

**WORK
SHOULDN'T
HURT**

SURVEY REPORT 2022



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ABOUT THIS REPORT

BACKGROUND

Work Shouldn't Hurt (WSH) is an annual, quantitative, longitudinal tracking program for Work Health and Safety (WHS)/Occupational Health and Safety (OHS), conducted by the ACTU Centre for Health and Safety.

This report summarises the results of the second wave of surveys, conducted in May – June 2022.

The long-term aim of this research program is to evaluate any shifts or stagnations in work health and safety issues, so the union movement can determine where best to deploy effort to create healthier and safer workplaces.

METHODOLOGY

An external panel was used to survey a broadly representative sample of Australian workers, with quotas for age, gender, and state. 1502 respondents completed the survey in May-June 2022. The number of respondents is comparable to the 1540 respondents to the 2021 survey.

There were more union members and insecure workers in the 2022 survey than in 2021 Survey. In 2022, 24% of respondents were union members compared with 17% in 2021.

In 2022, 22% of respondents were insecure workers compared with 15% in 2021.

These differences are not easily explained – as the methodology, or the way questions were asked, was the same used in 2021. There is a skewing of gender-age groups with more females under 30 and males aged 30-50 than the 2021 survey. However, the increased numbers of union members is up within most age groups and within key industry groups.

IMPORTANT NOTE ON INSECURE WORKERS

Throughout the report, there will be references to insecure work and workers. For the purposes of this research, insecure work was defined as fixed-term contractors (including full-time and part-time), independent contractors, casuals, and gig workers. Permanent work refers to full-time and permanent part-time paid work.

This research **classifies 22% of our sample as insecure workers**, Australian Bureau of Statistics figures show approximately 33% of workers are employed under arrangements that are classified by unions as insecure.

The increase in insecure workers from the 2021 survey using the same methodology is difficult to explain as the change wasn't driven by any one work type or industry. The majority of the change (away from permanent, towards insecure) was in women.

INDUSTRY AND GENDER BREAKDOWNS

Throughout the report, some data is broken down by industry. Six 'key' industries are featured, because these are the industries which had a large enough sample of respondents for the data to be statistically useful. The six key industries are the same as in the 2021 survey except for the 6th industry where Finance, insurance etc replaces the Transport industry.

Data is also broken down by gender, with females and males compared. Data was captured for workers who identify as non-binary, but this sample was too small for statistical comparison.

TABLE 1. 2022 Work status

	2021	2022
Full time paid work (permanent)	65.7%	61.3%
Part time paid work (permanent)	19.1%	17.8%
Full time paid work (fixed term contract)	1.6%	2.5%
Part time paid work (fixed term contract)	1.0%	2.6%
Casual paid work	8.1%	10.6%
Gig worker, e.g. Uber driver	0.5%	0.6%
Independent contractor e.g. with ABN, sole trader, freelancer, etc	4.0%	4.7%
Totals	100%	100%

EXECUTIVE SUMMARY

The second annual ACTU *Work Shouldn't Hurt* survey builds upon the first snapshot of the Health & Safety (H&S) conditions in Australia's workplaces conducted in 2021. The 2022 survey reinforces many of the troubling findings of the previous survey, particularly in the areas of mental health hazards and the gendered nature of workplace injury. The *Work Shouldn't Hurt* survey continues to highlight the ongoing Health and Safety crisis in many Australian workplaces and shows that current efforts to address these issues appear to be having little short-term impact or are being offset by failures in other areas.

THE SAMPLE

The 2022 WSH survey sample was made up of 1502 people who answered the survey in May-June 2022. The sample was broadly representative of Australian workers with quotas for age, gender and state of residence. There were however a number of key differences between the 2022 and 2021 samples. Compared to the 2021 sample the 2022 sample contained a greater density of union members (24% vs 17%) and a higher incidence of workers in insecure work arrangements (22% vs 15%).

MENTAL HEALTH

The 2022 WSH survey reinforced the findings of the previous survey regarding the prevalence and treatment of mental health injuries in Australian workplaces. In particular, the 2022 survey results show a significant propensity for under reporting mental health injuries as well as a lack of employer support for, and employee willingness regarding, reporting mental health injuries, and taking time off to recover from them. The 2022 survey once again found that these attitudes were significantly more prevalent regarding psychological injuries than they were with reference to physical injuries.

The 2022 survey found that in many workplaces, not enough is being done to prevent psychological injury. In four of the key industries, over 25% believed that employers put service/production/output ahead of health and safety and over 20% disagreed that employers put as much importance on psychological as physical hazards.

Younger workers continue to be exposed to higher levels of workplace risk and suffer greater rates of psychological and physical injury. For example, while a quarter of workers reported that at least sometimes they performed work they were unsure how to do, for those under 24 years and between 25-34 years old, this figure was nearly 40% of workers.

Workers in the health, education and retail industries lead the incidence of reporting mental ill health, exposures to key psychological health risks, working while unwell and the existence of injury exacerbating factors such as staff shortages. Workers in health and social assistance were found to be facing particularly difficult workplace conditions including exposure to mental health risks, understaffing and lack of support to work safely.

INSECURE WORK

With a larger cohort of insecure workers compared to the previous survey, the 2022 survey was able to make a number of findings regarding this group. For example, insecure workers reported similar levels of injury/illness to permanent workers but faced limited options in dealing with injury and its consequences. Factors such as a lack of paid leave, an inability to afford to stop work, a failure to report mental health injuries and a lower rate of workers' compensation claims mean that insecure workers are more often left to deal with the impact of workplace hazards on their own and at their own cost.

GENDERED VIOLENCE AND SEXUAL HARASSMENT

The 2022 survey found an increased rate of the reporting of gendered violence/sexual harassment compared to 2021. An increased rate of reporting, attached to a static incidence of occurrence, represents a positive change in that more workers are sufficiently confident that these incidents will be dealt with properly and feel able to report them. Less positively, the 2022 results showed a persistent gender difference in experiences of these incidents and their resolution – with gender differences in both confidence in systems ability to deal with reports and actions taken if reported.

Once again, in 2022 younger workers experienced more sexual harassment in the workplace than their older colleagues. Some industries, such as retail, also showed disturbing rates of sexual coercion and assault, with 6% of retail workers reporting experiencing sexual assault or sexual coercion at work.

COMPLIANCE AND CULTURE

Many workplaces continue to fall short in providing a safe workplace or the conditions which encourage safe working practices. Providing sufficient staff for safe work practices is a basic requirement that many employers are failing to meet – 46% of workers agreed that there was insufficient staff in their workplace to do the job safely over the last 12 months.

