
The logo for WorkPro, featuring the word "WorkPro" in a stylized, metallic, 3D font. The letters are grey with a gradient and a slight shadow, giving them a three-dimensional appearance. The "W" is the largest, followed by "o", "r", "k", "P", "r", and "o".

Simple, efficient and compliant solutions to get your employees work ready

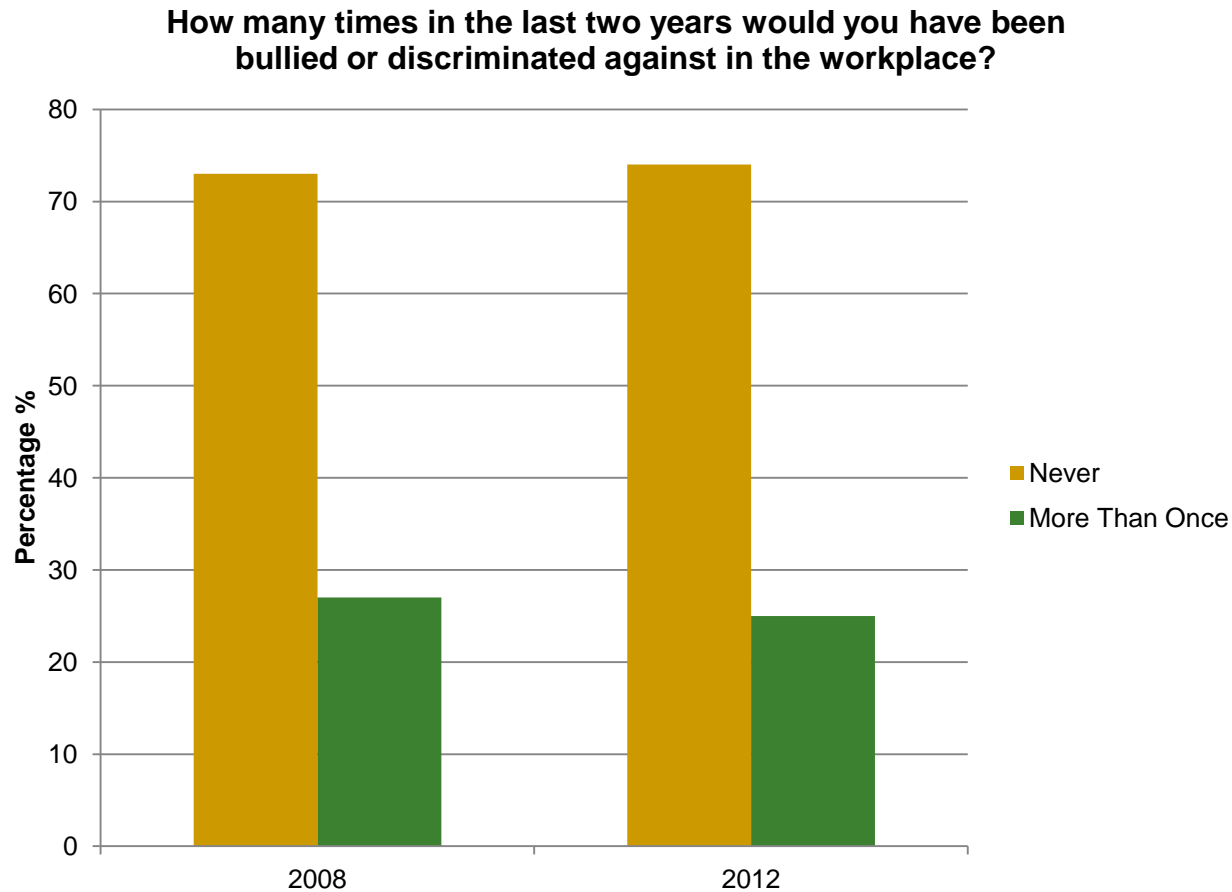
Workplace Pulse Quarterly Survey: Bullying and Equal Employment Opportunity

ABOUT THE SURVEY:

WorkPro's sixth quarterly Workplace Pulse survey was conducted in October 2012 among a sample of 6,452 employees applying for work through recruitment agencies across Australia.

The research surveyed employees' understanding, experiences and beliefs about the prevalence of bullying and discrimination among the Australian workforce today.

