The logo for WorkPro, featuring the word "WorkPro" in a stylized, metallic, 3D font. The letters are silver with a gradient and a slight shadow, giving them a three-dimensional appearance. The font is sans-serif and modern.

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

Workplace Quarterly Survey: Bullying and Discrimination

ABOUT THE WORKPLACE SURVEY

- WorkPro is a web-based employee screening and induction solution. It centralises key compliance functions, including WHS inductions, police check, work rights check and licence management.
- WorkPro's objective is to ensure that individuals are effectively and consistently screened and inducted prior to commencing work.
- More than 600,000 individuals have completed a WorkPro process across Australia and New Zealand since 2007. Close to 15,000 new individuals are registered every month.
- Quarterly surveys are conducted across Australia and New Zealand on different employment related topics, to gather key information about an individual's understanding, experiences and beliefs on a particular subject.
- WorkPro has conducted seven surveys across different topics since 2010. The bullying and discrimination survey has been conducted annually since 2011.
- The survey is optional to complete.
- Survey participants are predominantly individuals applying for contract or labour hire work through a recruitment agency.
- The sample size for each survey is 5,500 individuals.

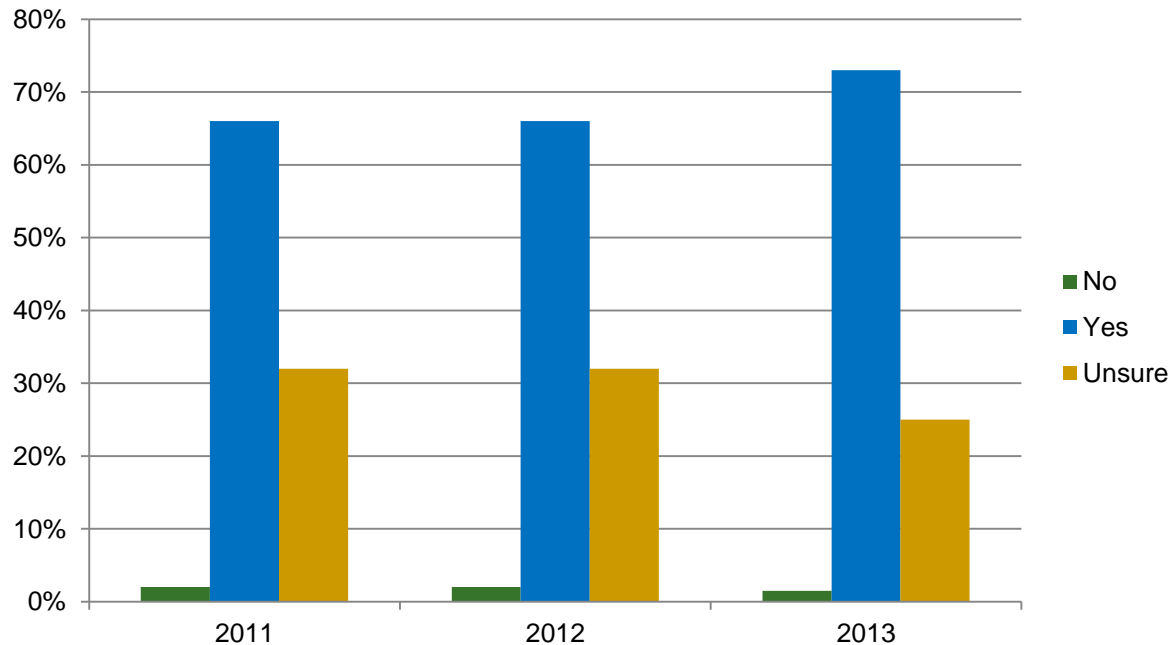
ABOUT THIS SURVEY

WorkPro's seventh quarterly Workplace Pulse survey was conducted in October 2013 across a sample of 5,542 individuals.

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

In 2013 there was a 7% increase (73%) in the number of respondents who were aware when their workplace rights had been breached through an act of bullying or discrimination. This indicates that education in the workplace is improving awareness.

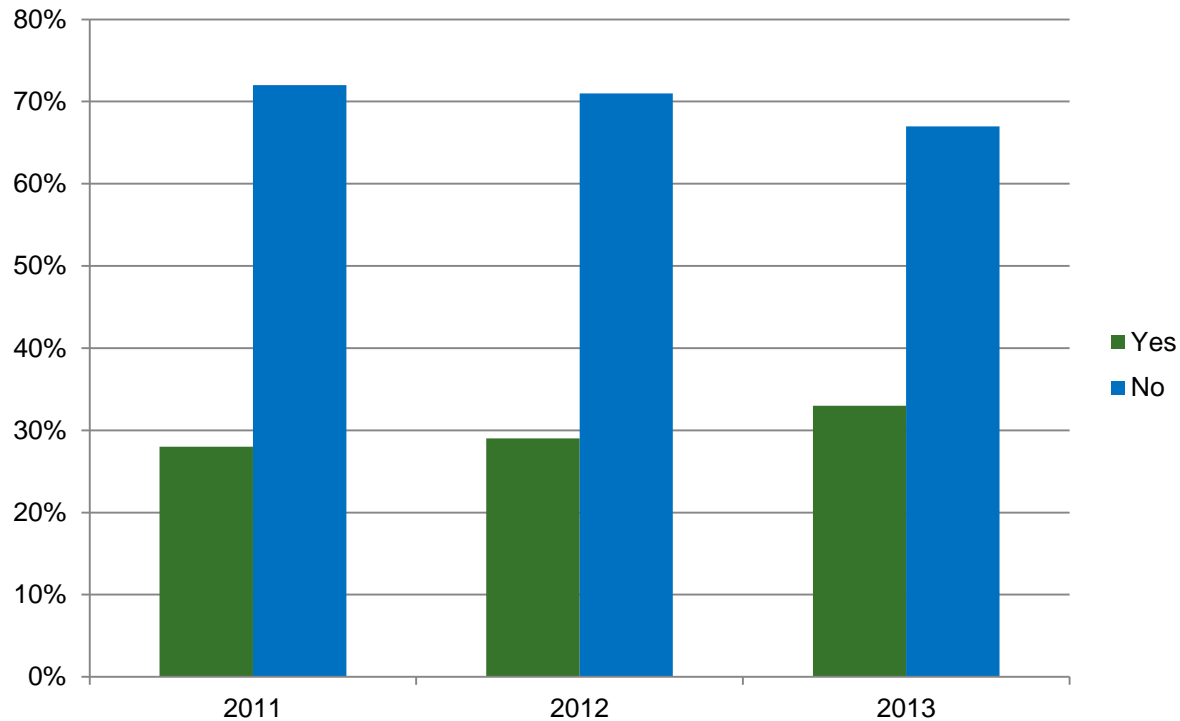
Are you aware when your workplace rights have been breached, such as an act of bullying or discrimination?



