



ANZCA
FPM



Gender equity survey questions

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You can adapt the following survey questions as relevant to your practice/department.

Do not include this cover-page.

Please remove all **guidance text (in red and marked with XXX)** prior to use/submission.

XXX Department Gender equity survey questions

We are very grateful for your time and effort in completing this survey which will help us gain a clearer picture of the current state of gender equity within our anaesthetic department. The survey consists of multiple-choice questions with optional free text comments and should take less than 10 minutes to complete. We encourage you to answer as honestly as possible and answer all questions, but no question is compulsory. Your responses should consider your entire anaesthesia career, including your training, unless a question indicates otherwise.

Please note that this survey includes some potentially sensitive questions on inappropriate workplace behaviours and impact of career on childbearing and family. We remind you of the resources available through ANZCA and your workplace to support you should these raise any issues for you. The [ANZCA Doctors' Support Program](#) can be contacted on 1300 687 327 in Australia or 0800 666 367 in New Zealand, or eap@convergeintl.com.au, or please contact your local health district employee assistance program. Given the survey is anonymous we are unable to follow up any specific incidents or complaints so please do not name any specific incidents or individuals in the optional free text comments. If you would like to follow up a specific issue or make a complaint about inappropriate workplace behaviour, please contact your head of department or local hospital Human Resources Department.

A. DEMOGRAPHICS

1. What is your gender?

Male

Female

Non-binary or other

2. What is your age?

20 – 29 years

30 – 39 years

40 – 49 years

50 – 59 years

>= 60 years

3. In what decade did you obtain your specialist anaesthetic qualification (e.g. FANZCA or equivalent specialist qualification)?

2000 or prior

2001-2010

2011-2020

2020-present

B. ANAESTHETIC CAREER

4. How many hours of paid work do you do per week?

≤10 hours

11-20 hours

21-30 hours

31-40 hours

41-50 hours

51-60 hours

>60 hours

5. Of the total number hours of paid work you do each week, what is the distribution of the hours you work in:

Public clinical work	0-25%	26-50%	51-75%	>75%
Private clinical work	0-25%	26-50%	51-75%	>75%
Non-clinical/ clinical support work	0-25%	26-50%	51-75%	>75%

6. What proportion of your non-clinical or clinical support work is unpaid?

≤25%

26 - 50%

51-75%

>75%

Not applicable

7. Considering your work within **XXX Hospital Anaesthetic Department, how satisfied are you with the following?**

(a) After-hours commitments

Strongly dissatisfied > dissatisfied > neutral > satisfied > very satisfied

(b) Part-time work opportunities

Strongly dissatisfied > dissatisfied > neutral > satisfied > very satisfied

(c) Job-sharing opportunities

Strongly dissatisfied > dissatisfied > neutral > satisfied > very satisfied

(d) Flexibility relating to carer issues and urgent leave requests

Strongly dissatisfied > dissatisfied > neutral > satisfied > very satisfied

(e) Leadership opportunities in clinical or administrative domains

Strongly dissatisfied > dissatisfied > neutral > satisfied > very satisfied

Optional free text comments regarding anaesthetic career, work distribution and hours of work:

C. DISCRIMINATION, HARASSMENT AND BULLYING

8. During my anaesthetic career, I have experienced discrimination due to my:

- | | |
|--------------------------------|---|
| (a) Gender | Strongly disagree > disagree > neutral > agree > strongly agree |
| (b) Ethnicity | Strongly disagree > disagree > neutral > agree > strongly agree |
| (c) Relationship status | Strongly disagree > disagree > neutral > agree > strongly agree |
| (d) Age | Strongly disagree > disagree > neutral > agree > strongly agree |
| (e) Pregnancy | Strongly disagree > disagree > neutral > agree > strongly agree |

9. ANZCA defines sexual harassment as “unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. It can be physical, verbal or written.”

Have you ever been subjected to sexual harassment in the anaesthesia workplace since qualifying as a specialist anaesthetist?

Yes

No

10. ANZCA defines bullying as “unreasonable behaviour that creates a risk to health and safety. It is behaviour that is repeated over time or occurs as part of a pattern of behaviour... that a reasonable person, having regard to all the circumstances, would expect to victimise, humiliate, undermine or threaten the person to whom the behaviour is directed.”

Have you ever been subjected to bullying in the anaesthesia workplace since qualifying as a specialist anaesthetist?

Yes

No

11. Did you feel that obtaining your desired position after completion of training was made more difficult because of your gender?

Yes

No

Optional free text comments regarding discrimination, harassment and bullying:

D. LEADERSHIP, MENTORS AND RESEARCH

12. Mentors have played a valuable role in my anaesthetic career.

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

13. It has been easy for me to find meaningful research opportunities in my anaesthetic career.

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

14. Within the anaesthetic department at **XXX Hospital, there is equal gender representation in decision making roles / roles of influence.**

Strongly disagree

Disagree

Neutral

Agree

Strongly agree

Optional free text comments regarding leadership, mentors and research:

E. INCOME

15. What are your annual billings/ salary (pre-tax) from anaesthesia-related work?

<\$200 000

\$200 001 – 400 000

\$400 001 – 600 000

\$600 001 – 800 000

\$800 001 – 1 000 000

>\$1 001 000

Prefer not to say

Optional free text comments regarding income:

F. RELATIONSHIPS

16. What is your relationship status?

Unpartnered

Partner who lives with you

Partner who does not live with you

17. How many hours per week does your partner work in paid employment?

≤10 hours/ week

11-20 hours/ week

21-30 hours/ week

31-40 hours/ week

41-50 hours/ week

51-60 hours/ week

>60 hours/ week

Not applicable

18. What proportion does your partner contribute to domestic responsibilities? These include all tasks performed to ensure the basic needs of all household members are met, such as cooking, cleaning, bill paying and caring for dependents.

<25%

26-50%

51-75%

>75%

Not applicable

19. To what extent do you feel your relationship status has adversely affected the following in your career?

Public employment opportunities	Not at all > Somewhat > Significantly > Not Applicable
Proportion of private work	Not at all > Somewhat > Significantly > Not Applicable
Hours worked per week	Not at all > Somewhat > Significantly > Not Applicable
Leadership opportunities	Not at all > Somewhat > Significantly > Not Applicable
Involvement in research	Not at all > Somewhat > Significantly > Not Applicable

Optional free text comments regarding relationships:

G. DEPENDANTS AND CAREGIVING

20. Are you a *regular* caregiver for any dependents (e.g. children under 18, person with a disability and/or elderly relatives).

Yes

No

21. Has your anaesthesia career negatively affected the size or timing of your family? (e.g. did you delay trying to conceive or commencing fertility treatments.)

Significantly

Somewhat

Not at all

Not Applicable

22. If you have children or dependents, are you the primary caregiver in your household?

Yes

No

Shared equally

Not applicable

23. To what extent do you feel having children and/or a *significant caregiving role* has adversely affected the following in your career?

Public employment opportunities Not at all > Somewhat > Significantly > Not applicable

Proportion of private work Not at all > Somewhat > Significantly > Not applicable

Hours worked per week Not at all > Somewhat > Significantly > Not applicable

Leadership opportunities Not at all > Somewhat > Significantly > Not applicable

Involvement in research Not at all > Somewhat > Significantly > Not applicable

Optional free text comments regarding children or caregiving:

H. CONCLUSION

24. *At the current time*, do you believe your gender is a barrier in the pursuit of a career in anaesthesia?

Not at all

Somewhat

Significantly

Please briefly outline the main barrier that you feel exists due to your gender:

If you have any further comments, please write them here:

End of survey. Thank you for participating.