

# POLITY

RESEARCH & CONSULTING



## University of Adelaide: Workplace RAP Barometer 2020

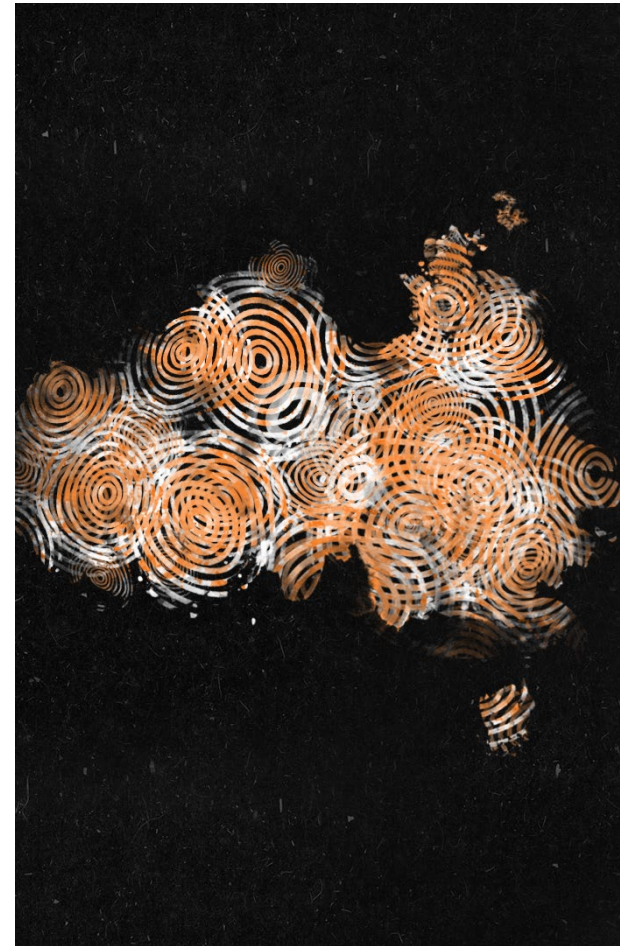
Dr Darryl Nelson  
Managing Director  
Polity Pty. Ltd.  
[darryl@polityresearch.com.au](mailto:darryl@polityresearch.com.au)

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# Introduction & background

Reconciliation Australia (RA) has monitored reconciliation initiatives at the workplace level since 2012, through regular online surveys of participating employees. RA uses this information to broadly inform how its Reconciliation Action Plan (RAP) program is performing and to work more closely with specific partner organisations.

The Workplace RAP Barometer (WRB) enables both RA and the participating organisations to:

- ✓ Measure the impact of RAP initiatives; and
- ✓ Evaluate reconciliation progress; in order to
- ✓ Implement and improve the performance of workplace RAPs; towards
- ✓ Empowering employment and social outcomes for Aboriginal and Torres Strait Islander peoples, as well as a greater shared understanding for all Australians.

To date, surveys have been conducted in:

- August 2012
- Sept – Oct 2014
- Aug – Sept 2016
- July – Sept 2018
- July – Sept 2020

It is acknowledged that, in the interests of graphical and reporting brevity, the abbreviation “Indigenous” has been occasionally used in this report, to refer to Aboriginal and Torres Strait Islander peoples.



## Survey method

The main results presented in this report are based on an online survey of working adults (aged 16+) in Australia (i.e. “employees”), conducted between July and September 2020.

- The total sample of n=28,043 was drawn from the workforce of participating organisations, across corporate, government and not-for-profit sectors. With this sample size, the accuracy of the results is +/-1.0% at the 95% confidence interval. This means that if a result of 50% is found, we can be 95% confident the real result is between 49% and 51%.
- Since 2014, participating organisations have been at various stages of their RAP development at the time of the survey, and were invited to take part by Reconciliation Australia.
- Organisations participated of their own volition, as did the employees of those organisations (no incentive was offered or paid to respondents).
- Because the sample is based on voluntary participation and focused on organisations with a RAP, results are not intended to be seen as representative of the Australian workforce as a whole. Accordingly, data has not been weighted for the workplace results.
- Since 2014, the survey fieldwork has also included a number of organisations in the planning stages of implementing a formal RAP. Those results are not included here.

## Notes on reading this report

- ❖ All percentage figures in this report are rounded. Accordingly, totals may not add up to 100%.
- ❖ “RAP Organisations” and “RAP Employees” refers to the total sample of all respondents, unless otherwise indicated.
- ❖ Chart scales are typically ordered from left to right, in terms of results which are negative (left) or positive (right) for reconciliation outcomes.
- ❖ Respondents were informed that the term “Australians” was used to refer to all people who live in Australia, including both Australian and non-Australian citizens.
- ❖ Full sample characteristics and participating organisations are listed in the Appendix.

# Methodology (cont.)

## Previous WRB waves

- ▶ The first Workplace RAP Barometer was an online survey of 4612 respondents from 19 participating RAP organisations, and was conducted in July 2012. Participating organisations were mostly in the advanced Elevate RAP stage
- ▶ In 2014, the WRB comprised 8768 respondents from 29 participating RAP organisations and was conducted in Aug-Sept 2014.
- ▶ In 2016, the WRB comprised 18,385 respondents from 45 participating RAP organisations, and was conducted in Aug-Sept 2016.
- ▶ In 2018, the WRB comprised 19,938 respondents from 65 participating RAP organisations, and was conducted in July-Sept 2018.

## Workplace RAP Barometer 2020

- ▶ The results in this report are based upon an online survey of 28,043 respondents from 92 participating RAP organisations, conducted in July-Sept 2020.
- ▶ Employees were invited by the participating organisations to undertake the survey. These organisations were at various stages of their Reconciliation Action Plan (RAP).
- ▶ Organisations were invited to take part by RA, but did so of their own volition.
- ▶ The accuracy of the results at the overall level is +/-1% at the 95% confidence interval. This means, for example, that if the survey returns a result of 50%, there is 95% probability that the actual result will be between 49% and 51%.

## Workplace RAP Barometer 2020

### Participating sample:

- ▶ **University of Adelaide** results in this report are based upon 861 respondents from the organisation's workforce, which contributed to the total 28,043 employees surveyed for the Workplace RAP Barometer 2020.
- ▶ Employees completed the survey voluntarily and were not offered nor received any incentive for doing so.

## Considerations

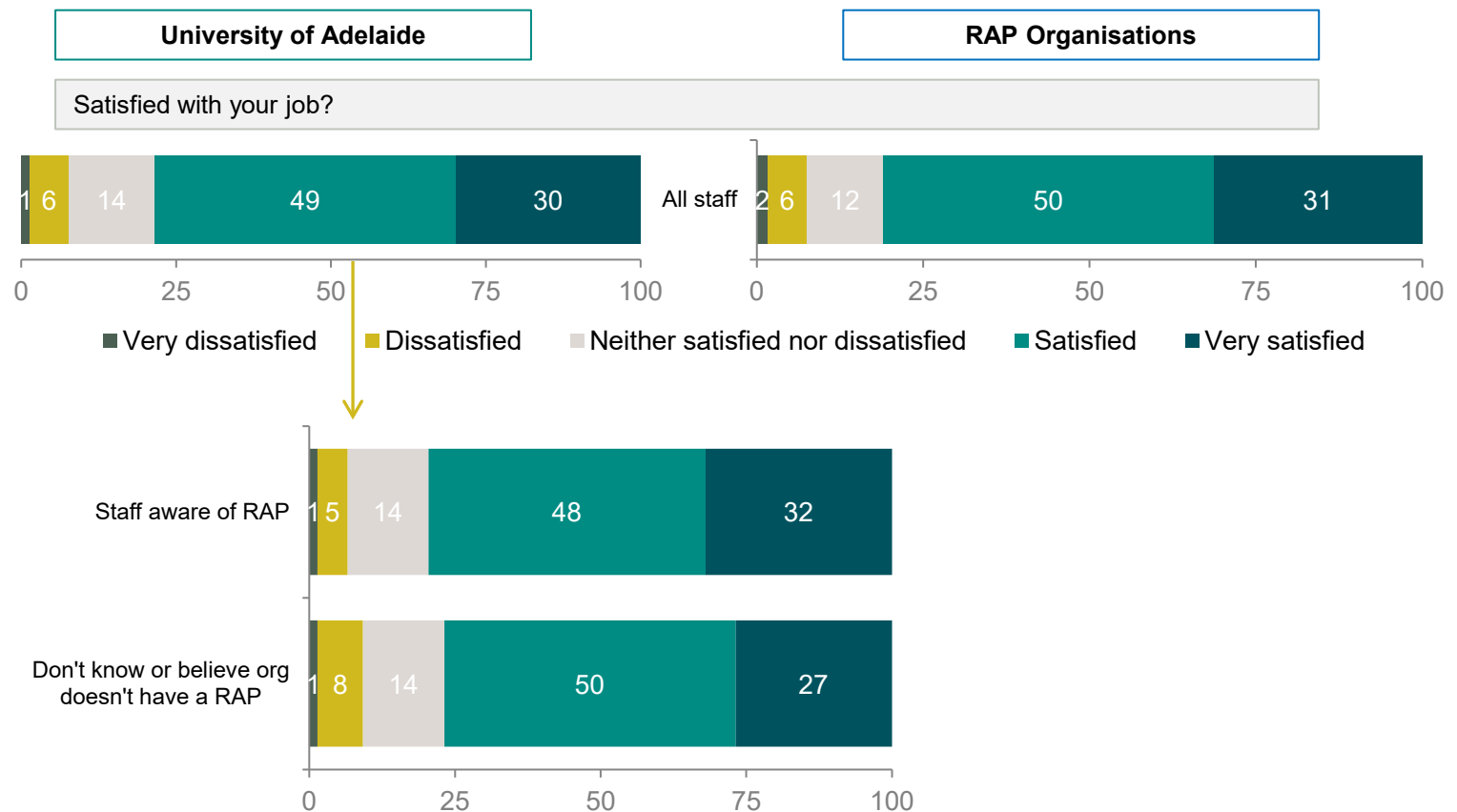
- ▶ The RAP impact results for each organisation cover only employees who chose to complete the survey and, owing to the vastly different response rates, some organisations can be considered to be "over-represented" in the total workplace results.
- ▶ Also, the total results comprise organisations at various levels of their RAP.
- ▶ These differences should be considered in evaluating the results.
- ▶ Despite this, we believe that a comparison of each organisation's results with the total workplace average provides a useful analysis of the impact of the RAP on the attitudes of employees.

# Workplace RAP Barometer 2020 Indicators

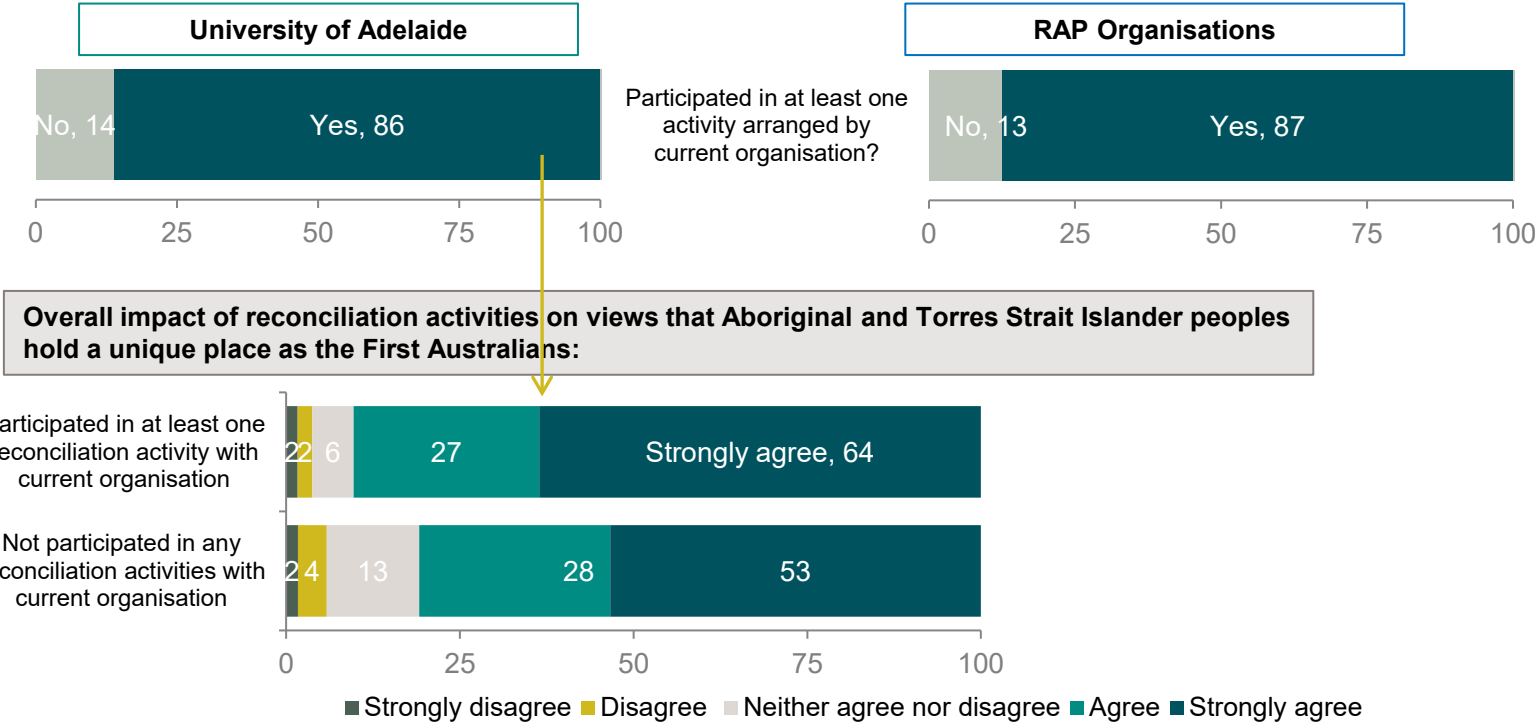
Key findings analysis

# Awareness of organisational RAP helps drive satisfaction with current job

University of Adelaide employees who are aware their organisation has a Reconciliation Action Plan are more likely to be satisfied with their current job, compared to those who aren't aware.



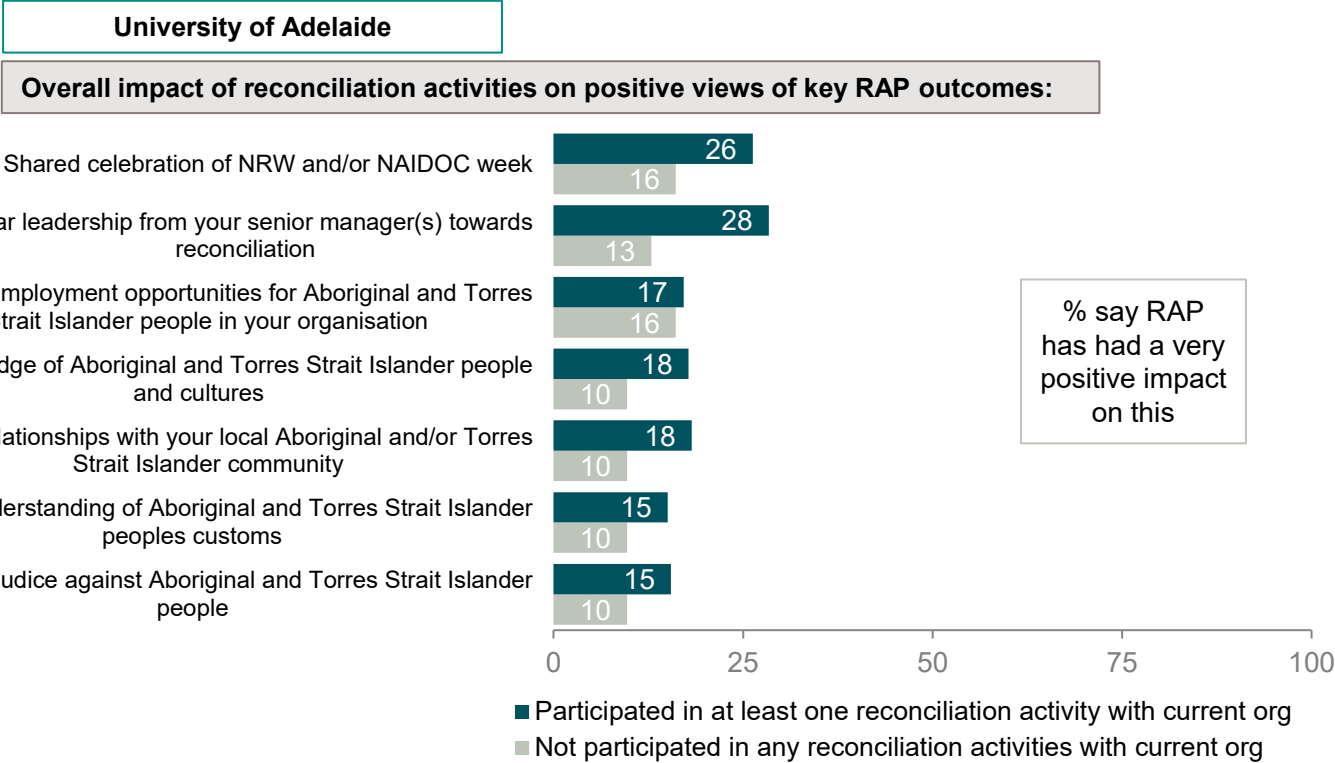
# Participation in reconciliation activities improves employee views of Indigenous significance



Participation in reconciliation activities continues to be effective, in creating a greater prevalence of positive views. For example, employees who've participated in at least one RAP activity with University of Adelaide are more likely to strongly agree that Indigenous Australians hold a unique place (64%), compared with those who haven't (53%).

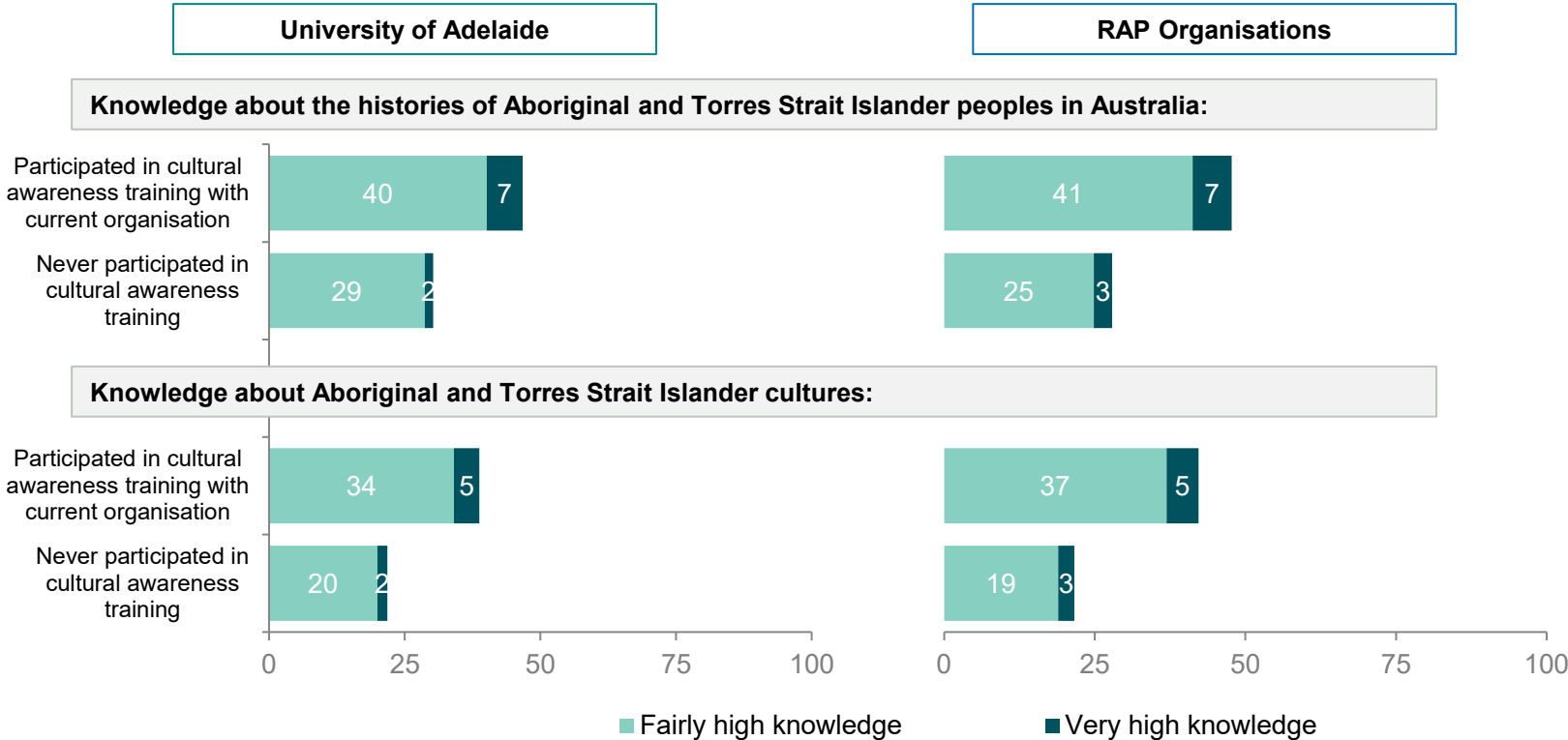


# Participation in reconciliation activities improves employee views of RAP outcomes



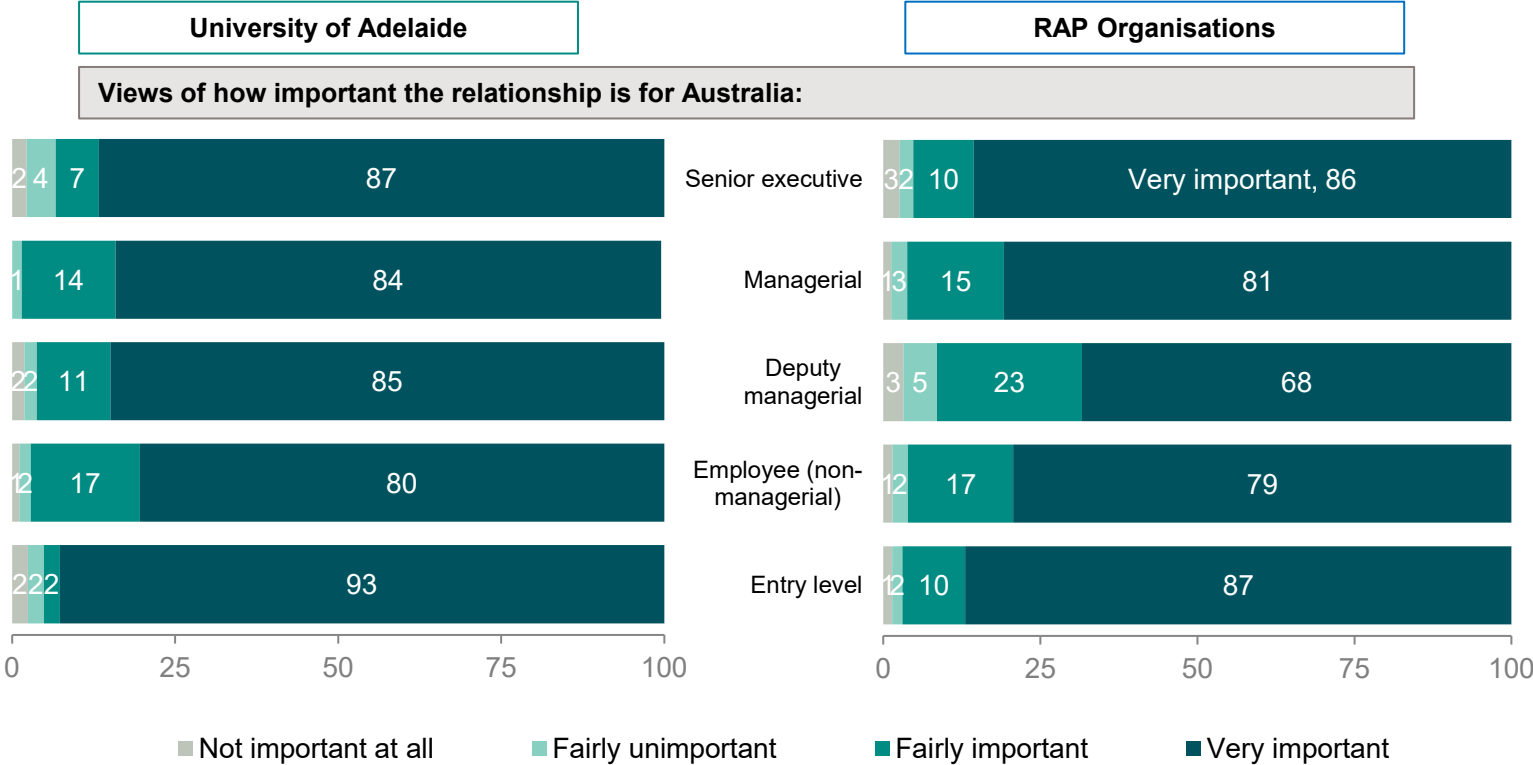
University of Adelaide employees who've participated in at least one RAP activity with their current organisation are more likely to consider the RAP has had a very positive impact on key reconciliation practices, compared with those who haven't.

