

Appendix C

Review into the Treatment of Women in the Australian Defence Force Survey²

Your Service	Royal Australian Navy	Australian Regular Army		Royal Australian Air Force	
	Royal Australian Navy Reserve	Australian Regular Army Reserve		Royal Australian Air Force Reserve	
Your gender	Male			Female	
Your age	___ years				
Your marital status	Married	Interdependent partnership (includes de facto relationship)	Divorced/ separated	Widowed	Single (never married)
Do you have dependent children or other legal dependents?	Yes			No	
Your rank	Recruit	SMN/PTE(E)/ AC/ACW	AB/LCPL/LAC/ LACW	LS/CPL/CPL(E)	
	PO/SGT	SSGT	CPO/WO2/FSGT	WO/WO1/ WOFF	
	MIDN/OCDT/ SCDT/OFF CADET	ASLT/2 LT/ PLTOFF	SBLT/LT/ FLGOFF	LEUT/CAPT/ FLTLT	
	LCDR/MAJ/ SQNLDR	CMDR/LTCOL/ WGCDR	CAPT/COL/ GPCAPT	CDRE/BRIG/ AIRCDRE and above	
Your length of service in Permanent ADF	___ years			Not applicable	
Your length of service in Reserves	___ years			Not applicable	
Length of time served in your current unit	6 months or less	7 to 12 months	13 to 18 months		
	19 to 24 months	25 to 30 months	31 to 36 months		
	More than 36 months				
Is your current unit the first you have served in?	Yes			No	

Please mark your opinion of the statements on the scale below.

	Strongly agree	Agree	Don't know	Disagree	Strongly disagree
My career development has generally been good.					
I can access adequate information to manage my career.					
Men are promoted on merit.					
Women are promoted on merit.					
I am comfortable working for women of superior rank.					
There should be more women in leadership positions in the ADF.					
There will be more women in leadership in the ADF in the coming years.					
The ADF should increase the representation of women in the ADF workforce.					
Women have the same career advancement opportunities as men in my Service.					
Women are well represented in career streams where there are good opportunities for progression.					
Mentoring and networking opportunities are available to provide role models, information and advice for women progressing through their careers.					
Women hit a glass ceiling at Lieutenant Colonel/Commander/Wing Commander level.					
I have sufficient access to learning and development opportunities to improve my skills.					
My workplace encourages a healthy balance between my work, home and family life.					
I am able to maintain a balance between my personal and working life.					

	Strongly agree	Agree	Don't know	Disagree	Strongly disagree
In my current role, I would feel comfortable in applying for part time or flexible work arrangements.					
If I was promoted, I would feel comfortable asking for part time or flexible work arrangements.					
Some career streams are better able to allow flexible work practices than others.					
Family responsibilities affect my ability to go on deployment.					
Deployment is necessary for my career progression.					
My career is impacted by family/ caring responsibilities.					
ADF members have adequate access to child care.					
Better access to child care would improve my ability to access opportunities for career progression.					
If I accessed flexible working arrangements (such as working part time) my career progression would be negatively impacted.					
The ADF considers my family circumstances when considering postings/deployment.					
The ADF should be more flexible towards the different life courses of men and women eg women taking time out to have children, caring responsibilities.					
A woman's 'reputation' regarding her sexual behaviour can inhibit her military career.					
A man's 'reputation' regarding his sexual behaviour can inhibit his military career.					
Women are more likely to experience sexual harassment or discrimination in the ADF than men.					

	Strongly agree	Agree	Don't know	Disagree	Strongly disagree
Women are more likely to experience sexual abuse in the ADF than men.					
Experiencing sexual harassment or sex discrimination in the ADF would have a negative impact on career progress.					
Experiencing sexual abuse in the ADF would have a negative impact on career progress.					
If I report an incident of unacceptable behaviour I believe appropriate action will be taken.					
Reporting sexual harassment, sex discrimination or sexual abuse would have a negative impact on my career.					

Please mark your opinion of the statements on the scale below for both the ADF generally and then for your CO/manager.

	Strongly agree	Agree	Don't know	Disagree	Strongly disagree
The ADF is a family friendly employer.					
The ADF supports the use of a range of flexible work practices.					
The ADF supports women through the different stages of their lives, eg as mothers, carers.					
The ADF supports the recruitment and retention of women.					
The ADF is committed to improving the representation of women in senior ranks.					
My CO/manager is a family friendly employer.					
My CO/manager supports the use of a range of flexible work practices.					

	Strongly agree	Agree	Don't know	Disagree	Strongly disagree
My CO/manager supports women through the different stages of their lives, eg as mothers, carers.					
My CO/manager supports the recruitment and retention of women.					
My CO/manager is committed to improving the representation of women in senior ranks.					

Are there any other comments you would like to make?