While these issues were present across the six industries identified in the survey, as they were in 2021, for workers in education, health, and administration and professionals the situation has worsened since the last survey – with more workers reporting insufficient staffing and a lack of appropriate recognition and reward for the work they performed. For example, in the health and social assistance industry, 1 in 5 workers report a shortfall in these key areas of employer compliance and culture.

A key difference between this and the previous survey was the reasons workers gave as to why they felt unable to take time off if injured. In 2022 this was largely due to a lack of paid leave and the ability to afford time off, whereas in 2021 workers more often reported fearing negative consequences for taking time off.

Working too many hours is a key risk factor in both physical and mental injury with long working hours the leading cause of work-related deaths globally. This survey highlights once again that many workers are working excessive hours regularly and are being put at risk of injury. Consistent with the 2021 results, in 2022 one in 10 respondents were working more than 40 hours per week and 1 in 20 more than 48 hours.

HEALTH AND SAFETY REPRESENTATIVES

Compared to 2022, fewer workers reported HSRs in their workplace than in 2021. However, some of this difference may relate to an explainer about the role of HSRs that was included in the 2022 survey. Consistent with 2021, it was found that workplaces in which an HSR is present had overall better health and safety outcomes.

INDICES

WHAT ARE THE INDICES?

Several indices were created to assess the overall state of workplace health and safety. All the indices are on a 5-point scale, where 4-5 is regarded as positive, 3-4 is neutral, and 1-3 is negative. Three key indices were calculated by taking an average score from several different modules:

- **Worker Engagement and Empowerment Index**
- **Employer Compliance and Culture Index**
- **Workplace Incidents Index**

These three index scores contribute to an overall **WHS Index**. This is the 'single number' which best reflects the overall results of the survey. The objective is to track and assess performance across the years.

FIGURE 1. Interpretation for 5-point scale

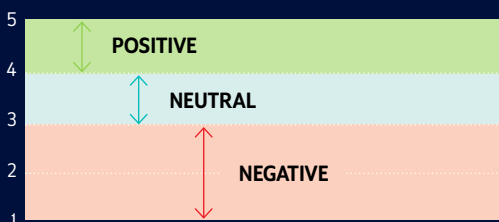
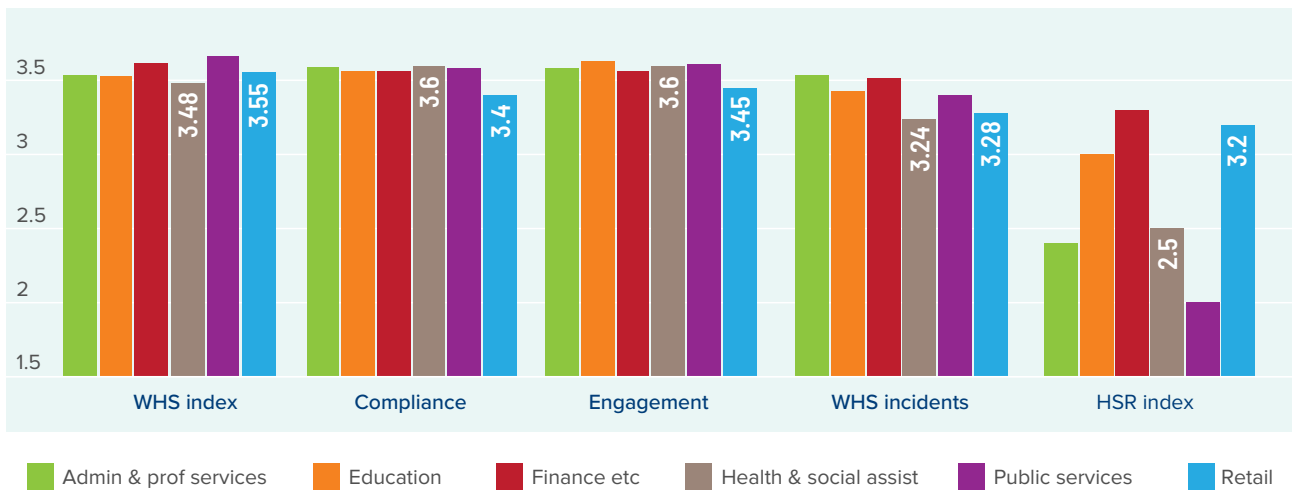


FIGURE 2. 2022 Indices in key industries



WHS INDEX RESULTS

The overall WHS Index was 3.6, in the ‘neutral’ range of between 3 and 4. This is comparable to the 2021 result of 3.52.

In comparison with 2021 the overall industry indices showed some changes, with Health (3.48) scoring the lowest. Retail scored 3.55 which was higher than the 2021 score of 3.40 and Public services score increased from 3.40 in 2021 to 3.66 in 2022.

All indices were within the neutral range of 3-4, except for the Health and Safety Representatives (HSR) index. Only Retail, Finance etc and Education scored an HSR index within the neutral range.

The employer compliance and worker engagement indices were 3.6 and 3.5 respectively. Across the age groups, employer compliance consistently outperforms engagement. This is consistent with the 2021 survey.

There were no gender differences for the overall WHS Index, although there was some gender variation across the other indices, but, as in 2021, this did not show a consistent pattern.

HSR INDEX

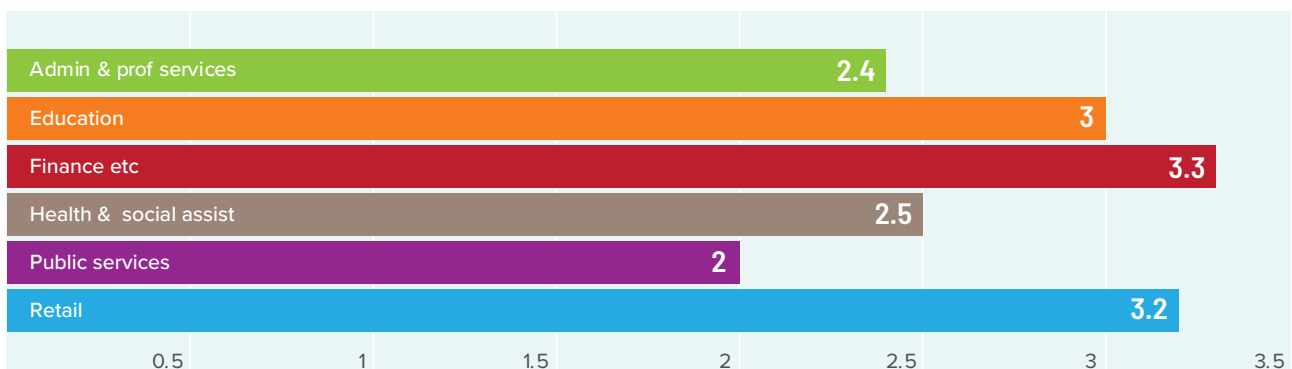
The HSR Index overall was 2.9 (there was no difference between genders) but there was a difference with the HSR index for permanent workers and insecure workers (3.0 and 2.5 respectively). The HSR Index was slightly higher for those 34 years and under than those 35 years and over – 3.2 vs 2.8.