# Participation in cultural awareness training improves knowledge of Indigenous people and cultures



University of Adelaide employees who've participated in cultural awareness training with their current organisation are more likely to have high knowledge about Indigenous histories, people and cultures, compared with those who haven't.

# Senior leaders place high importance on the relationship between Indigenous and non-Indigenous Australians



Senior leaders among RAP organisations are most likely to see the relationship between Indigenous and non-Indigenous Australians as very important (86%), compared to other staff levels.

Deputy managers are most likely to feel it's unimportant (8%).

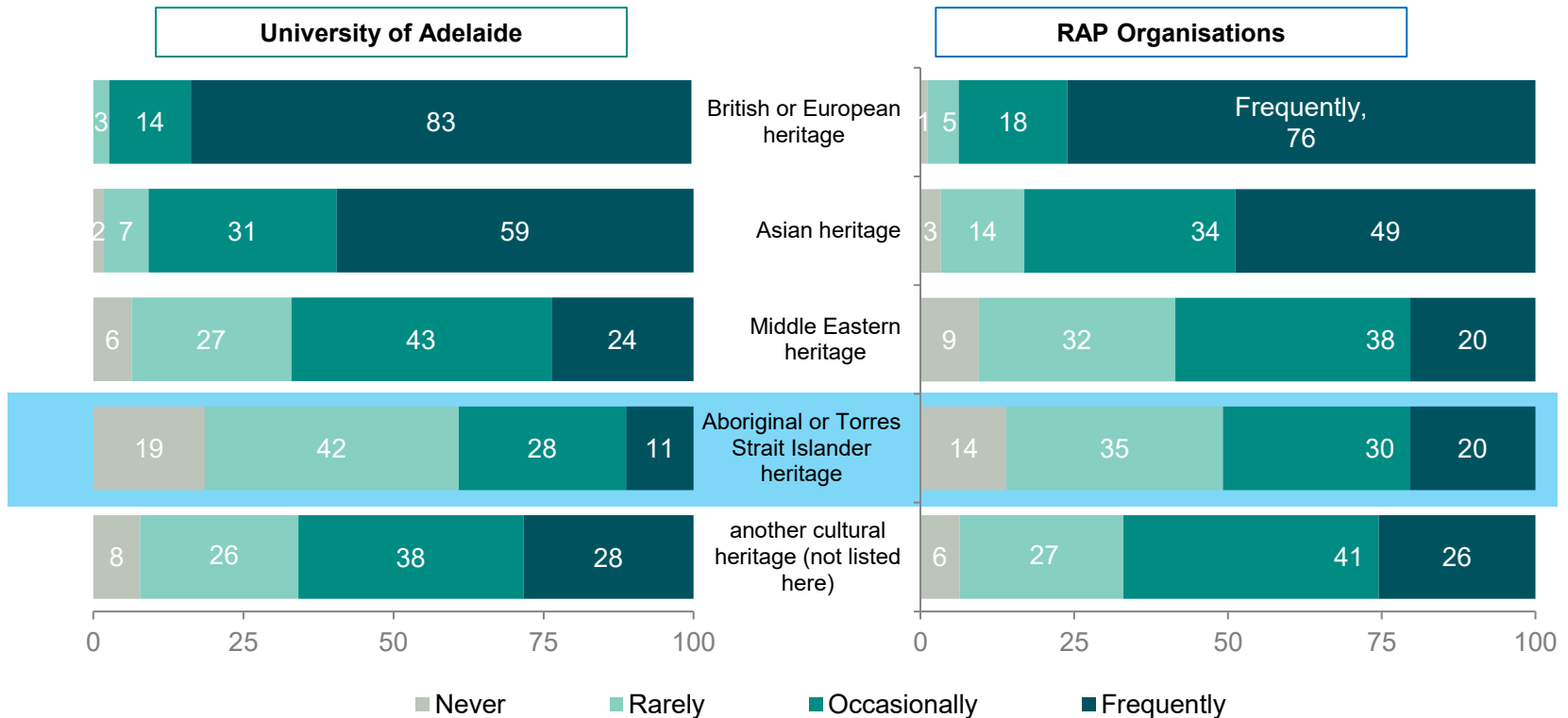
# Workplace Reconciliation Barometer 2020

Full results and comparisons between total RAP organisation employees and University of Adelaide employees

# Workplace Reconciliation Barometer 2020

Race relations, Unity & Historical Acceptance in the workplace

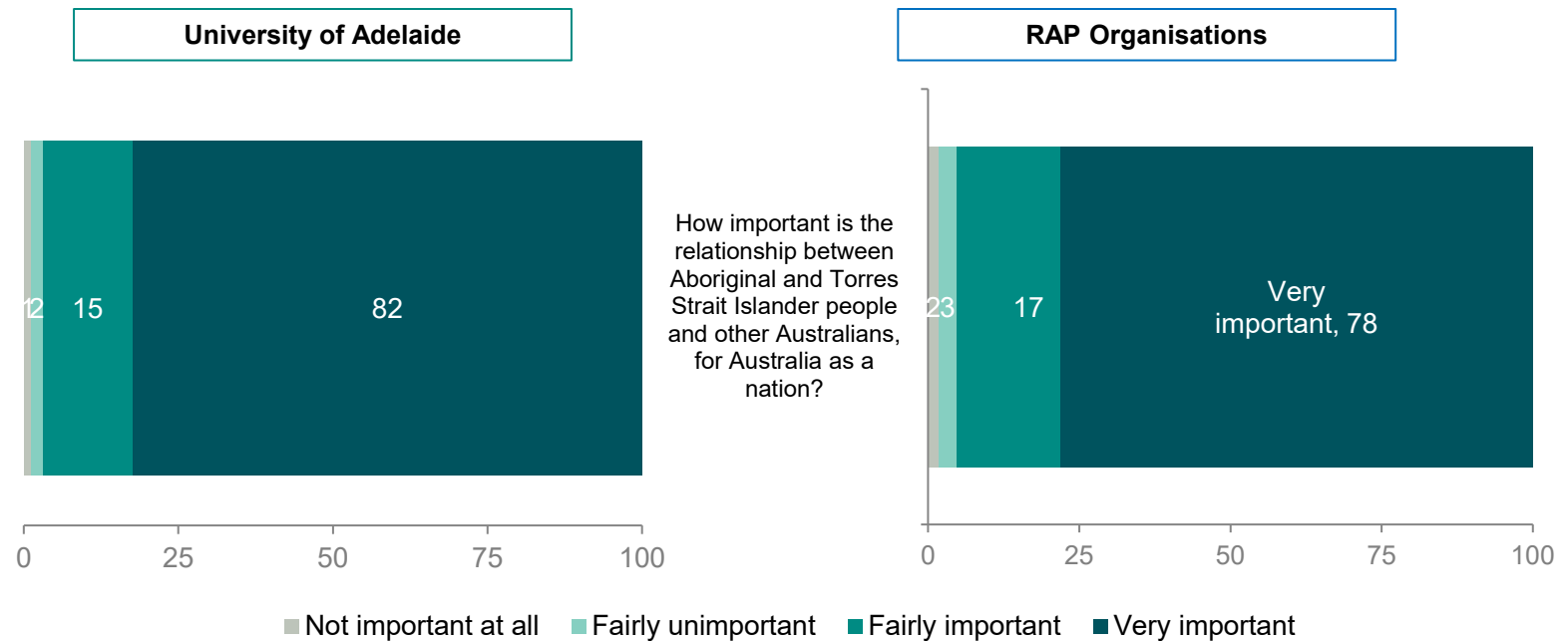
# In a typical week, how often do we socialise with people of different cultural groups?



RAP employees are most likely to socialise with people of British or European cultural backgrounds on a frequent basis (76%). When it comes to socialising with Indigenous people, RAP employees are much more likely to do so frequently (20%) than the general public (7% - ARB 2020).

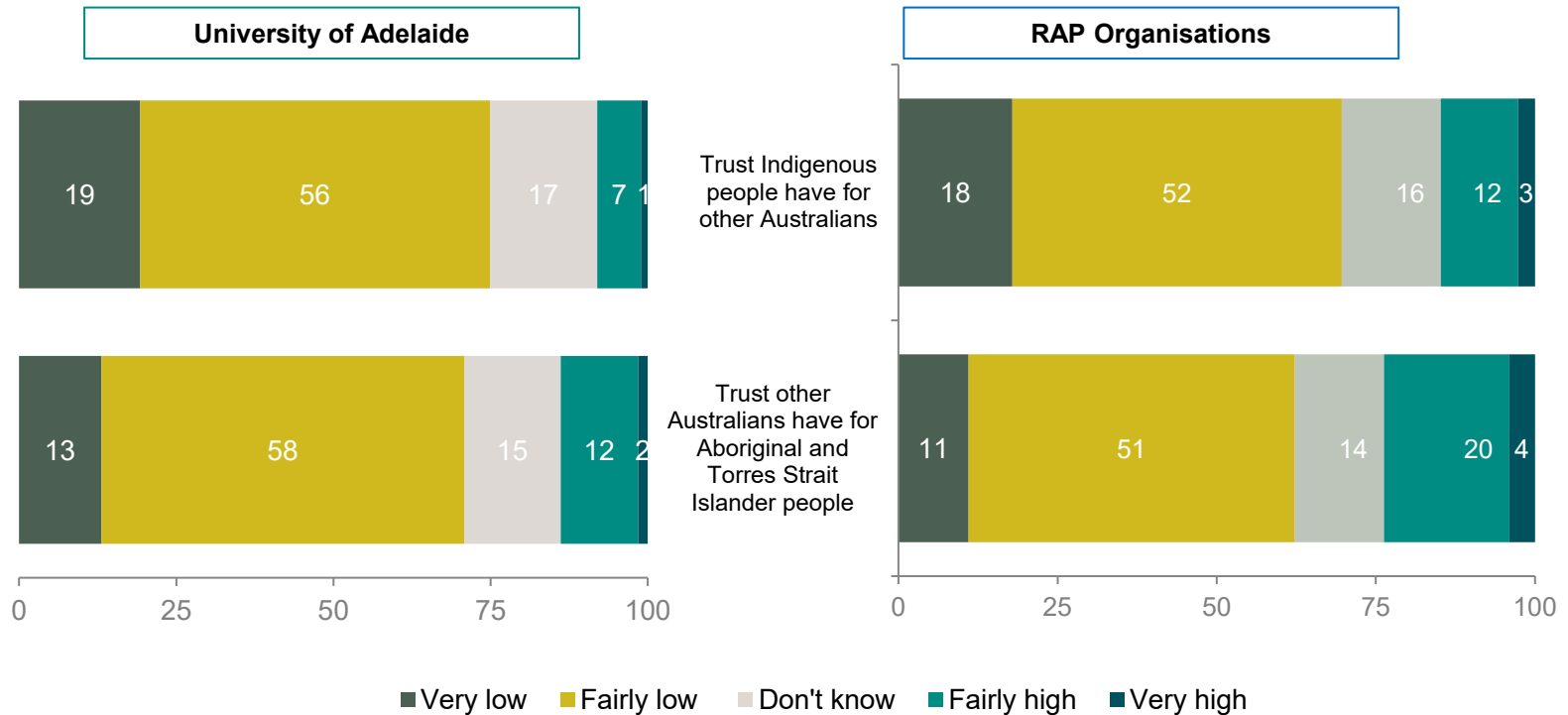
However, RAP employees are still less likely to socialise with Indigenous people occasionally or frequently (50%) than with any other major cultural group.

# Race relations: How important is the relationship?



RAP employees are most likely to consider the relationship between Indigenous and non-Indigenous Australians as very important (78%), for Australia as a nation.

# Race relations: How much do we trust each other?

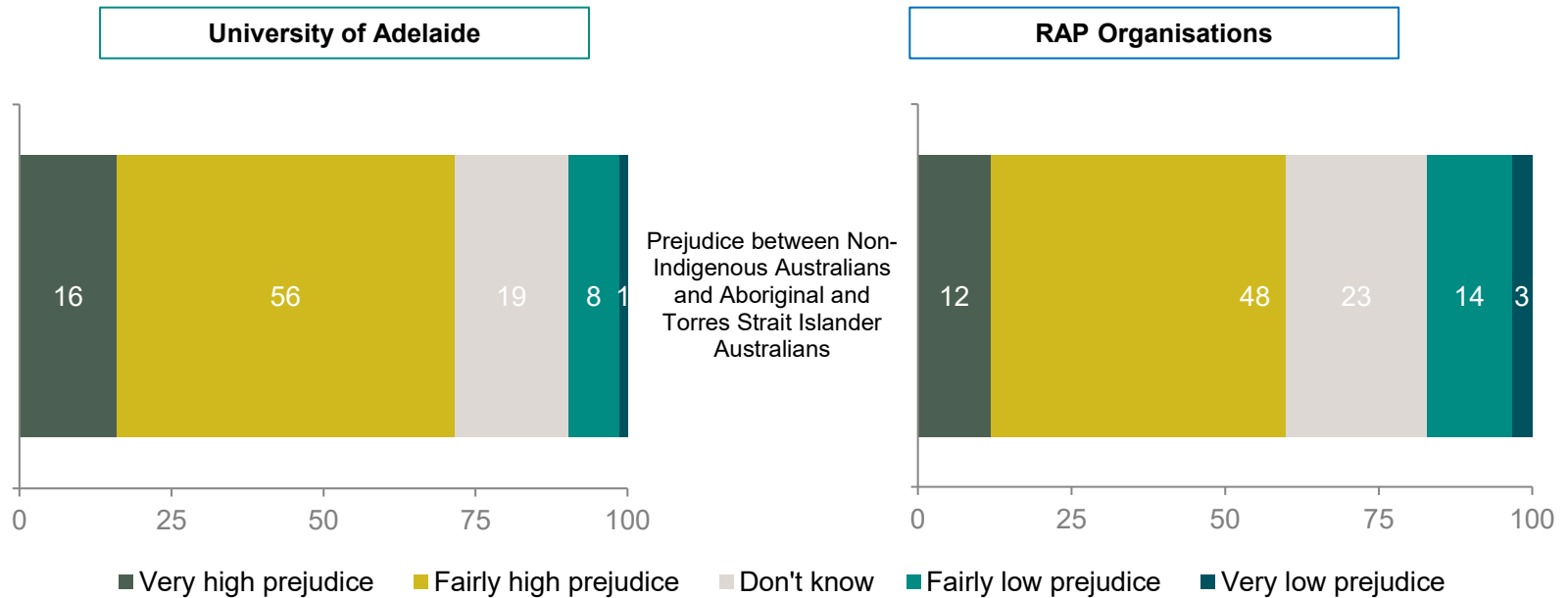


RAP employees are most likely to consider the trust between Aboriginal and Torres Strait Islander Australians and non-Indigenous Australians is low.

However, they more widely feel Indigenous Australians hold very low trust for other Australians (18%), than vice versa (11%).

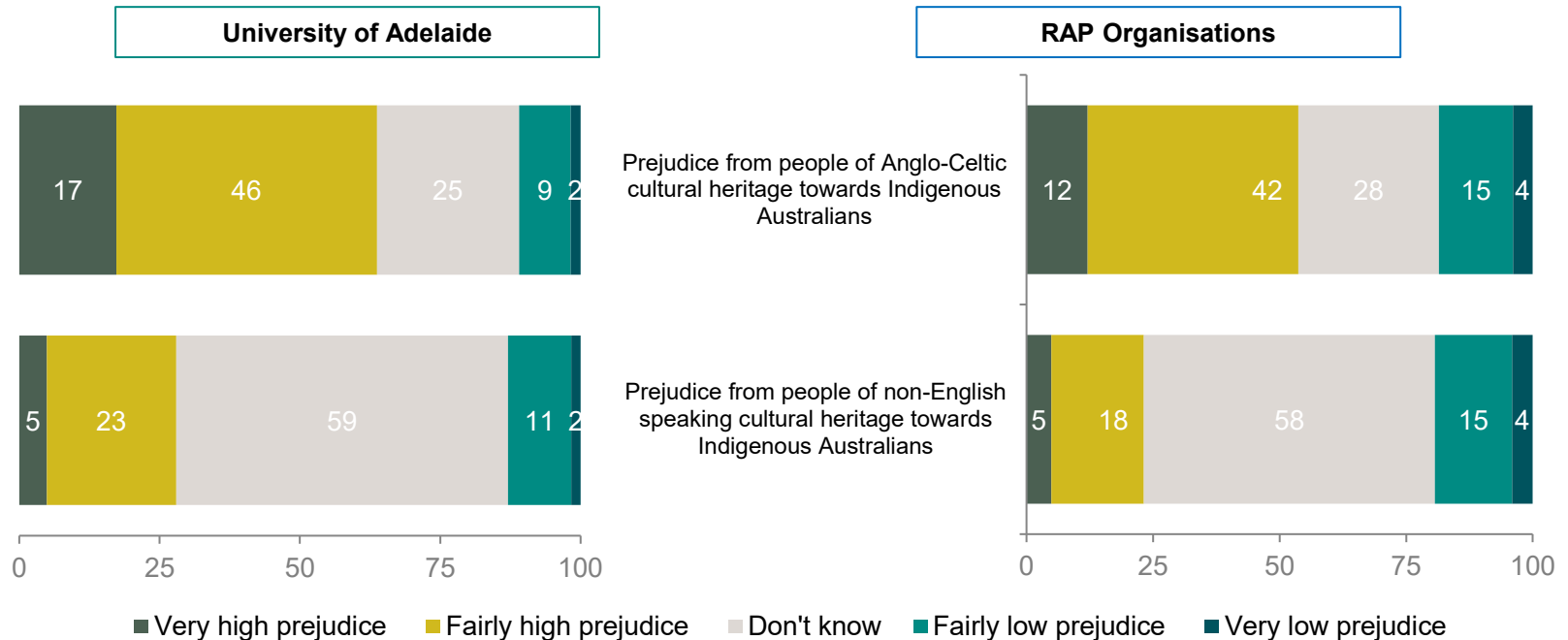


# Race relations: How much prejudice is there between us?



RAP employees are most likely to consider the level of prejudice between Indigenous and non-Indigenous Australians is high.

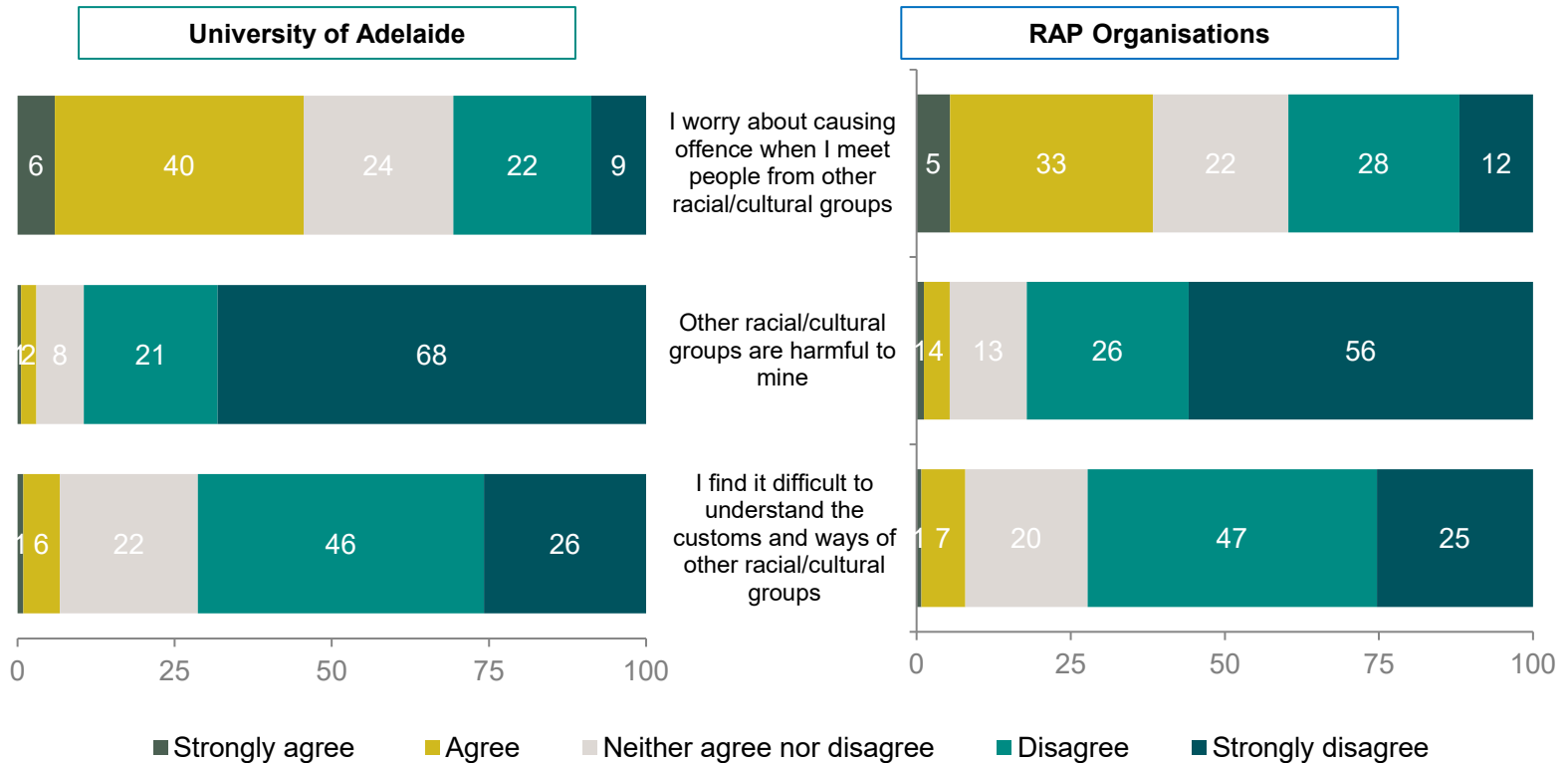
# Race relations: How much prejudice is there from different cultural groups?



RAP employees are most likely to consider the level of prejudice towards Indigenous peoples from Anglo-Celtic Australians is high (56%).

Notably, they more widely believe that prejudice is high from that cultural group than from non-English speaking Australians.

