% working full-time an employer
- 6.97% working full-time in own business
- 6.15% working part-time or flexibly in own business
- 4.13% working casually/freelance
- 4.59% retired
- 1.38% studying full-time
- 1.10% on extended sick or medical leave
- 5.14% other



Resources

- How teacher burnout is exacerbating Australia's school workforce crisis. Accessed. Published by The Educator Australia on 20 Feb 2023 <https://www.theeducatoronline.com/k12/news/how-teacher-burnout-is-exacerbating-australias-school-workforce-crisis/281966#:~:text=A%202022%20Productivity%20Commission%20report,paperwork%20and%20other%20clerical%20duties>
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