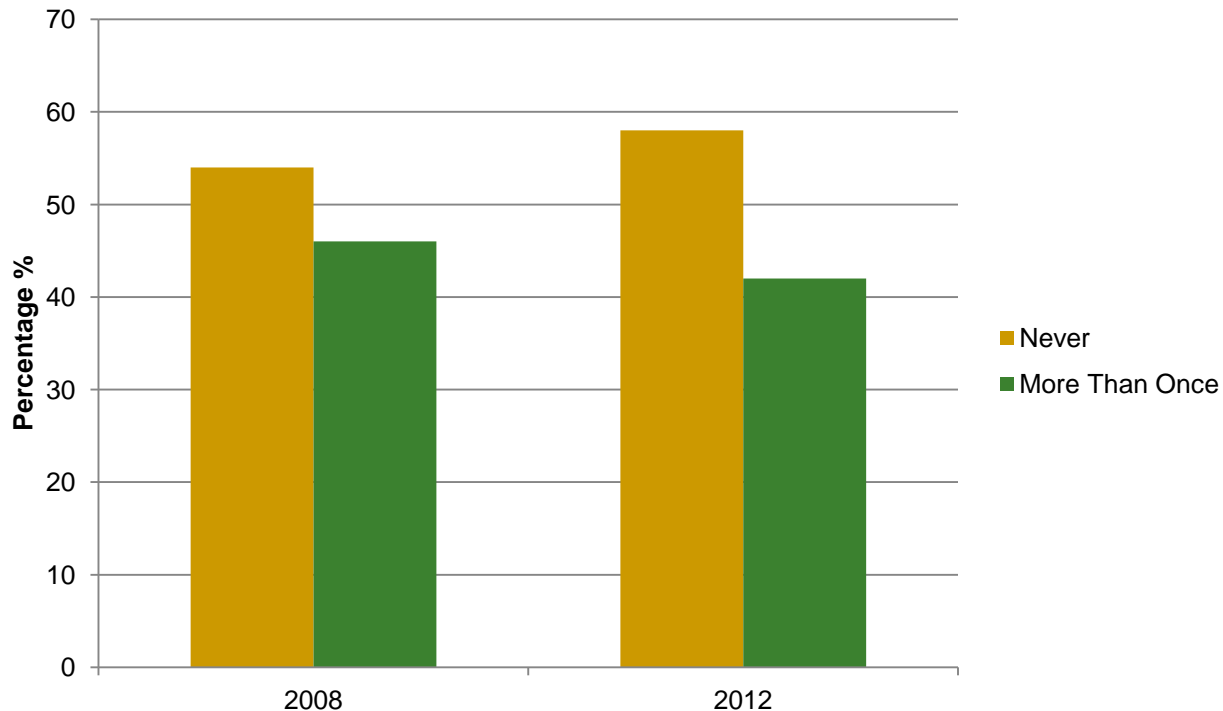
The 2012 results show 26% of people have been bullied or discriminated against in the workplace in the last two years, mirroring the results from 2008 when 27% said they had been bullied or discriminated against.



n (2008) = 2100
n (2012) = 6433

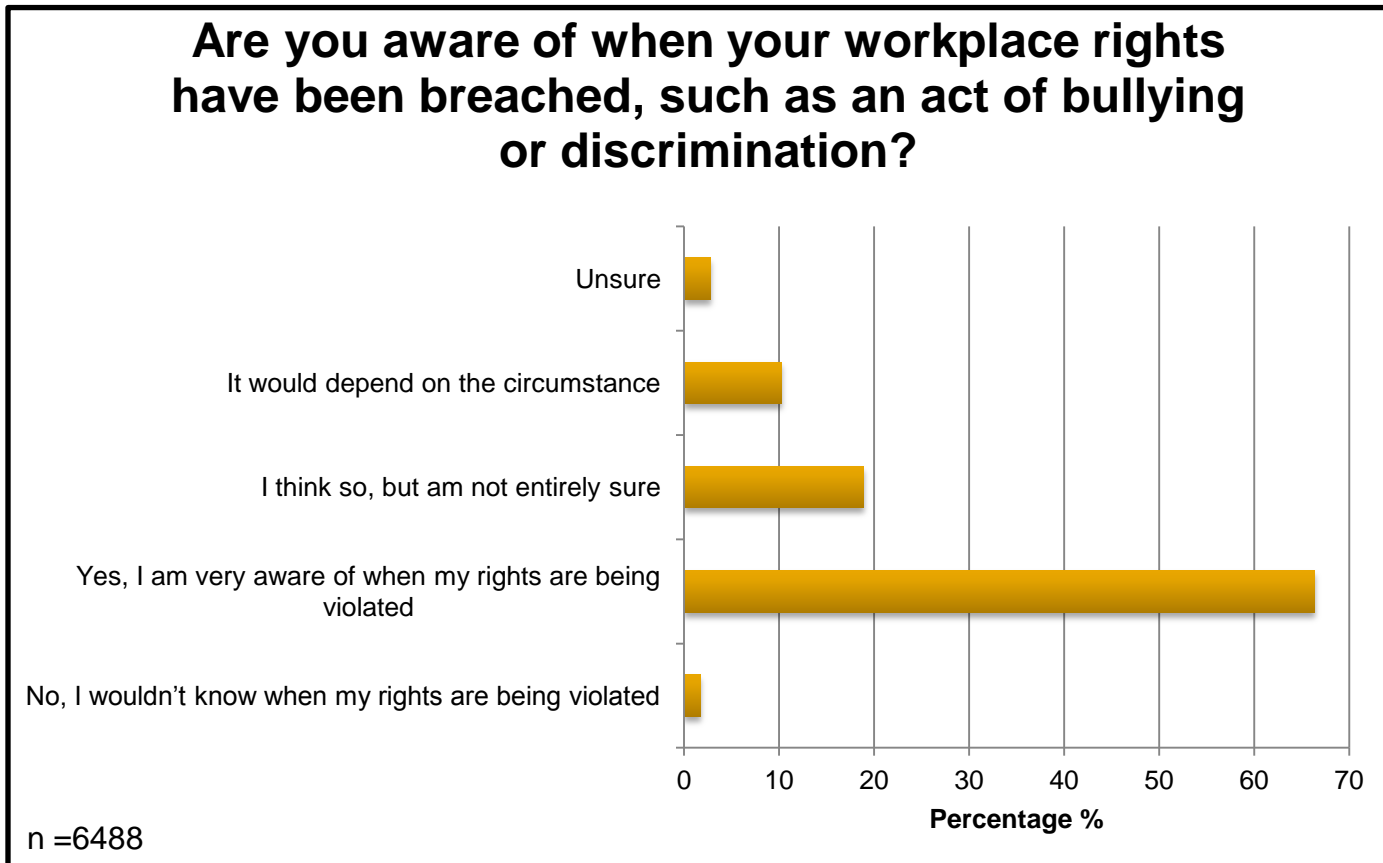
The 2012 results showed that 44% of respondents indicated they had witnessed a colleague being bullied or discriminated against at work in the last two years, in 2008 46% of respondents reported they had witnessed a colleague being bullied or discriminated against at work.