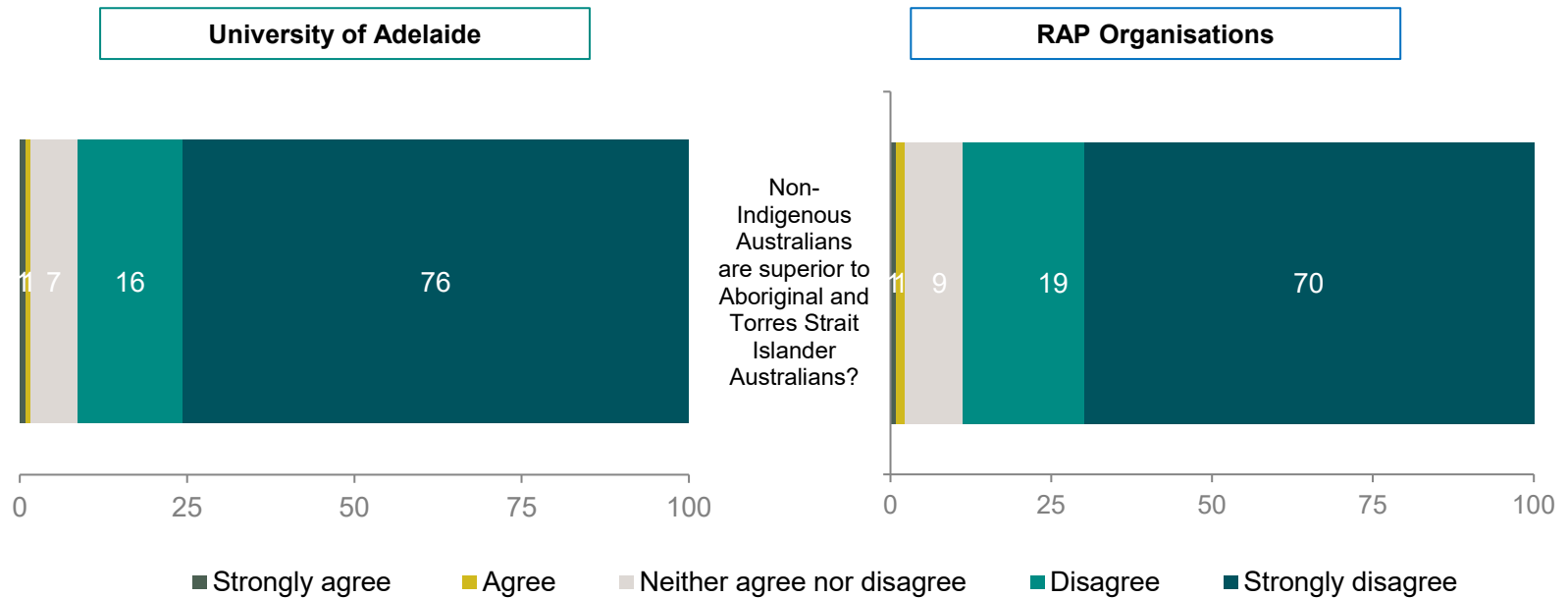
# Race relations: Cultural concerns



RAP employees widely disagree that other races/cultures are harmful to their own, or that they find it difficult to understand other racial/cultural groups.

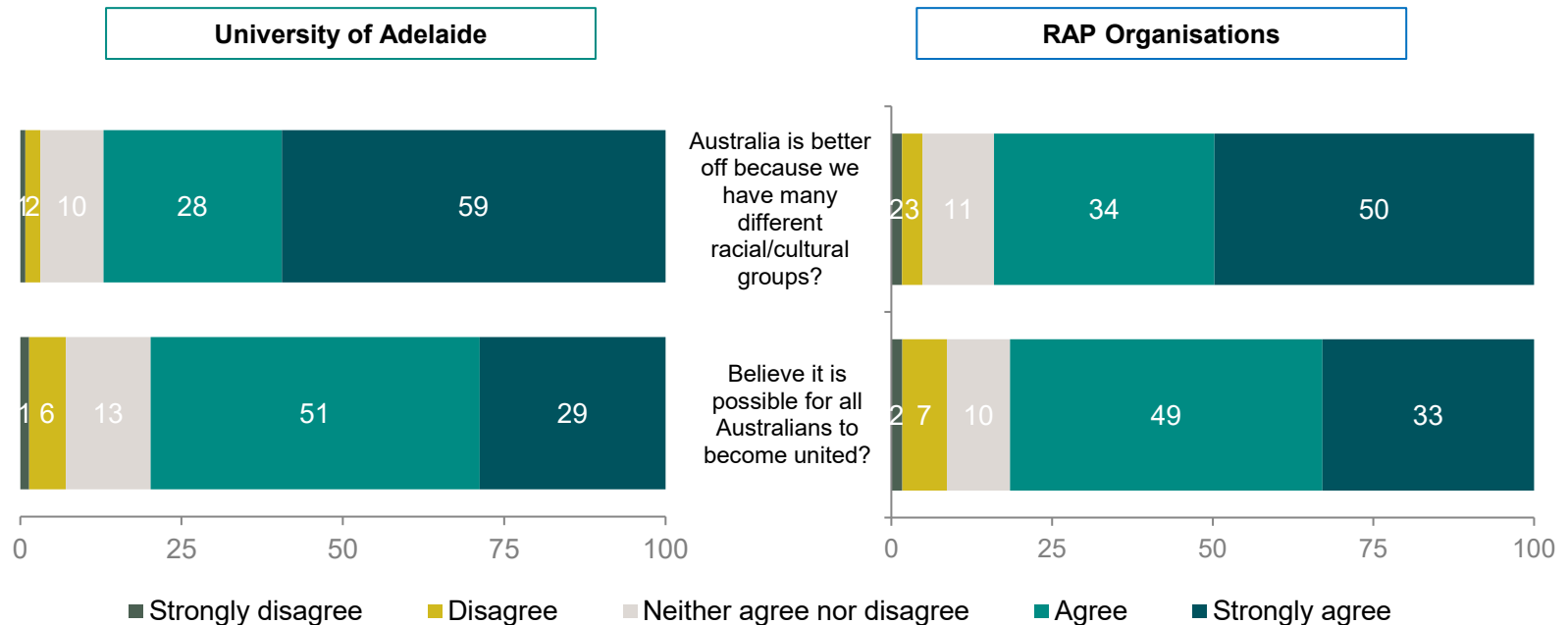
However, they are more divided on whether they are concerned about causing offence when meeting people from other racial/cultural groups (38%) or not (40%).

# Race relations: Cultural superiority



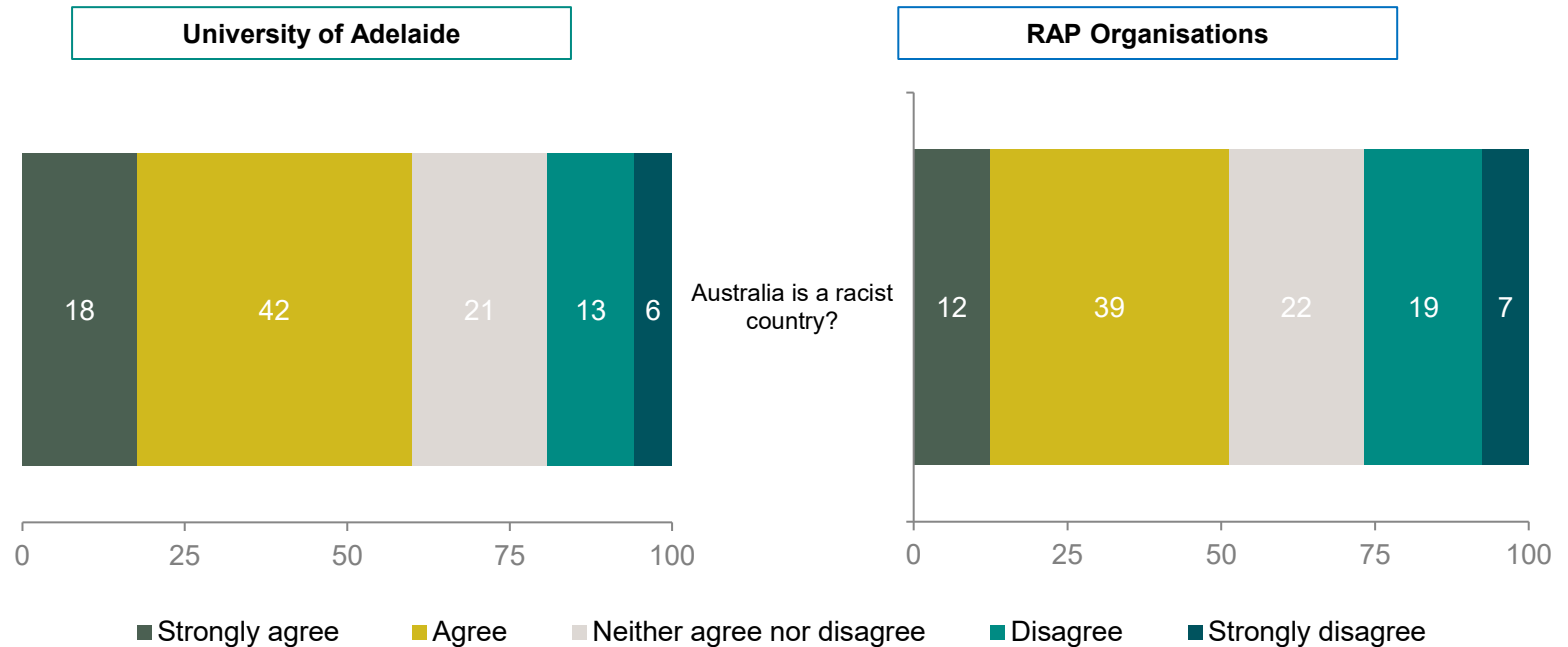
The majority of RAP employees (70%) strongly disagree that non-Indigenous Australians are superior to Indigenous Australians.

# Race relations: Cultural unity



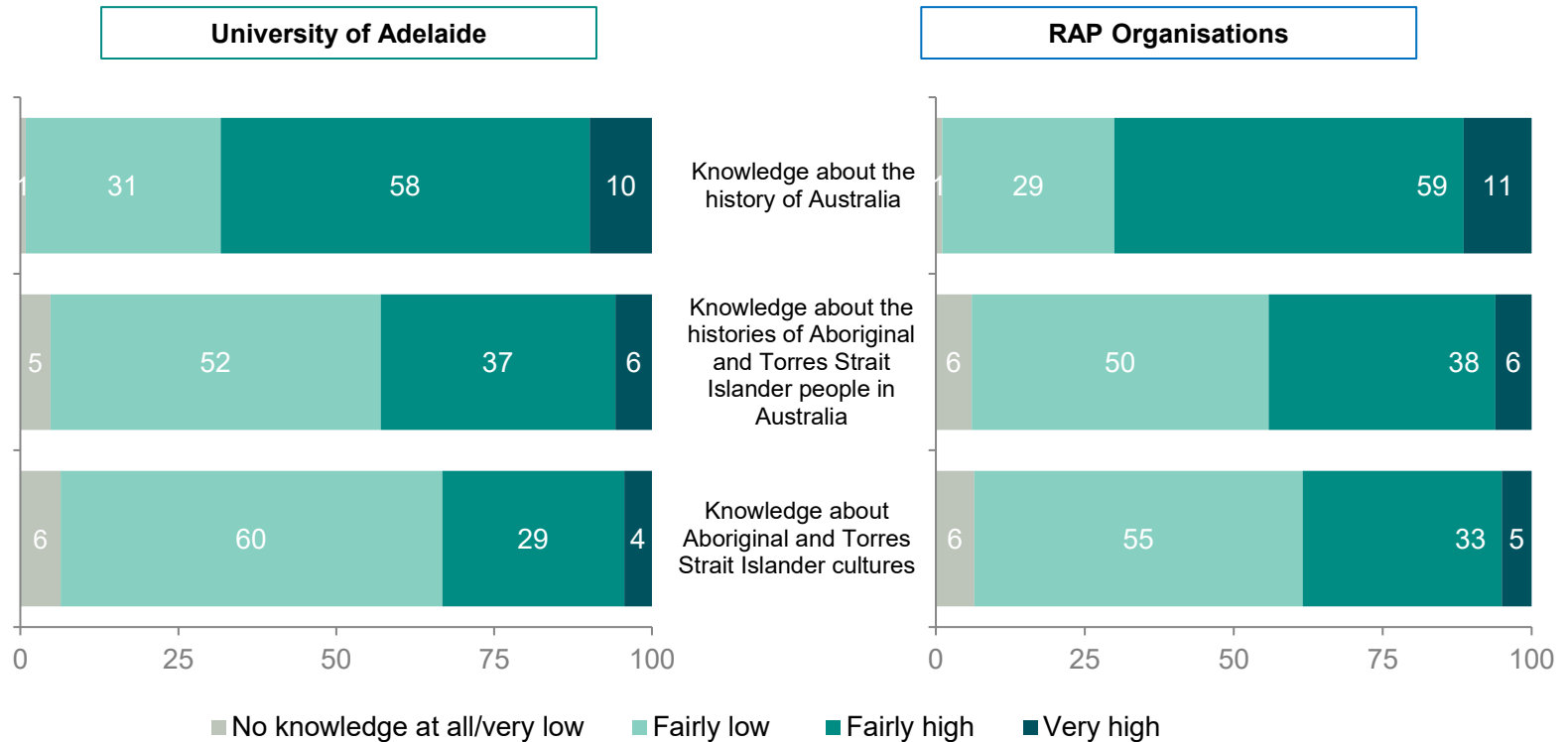
RAP employees are more likely to strongly agree that Australia is better off with many different racial/cultural groups (50%). They also more widely agree it is possible for all Australians to be united (82%), than disagree.

# Race relations: Is Australia racist?



RAP employees (51%) are more likely to agree that Australia is a racist country, than disagree (26%).

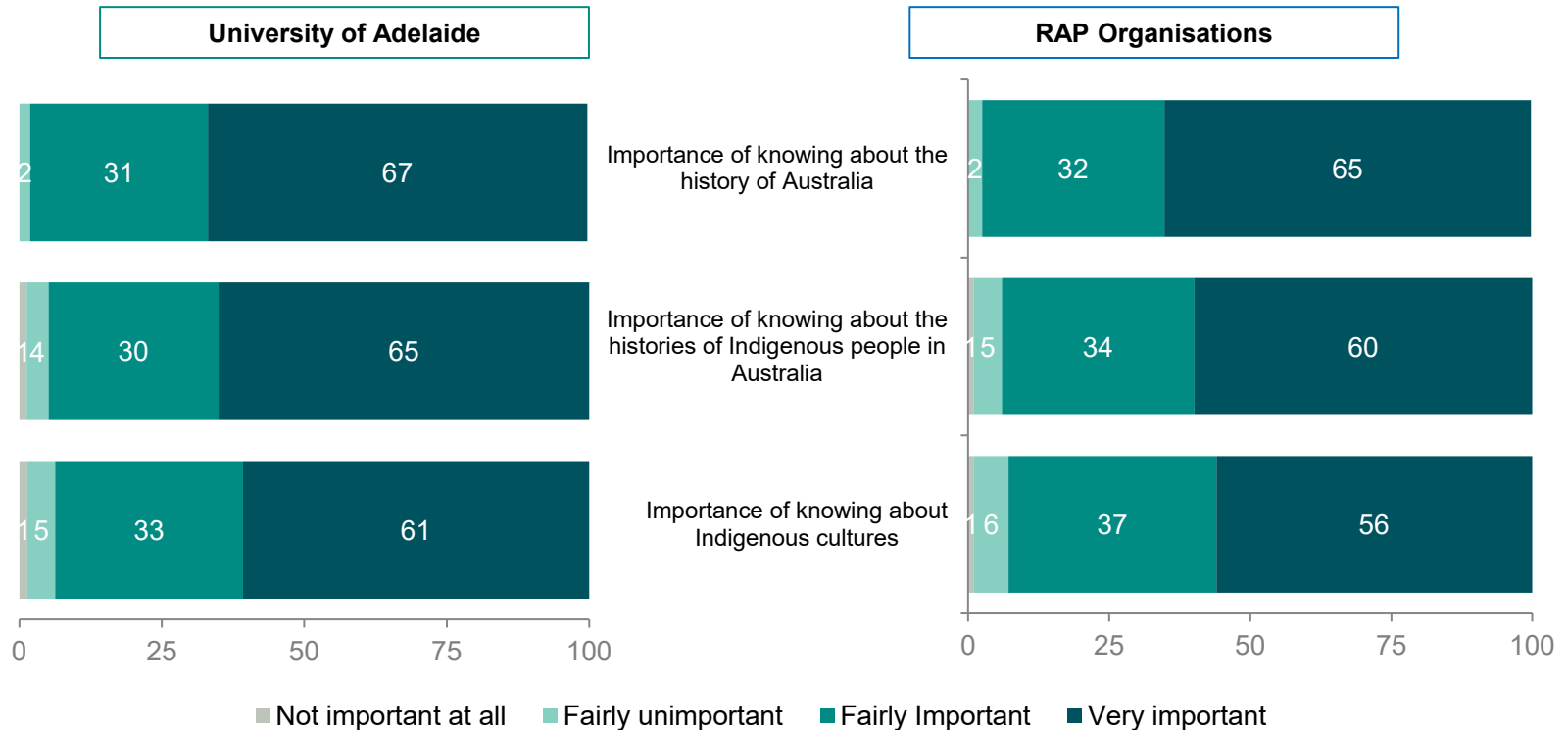
# Knowledge and cultural understanding: How much do we know?



RAP employees are more likely to feel that their knowledge of Aboriginal and Torres Strait Islander histories is high (44%), than their knowledge of Indigenous cultures is high (38%).

However, both these levels are lower than high knowledge levels for Australian history (70%). This perhaps indicates how many Australians continue to see 'Australian history' and Indigenous histories as distinct.

# Knowledge and cultural understanding: Is it important that we know?

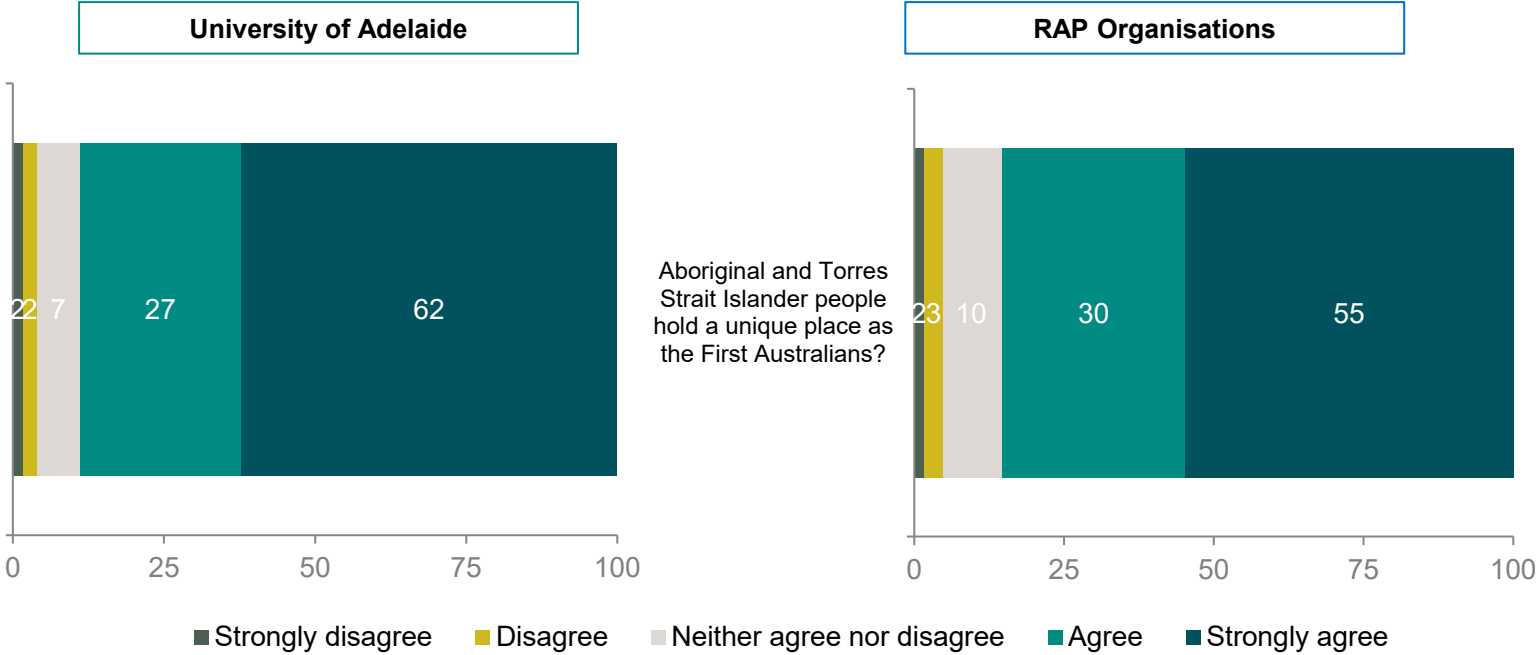


RAP employees widely believe it is very important for Australians to know about Aboriginal and Torres Strait Islander histories and cultures.

However, they more widely rate the importance of 'Australian history' as very high (65%).

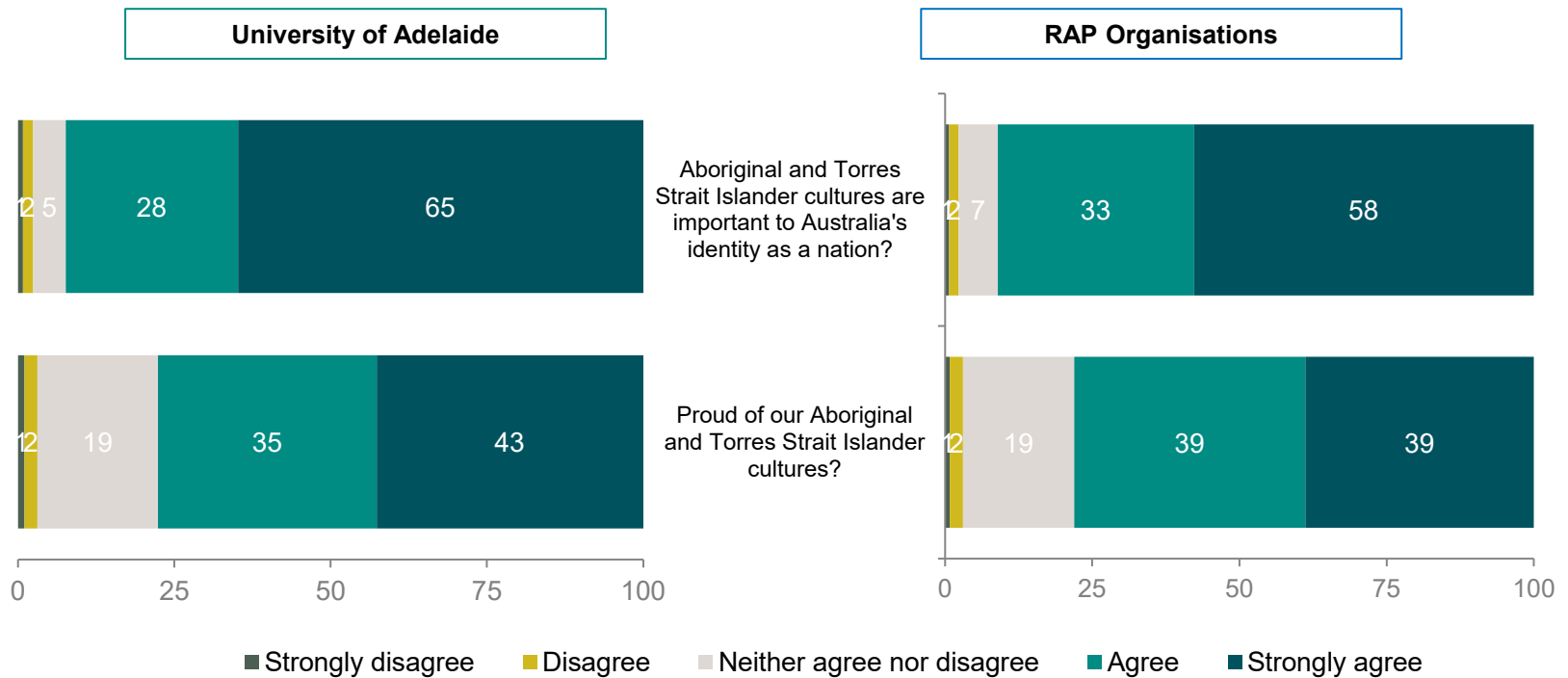


# Knowledge and cultural understanding: Indigenous significance



RAP employees (85%) are more likely to agree that Indigenous Australians hold a unique place as the First Australians, than disagree (5%).

