



ADVANCING GENDER EQUITY

RESEARCH STUDY IN NT MINING



08 8941 0001



38 Woods Street Darwin NT 0800



geadmin@unionsnt.com.au

Participant Rights Information Sheet – Qualitative

Research Title:

Advancing Gender Equity in Northern Territory Mining: A Comparative Study of Employer Policy and Women's Workplace Experience

Principal Investigator:

Andrea Moriarty

Researchers:

Andrea Moriarty (Graduate Diploma Mental Health)

Holly Worker (Bachelor of Social Work)

Facilitated by Unions NT with ethics approval by Charles Darwin University

This is yours to keep for reference.

Thank you for your interest in this research. Please read this to help decide if you wish to take part and ask questions at any time.

Participation is voluntary. You may decline or withdraw at any time without giving a reason and your responses will not be used if you ask to withdraw it. Your decision will not affect your relationship with Unions NT or your workplace. You will receive this information sheet and a consent form to keep.

What is this research about?

This Unions NT study examines how gender equity, safety and inclusion policies in NT mining are experienced by women. It aims to improve workplace culture by comparing employer practices with women's lived experiences. Funded by the Australian Government.

Study Aims

- To explore how well employer-led gender equity strategies are experienced by women in NT mining.
- To identify barriers and enablers to inclusion, progression and physical and psychological safety for women.
- To compare employer-reported initiatives with employee-reported experiences to support systemic improvements across the sector.

What are the possible benefits of taking part?

Your input will help shape policies for safer, fairer and more inclusive mining workplaces, ensuring workers' voices drive real change.

What are the possible risks or disadvantages of taking part?

You could feel discomfort if you are recalling negative experiences. You may skip questions or stop anytime. Your identity will be de-identified and interviews will be trauma-informed and culturally safe. If support is required then providers such as Beyond Blue (1300 22 4636, beyondblue.org.au are available 24/7), **Lifeline on: 13 11 14** **1800RESPECT on: 1800 737 732** **Danila Dilba (Darwin) on: (08) 8942 5400** can accessed.

What will the research involve?

An optional qualitative interview: Conducted face-to-face or by phone, based on participant preference. Interviews will explore deeper insights into your experiences. If you agree to a qualitative interview, it may take 20-30 minutes. Interviews will be audio recorded, transferred to a transcript with your consent and stored securely. All results will be de-identified. You can call Andrea Moriarty - Project Lead or Holly Higgins - Project Officer on 08 8941 0001 or email geadmin@unionsnt.com.au for more

THIS PROJECT HAS BEEN FUNDED FROM THE AUSTRALIAN GOVERNMENT



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information.

What do I need to do?

If you choose to participate in a semi structured interview, this will require written or oral consent. Interviews can be held at a time and method convenient to you (e.g., by phone). There is no payment or incentive for participation.

What will happen to the information about me & the data?

All responses are de-identified. Only limited demographic data is collected and no names or contact details are required for the report. Audio recordings are transferred to transcript and audio files are deleted. Transcripts are coded and stored securely, accessed only by approved researchers and deleted after 5 years.

What happens if I want to withdraw?

You can withdraw from the research at any time before your data is used in analysis. You can stop at any time and request that the recording not be used. There will be no negative consequences for withdrawing.

Mandatory Reporting

In some situations, we are legally required to share information you provide if it relates to someone's safety or other legal obligations. This is called mandatory reporting and it helps keep people safe. Where possible, we will let you know if this needs to happen.

Can I hear about the results of this research?

Yes. A summary of findings will be made available through Unions NT and project updates will be provided on request. Findings may be published in reports, academic journals and presented to relevant stakeholders and made available on social media websites. You can also email us to receive a copy of the final report once available.

Who can I contact if I have questions or concerns?

If you would like more information before deciding to participate, or have concerns during the project, you may contact:

Andrea Moriarty

Principal Investigator

T: (08) 8941 0001

E: geadmin@unionsnt.com.au

Ethics Approval

This research has been approved by the Charles Darwin University Human Research Ethics Committee, ID Number: H25091

For concerns you do not wish to raise with the research team, you may contact:

CDU Research Integrity and Ethics team

T: (08) 8946 6063 or 1800 466 215 (Toll Free)

E: ethics@cdu.edu.au

Thank you for considering participating in this research.

Andrea Moriarty and Holly Higgins

Unions NT



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Informed Consent Form

Research Title:

'Advancing Gender Equity in Northern Territory Mining: A Comparative Study of Employer Policy and Women's Workplace Experience'

Researchers:

Andrea Moriarty (Unions NT)

Holly Worker (Unions NT)

Participant Consent

Please read the following statements carefully. If you are comfortable with what is outlined below, you can sign this form (or provide oral consent) to take part in the research.

- I have read (or had read to me) the **Participant Rights and Participant Information Sheet** about the *Women in NT Mining Research Project* and I understand what the research is about.
- I have had a chance to ask questions about the study and I am satisfied with the answers. I know I can ask more questions at any time.
- I understand that my participation is voluntary and that I can stop at any time, without needing to give a reason and without any negative consequences.
- I agree to participate in the project by completing a qualitative interview.
- I understand that the interview may take approximately 20–30 minutes.
- I know I can skip any questions I don't wish to answer.
- I understand that if I choose to withdraw, any data I have provided will not be used, unless it is already de-identified and cannot be removed as a result of the data being published.
- I understand that the information I provide will be de-identified and stored securely on a password-protected drive at Unions NT and that only the approved research team will have access to it.
- I understand that no identifying information will appear in reports or publications.
- I know that I will not be paid to participate, and that my participation is entirely voluntary.
- I understand that the research is designed to improve workplace equity and safety for women in NT mining and will not evaluate individual mine sites.
- I know that the researchers will keep my information de-identified so far as the law allows.



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Audio Recording Consent

I agree to having the interview audio recorded for transcription and analysis:

☐ Yes ☐ No

(If no, the researcher will take written notes instead.)

Use of Quotes in Research Outputs

I agree to my anonymous quotes being used in reports, presentations, or publications (for example: "a participant said...").

☐ Yes ☐ No

In accordance with the National Statement on Ethical Conduct in Human Research (NHMRC, 2023), Section 2.2.5. Consent may be expressed orally, in writing or by some other means (for example, return of a survey, or conduct implying consent).

Participant Name: _____

Signature _____

☐ Participant provides oral consent (e.g. over the phone) to participate

Date: _____

Researcher Name (receiving consent): _____

Signature: _____

Date: _____

Participant Code (receiving consent): _____