How many times in the last two years would you say you have witnessed someone else being bullied or discriminated against in the workplace?

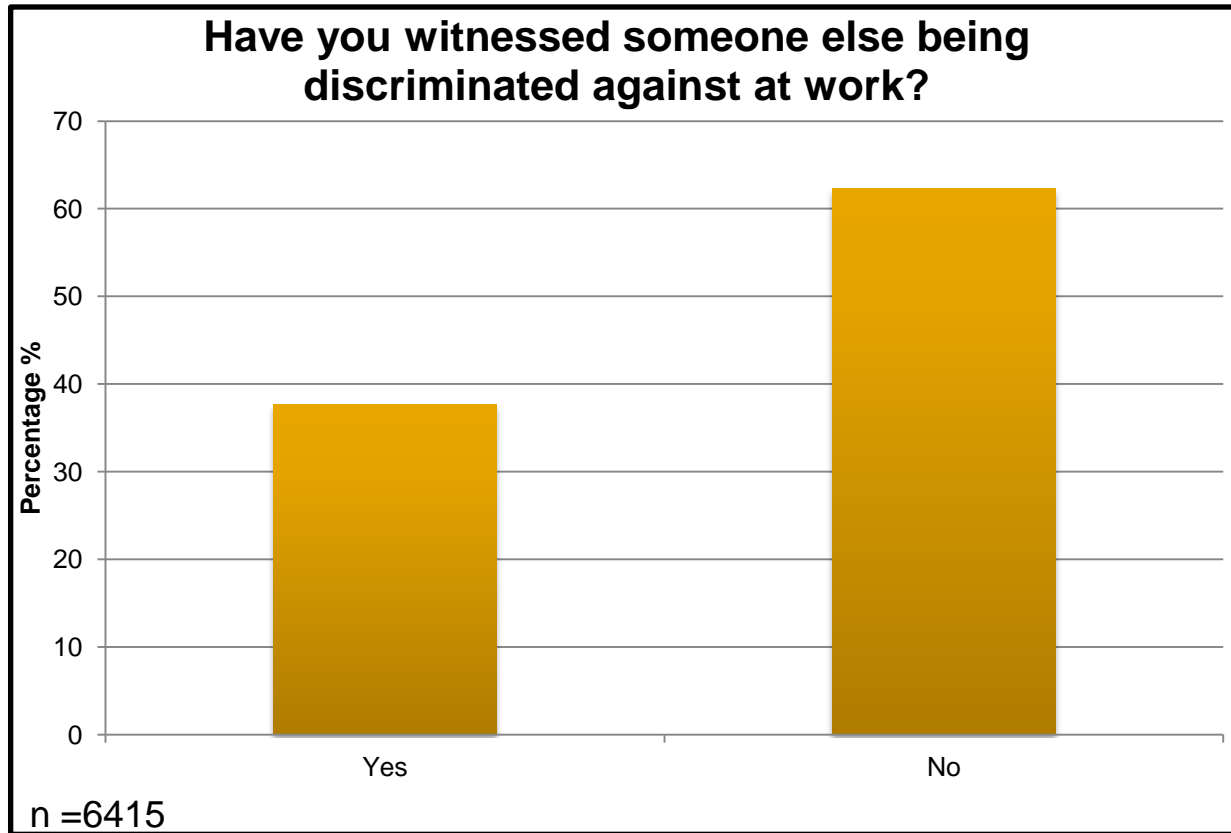


n (2008) = 2098
n (2012) = 6471

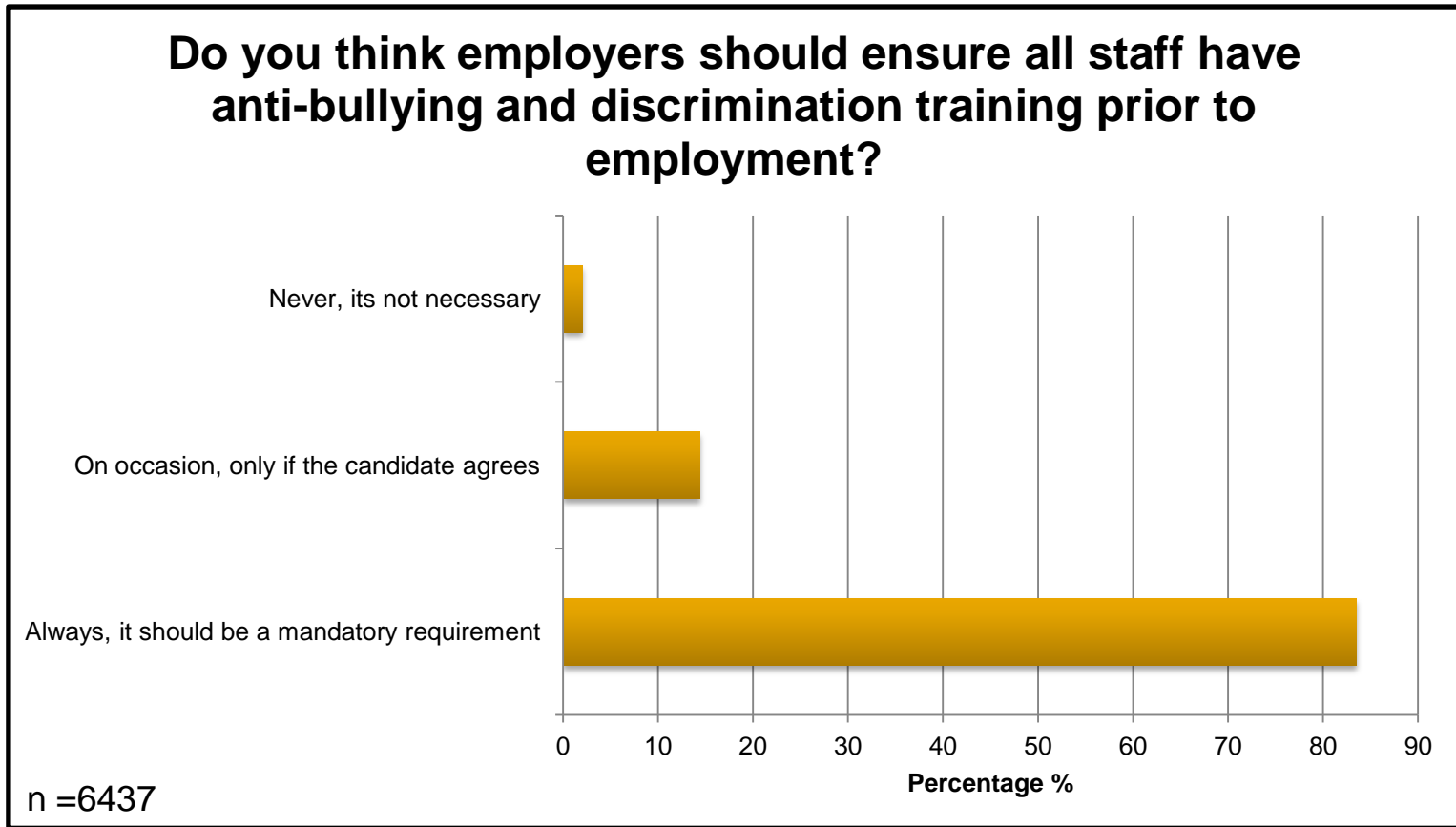
Although two-thirds (66%) of people were aware when their workplace rights had been breached, the