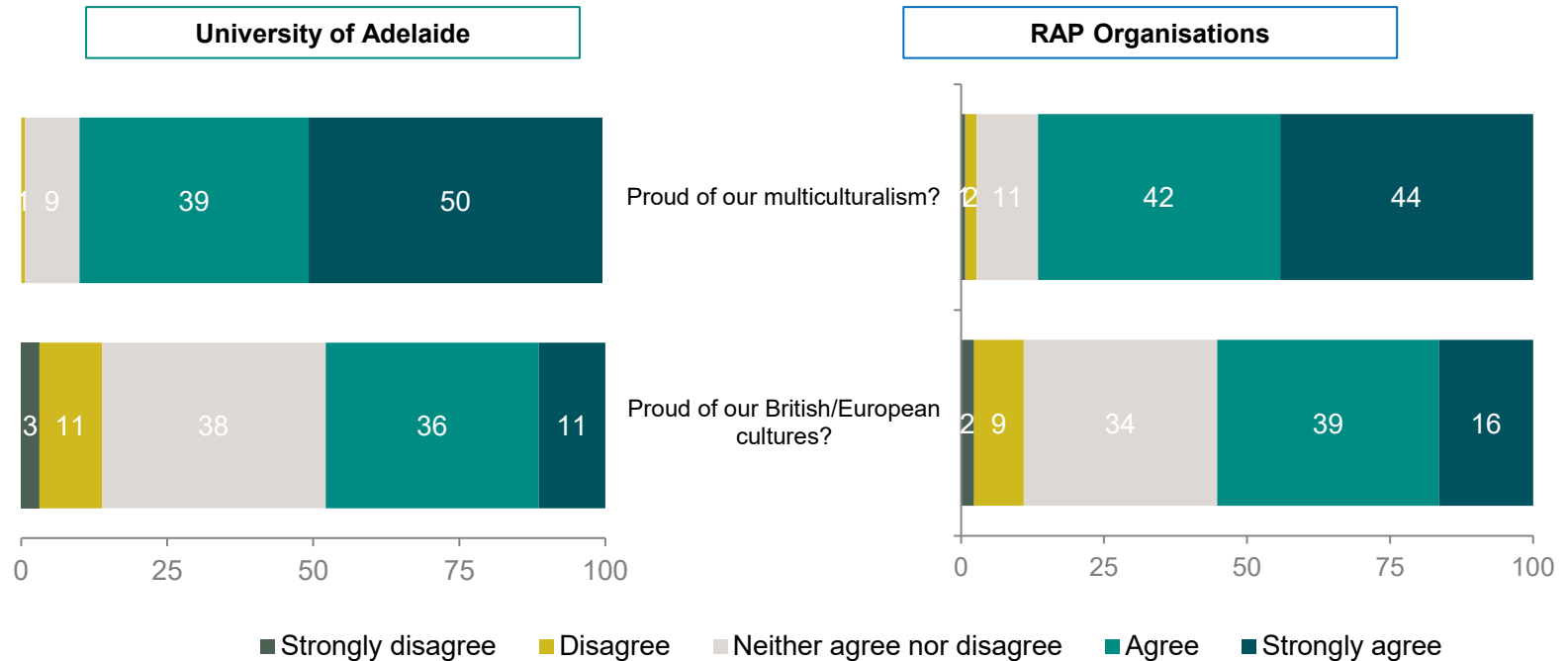
# Knowledge and cultural understanding: Indigenous cultural value



RAP employees are widely proud of Australia's Aboriginal and Torres Strait Islander cultures.

However, they are more likely to strongly agree Indigenous cultures are important to Australia's national identity.

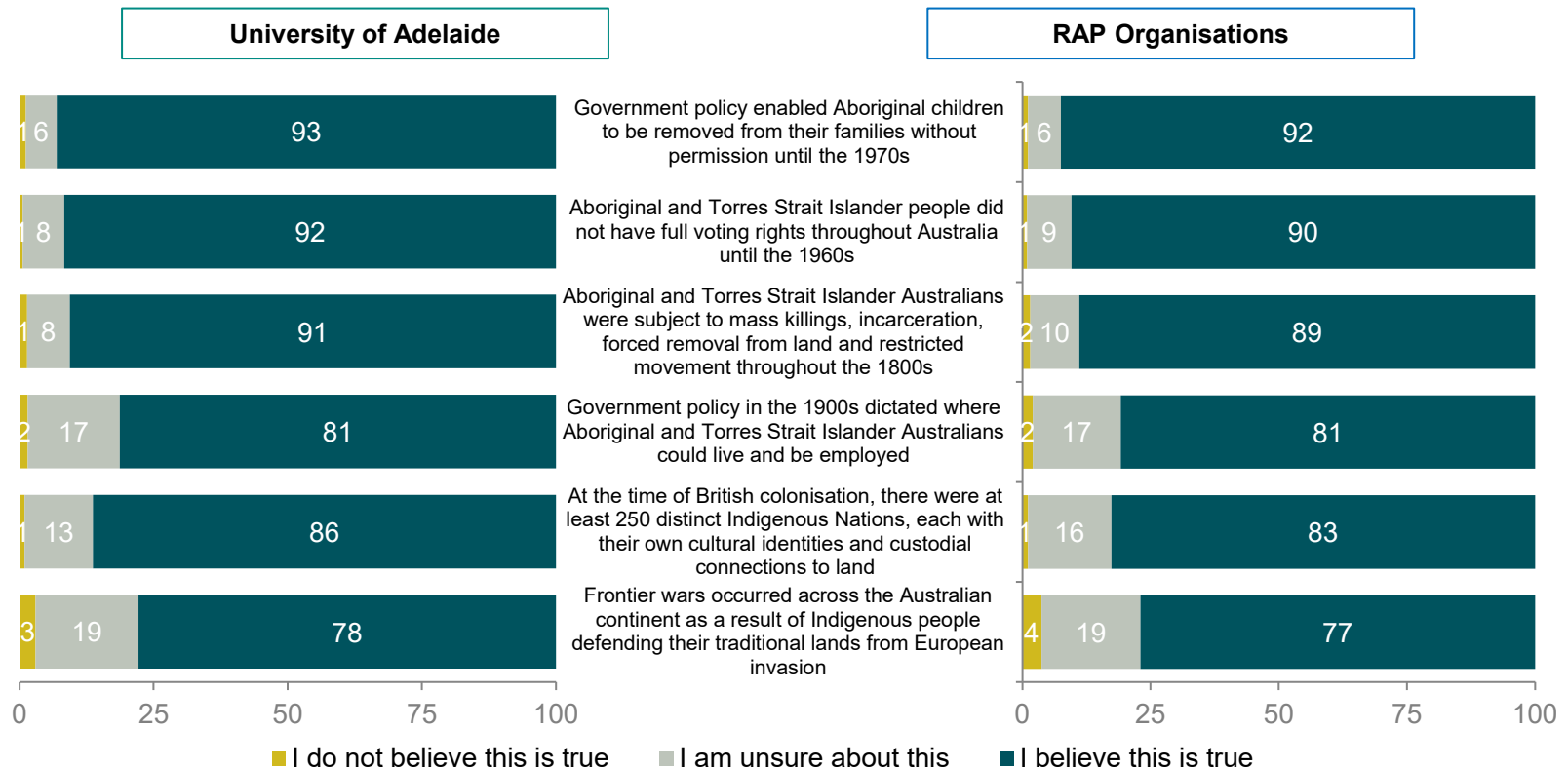
# Knowledge and cultural understanding



RAP employees are widely proud of Australia’s multiculturalism and mostly agree they are proud of Australia’s British and European cultures.

However, it is notable they continue to be more likely to feel strongly proud of our multiculturalism (44%) than our Indigenous cultures (39%).

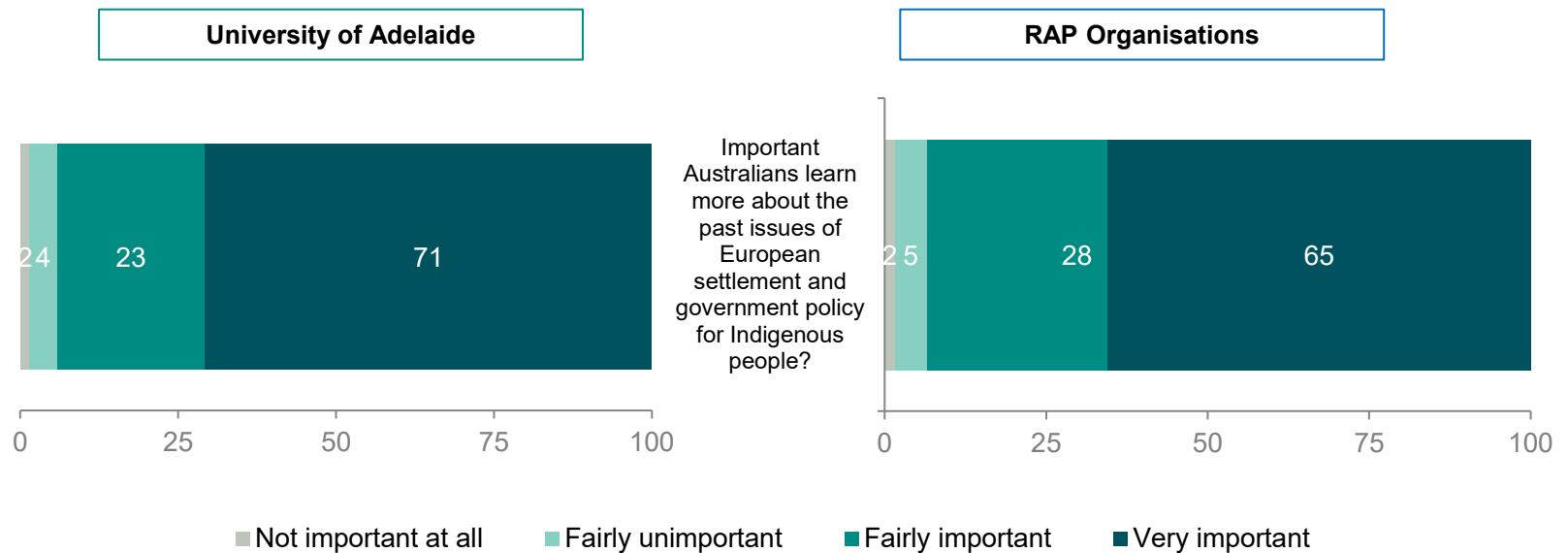
# Historical acceptance: Do we believe that key events from the past are factual?



RAP employees widely believe as facts, many of the consequences of European settlement and government policy for Indigenous people in Australia.

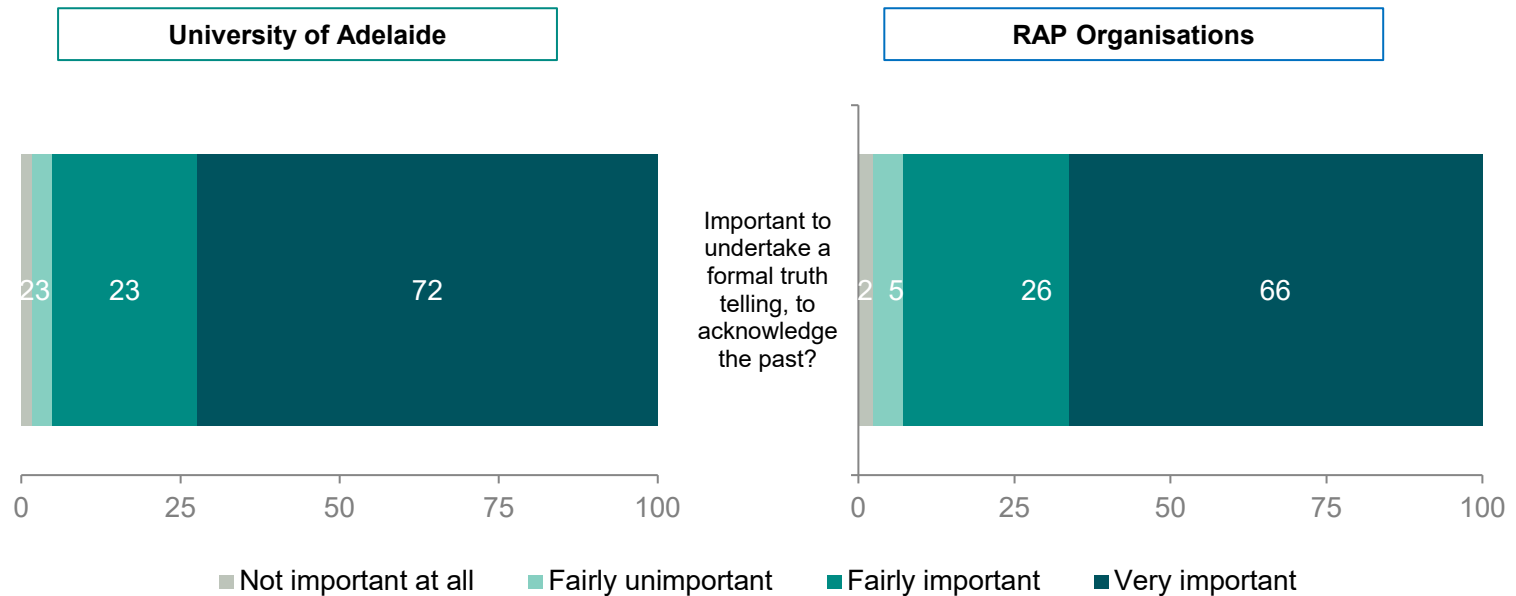
In particular, staff at RAP organisations (83%) more widely understand that Australia was inhabited by distinct Indigenous Nations prior to British colonisation, compared to the general public (65% - ARB 2020).

# Historical acceptance: Is it important we learn about issues from events in the past?



RAP employees widely feel it is very important (65%) for all Australians to learn more about the past issues and consequences of European settlement and government policy, for Indigenous people in Australia.

# Historical acceptance: Is it important to formally acknowledge the past?

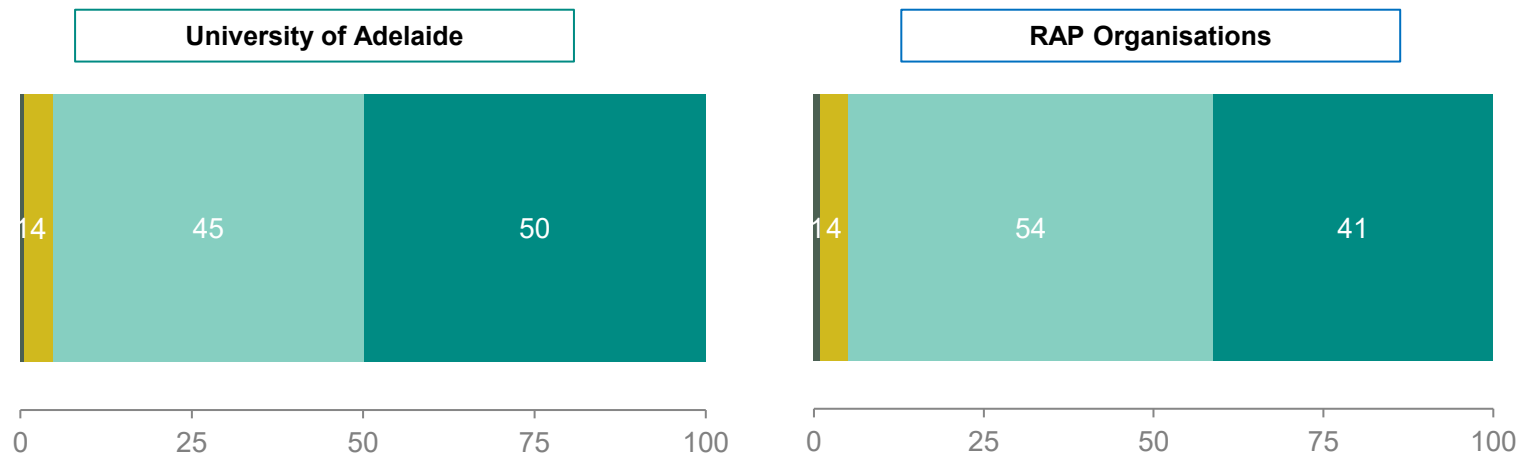


RAP employees (66%) widely believe it's very important to undertake formal truth telling processes, in relation to Australia's shared history and past issues for Aboriginal and Torres Strait Islander peoples.

# Historical acceptance: How do we move on?

The majority of RAP employees (54%) feel there should be forgiveness for the past issues of European settlement and government policy and all Australians should now move on.

However, more RAP staff now believe the wrongs of the past must be rectified first (41%) than in 2018 (35%), 2016 (33%) or 2014 (27%), continuing a very positive trend in understanding and reconciliation.



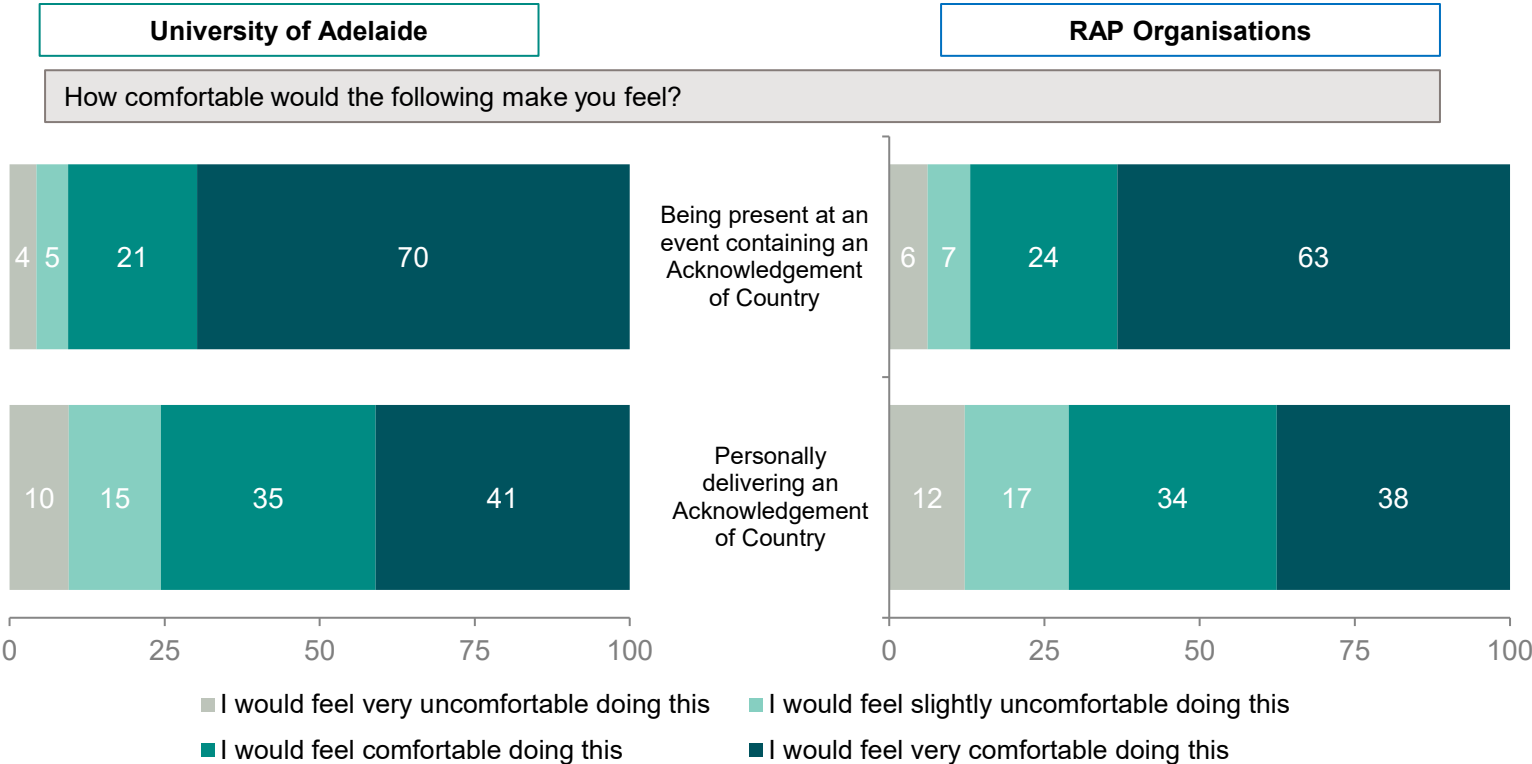
- I don't believe there have been any wrongs of the past
- The wrongs of the past can never be forgiven
- There should be forgiveness for the wrongs of the past and all Australians should now move on
- The wrongs of the past must be rectified before all Australians can move on

# Workplace Reconciliation Barometer 2020

Workplace practices, RAP outcomes & Employee engagement



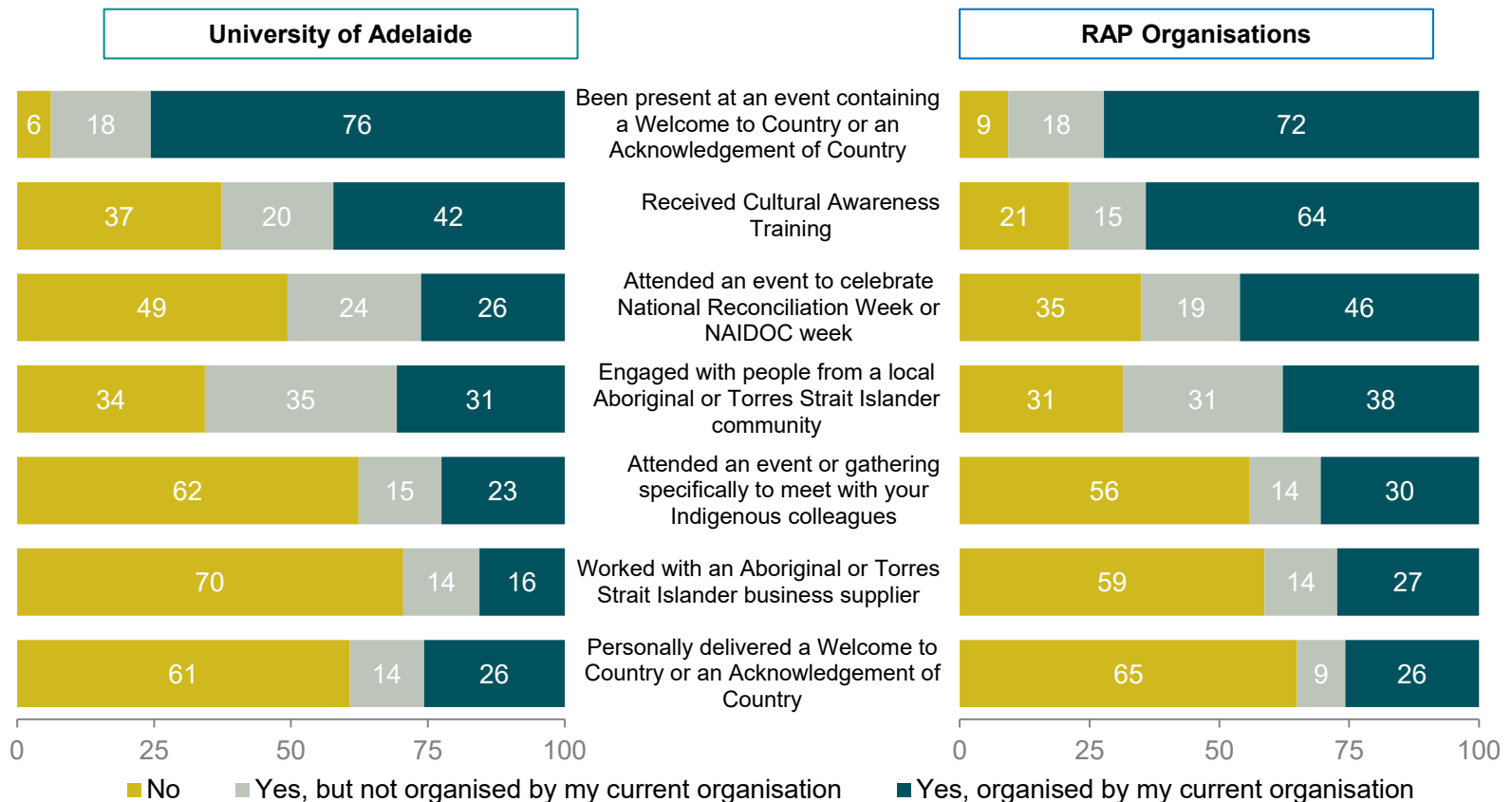
# Organisational practices and RAP outcomes: Ceremonial participation