Of the six key industries only Finance, Retail and Education were in the neutral range of 3-4.

TABLE 2. Indices 2021 2022

Index	2021 Females	2021 Males	2022 Females	2022 Males
WSH overall	3.5	3.5	3.5	3.5
Incidents	3.4	3.3	3.4	3.3
Compliance	3.6	3.6	3.5	3.6
Engagement	3.6	3.6	3.5	3.5
HSR index			2.9	2.9
Insecure work	2.9	3.2	3.0	3.1
Mental Health Index	3.9	4.0	3.9	4.0

FIGURE 3. 2022 HSR Index in key industries



WORKPLACE INJURIES AND INCIDENTS

SNAPSHOT

More than one in four (28%) workers sustained at least one injury or ailment due to work in the 12 months before the survey. This included 7% who suffered a physical injury and 17% who had a mental health issue (4% of workers had both types). This is the same profile as in 2021.

As in 2021, men experienced more physical injuries than women (8% vs 5%) and women experienced more mental injuries than men (19% vs 15%). Overall women experienced injuries more than men – 29% vs 26%.

There is a gendered profile to the hazards to which workers were exposed. For example, women more often reported standing for long hours, doing repetitive tasks, skipping breaks, and reported being exposed to stress at work and traumatic events.

Like last year, men were more likely to be exposed to harmful chemicals (25% vs 20% of women), work in noisy environments (41% of men vs 37% of women were at least sometimes exposed to noise), work at heights (at least sometimes, 23% men vs 15% women) or work in uncomfortable or confined spaces (at least sometimes, 23% men vs 18% women).

One in four workers reported witnessing bullying in the last 12 months. This was more common for those under 35 years than those over 35 years. The difference was greater between the two age groups than between genders.

As in 2021, younger workers were more likely to be exposed to risky practices and scenarios at work than older workers.

It did not follow that those who reported an injury due to work necessarily took time off work. 27% of workers who reported an injury said they needed time off but didn't take it.

There was a difference between the type of injury and whether time was taken off work. Overall, 14% of those with a physical injury and 31% of workers who reported a mental injury reported they needed time off work but didn't take time off.

The workers who continued working when they needed time off were asked why they continued to work. The reasons for not taking time off differed between the two surveys. In 2022 a lack of paid leave and concern about perceptions and letting others down were more common than 2021.

These results do suggest that many workers, especially those involved in caring or educating, are working whilst injured or feeling unwell.

Education and health workers were the most likely to report being exposed to traumatic events and aggressive clients and violence at work; one in three health workers reported witnessing violence or threats at work in the last 12 months. Two in five reported unfair practices by management in the last 12 months.

INJURIES AND INCIDENTS BY INDUSTRY

The types of injuries (physical or mental) were distributed as expected between the major industries. The percentage of workers reporting physical injuries is lower than in 2021. The worst industries for mental health issues were health (20%), retail (19%), education (21%) and finance etc (19%); three in ten workers in these industries has experienced an injury in the last 12 months.

In 2022, more education workers experienced an injury (31%, 2022 vs 28%, 2021) but fewer retail workers experienced an injury (32%, 2022 vs 36%, 2021).

FIGURE 4. 2022 Injury type by industry

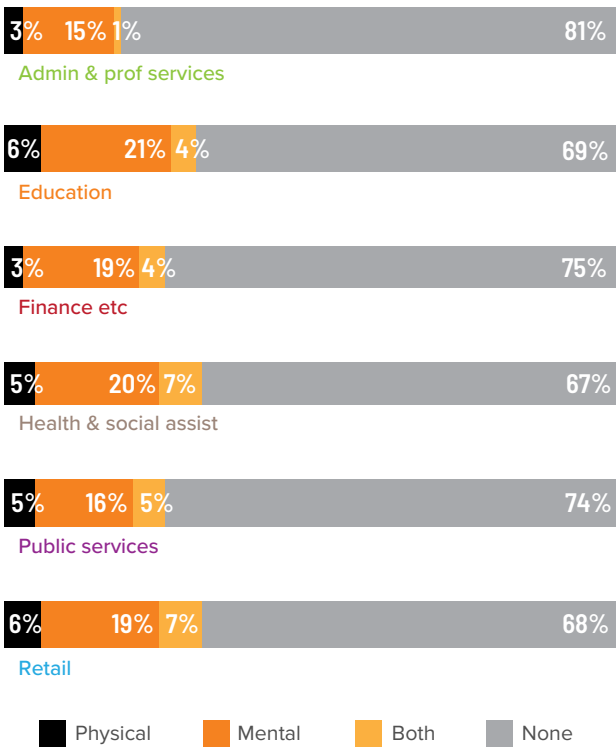
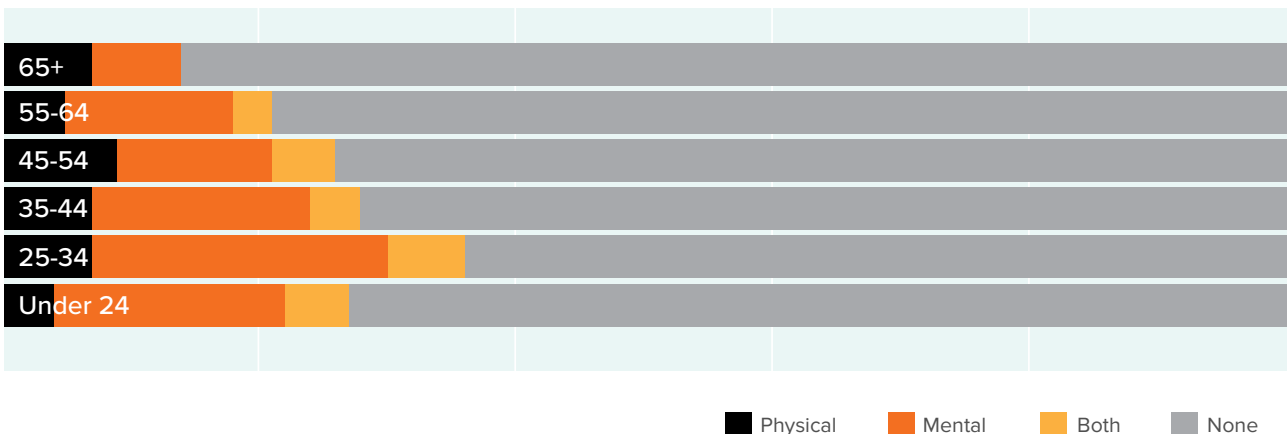


FIGURE 5. 2022 Age by injury type



More workers in younger age groups reported an injury during the previous 12 months than older workers.