remainder were uncertain about what constitutes a breach. This indicates a need for a focus on education surrounding the issues of bullying and discrimination.



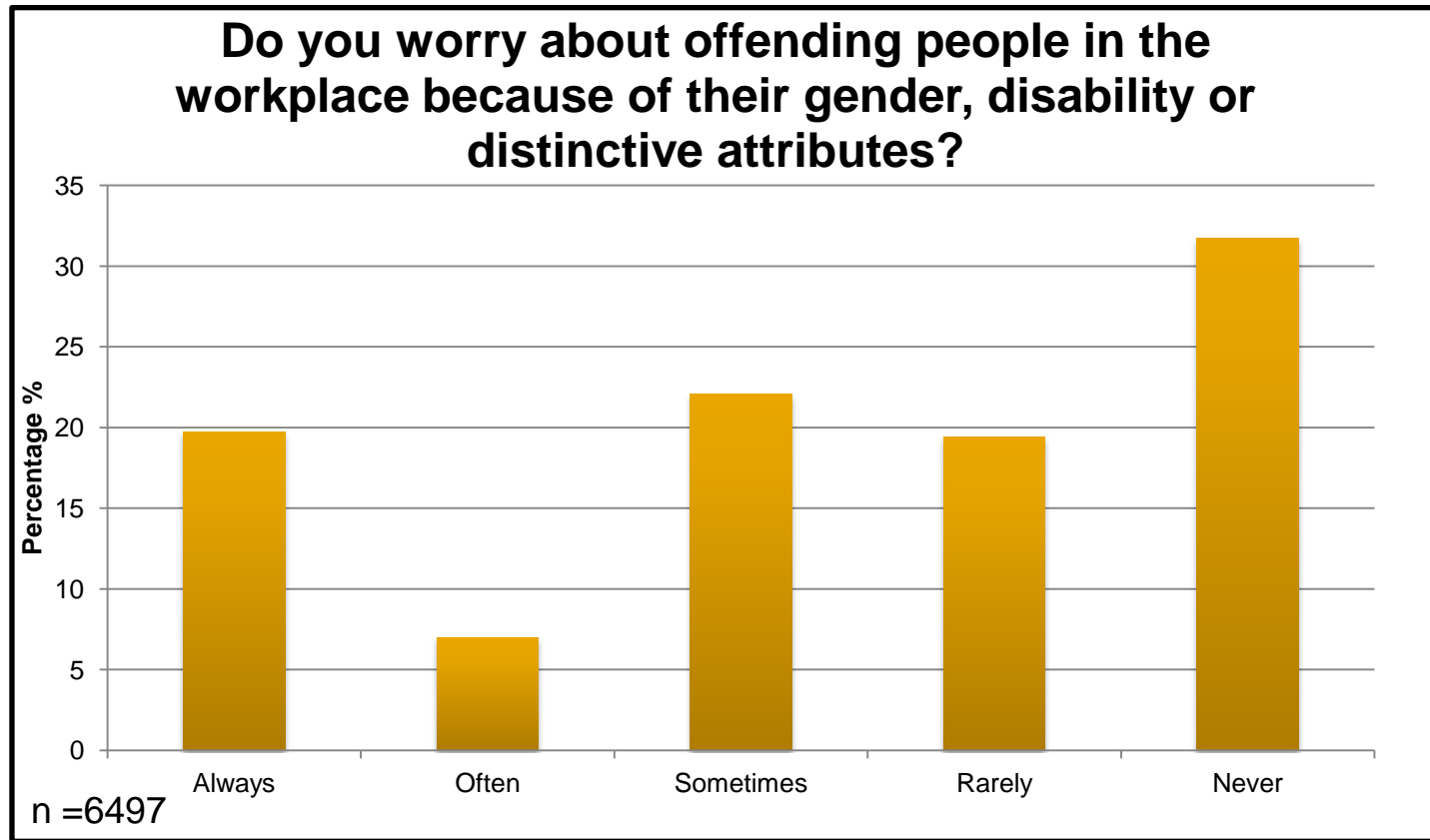
37% of respondents had witnessed a colleague being discriminated against because of their race, gender, disability or other characteristics.