n(2011)=5047
n(2012)=6433
n(2013)=847

The 2013 results showed that 33% of respondents believed they had been bullied in the workplace at some point during their career, a 5% increase since 2011.

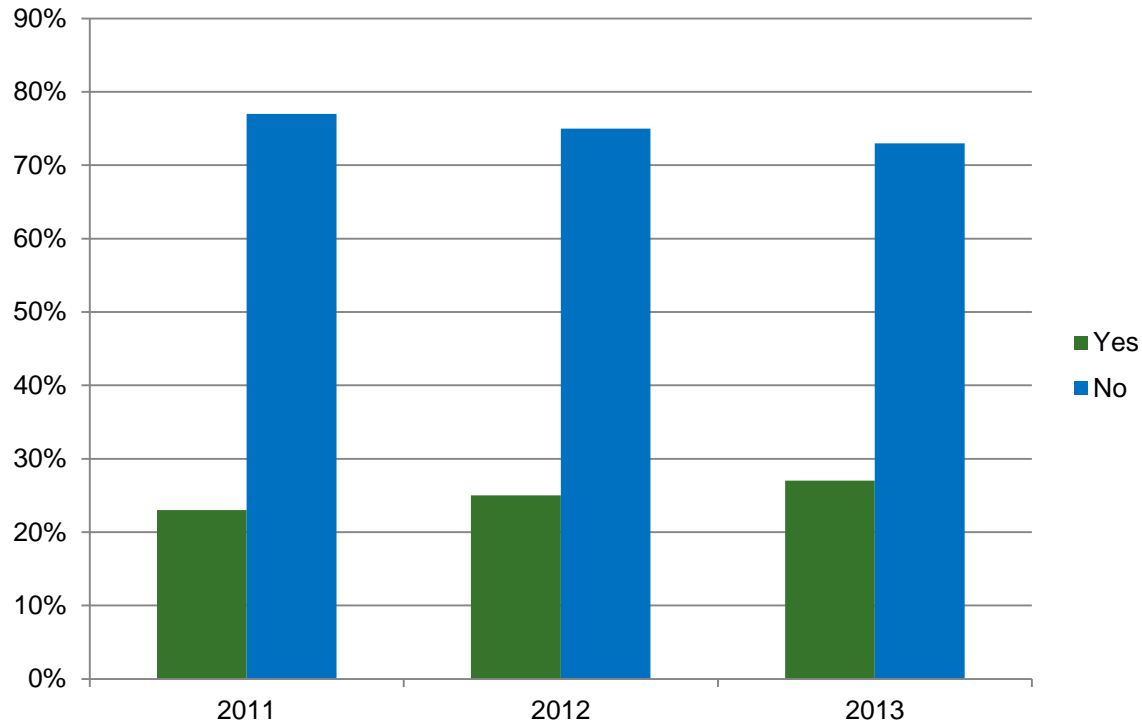
Do you believe you have ever been bullied at work?



n(2011)=5043
n(2012)=6433
n(2013)=5464

The 2013 results showed that 27% of respondents believed they had been discriminated against at work at some point during their career, resulting in a 4% increase since 2011.