One in three workers aged 25 to 34 years and one in four of those 24 and under experienced an injury/illness. 23% of workers in the 25-34 age group reported a mental health injury.

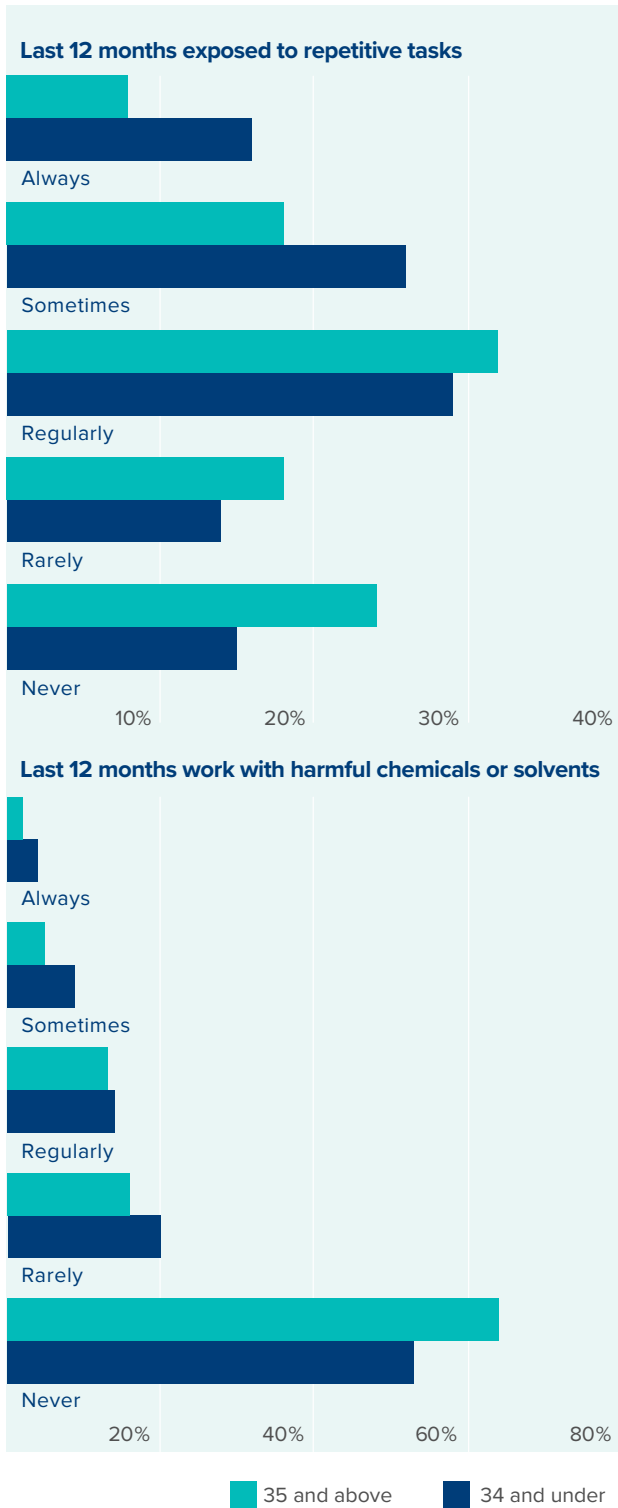
YOUNGER WORKERS EXPOSED TO RISKIER WORK

Young workers tended to experience more frequent risks and incidents than older workers. Respondents aged 34 and under were more likely than workers aged 55 and over to report regularly or always doing repetitive work, manual work, noisy work, working with solvents or harmful chemicals, skipping breaks that they were entitled to, working unsafe hours (both women and men) or bullying.

There were several key hazards with potential for detrimental effects on physical health.

Manual handling always or regularly was reported by 1 in 5 workers, with no differences between males and females. Workers younger than 34 years reported more frequent exposure to manually pushing or lifting heavy items and repetitive work that may/has led to ongoing pain or disability. This difference was more marked when asked about exposure to repetitive tasks over the last 12 months.

FIGURE 6. 2022 Repetitive tasks and harmful chemicals by age

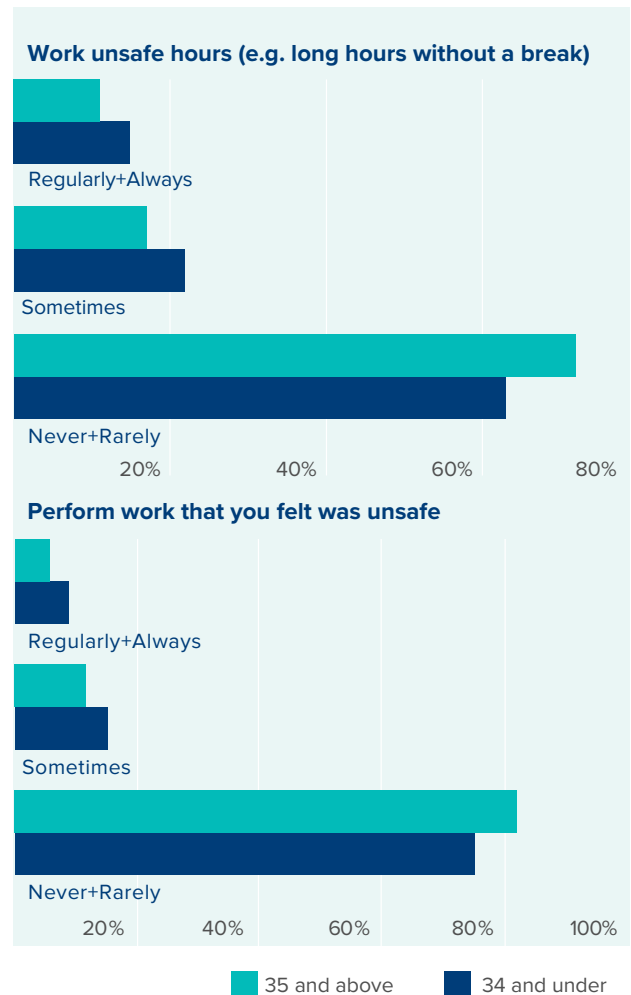


The overall number of workers who reported working with harmful chemicals or solvents was low, with only 10% reported being always or regularly exposed to this hazard (the most exposure was reported by workers in the agriculture and fishing industry). For those in construction and manufacturing, 13% and 18% respectively reported exposure to harmful chemicals etc. Overall younger workers were more likely to report this type of work.

