

Frequently Asked Questions (FAQ)

Research Study for participant interviewees

(Qualitative Research)

1. What is the purpose of this study?

This study aims to explore the lived experiences of women working in the Northern Territory (NT) mining industry. Women remain under-represented in mining compared to the national average, despite the industry being one of the highest-paying and economically significant sectors. By hearing directly from women, we hope to better understand barriers, opportunities, and ways to improve workplace culture, gender equality, and safety.

2. Why have I been invited to take part?

You have been invited to participate if you identify as a woman and are employed in any role that is on an NT mining industry. Your insights and experiences are important for shaping a more inclusive and equitable sector.

3. What will I be asked to do?

If you agree to take part, you will be invited to participate in an interview to share your experience. You will be asked questions about:

- Your work experiences in mining
- Opportunities for training, career development and leadership
- Workplace culture, inclusion and safety
- Your views on how the industry could improve

Sessions will be conducted either in person or via phone at a time convenient for you. Interviews will last approximately 15–30 minutes.

4. Do I have to participate?

No. Participation is entirely voluntary. You may decline to participate, choose not to answer specific questions, or withdraw at any time prior to the report being published.

5. Will my responses be anonymous?

Yes. While discussions may be recorded (with your consent) to ensure accuracy, all identifying information will be removed during transcription. Quotes may be used in reports or publications, but they will be presented without names or details that could identify you.

6. Why do I need to provide my name and consent to participate if my responses will be de-identified?

Your name is collected only so that we can record your consent to participate and confirm that you have willingly agreed to take part. This is a standard ethical requirement for research involving people. Once your consent is recorded, your name will not be linked to your interview as your data becomes coded. All responses will be de-identified before analysis and reporting, meaning your contributions cannot be connected back to you personally.

7. Are there any risks to me?

There are minimal risks. Some questions may raise sensitive or personal issues relating to workplace experiences, such as gender bias or discrimination. You are free to skip any question or stop the interview at any time. Support service details will be provided should you wish to seek further assistance.

8. What are the benefits of participating?

Your contribution will help highlight the perspectives of women in the NT mining industry and contribute to practical recommendations for improving gender equality, workplace safety and career opportunities. Many participants also find that sharing their experiences can be personally meaningful.

9. How will my information be used?

Your de-identified responses will be analysed alongside other participants to identify common themes and insights. Findings will be included in a final report, which will be available online once complete at www.unionsnt.com.au and will be shared with government, industry, unions and other stakeholders. The aim is to create positive change across the sector.

10. What happens to the data collected?

Data (such as transcripts) will be stored securely and only accessed by the research team. All data will be de-identified during analysis and will be destroyed after the required retention period in line with ethics guidelines.

11. Who is conducting the study?

The project is facilitated by Unions NT, with oversight from the Gender Equality Project Team. Unions NT provides coordination, reporting, and compliance to ensure the study is conducted to ethical standards.

12. Has the study been ethically approved?

Yes. This research has been reviewed and provided clearance by a Human Research Ethics Committee in line with national standards for ethical research.

13. Who can I contact if I have questions or concerns?

For general questions about the study: pl@unionsnt.com.au

For concerns about the ethical conduct of the research: You may contact the Human Research Ethics Committee that reviewed the project. Their contact details are provided in the Participant Information Sheet.

Thank you for considering to participate in this important research study