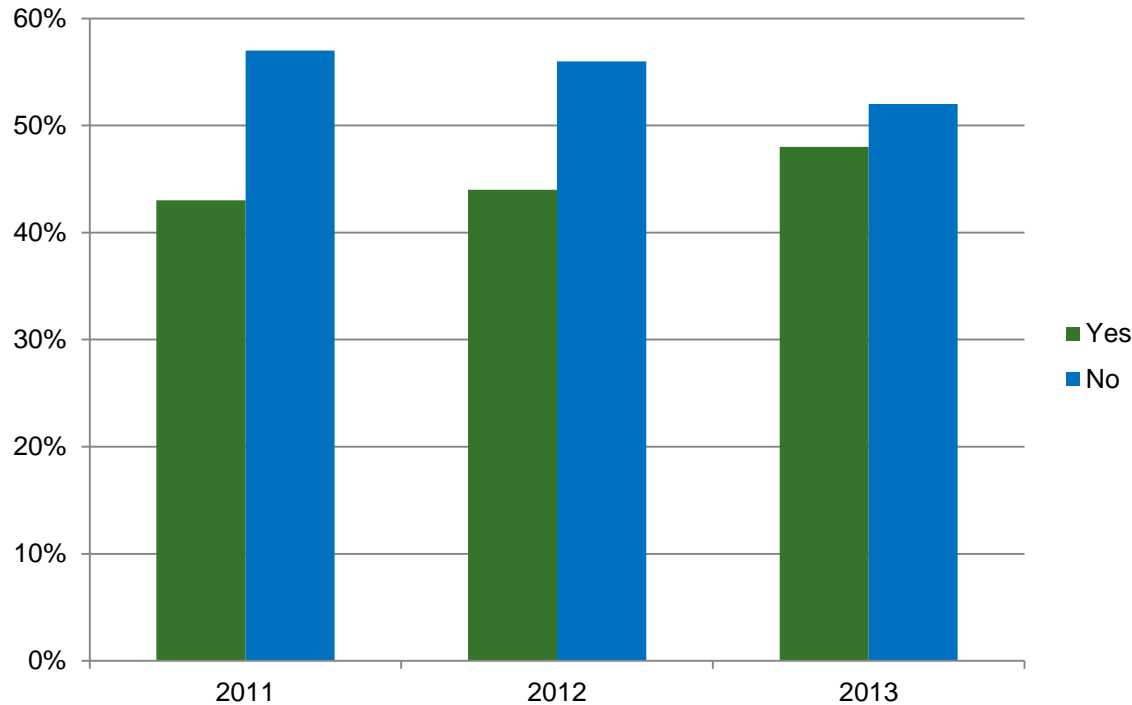
Do you believe you have ever been discriminated against at work?



n(2011)=5020
n(2012)=6433
n(2013)=5470

The 2013 results showed that 48% of respondents believed they had witnessed someone being bullied at work at some point during their career, highlighting a 5% increase since 2011.

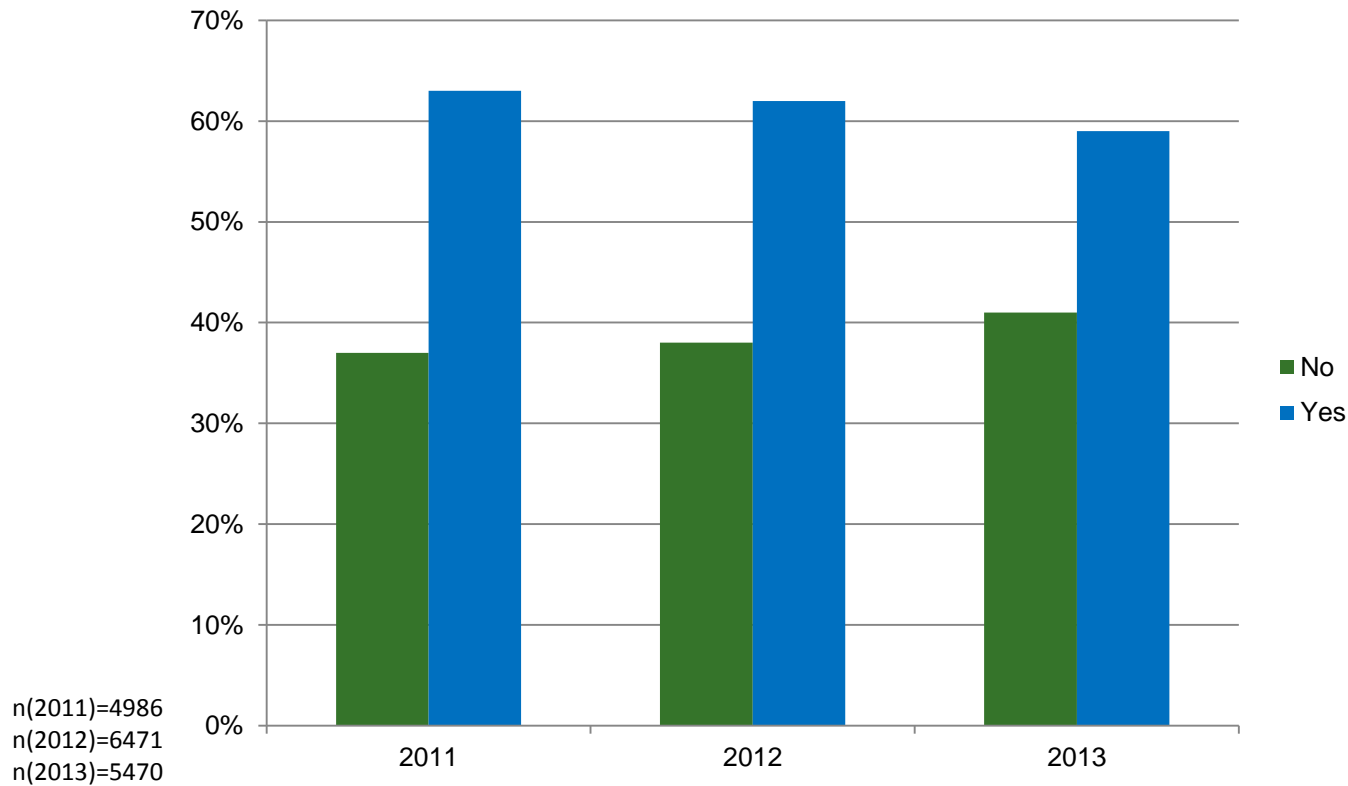
Do you believe you have witnessed someone being bullied at work?