With occupational lung diseases growing in Australia it is concerning that exposure to harmful dusts was reported by 8% of workers, with little variation across the age groups. Men were twice as likely as women to be exposed to harmful dusts, but no significant differences were reported between permanent and insecure workers. In manufacturing and construction industries 15% of workers reported exposures to harmful dusts. These percentages are a bit lower than in 2021 – however the sample size makes meaningful comparison problematic.

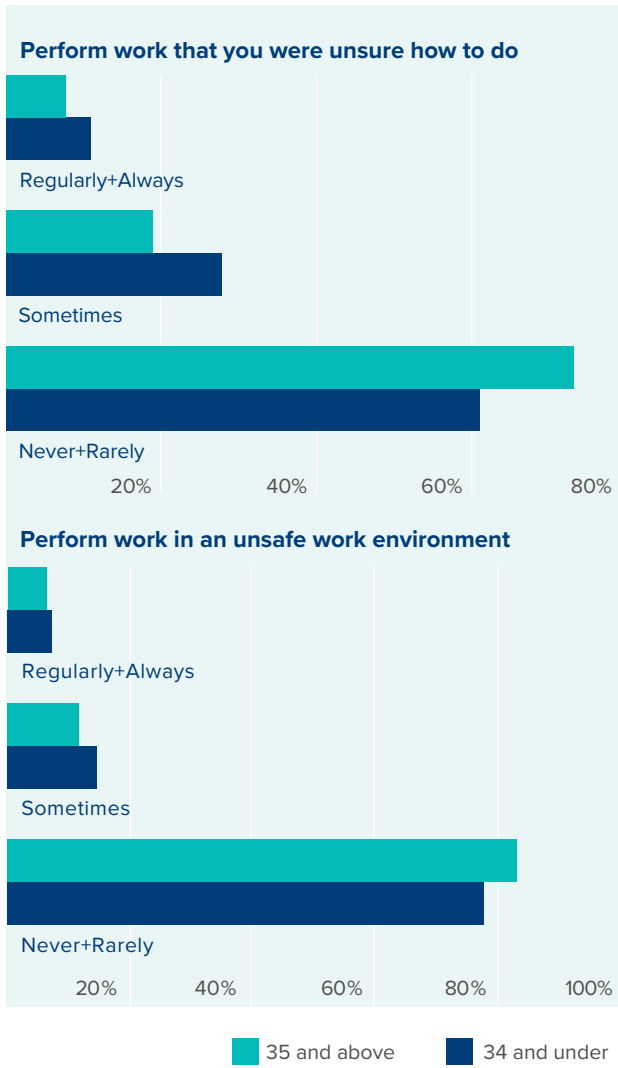
Disturbingly nearly 1 in 10 older and 1 in 5 younger workers reported performing work they felt was unsafe and 15% of younger workers regularly or always worked unsafe hours.

FIGURE 7. 2022 Unsafe hours and work felt unsafe by age



There were more workers under 35 who performed work that they were unsure how to do. Close to 20% of workers performed work in an unsafe environment. There was some difference between the under and over 35 years age groups – 19% those over 35 and 23% of those 34 years and under reported working in unsafe environments.

FIGURE 8. 2022 Unsure how to do work and work in unsafe environment by age



RESPONSE TO INJURIES

Thirty percent of workers did not take time off: 43% of workers reported taking time off work and 27% needed time off but didn't take it.

There was a difference between the type of injury and taking time off. Overall, 14% of those with a physical injury and 31% of workers who reported a mental injury reported they needed time off work but didn't take time off.

Those with a physical injury were more likely to take time off for their injury than those with mental health issues.

There was a difference across the six major industries. Nearly 2 in 5 education workers who reported an injury, did not take time off work even though they thought they needed it.

More than 1 in 4 retail and health and social assistance workers needed time off but didn't take it. This contrasts with only 8% of public services workers reporting that they didn't take time off when they needed.