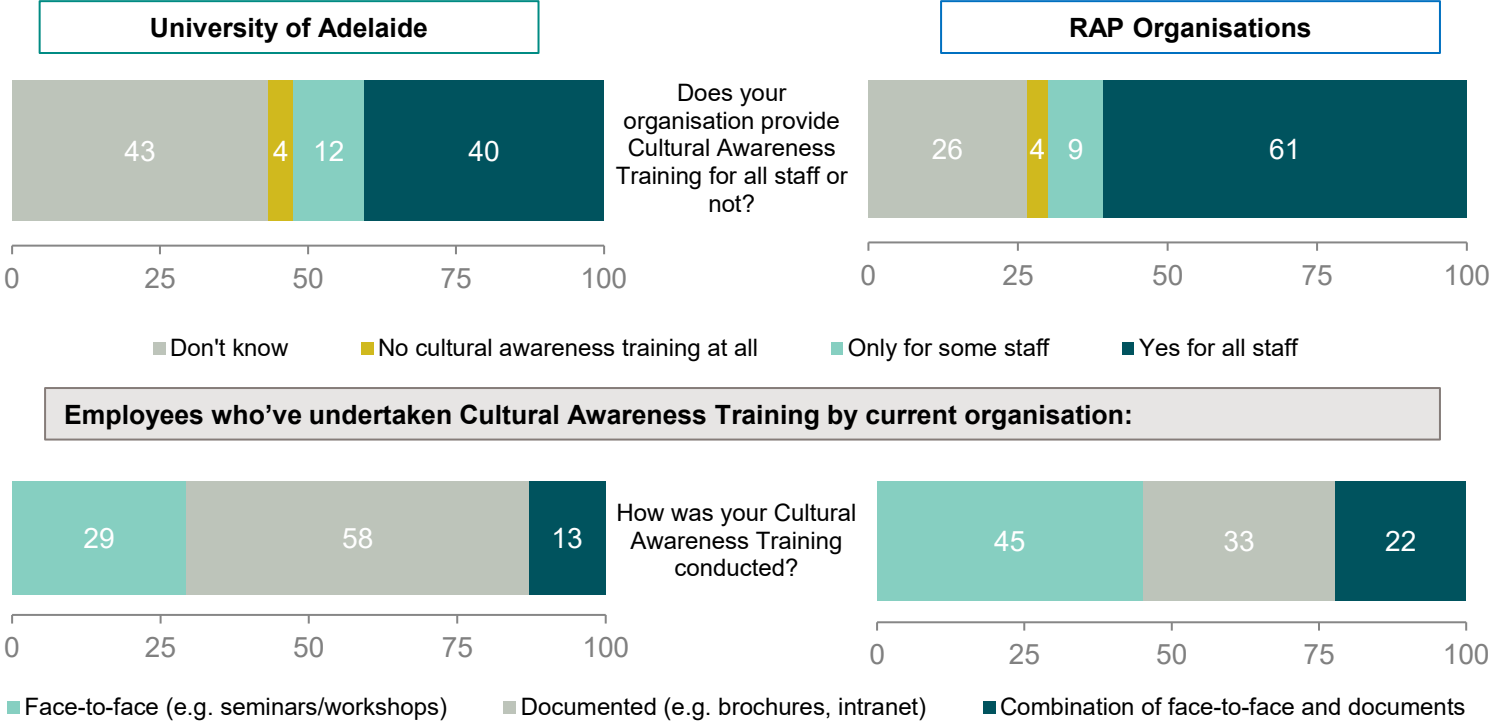
While the majority of RAP employees (63%) would feel very comfortable being present at an Acknowledgement of Country event, 1 in 3 would feel uncomfortable personally delivering such an address.

# Organisational practices and RAP outcomes: Participation in RAP activities

The majority of RAP employees that have participated in various reconciliation activities at their current organisation have attended an event with an Acknowledgement or Welcome to Country address (72%) and/or received cultural awareness training (64%).



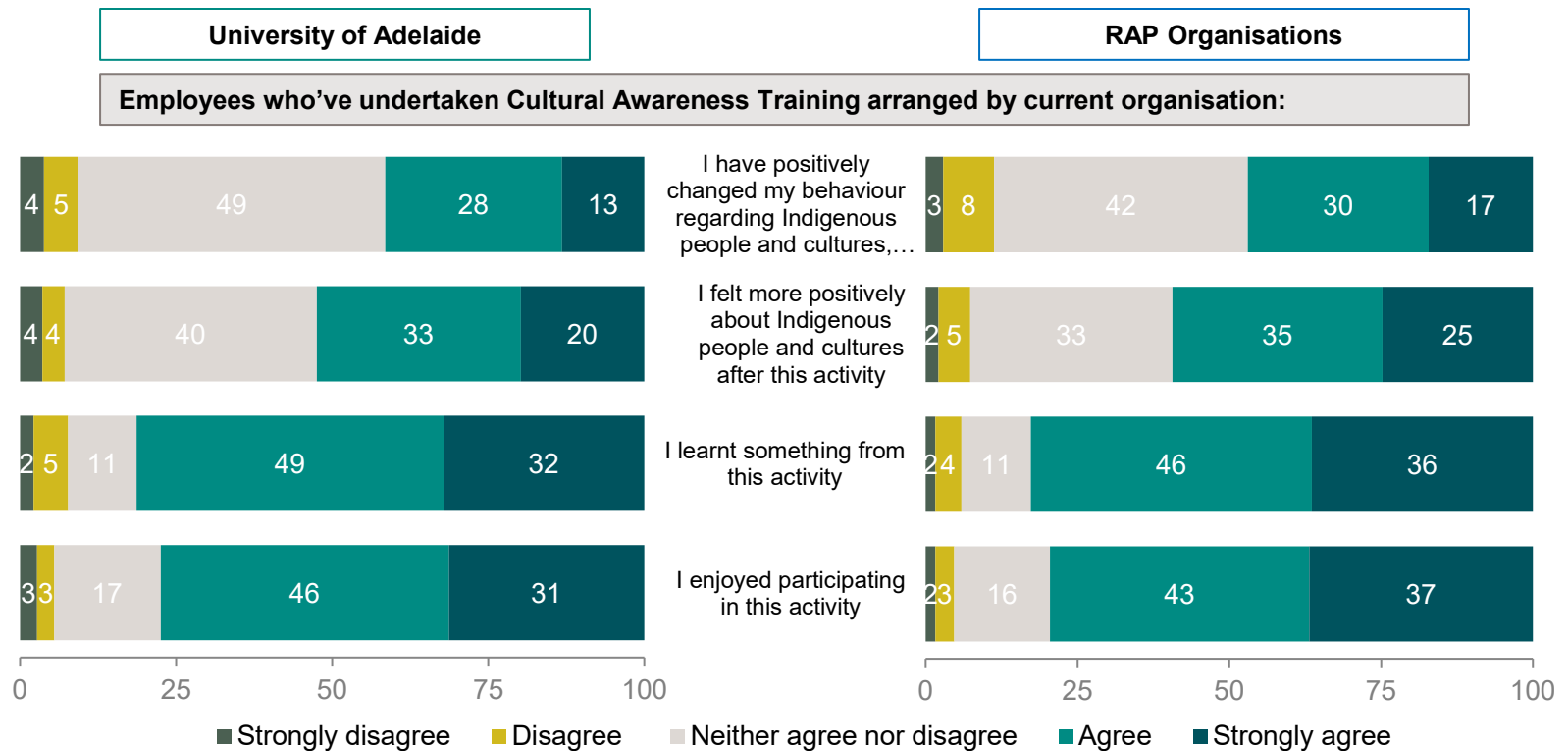
# Organisational practices and RAP outcomes: Cultural Awareness Training



Most RAP employees (61%) say their organisation conducts cultural awareness training for all staff. However, one in four (26%) of staff at organisations with a RAP 'don't know' if this is the case or not.

Most staff who've undertaken cultural awareness training continue to do so in face-to-face seminars or workshops (46%).

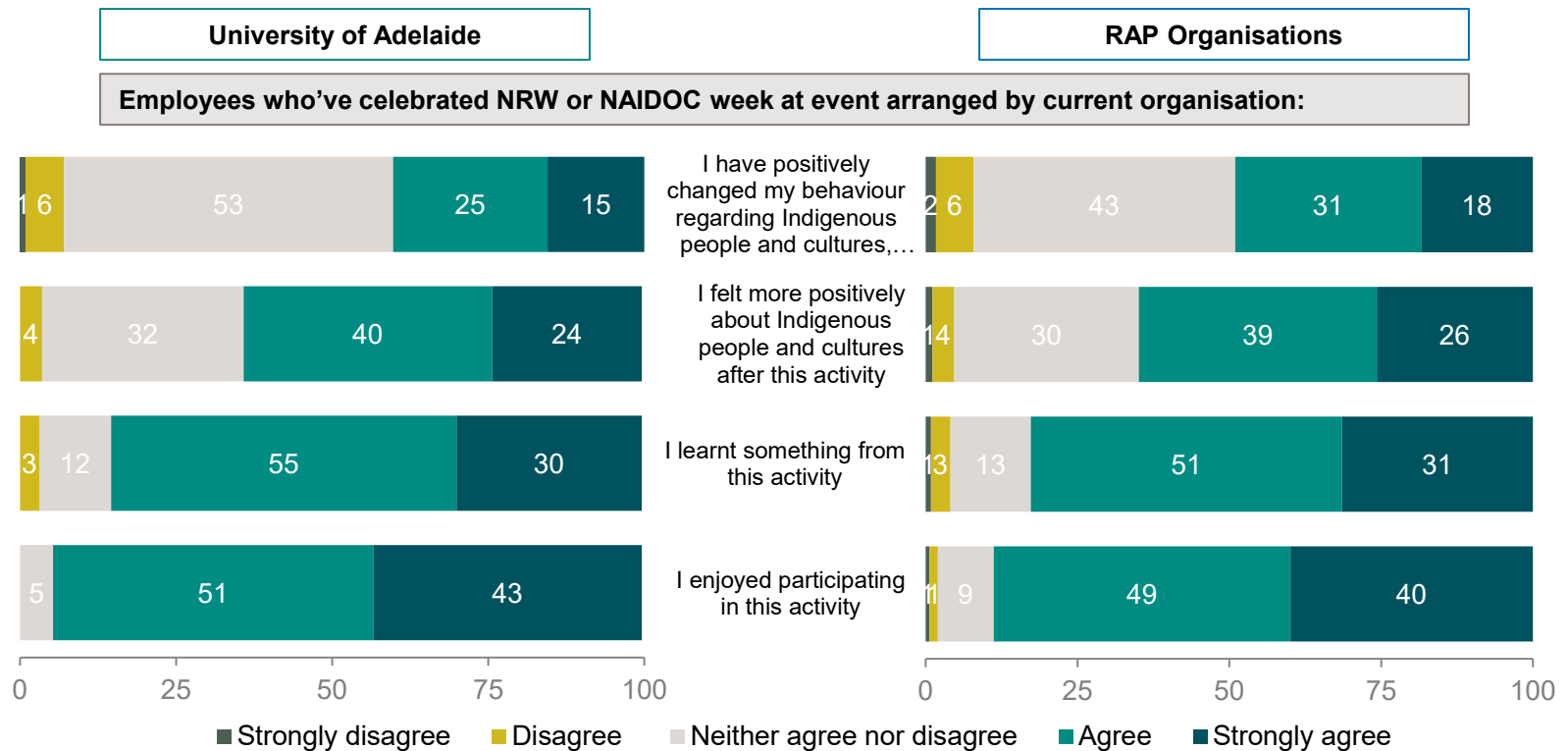
# Organisational practices and RAP outcomes: Cultural Awareness Training



RAP employees are more likely to say they learnt something from cultural awareness training (82%), than say they felt more positively towards Indigenous people and cultures or agree they enjoyed it, after attending training at their current organisation.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

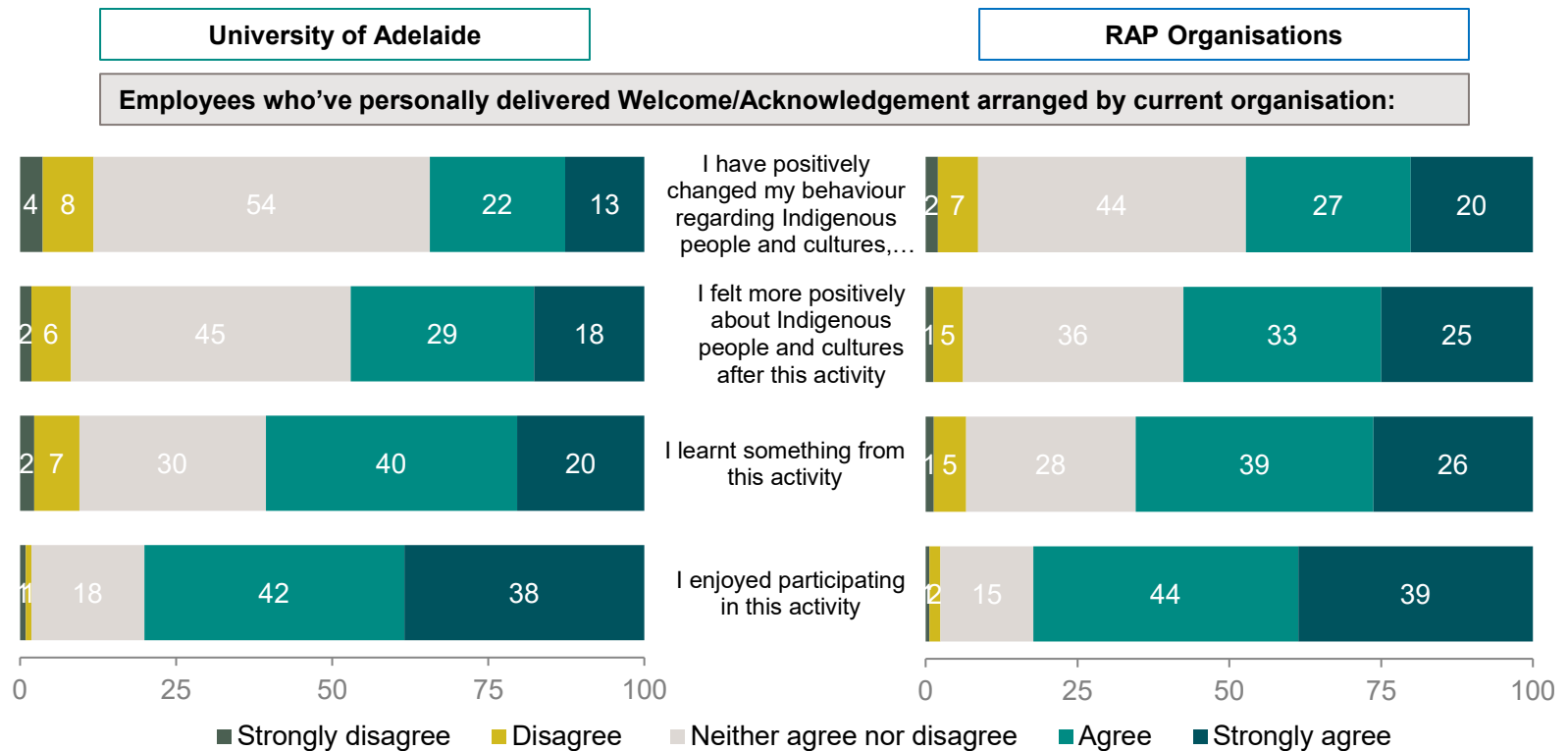
# Organisational practices and RAP outcomes: NRW or NAIDOC celebrations



RAP employees are more likely to say they enjoyed celebrating a National Reconciliation Week or NAIDOC week event (89%), than say they felt more positively towards Indigenous people and cultures or agree they learnt something, after attending such an event at their current organisation.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

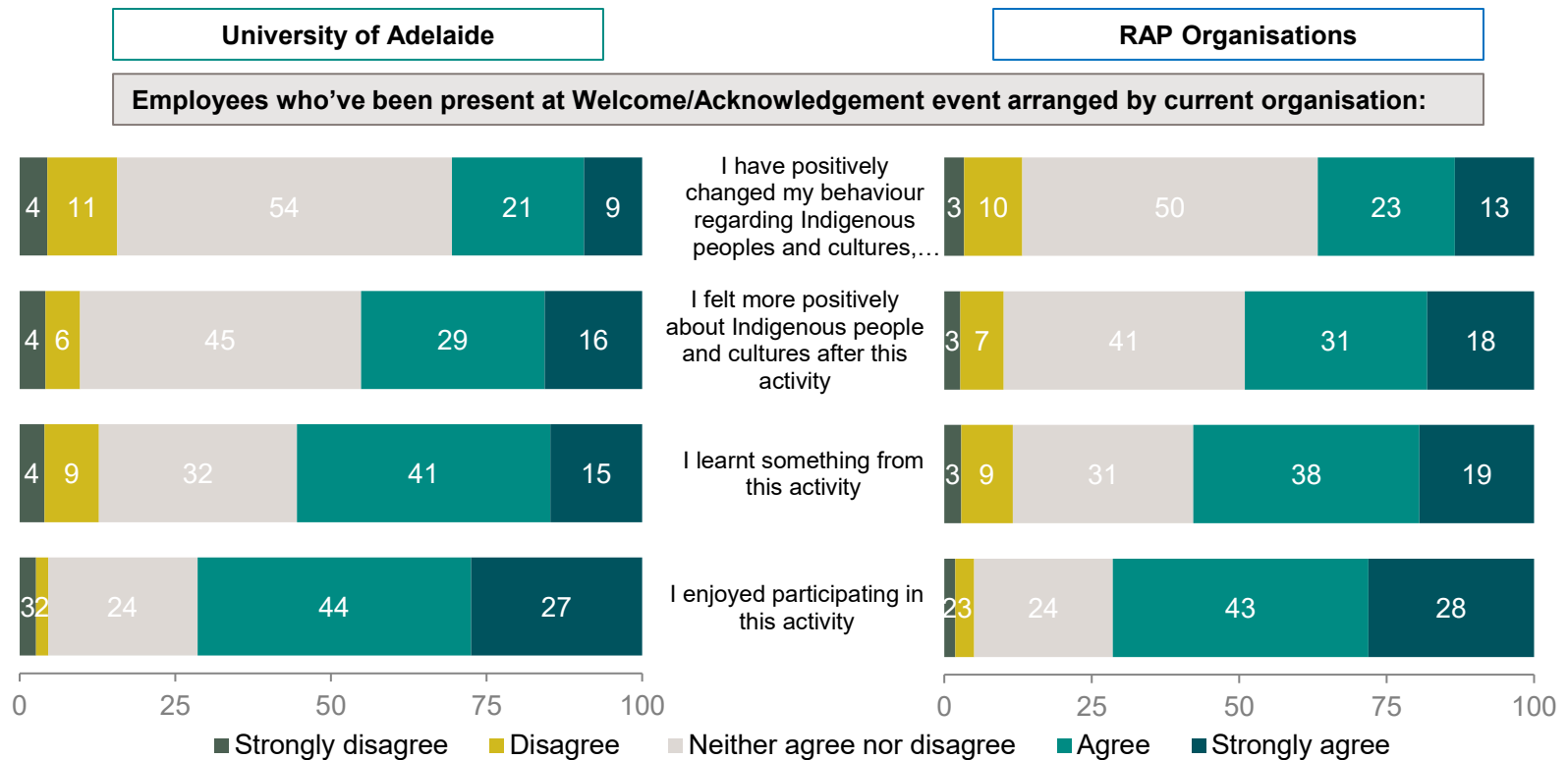
# Organisational practices and RAP outcomes: Personal delivery of Welcome/Acknowledgement of Country



More RAP employees agree they enjoyed personally delivering a Welcome to Country or Acknowledgement of Country (83%), than say they felt more positively towards Indigenous people and cultures or agree they learnt something, after such an event at their current organisation

It is notable that fewer RAP staff agree they've changed their behaviour positively.