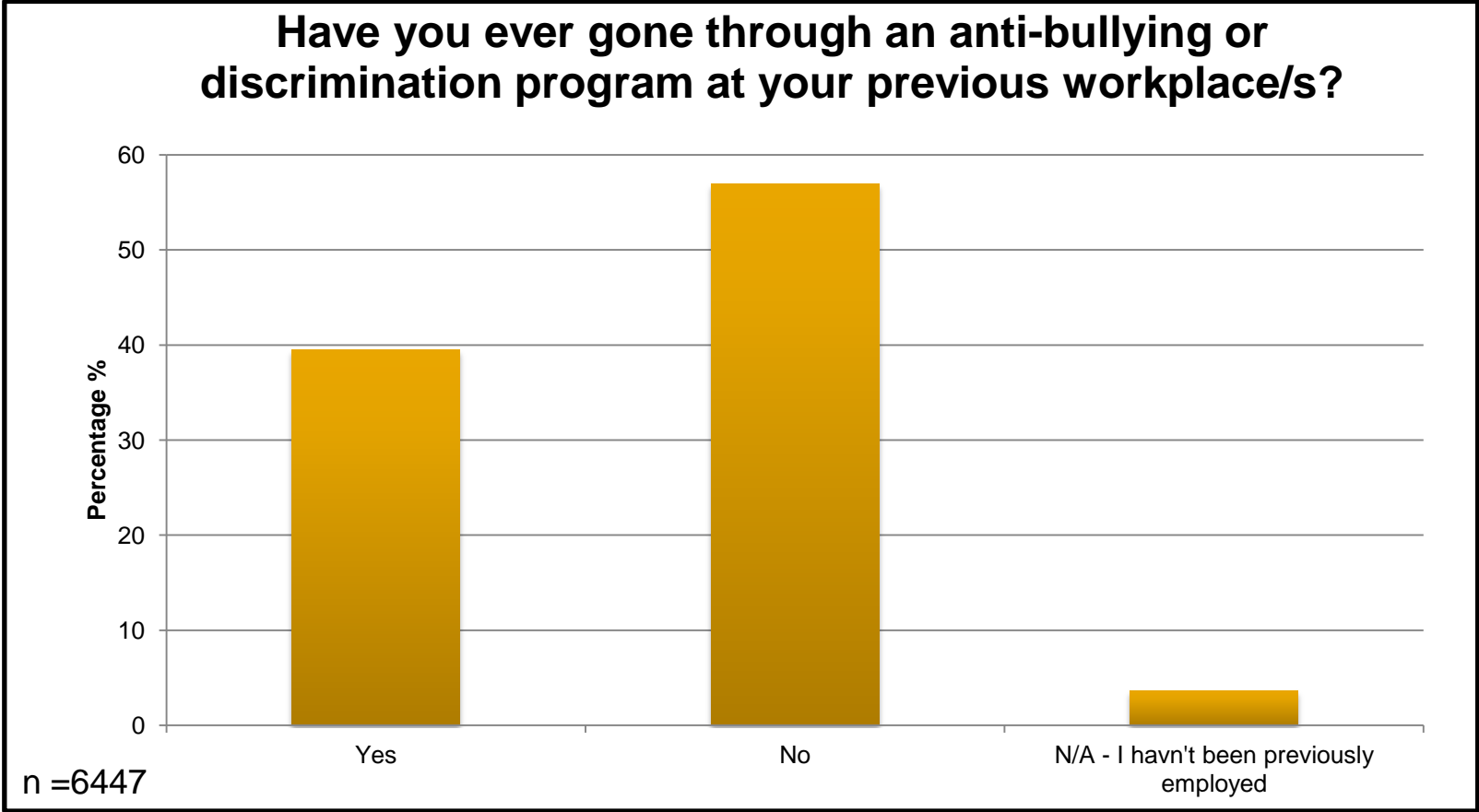
Most respondents (83%) believe training in anti-bullying and discrimination should be implemented by all employers prior to employment.