FIGURE 9. 2022 Time off by injury type

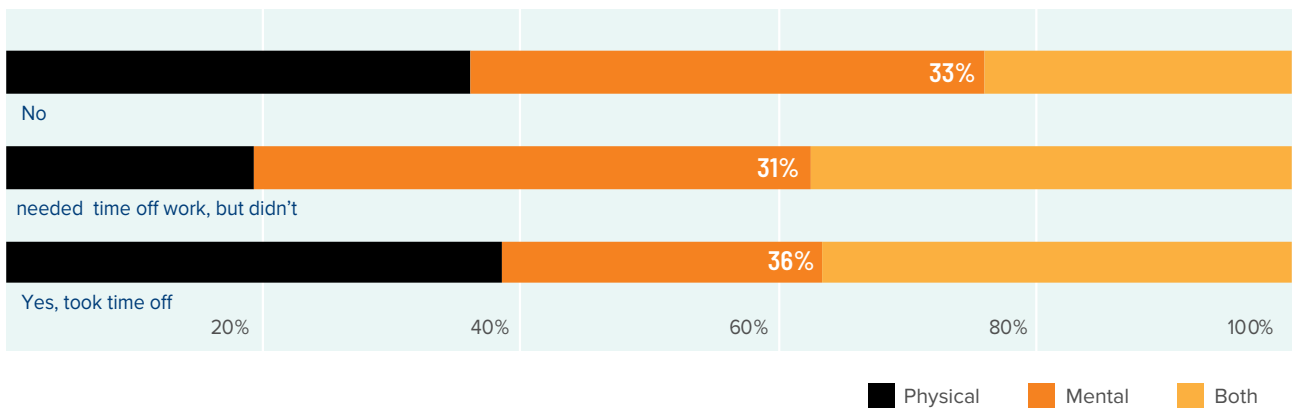


FIGURE 10. 2022 Time off work by industry

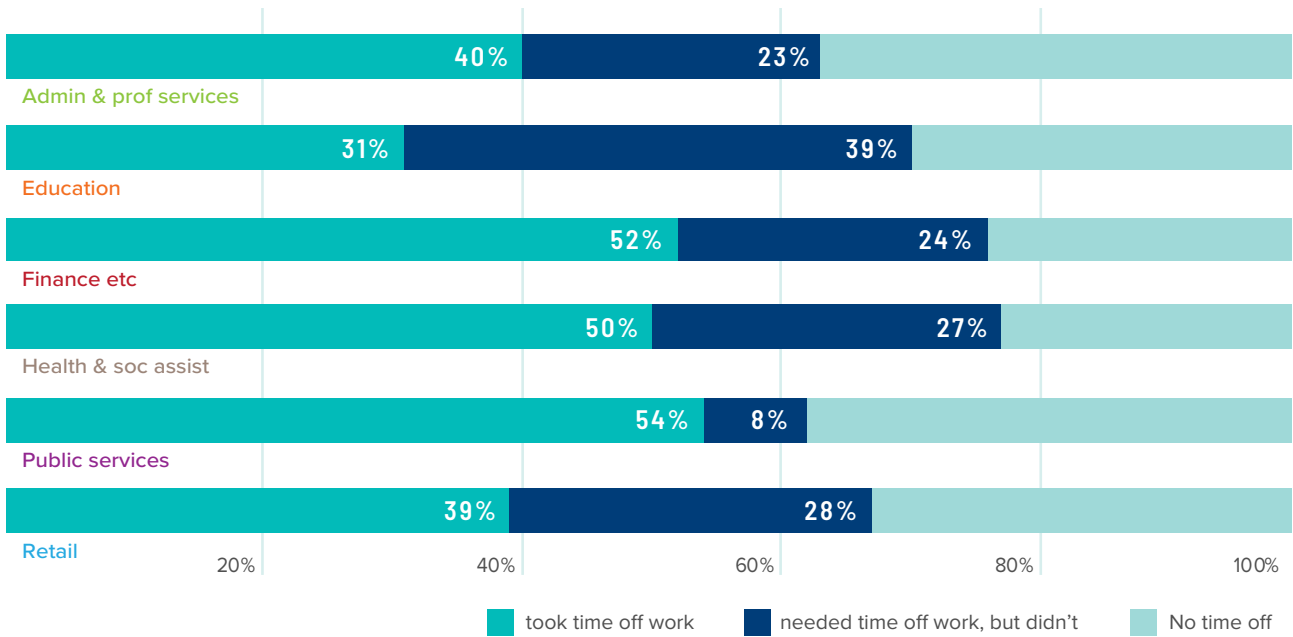
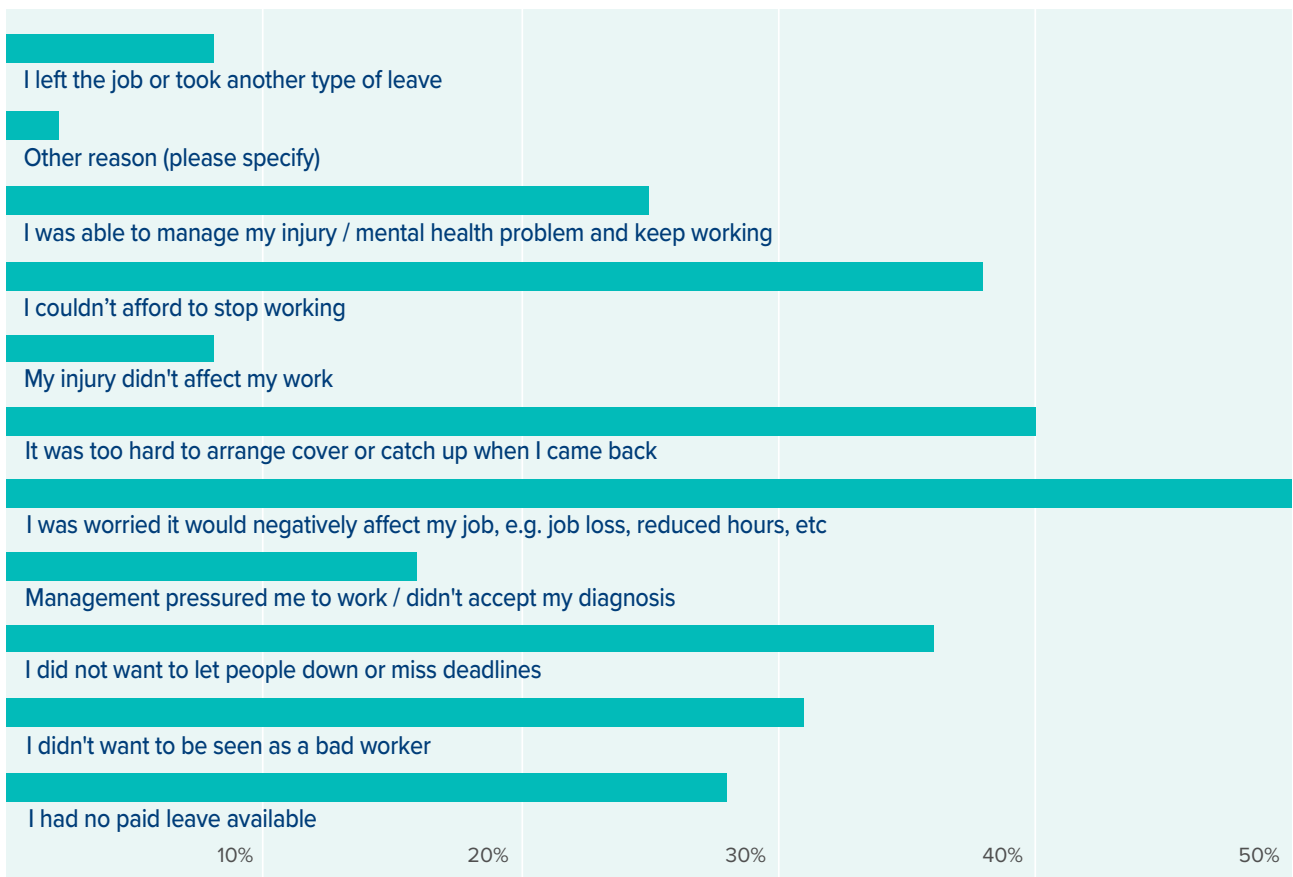


FIGURE 11. 2022 Reasons why did not take time off work when injured



The workers who continued working when they felt they needed time off were asked why they continued to work.

The reasons for not taking time off differed between the two surveys. In 2022 the lack of paid leave and being unable to afford to take time off were more common than in 2021. Whereas concern about perceptions and letting others down were less

common than 2021. This is consistent with reports that workers' personal leave has been significantly run down over the period of the pandemic.