n(2011)=5017
n(2012)=6433
n(2013)=5463

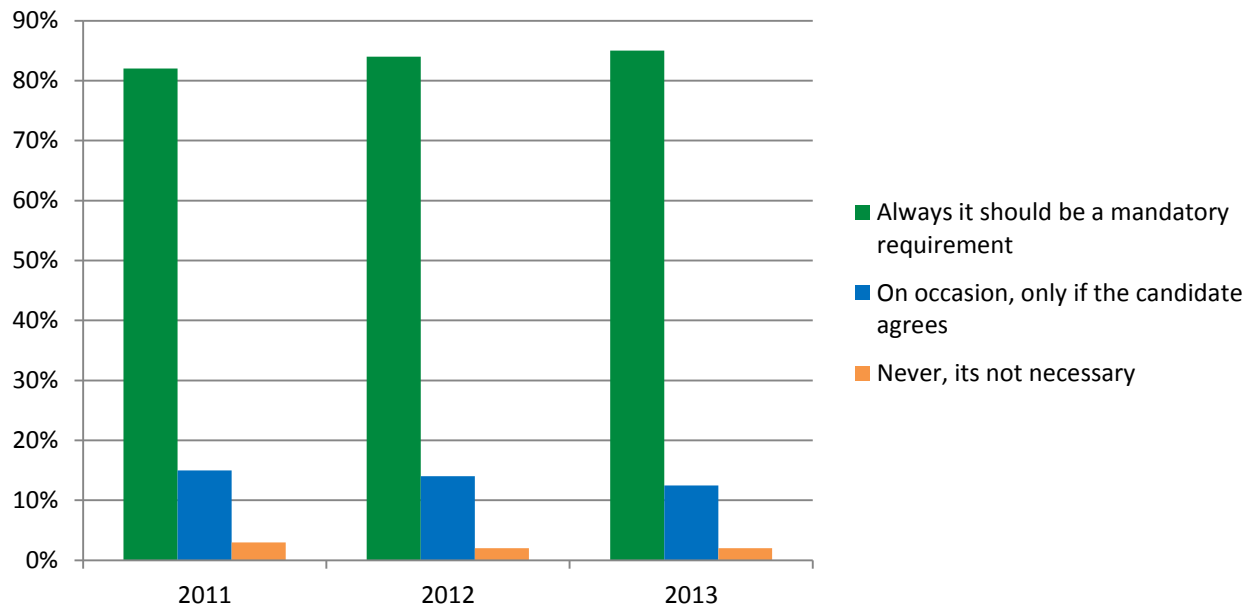
The 2013 results showed that 41% of respondents believed they had witnessed someone being discriminated against at work, a 4% increase from 2011.

Do you believe you have witnessed someone else being discriminated against at work, for example, because of their race, gender or a disability or other characteristic?



In 2013, 85% of respondents answered that it should be a mandatory requirement for employers to ensure that staff have anti-bullying and discrimination training prior to employment, a slight rise on previous years.

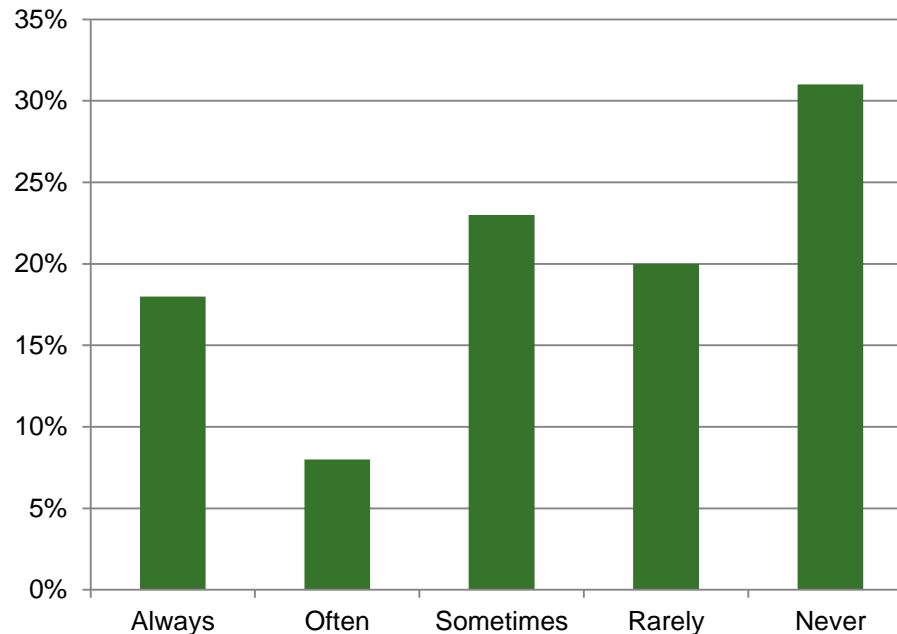
Do you think employers should ensure all staff have had anti-bullying and discrimination training prior to employment?



n(2011)=4947
n(2012)=6437
n(2013)=5446

Although 31% of people never worry about offending others in the workplace because of their gender, disability or distinctive attributes, 69% of respondents do worry about offending people in the workplace in some capacity.