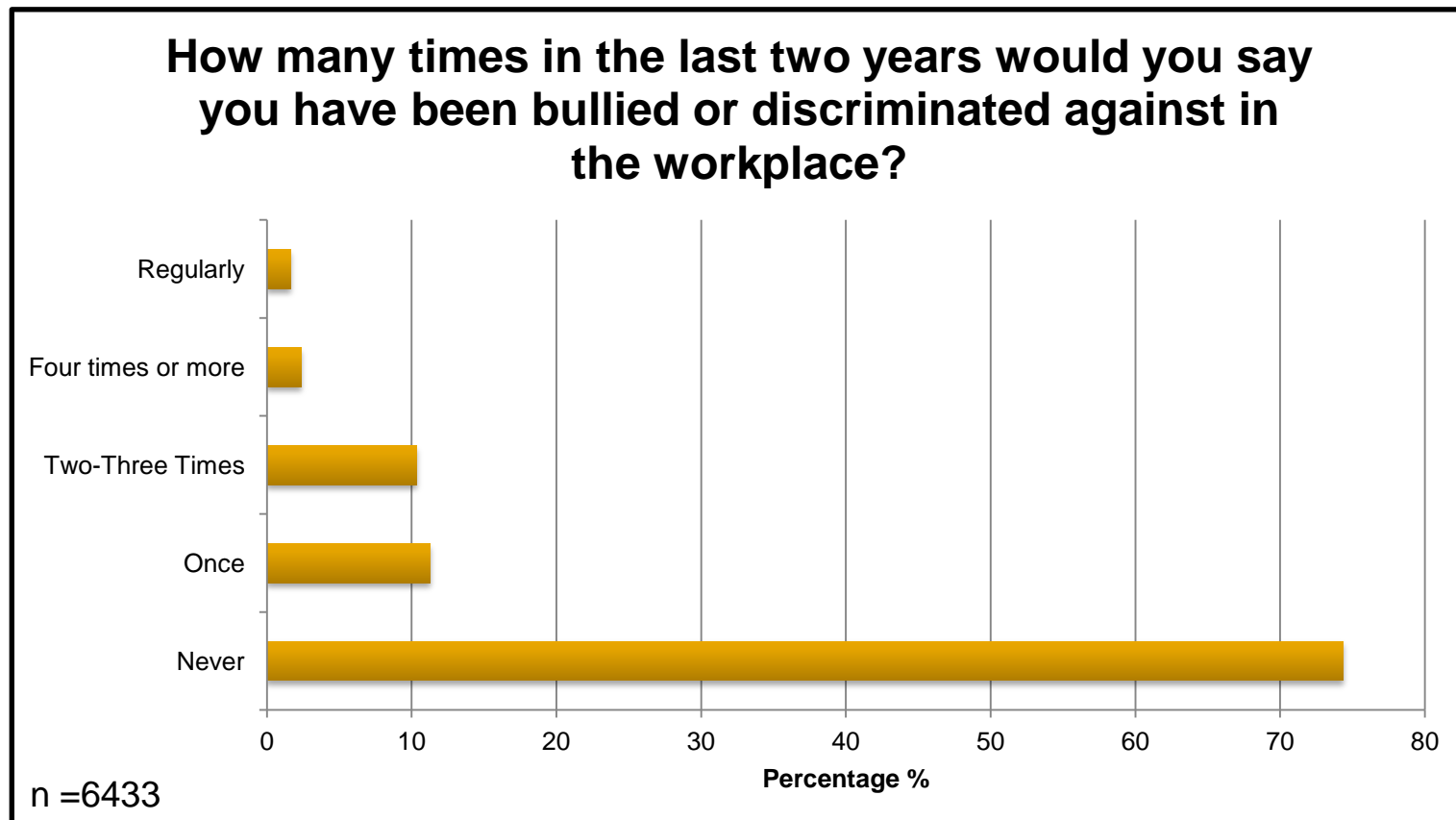
Although 38% of respondents indicated they worry about offending others in some degree, 32% of respondents indicated they never worry about offending others in the workplace because of their gender, disability or distinctive attributes.