- no paid leave available (28%, 2022 vs 17%, 2021)
- negatively affect their job (50%, 2022 vs 56%, 2021),

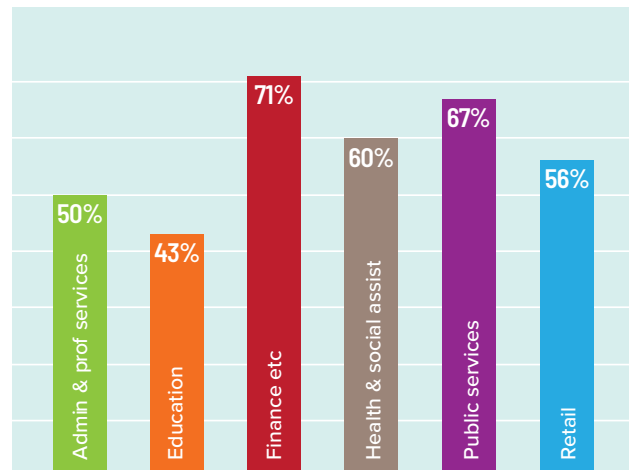
- it was too hard to arrange cover or catch up when I came back (40%, 2022 vs 47%, 2021), and
- they couldn't afford to stop working (38%, 2022 vs 34%, 2021).

In 2021 workers were more likely to report

- management pressured me to work or didn't accept the diagnosis (16%, 2022 vs 39%, 2021)
- it was too hard to arrange cover or catch up when I came back (16%, 2022 vs 39%, 2021).

Workers with an injury were asked if they had sought medical advice – again workers in education contrasted with other key industries, with only 2 in 5 education workers seeking medical advice.

FIGURE 12. 2022 Sought medical help by industry



WORKERS' COMPENSATION CLAIMS

Only 20% of workers who reported being injured in the last 12 months put in a workers' compensation claim. In 2021 this figure was 17%.

The reasons given for not making a claim included:

- 23% said the injury was pre-existing or not serious enough
- 26% said they were able to manage injury/mental health problem and keep working
- 26% didn't think their injury/mental health problem would be covered
- 20% used their sick leave instead.

TABLE 3. 2022 Reasons for not making a workers compensation claim when injured

	2022 Survey	2021 Survey
Injury was pre-existing or not serious enough	23%	35%
I was able to manage injury/mental health problem and keep working	26%	-
I didn't think my injury/mental health problem would be covered	26%	28%
I used sick or other leave instead	20%	26%
I didn't think I was entitled to a claim given my work status	17%	-
I was embarrassed to make a claim	18%	17%
I feared negative backlash from my workplace	21%	30%

Finance, banking and insurance workers were most likely to make a workers' compensation claim when injured (29%), while retail workers were least likely (11%).

WORK-RELATED MENTAL HEALTH ISSUES HAVE NOT SUBSIDED

SNAPSHOT

The Work Shouldn't Hurt survey demonstrates again that Australian workers are suffering mental health issues because of their work. As in 2021, one in five (21%, 2022 vs 22%, 2021) workers said they had suffered a mental health issue due to work in the past 12 months.

Education, health and retail workers were most likely to say they suffered a mental health issue due to work in the past 12 months – 26%, 27% and 26% respectively. Administrative and professional services were the lowest at 15%.

Under half of workers (45%) felt that their workplace has enough staff for work to be performed safely and only 58% agree their workplace sets realistic demands and targets. Since 2021, the lack of staff had become more acute in key industries.

Young workers were the most susceptible to work-induced mental health issues; 18% of workers aged under 25 years and 23% under 35 years had suffered a mental health problem due to work. Workers in the 25–34 age group had the highest percentage reporting working unsafe hours (42% compared to 28% of all other age groups).

Many workers are reporting exposures to potential risk factors for psychological injury/ill health.

The health and social assistance industry workers continue to be under considerable pressure.

- 45% of workers said they did not have enough staff to do their work safely
- 38% said they did not receive appropriate recognition and reward
- 30% agreed they did not receive enough support
- 36%, at least regularly, skipped breaks that they were entitled to.

Education workers also indicated dissatisfaction with staffing levels, one in three said they didn't have enough staff or time and 36% of retail workers said they didn't have enough staff.

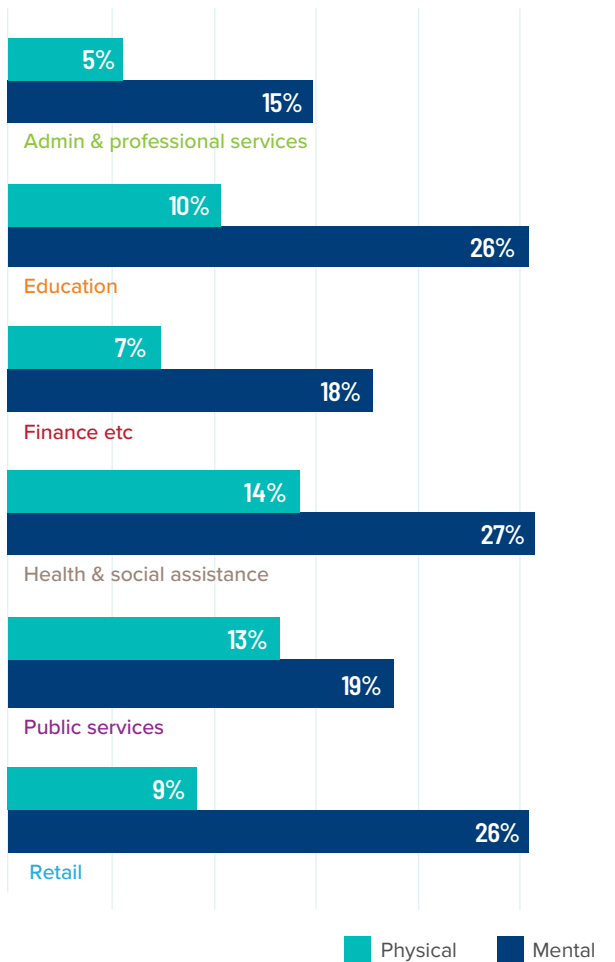
Consistent with the 2021 survey, bullying was reported as being experienced or observed in the last 12 months by 1 in 12 workers. As in 2021, conflict with others was reported by 1 in 10 workers; 1 in 8 reported witnessing violence, threats or aggression and 1 in 8 reported exposure to traumatic/distressing events or aggressive clients etc. As in 2021 health and social assistance workers reported exposure to violence, bully and traumatic events more often than other industries.

More workers in finance, health and education reported always or regularly being exposed to unfair work practices and changes at work that are poorly managed.