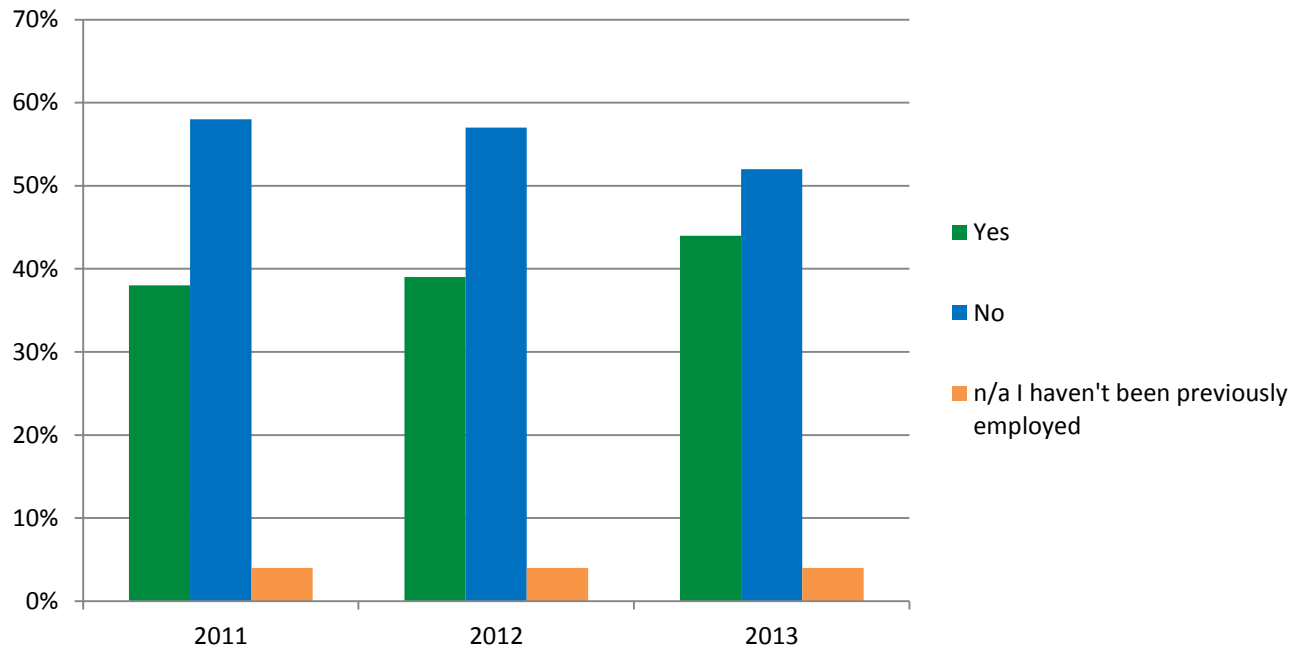
Do you worry about offending people in the workplace because of their gender disability or distinctive attributes?



n(2011)=5079
n(2012)=6497
n(2013)=5513

The 2013 results showed that a growing number of respondents (44%) had experienced an anti-bullying or discrimination program at their previous workplace compared to 2011 (38%) and 2012 (39%).

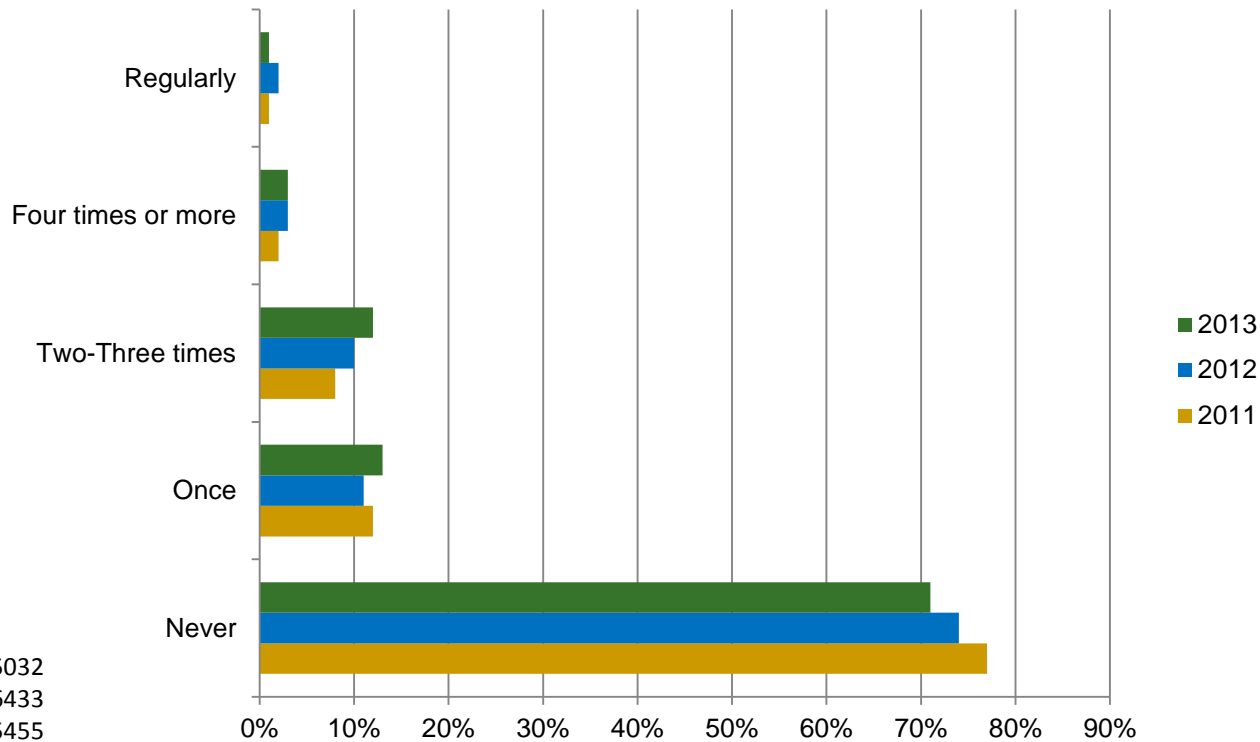
Have you ever gone through an anti-bullying or discrimination program at your previous workplace?



n(2011)=4955
n(2012)=6447
n(2013)=5484

The 2013 results showed a steady fall (6%) since 2011 in the amount of respondents who answered that they had never been bullied or discriminated against in the workplace in the past two years.