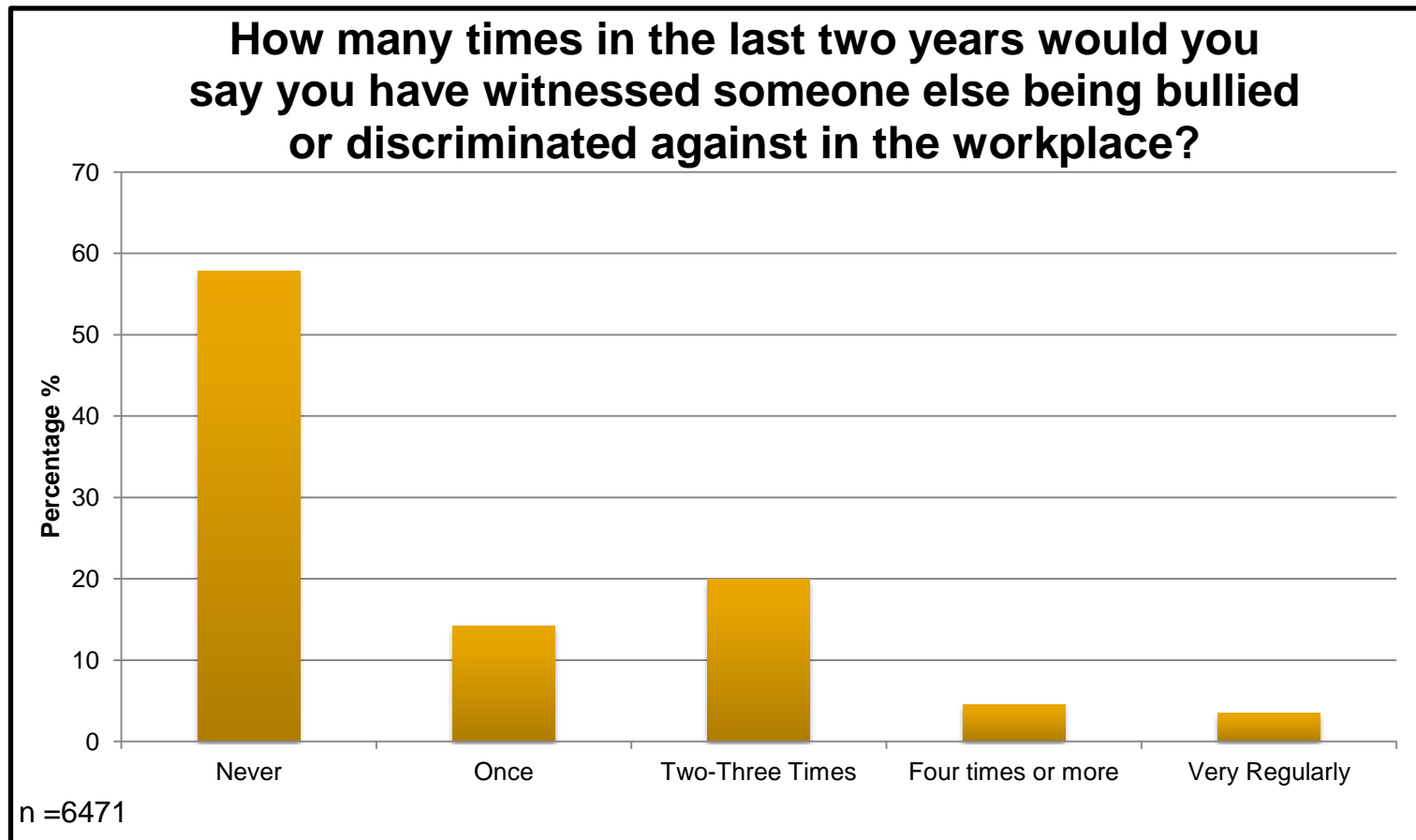
Over half (56%) of respondents indicated they have never been involved in an anti-bullying or discrimination program at a previous employer.



Although 74% of respondents indicated they have not been bullied in the last two years in the workplace, 25% say they have been bullied one or more times.