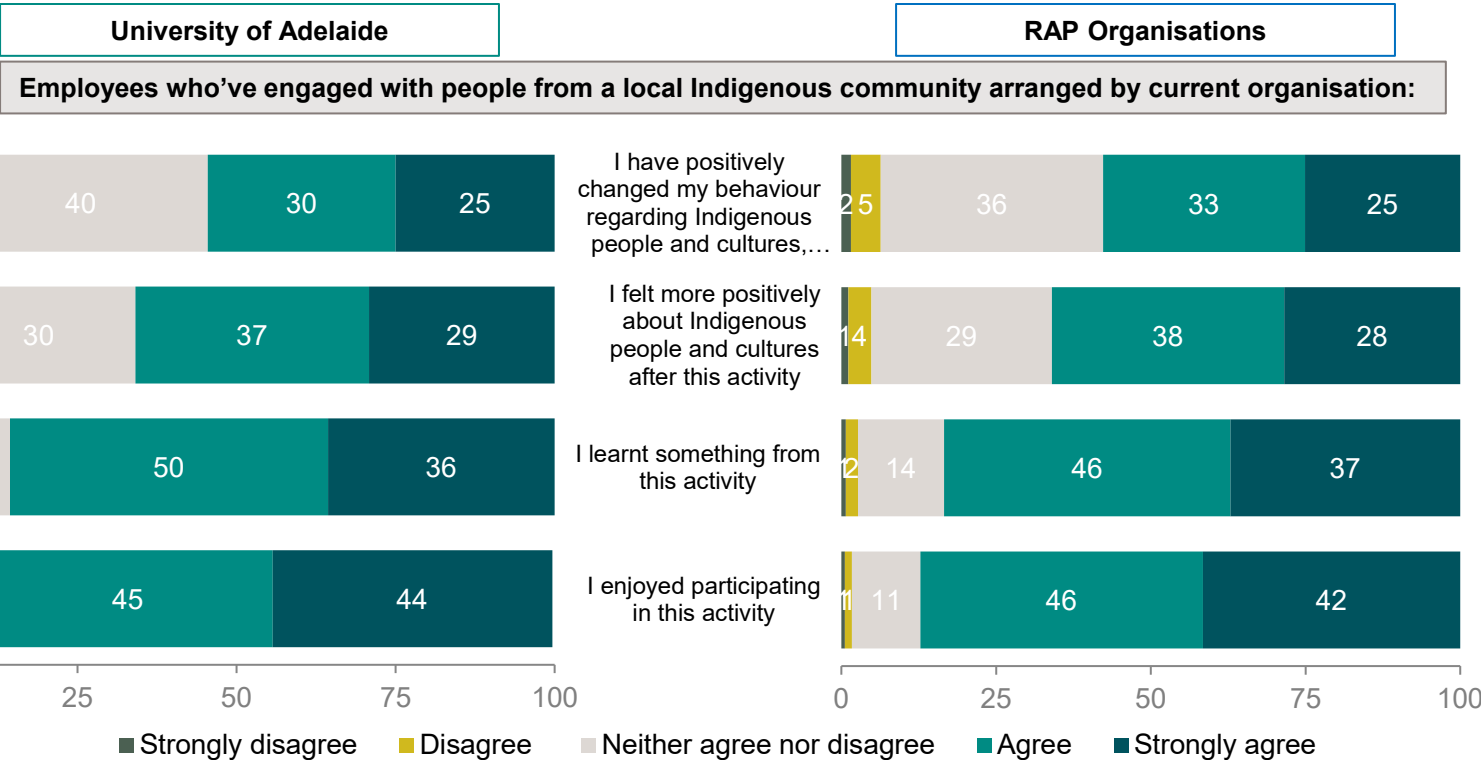
# Organisational practices and RAP outcomes: Welcome/Acknowledgement of Country event



RAP employees are more likely to agree they enjoyed being present at a Welcome to Country or an Acknowledgement of Country event (71%), than say they felt more positively towards Indigenous people and cultures or agree they learnt something, after attending such an event at their current organisation.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

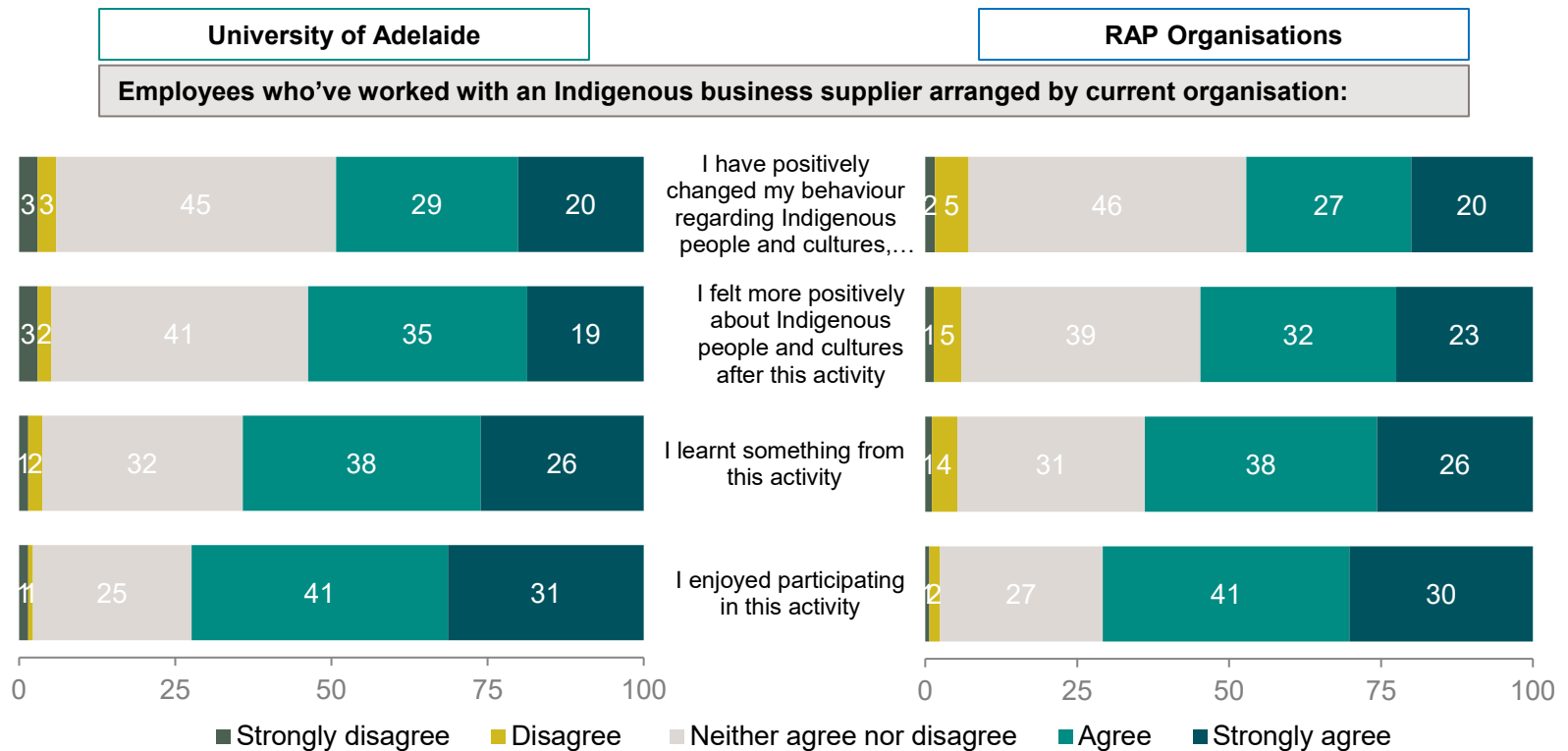
# Organisational practices and RAP outcomes: Engaging with a local Indigenous community



More RAP employees agree they enjoyed engaging with a local Indigenous community with their organisation (88%), than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after doing so. It is notable that fewer RAP staff agree they've changed their behaviour positively.



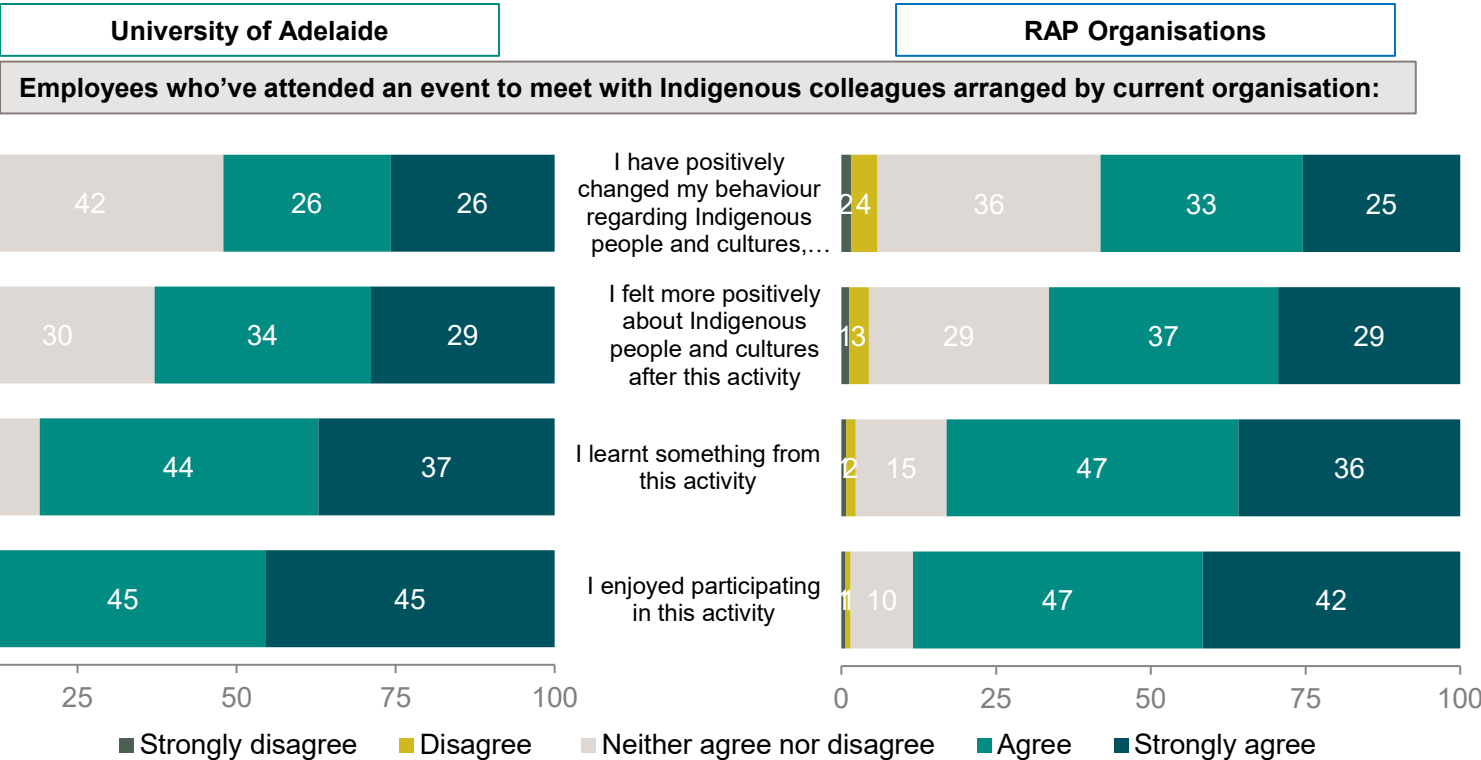
# Organisational practices and RAP outcomes: Working with Indigenous businesses



More RAP employees agree they enjoyed working with an Indigenous business supplier at their organisation (71%), than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after doing so.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

# Organisational practices and RAP outcomes: Meeting with Indigenous colleagues

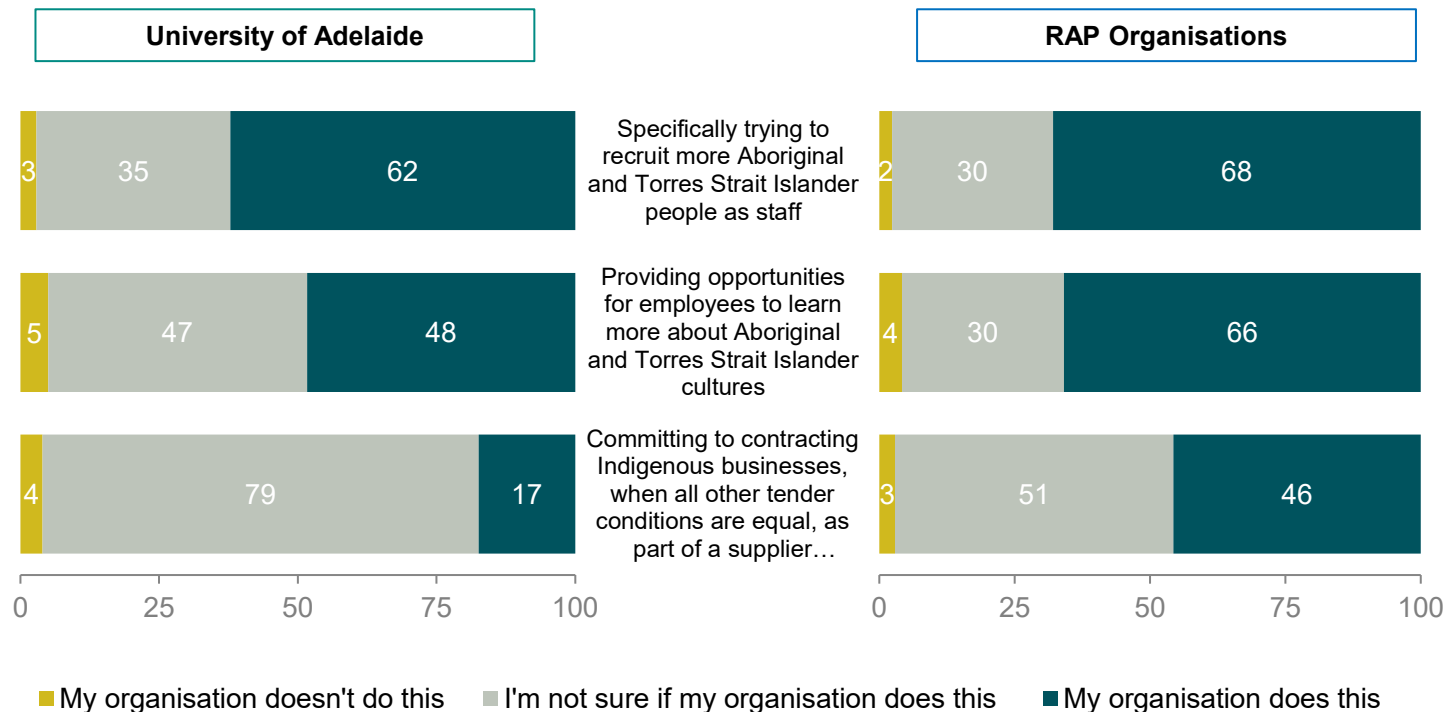


More RAP employees agree they enjoyed meeting with Indigenous colleagues at a specific event arranged by their organisation (89%), than say they learnt something from it, or that they felt more positively towards Indigenous people and cultures after doing so.

It is notable that fewer RAP staff agree they've changed their behaviour positively.

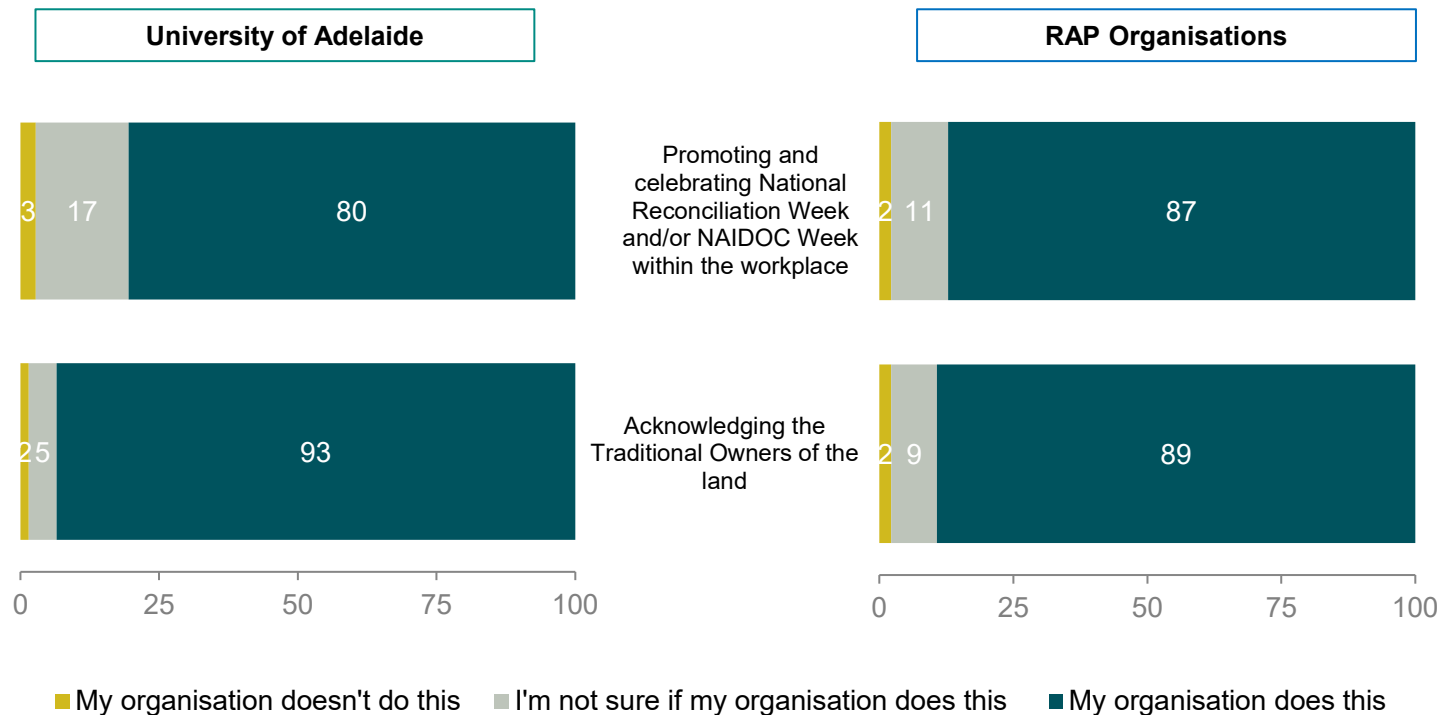
# Organisational practices and RAP outcomes: Awareness of business actions

**Business Actions:** Most RAP employees believe key reconciliation business actions are undertaken by their organisation, particularly in terms of recruitment. However, there is less awareness of contracting Indigenous business suppliers.



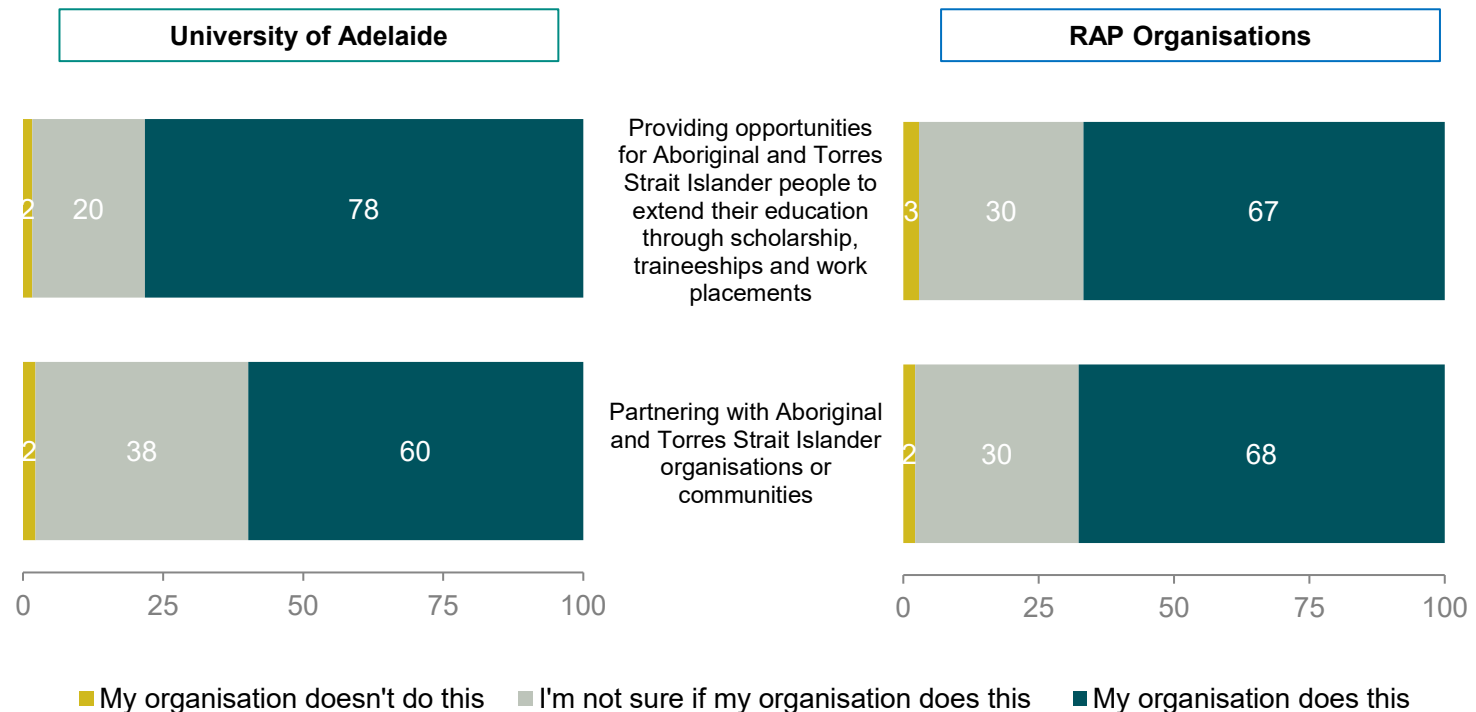
# Organisational practices and RAP outcomes: Awareness of workplace actions

**Workplace Actions:** Most RAP employees believe key reconciliation workplace actions are undertaken by their organisation.

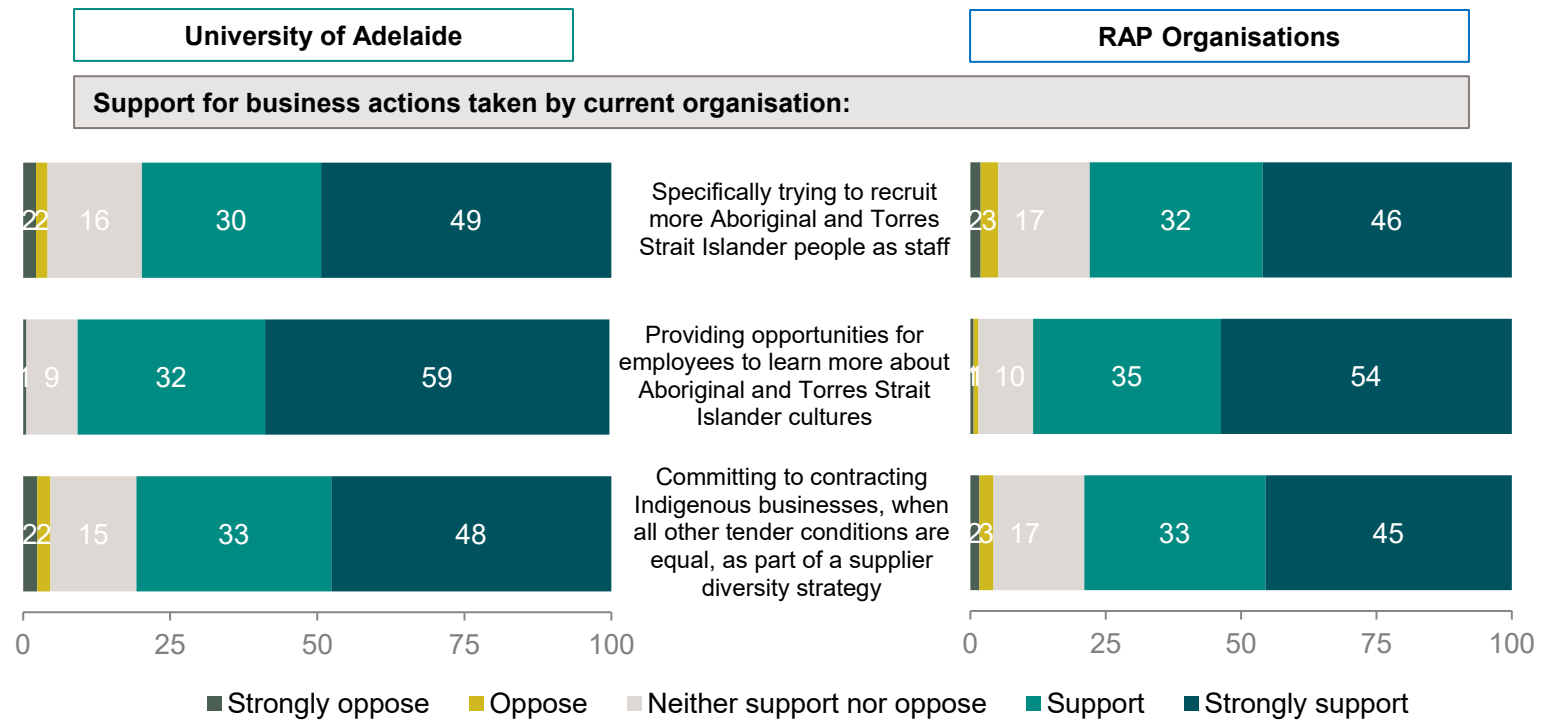


# Organisational practices and RAP outcomes: Awareness of community actions

**Community Actions:** Most RAP employees believe key reconciliation community actions are undertaken by their organisation. However, 1 in 3 are unsure.