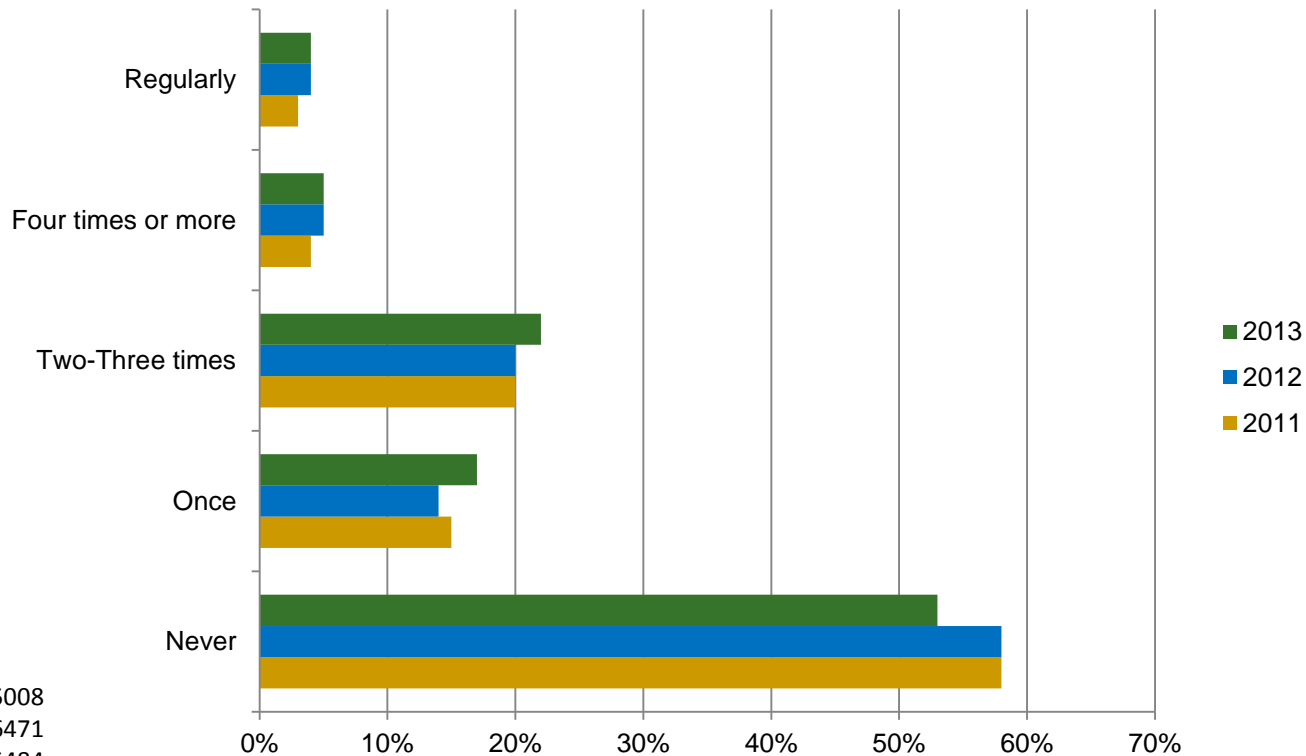
How many times in the last two years would you say you have been bullied or discriminated against in the workplace?



n(2011)=5032
n(2012)=6433
n(2013)=5455

The 2013 results showed a fall (5%) in the amount of respondents who answered they had never witnessed someone else being bullied or discriminated against in the workplace in the past two years.

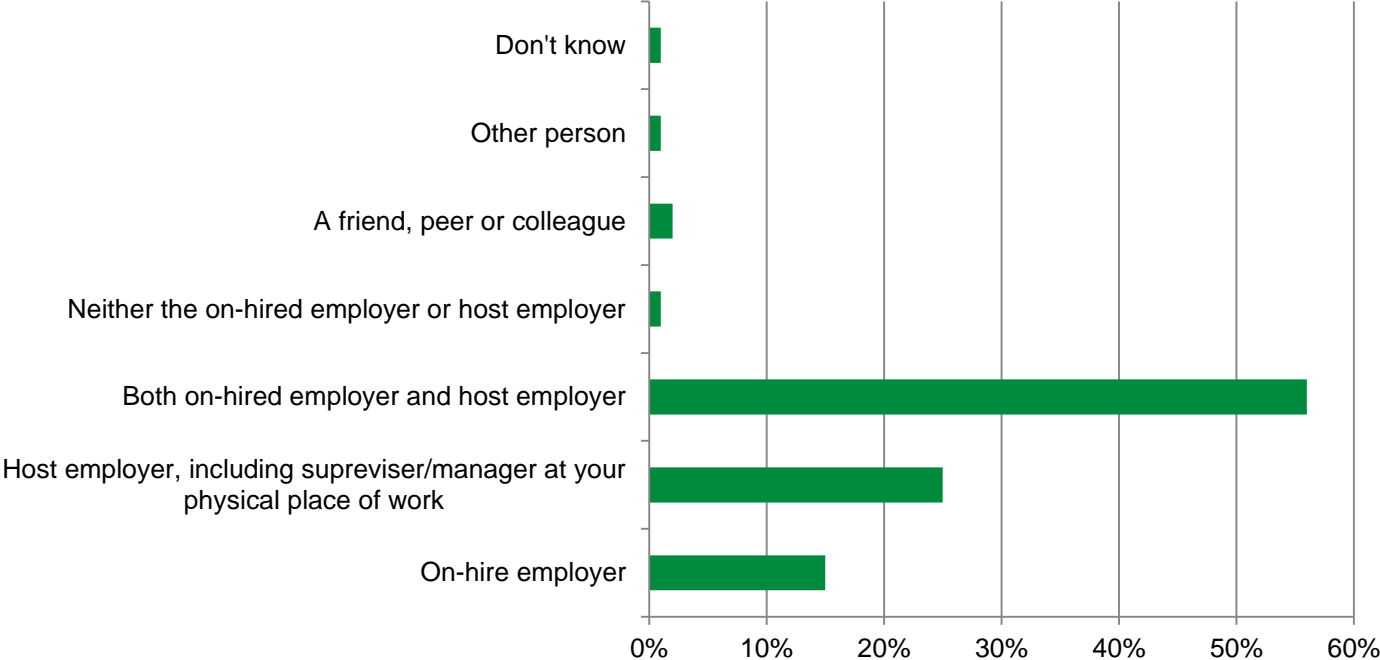
How many times in the last two years would you say you have witnessed someone else being bullied or discriminated against in the workplace?



