

Gender diversity at work perceived differently by the sexes: survey

Women are 20 per cent more likely than men to think equal gender representation in the workplace enhances culture and they're twice as likely to think an equitable gender split at leadership levels matters, new research from one of Australia's biggest superannuation funds Sunsuper has found.

The 2017 Australian Employee Insights survey of 1000 Australians, undertaken by Galaxy Research on behalf of Sunsuper, also found that double the number of female respondents to men think it is harder for women to progress to leadership roles.

Additionally, despite the much publicised issue around gender pay gaps, only 4 per cent of men thought it was true that women were paid less than their male peers for the same job, and somewhat surprisingly, only 13 per cent of women.

"Diversity is critical to sustaining and evolving a high-performance culture in organisations and, pleasingly, when looking at diversity in the workplace overall, we found most Australian workers believe their companies were considerate and unbiased in their employment policies, with the majority of respondents saying their employers had fair diversity policies around ethnicity, gender and age," said Sunsuper's CEO Scott Hartley.

"However, it was interesting to learn from the report that men and women in the workplace perceive the extent of the gender diversity in their organisations quite differently," he said.

"It is also worthy of note that in relation to diversity policies for those with physical disabilities, employees said their workplaces weren't quite as strong, with only 64 per cent of employees agreed that their company's policies were adequate."

Mr Hartley said it was the third year Sunsuper had released its Australian Employee Insights Report which this year covered not only diversity in Australian workplaces, but also the role of culture in motivating and retaining staff, wellbeing, and employees' recent experiences with organisational change.

Other key findings from the *2017 Australian Employee Insights Report*:

Diversity:

- 77% of females believe equal gender representation at leadership improves company culture compared to 57% of males
- Only 7% of workers don't consider an employer's culture when looking for a new job

Culture:

- 66% of workers believe their culture is built by management top down
- 89% high-income earners would leave their employer if they don't like their company culture

Wellbeing:

- 25% of employees see the wellbeing benefits on offer from an employer as very important when they look for a new job



- Baby Boomers are 21% more likely than their Gen Y peers to know how to access wellbeing benefits at their workplace

Organisational change:

- 3% of employees say they've never been through organisational change
- 72% of employees believe their company could do with a change to better prepare for the future.

Retirement snapshot:

- 63% of Australians don't have a plan for how they'll live in retirement, but 73% think they'll use the age pension

For a full copy of the report visit sunsuper.com.au/employeeinsightsreport

Sunsuper is one of Australia's fastest growing funds, with more than one million members and \$45 billion in funds under management. The company also partners with more than 95,000 employers across the nation to manage their superannuation obligations.

Ends

Media enquiries: Alice Andrewartha, Sunsuper 0439 805 589.