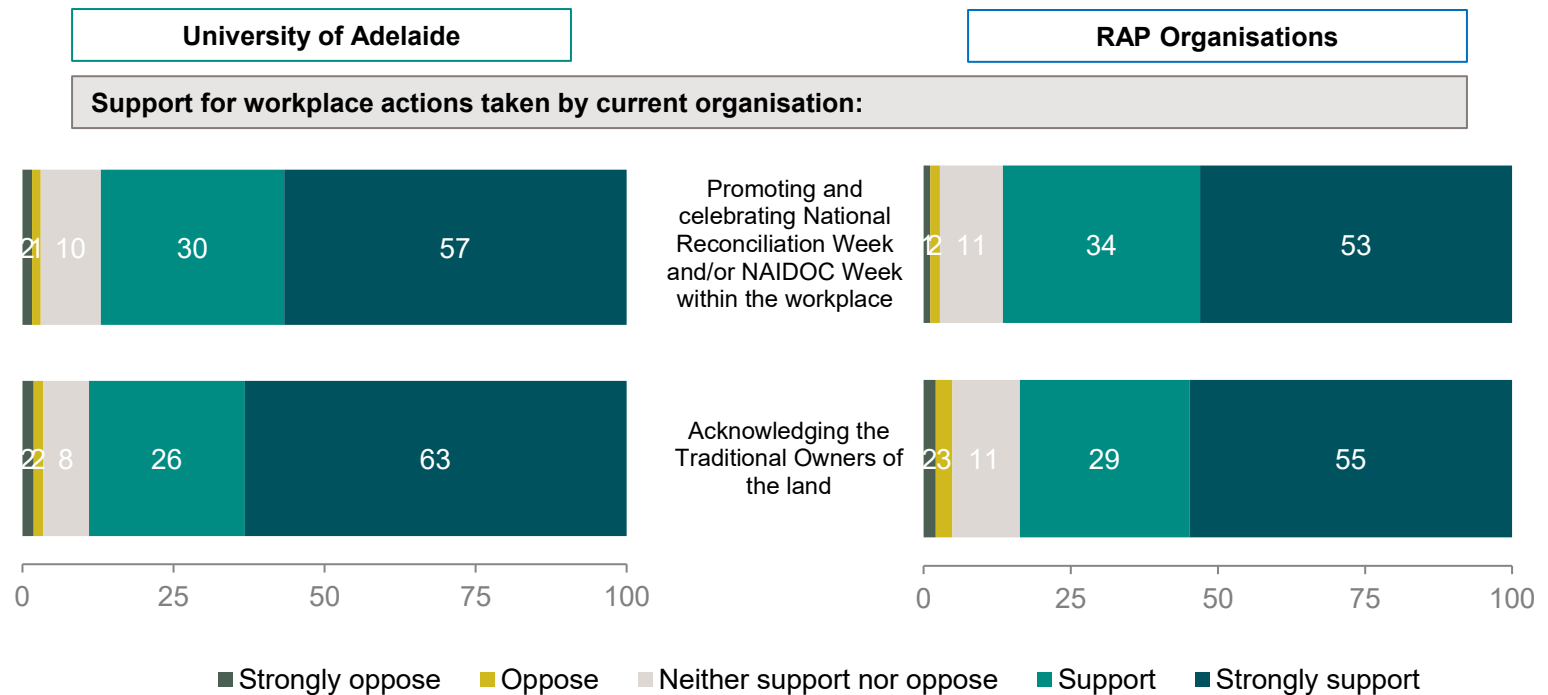


# Organisational practices and RAP outcomes: Support for business actions



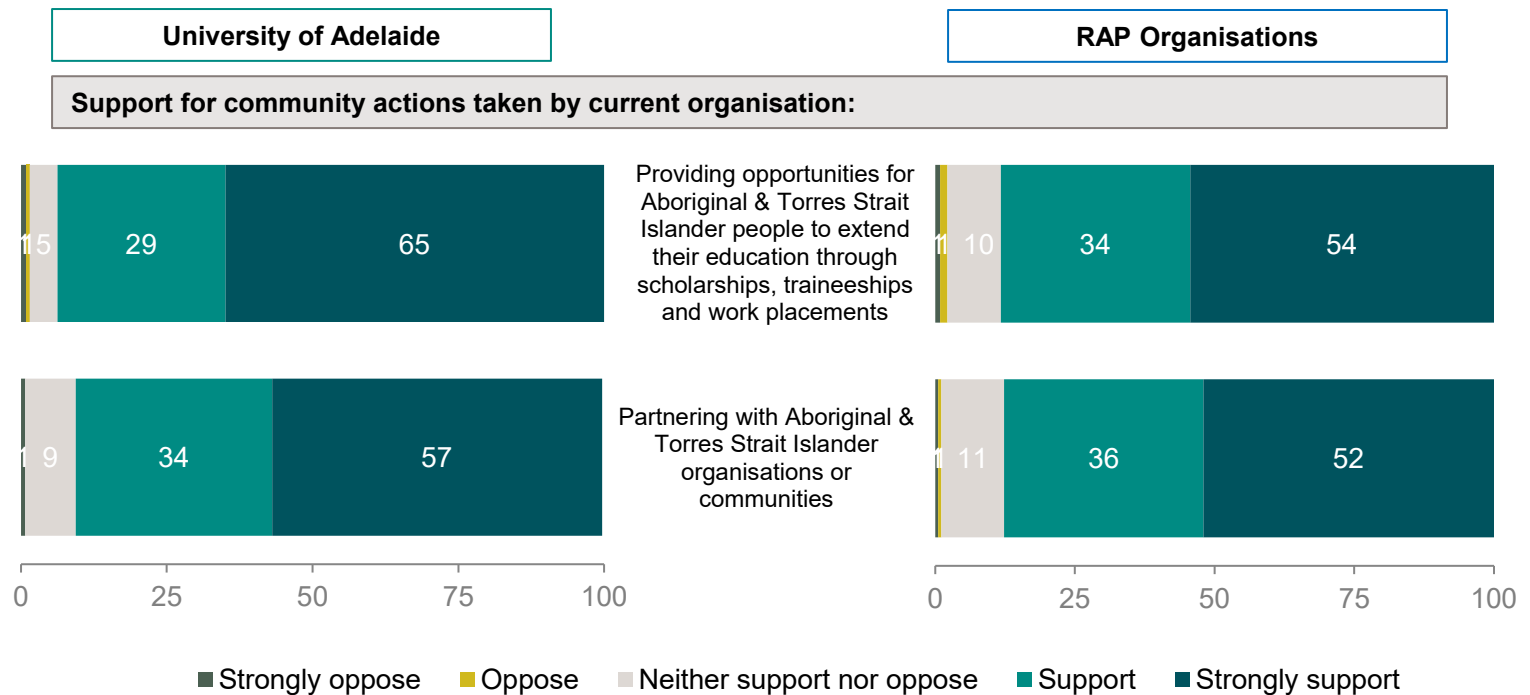
Most RAP employees support reconciliation business actions. Most notably, 54% strongly support enabling employees to learn more about Indigenous cultures.

# Organisational practices and RAP outcomes: Support for workplace actions



Most RAP employees support reconciliation workplace actions.

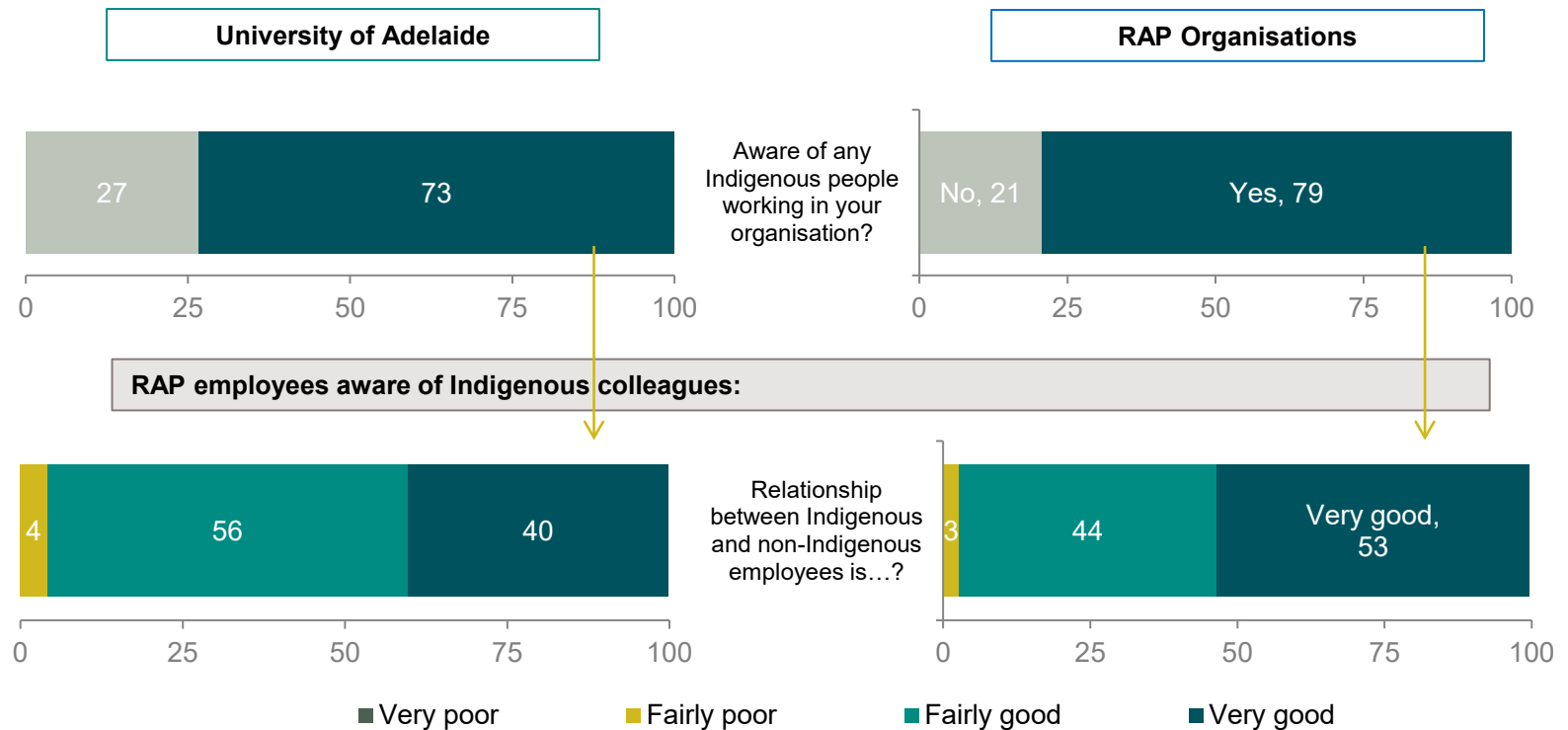
# Organisational practices and RAP outcomes: Support for community actions



Most RAP employees support reconciliation community actions.



# Organisational practices and RAP outcomes: Relationship among colleagues



The majority of RAP employee are aware of Indigenous staff at their current organisation.

Furthermore, of those who are aware, 53% consider the relationship between Indigenous and non-Indigenous colleagues is very good.

# Organisational practices and RAP outcomes: Trust among colleagues



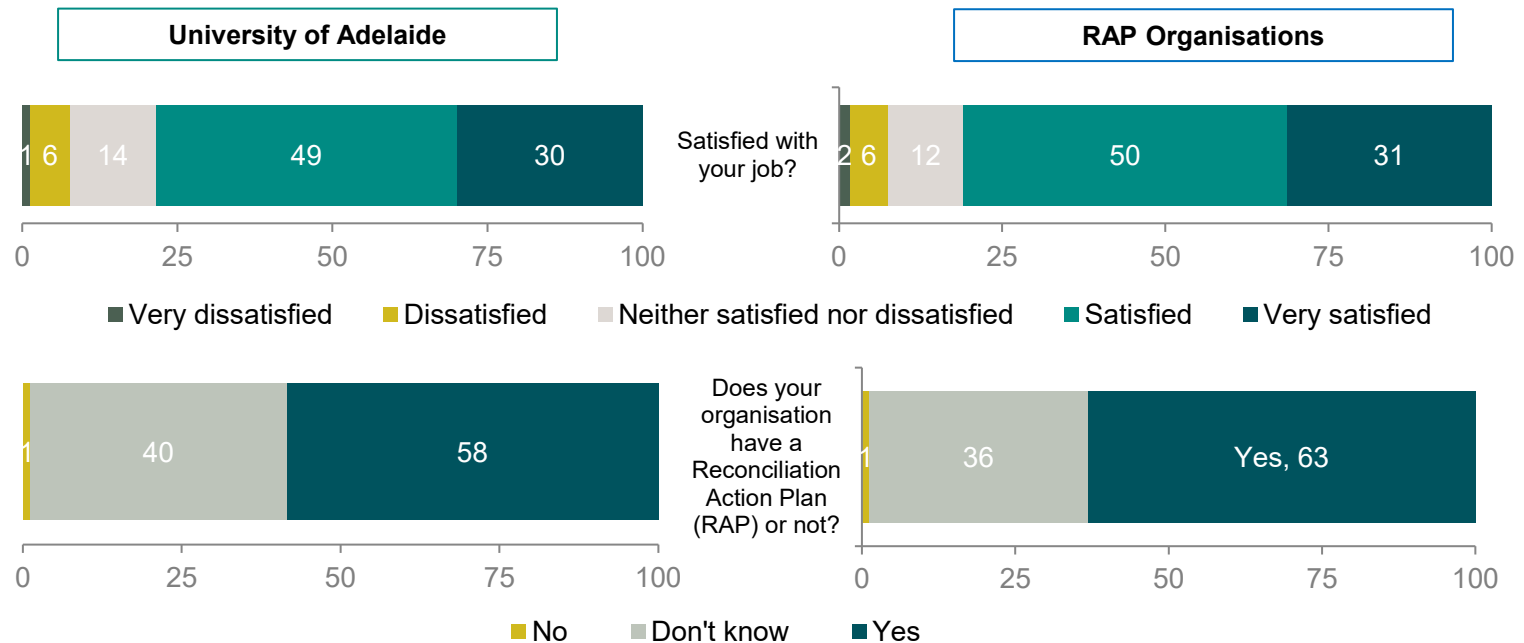
The majority of RAP employees who are aware of Indigenous staff at their current organisation feel that trust is high between Indigenous and non-Indigenous colleagues.

# Organisational practices and RAP outcomes: Prejudice among colleagues



The majority of RAP employees who are aware of Indigenous staff at their current organisation feel that prejudice is low between Indigenous and non-Indigenous colleagues.

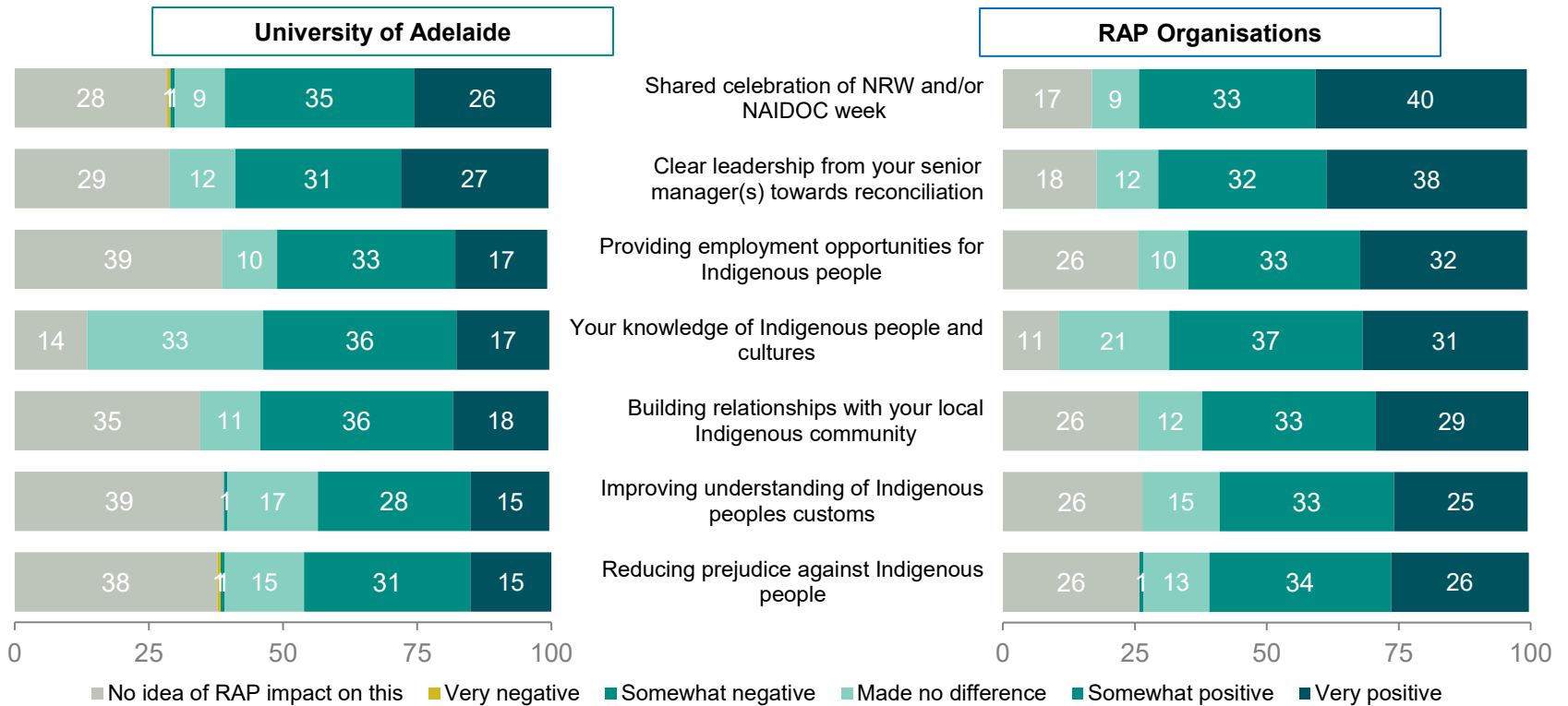
# Organisational practices and RAP outcomes: Job satisfaction and awareness of RAP



The majority of staff at RAP organisations are satisfied with their job (81%) and aware their organisation has a Reconciliation Action Plan (63%).

However, 36% don't know that they have a RAP.

# Organisational practices and RAP outcomes: Impact of RAP

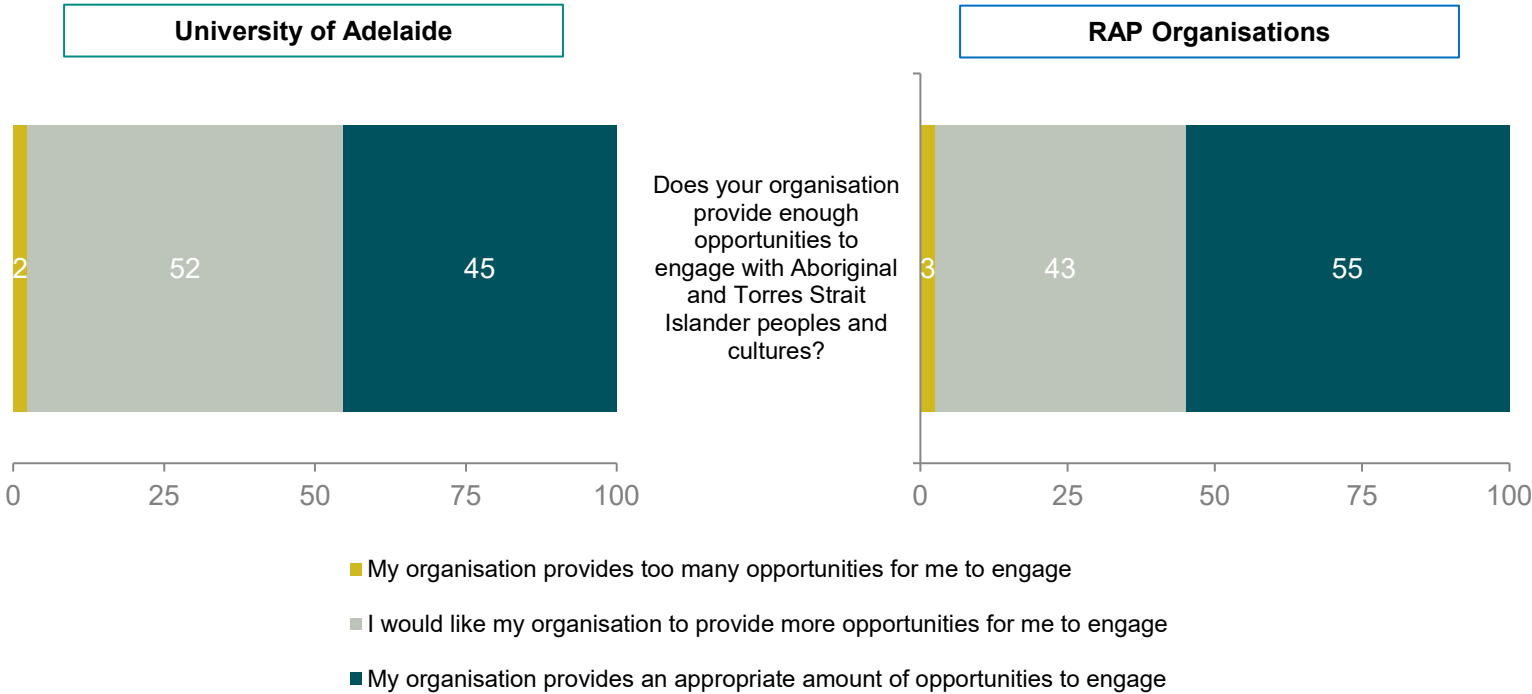


The majority of those who are aware of their organisation’s Reconciliation Action Plan feel the RAP has had a positive impact on reconciliation objectives, particularly regarding shared celebrations of Indigenous events.

However, 1 in 4 RAP employees have no idea how their RAP is performing regarding many key reconciliation objectives.

# Organisational practices and RAP outcomes

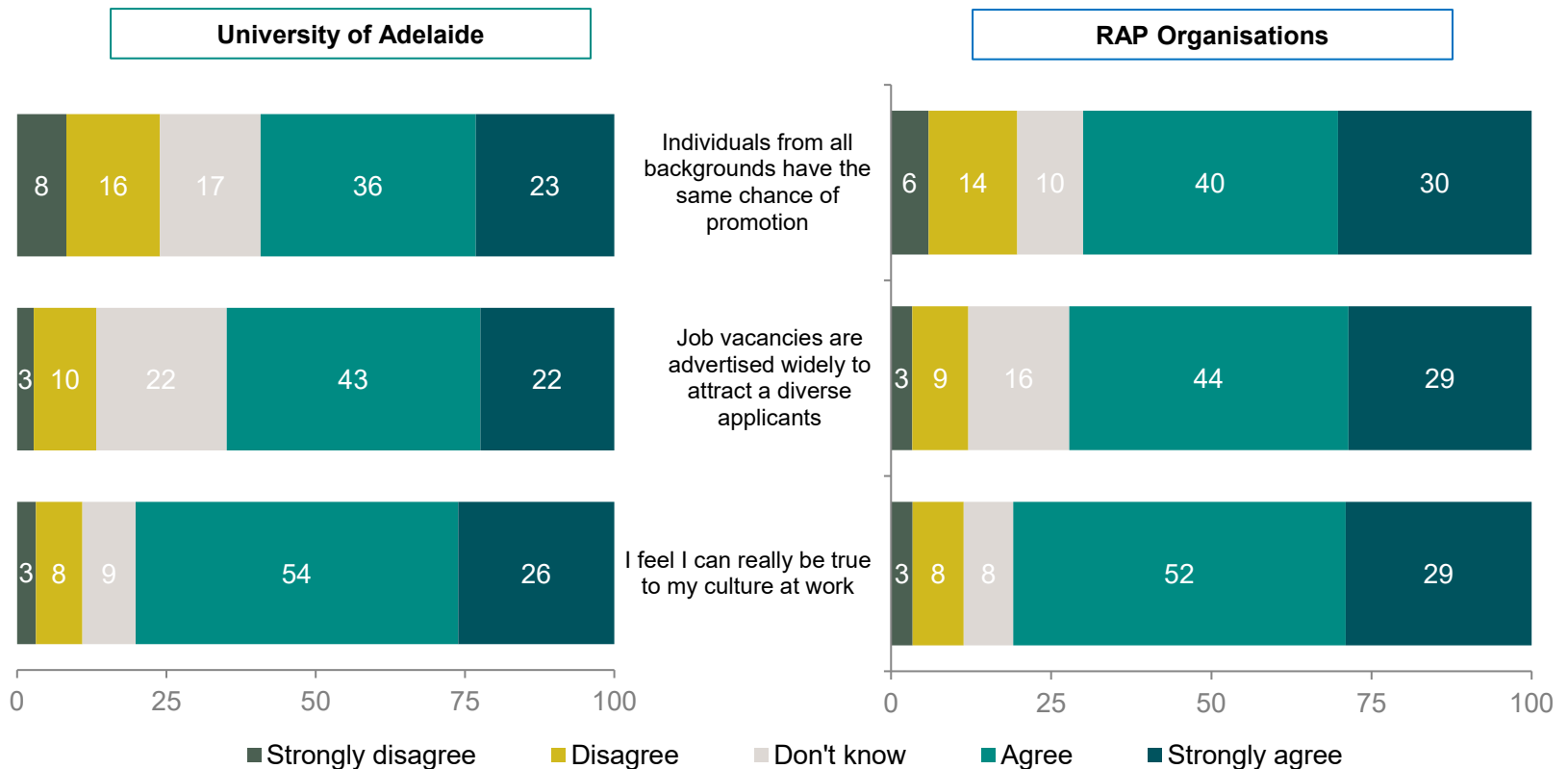
Most RAP employees do not want more or less opportunities to engage with Indigenous people and cultures, believing there is already an appropriate structure in place (55%). However, many staff (43%) would like more opportunities.