n(2011)=5008
n(2012)=6471
n(2013)=5484

In 2013, 56% of respondents answered that both the on-hired employer and host employers should be notified of an act of workplace bullying or discrimination. This indicates that more work is required in implementing appropriate procedures for reporting bullying or discrimination in the workplace.

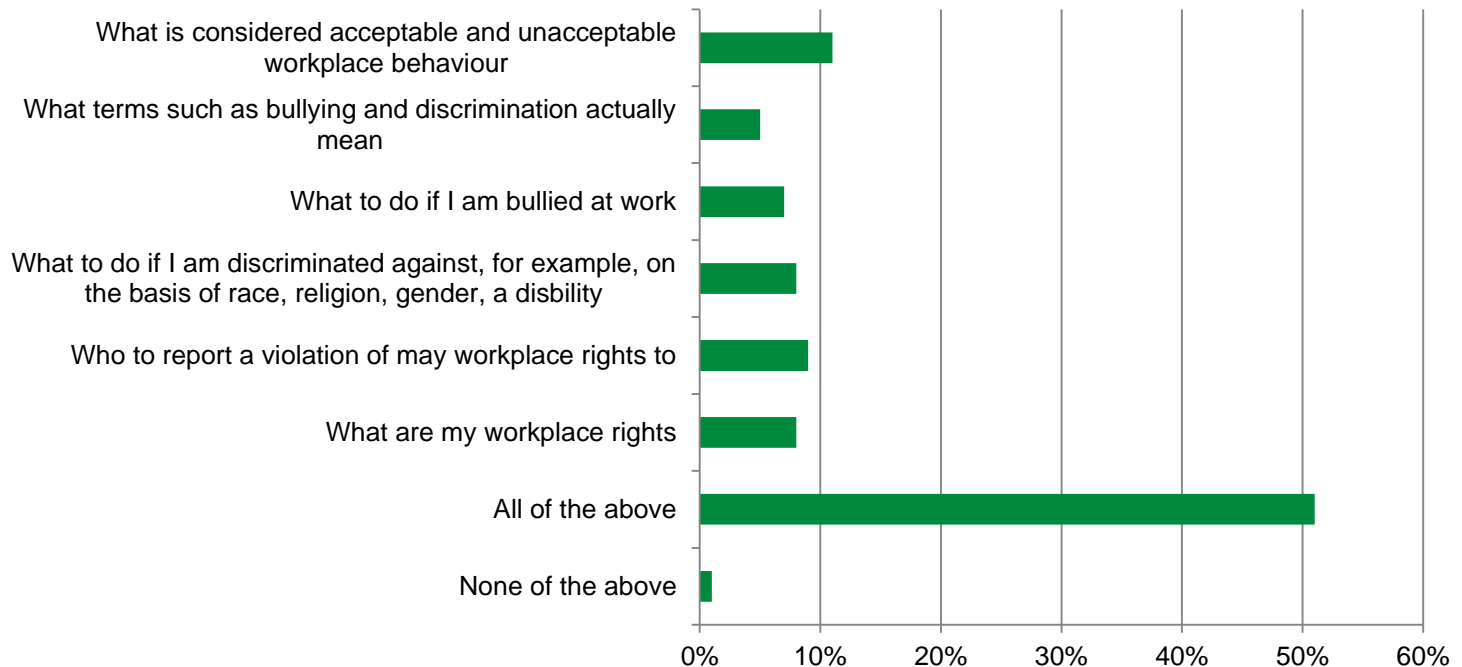
If you were to report an act of workplace bullying or discrimination, who would you feel is the most appropriate person to inform.



n(2013)=5771

Just over half (51%) of respondents in 2013 believed the full spectrum of Equal Opportunity information should be valuable when starting a new role.