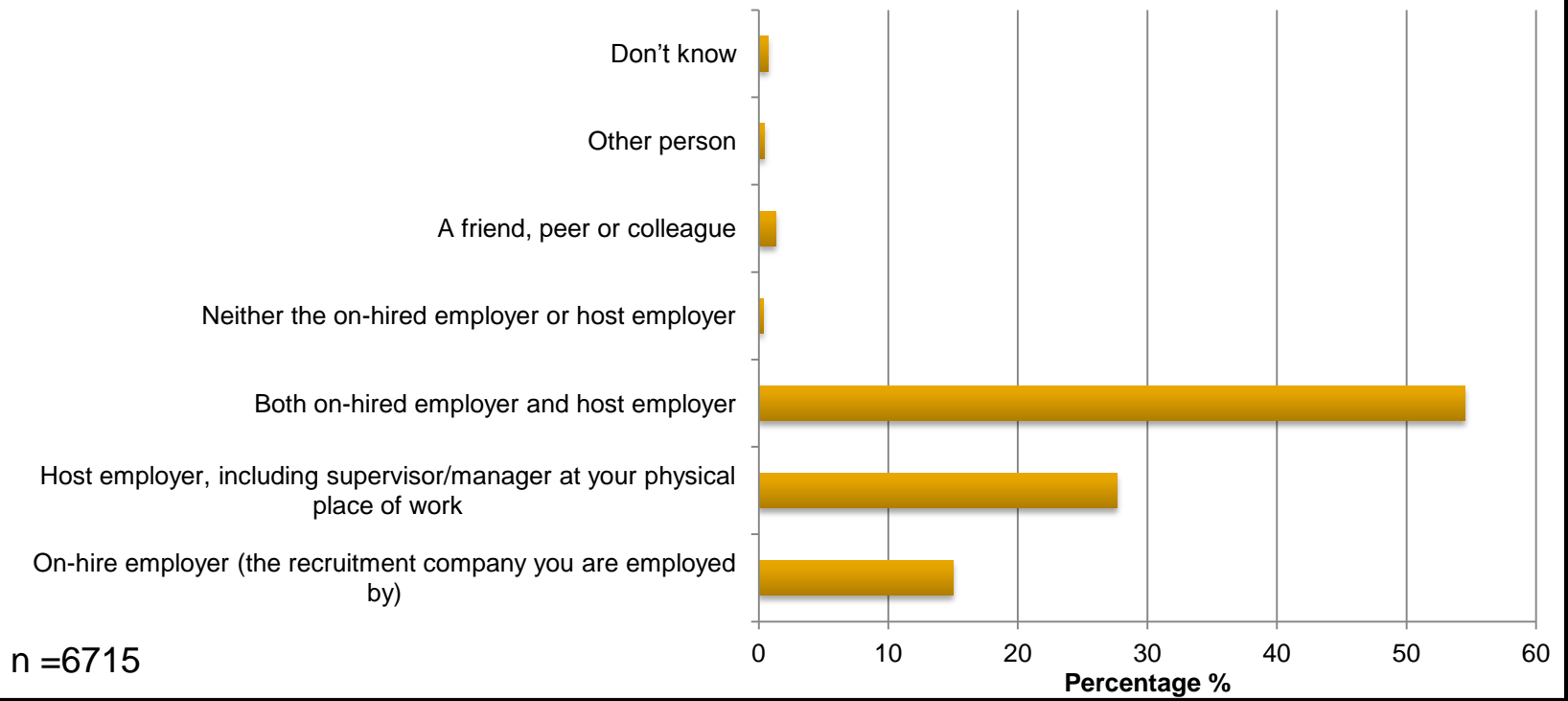


When asked about their colleagues, 42% of respondents indicated that at some stage they had witnessed someone else being bullied or discriminated against in the workplace.



Over half of respondents (54%) indicated that they would report acts of discrimination or bullying to both their on-hired employer and host employer. This indicates a need for information about procedures to report incidences or bullying or discrimination.

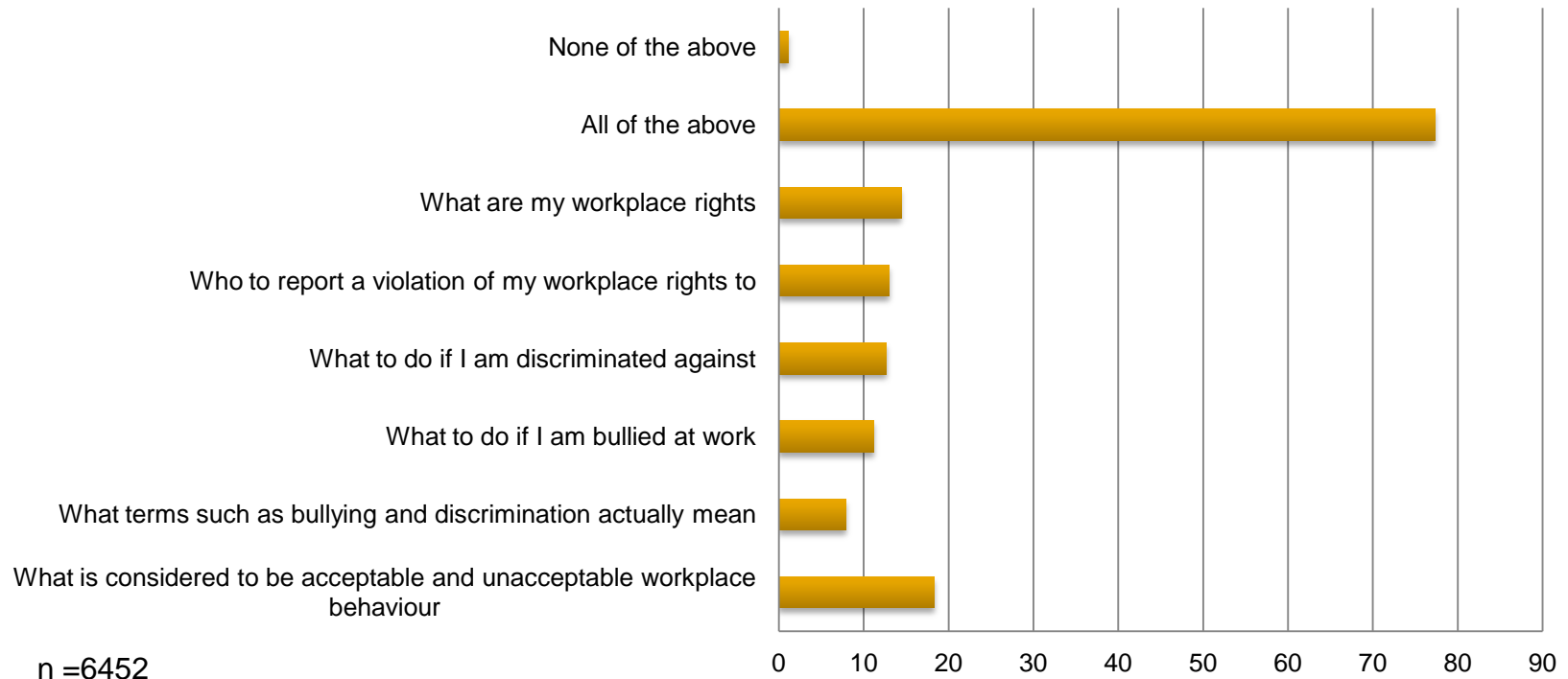
If you were to report an act of workplace bullying or discrimination, who would you feel is the most appropriate person to inform?



77% of respondents indicated that more information surrounding discrimination and bullying would be useful. Most desired information types included workplace rights, how to report violation of rights, what to do in a discrimination or bullying situation, acceptable and unacceptable behaviour and definitions of both discrimination and bullying.

Which of the following pieces of Equal Opportunity information would you consider to be the most valuable to be informed of before commencing a new role?

(Respondents were able to choose more than one answer)



Most respondents (71%) believed that both the host employer and on-hired employer are responsible for informing employees of rights surrounding Equal Opportunity.