# Inclusive workplaces: Employment equality

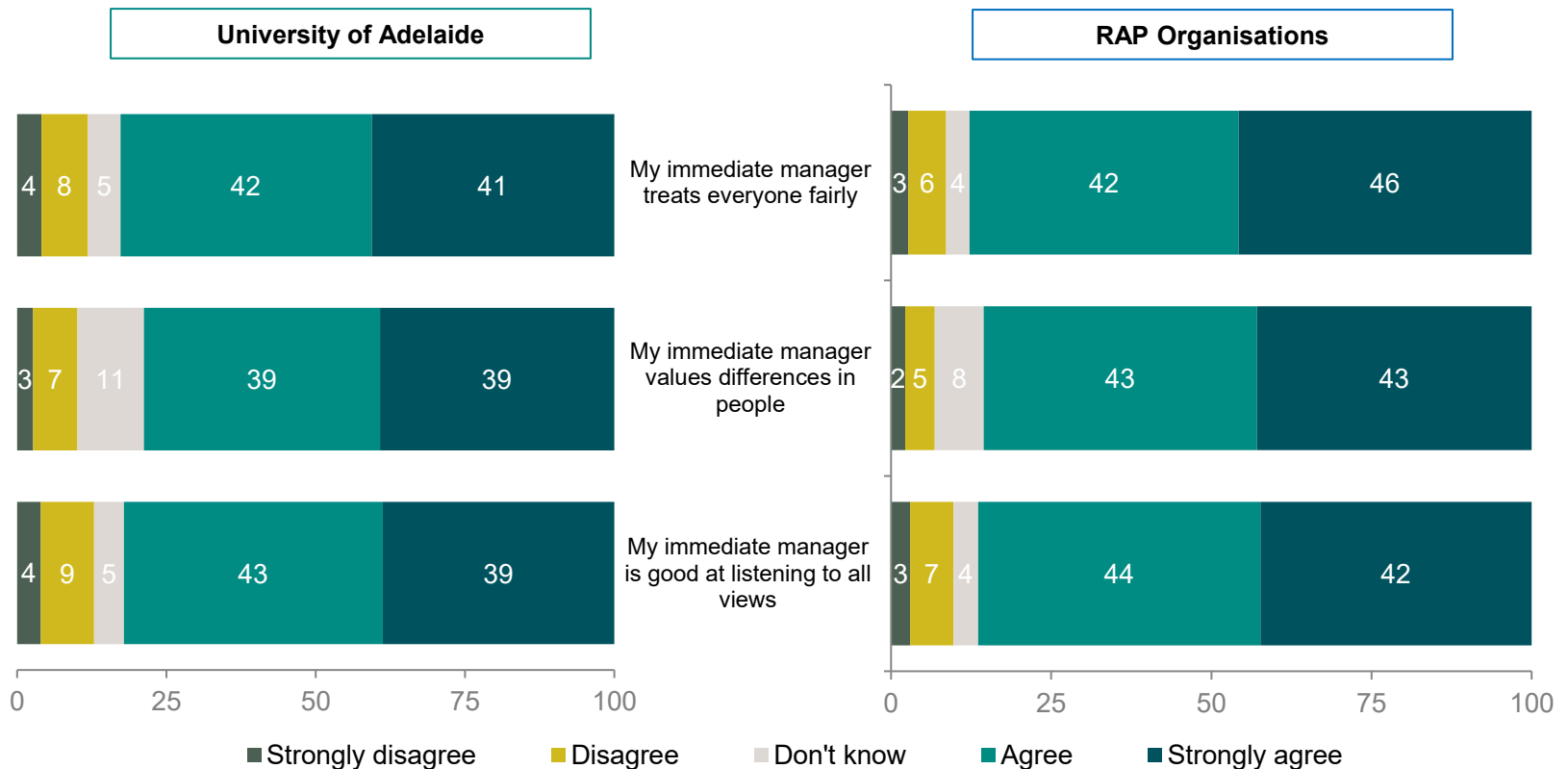
The majority of RAP employees believe their organisation is following a reconciliation strategy with an effective employment equality approach.

However, 1 in 5 do not believe all individuals have the same chances of promotion.



# Inclusive workplaces: Leadership commitment

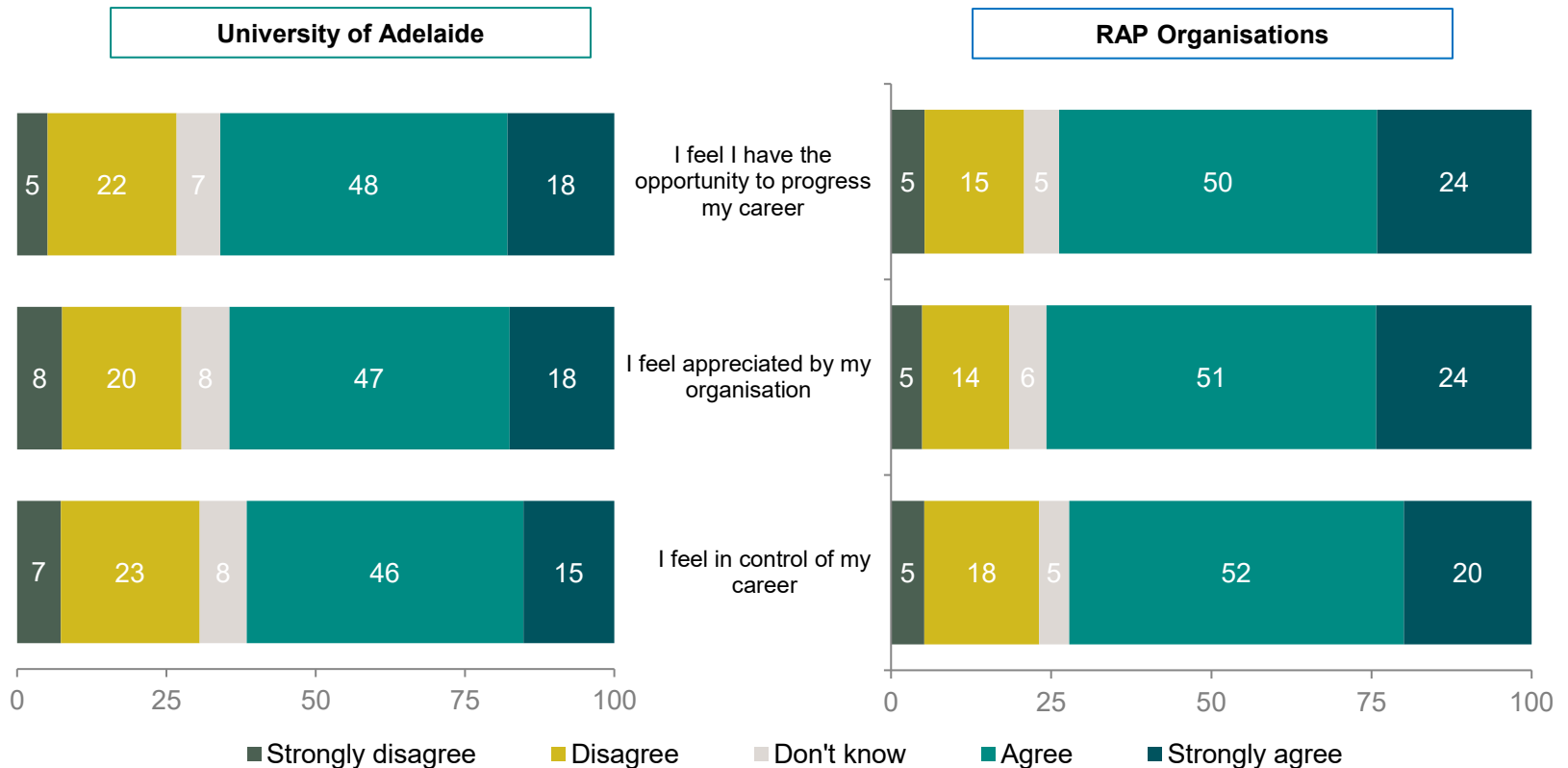
Most RAP employees agree their organisation is following a reconciliation strategy with an effective leadership commitment and management approach.



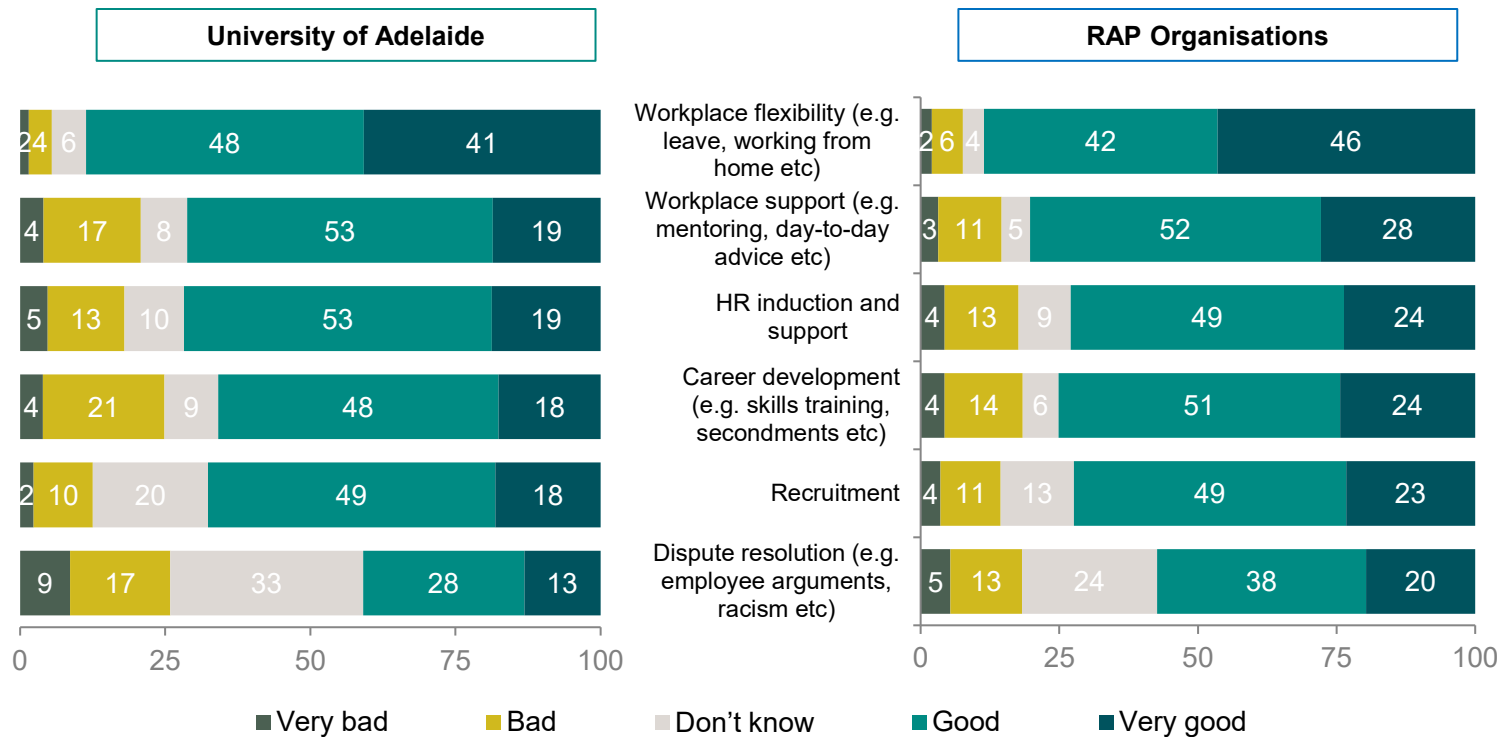


# Inclusive workplaces: Employee value

Although the majority agree, RAP employees are somewhat divided on whether they believe their organisation is following a reconciliation strategy with clear employee development and value.



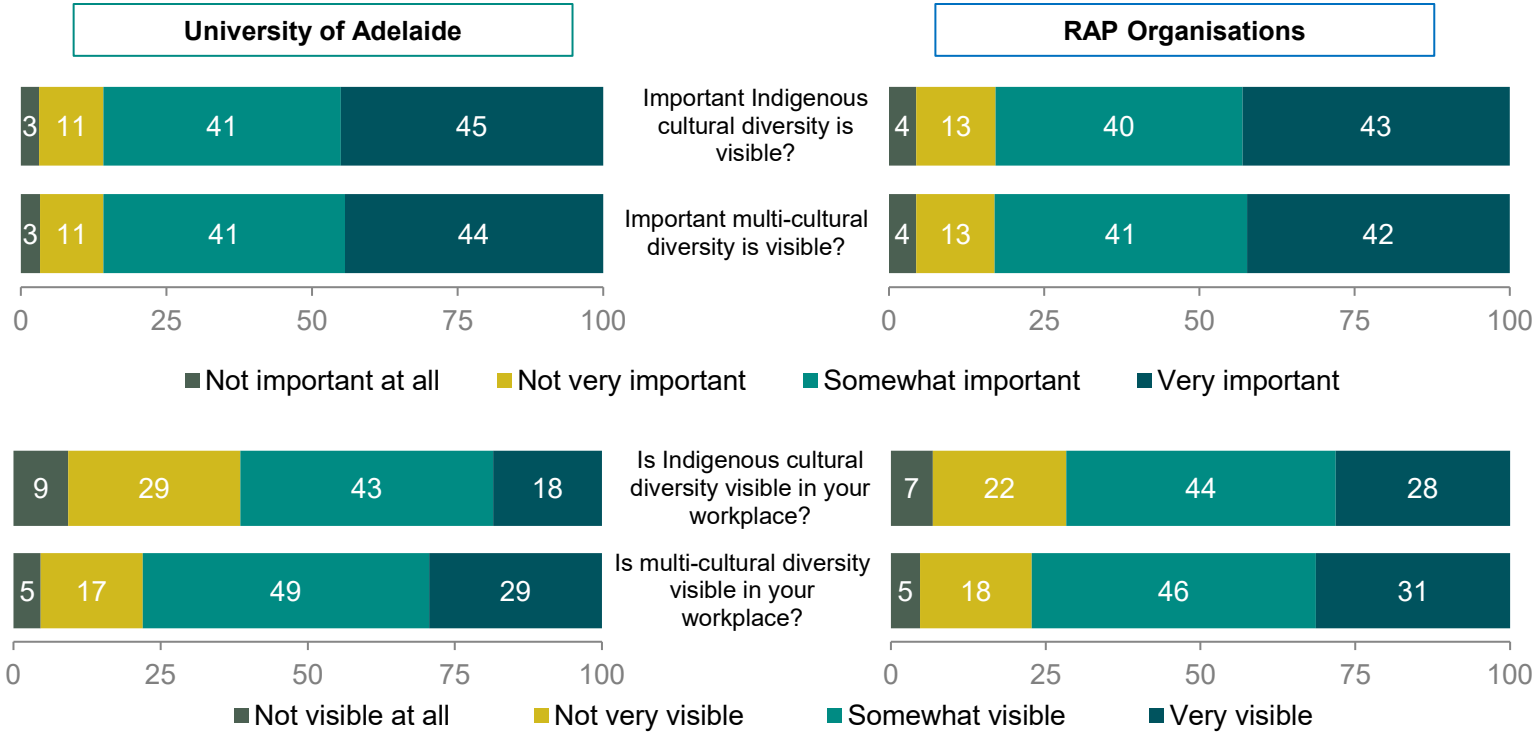
# Inclusive workplaces: Organisation performance



The majority of RAP employees see their organisation is performing well in terms of key workplace processes, particularly regarding workplace flexibility and support.

However, it is notable that dispute resolution is the area where staff least widely rate the performance as good (58%).

# Inclusive workplaces: How visible and important is cultural diversity?



The majority of RAP employees (43%) say it is very important for Indigenous cultural diversity to be visible in the workplace. However, only 28% also say Indigenous culture actually is very visible at their current workplace.

# Appendix

Sample characteristics

# Participating organisations:

Federal Government	# in sample
ACARA	63
Australian Federal Police	579
ASIC	329
Australian War Memorial	142
Clean Energy Finance Corp	61
Dept of Defence	5161
Dept of Home Affairs	968
Dept of Education, Skills & Employment	1294
Dept of Health	482
Dept of Prime Minister & Cabinet	125
Dept of Infrastructure, Transport, Regional Development and Communications	212
National Disability Insurance Agency	256
PHN NT	46

Federal Government	# in sample
Remote Vocational Training Scheme	22
SBS	187
Services Australia	2656
Treasury	291
State and Local Government	# in sample
Child and Adolescent Health Service WA	244
Cancer Institute NSW	105
Carclew SA	17
City of Sydney	675
Country Arts SA	24
Dept of Correctional Services SA	248
Energy and Water Ombudsman Qld	28
General Practice Training Queensland	40

# Participating organisations:

State and Local Government	# in sample
Horsham Rural County Council	39
Logan City Council	295
Murray City Country Coast GP Training	52
NSW Education Standards Authority	174
Responsible Gambling VIC	21
Rous County Council	55
TAFE Qld	663
Education	# in sample
University of Adelaide	861
Association of Independent Schools SA	26
Curtin University	510
Gowrie SA	36
University of Newcastle	944
Swinburne University	236
Walter & Eliza Hall Institute	306

Not-for-Profit	# in sample
Australian Association of Gerontology	22
ACT Council of Social Service	10
Anglicare WA	147
Australian Physiotherapy Association	26
beyond blue	112
Bluearth	14
Bonnie Support Services	19
Butterfly Foundation	31
CheckUp Australia	31

# Participating organisations:

Not-for-Profit	# in sample
Environmental Justice Australia	12
Fred Hollows	63
Injury Matters	13
Life Without Barriers	1060
Reconciliation Australia	37
ReachOut Australia	36
St Vincent de Paul Society NSW	331
Women's Health Victoria	18
yourtown	179

Commercial	# in sample
A W Edwards	116
Alcoa	585
ANZ	205
Arup	17
Ashurst	28
Broadspectrum	54
CBA	299
Compass Group	218
DLA Piper	115
Frasers Property	122
Fremantle FC	29
GPT Group	75

# Participating organisations:

Commercial	# in sample
Gilbert + Tobin	61
Herbert Smith Freehills	236
Hunter Water	190
IAG	55
KPMG	332
Lendlease	97
Medtronic	174
Melbourne Recital	62
NAB	712
Netball SA	18
Richmond FC	12
Social Research Centre	57
Sodexo	364

Commercial	# in sample
Speech Pathology	56
Telstra	417
Transgrid	229
TransitCare	38
Viva Energy	334
Wesfarmers	404
Westpac	816
Woodside	388
WSP Australia	213
Yarra Valley Water	281
<b>Total RAP employees</b>	<b>28,043</b>
<b>Total RAP organisations</b>	<b>92</b>



# Participating employees:

Sample characteristic	% of sample	# in sample
Male	43	12037
Female	53	14779
Non-binary	1	159
Other gender	0	27
Prefer not to say	4	1041
<hr/>		
16 to 17 years old	0%	16
18 to 29	12%	3328
30 to 39	24%	6713
40 to 49	29%	8266
50 to 59	26%	7305
60 to 69	8%	2253
70+	1%	162

Sample characteristic	% of sample	# in sample
NSW	30%	8274
ACT	15%	4290
VIC	17%	4859
QLD	15%	4073
WA	11%	3151
SA	9%	2486
NT	1%	415
TAS	1%	353
<hr/>		
Capital city	70%	19557
Major regional city	14%	3881
Regional town	8%	2168
Rural town	6%	1676
Remote town or community	2%	619

RAP organisations total sample size: 28,043  
Please note, percentages have been rounded and may not equal 100%

# Participating employees:

Sample characteristic	% of sample	# in sample
<b>Current title/position:</b>		
<b>Senior executive</b> (e.g. C-level, board level, VP, GM, Area/Divisional manager, MD, ADF Star-ranked Officer)	4%	1047
<b>Managerial</b> (e.g. Line manager, Dept manager, Director, ADF LTCOL(E) or COL(E))	24%	6597
<b>Deputy managerial</b> (e.g. Assistant/trainee manager, ADF SGT(E) to MAJ(E))	18%	4927
<b>Employee</b> (non-managerial, ADF PTE(E) to CPL(E))	53%	14844
<b>Entry level</b> (e.g. Apprenticeship, graduate in-take, internship, student placement, ADF Recruit or IET)	2%	628

Sample characteristic	% of sample	# in sample
Working full-time	83%	23407
Working part-time	14%	3817
Working casual	3%	819
<b>How long worked at current organisation (tenure):</b>		
Less than 6 months	6%	1634
7-12 months	8%	2200
13 months - 2 years	10%	2873
2+ years - 5 years	20%	5510
More than 5 years	56%	15826

RAP organisations total sample size: 28,043  
Please note, percentages have been rounded and may not equal 100%

# Participating employees:

Sample characteristic	% of sample	# in sample
Australian resident currently	99%	27901
New Zealand resident currently	0%	20
Resident elsewhere	0%	122
<b>Single with dependent children living at home</b>		
Single with dependent children living at home	5%	1384
<b>Single without dependent children living at home</b>		
Single without dependent children living at home	18%	5052
<b>Married/defacto with dependent children living at home</b>		
Married/defacto with dependent children living at home	42%	11768
<b>Married/defacto without dependent children living at home</b>		
Married/defacto without dependent children living at home	29%	8252
<b>Other</b>		
Other	6%	1587

Sample characteristic	% of sample	# in sample
<b>Annual household income:</b>		
Postgraduate degree	27%	7484
Graduate diploma or graduate certificate	9%	2494
Bachelor degree	28%	7778
Advanced diploma or diploma	13%	3617
Certificate I, II, III or IV	13%	3661
Secondary education	9%	2479
Part of secondary education	1%	241
Primary education	0%	41
Other education	1%	248

RAP organisations total sample size: 28,043  
Please note, percentages have been rounded and may not equal 100%

# Participating employees:

Sample characteristic	% of sample	# in sample
Born in Australia	75%	20929
Born overseas	25%	7114
English speaking at home	92%	25713
Non-English speaking at home	8%	2330
Non-Indigenous	95%	26672
Australian Aboriginal	4%	1224
Torres Strait Islander	0%	46
Aboriginal AND Torres Strait Islander	0%	101

Sample characteristic	% of sample	# in sample
<b>Annual household income:</b>		
\$1 - \$19,999	0%	60
\$20,000 - \$29,999	0%	107
\$30,000 - \$49,999	2%	427
\$50,000 - \$69,999	6%	1630
\$70,000 - \$89,999	12%	3272
\$90,000 - \$119,999	15%	4193
\$120,000 - \$149,999	14%	3984
\$150,000 - \$249,999	25%	7145
\$250,000 or more	10%	2830
Dont know/prefer not to say	16%	4395

RAP organisations total sample size: 28,043  
Please note, percentages have been rounded and may not equal 100%



# **POLITY PTY. LTD.**

**RESEARCH & CONSULTING**

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**Polityresearch.com.au**

**Surry Hills; NSW 2010**

**ABN: 93 169 495 130**