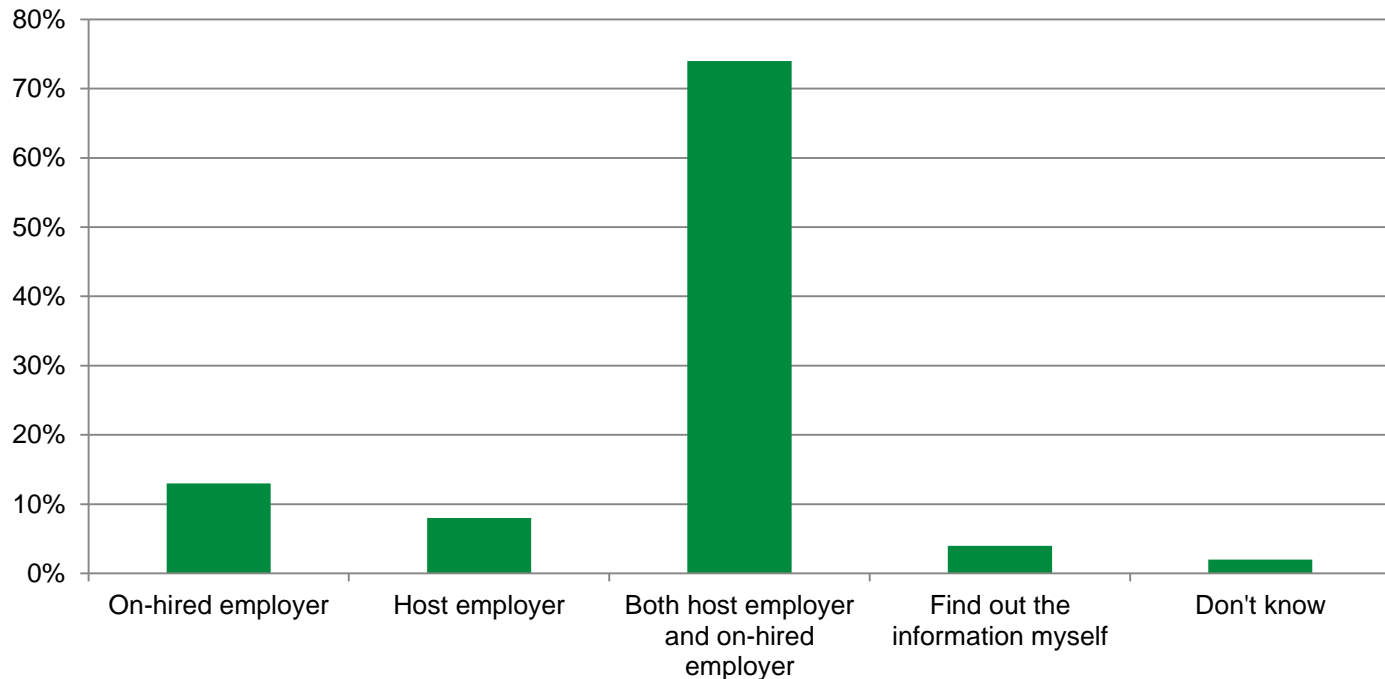
Which of the following pieces of Equal Opportunity information would you consider to be the most valuable to be informed of before commencing a new role?



n(2013)=8391

The 2013 results showed 74% of respondents believe the host employer and on-hired employer is responsible for providing Equal Opportunity rights and obligations information

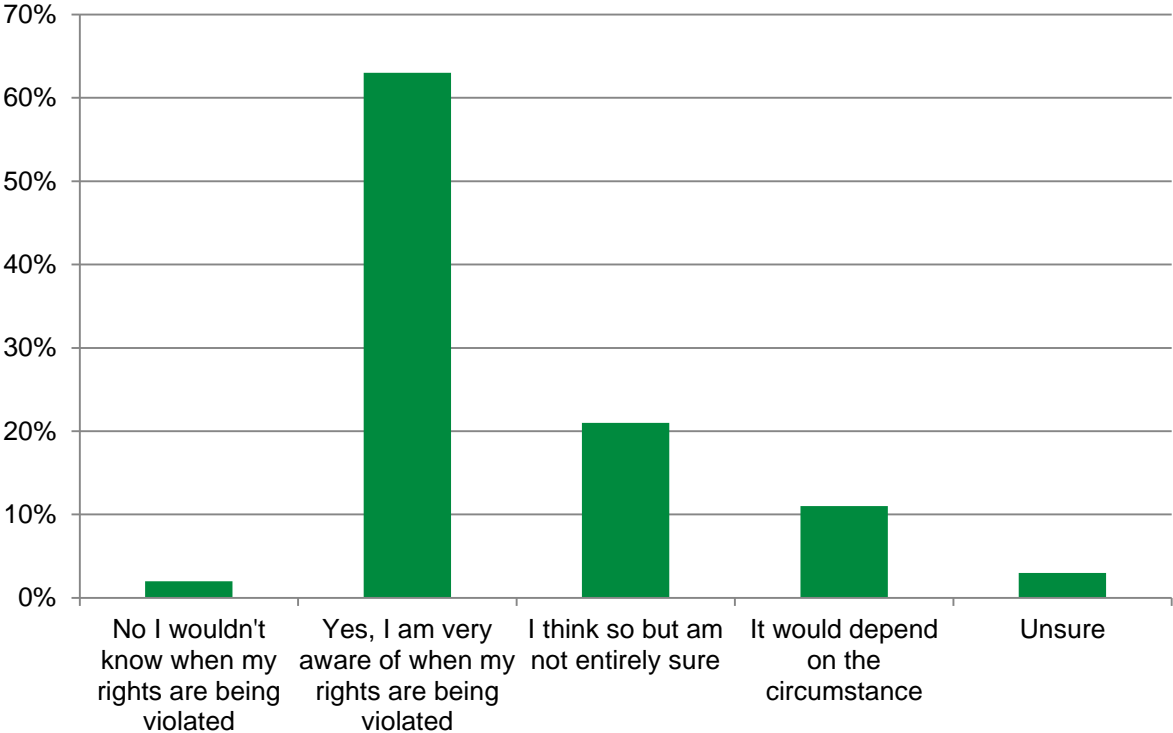
Who do you believe is legally responsible for informing you of your Equal Opportunity rights and obligations?



n(2013)=5635

In 2013 close to two-thirds (63%) of respondents answered that they were aware when their rights had been breached through an act of bullying or discrimination.

Would you know if your workplace rights have been breached, such as an act of bullying or discrimination?



n(2013)=4678