



The Pharmacy  
Guild of Australia

Ref: POLGOV\CCB-HRSC

4 September 2009

Submission No:	127.1
Date Received:	9/9/09
Secretary:	A.

The Secretary  
Standing Committee on Employment and Workplace Relations  
House of Representatives  
PO Box 6021  
Parliament House  
CANBERRA ACT 2600

Dear Ms Scarlett

**Inquiry into pay equity and associated issues related to increasing female participation in the workforce**

Further to the Pharmacy Guild of Australia's submission of October 2008, and subsequent appearance before the public hearing in February 2009 of the above inquiry, at which the limited response rate to our participation in the pharmacy workforce survey was discussed, I am delighted to provide the following update.

At the request of the Standing Committee, a survey was further circulated at the Guild's 2009 Australian Pharmacy Professional conference, and more recently at the 2009 Pharmacy Women's Congress. As with the original 2008 survey, a question was included requesting respondents rate their impressions of five separate potential barriers, which anecdotal evidence suggests were a factor in workforce participation, with 1 indicating no barrier, and 5 indicating an insurmountable barrier. These five identified potential barriers were pay equity, continuing professional education, employment flexibility, childcare and maternity leave. A total of 249 completed survey sheets were received.

Survey results for this question are reproduced in the attached table, and once again indicate that childcare and maternity leave, followed closely by employment flexibility, are identified as the most significant barriers to female participation in the pharmacy workforce, with pay equality and continuing professional education not identified as significant barriers.

If you require any further information, please do not hesitate to contact Ann Dalton, Director – Government Relations and Policy.

Yours sincerely

Wendy Phillips  
*Executive Director*

**National Secretariat**

Level 2, 15 National Circuit, Barton, ACT 2600 Australia  
PO Box 7036, Canberra Business Centre, ACT 2610 Australia  
Telephone: + 61 2 6270 1888 · Facsimile: + 61 2 6270 1800  
Email: guild.nat@guild.org.au · Internet: www.guild.org.au





### Potential barriers for participating in the pharmacy workforce

		<i>Pay Equality</i>	<i>CPE</i>	<i>Employment Flexibility</i>	<i>Childcare</i>	<i>Maternity Leave</i>
<b>0</b> No opinion	%	<b>6%</b>	<b>7%</b>	<b>6%</b>	<b>10%</b>	<b>9%</b>
<b>1</b> No barrier	%	<b>36%</b>	<b>31%</b>	<b>14%</b>	<b>5%</b>	<b>11%</b>
<b>2</b>	%	<b>21%</b>	<b>26%</b>	<b>23%</b>	<b>12%</b>	<b>13%</b>
<b>3</b>	%	<b>22%</b>	<b>23%</b>	<b>27%</b>	<b>25%</b>	<b>27%</b>
<b>4</b>	%	<b>12%</b>	<b>12%</b>	<b>22%</b>	<b>40%</b>	<b>27%</b>
<b>5</b> Insurmountable barrier	%	<b>2%</b>	<b>2%</b>	<b>9%</b>	<b>8%</b>	<b>12%</b>
<b>Combination 4+5</b>		<b>14%</b>	<b>14%</b>	<b>31%</b>	<b>49%</b>	<b>40%</b>
<b>Rating</b>		<b>4</b>	<b>4</b>	<b>3</b>	<b>1</b>	<b>2</b>