TYPE OF INJURY

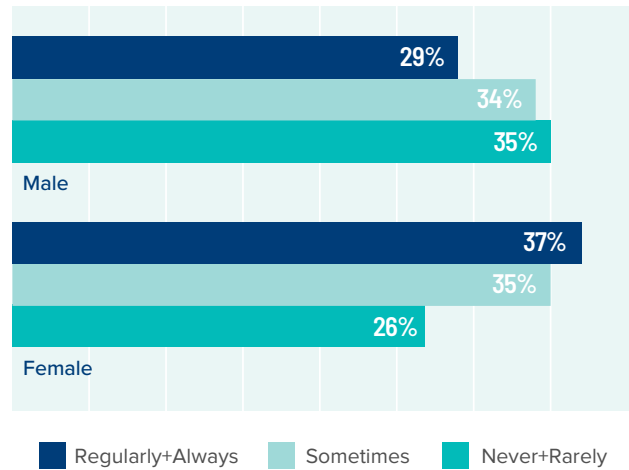
In five out of 6 key industries, at least twice as many workers suffered a mental health issue compared to a physical injury, the exception being public services.

FIGURE 13. 2022 Physical and mental injuries in last 12 months



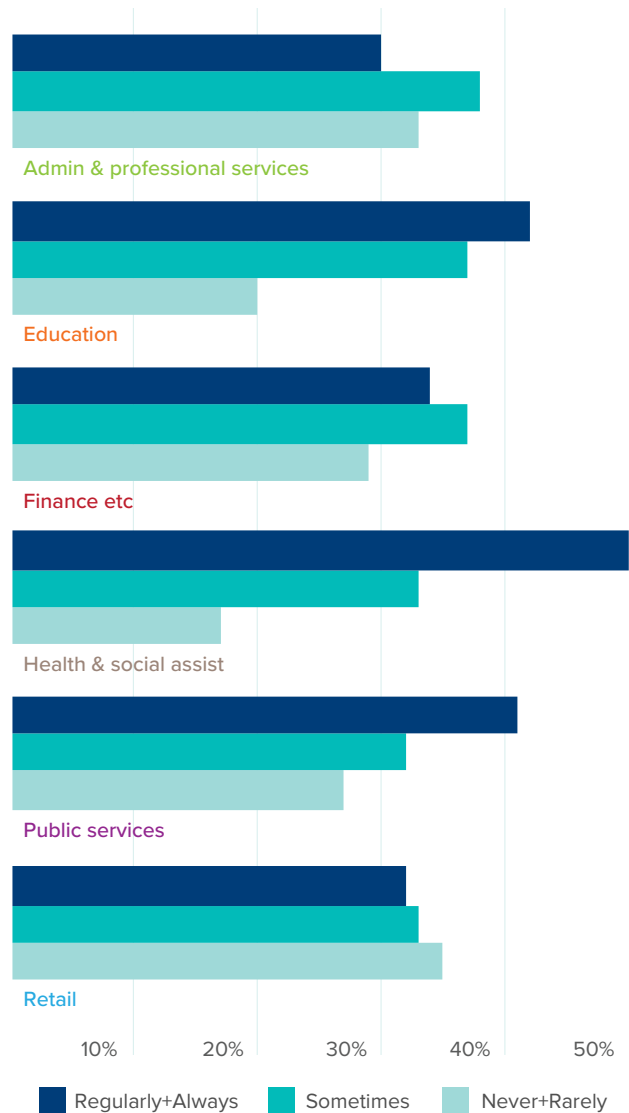
Workers were asked “in the last 12 months have you or someone in your workplace, been exposed to stress”. One third of all workers were either regularly or always exposed to stress at work in the past 12 months, with women reporting this exposure more often than men.

FIGURE 14. 2022 Workers reporting being exposed to stress in last 12 months by gender



Half of the workers in health and social assistance reported this experience. Administrative and professional services workers reported the least exposure but even in this industry 1 in 3 workers reported stress at work at least regularly.

FIGURE 15. 2022 Workers in key industries reporting stress at work

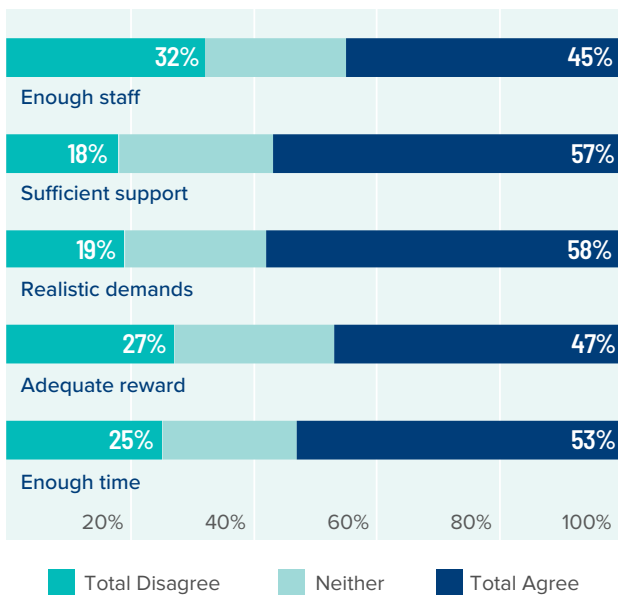


WORKERS REPORTING EXPOSURES TO KNOWN PSYCHOLOGICAL RISK FACTORS

Under half of workers (45%) felt that their workplace has enough staff for work to be performed safely, and only 58% agree their workplace sets realistic demands and targets.

One in three workers disagreed that there was enough staff and just under one in four (24%) felt there was not enough time to do their work safely. In 2021, fewer workers reported not having enough staff whereas the other conditions were similar across the two years.

FIGURE 16. 2022 Employer compliance with key workplace needs



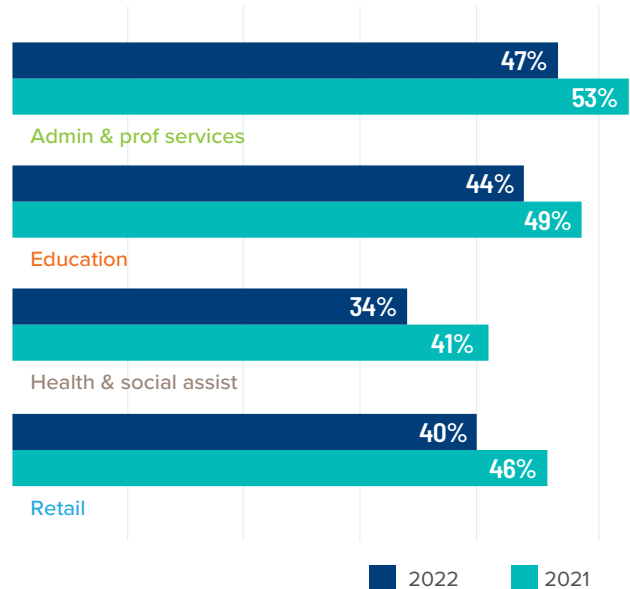
Health and social assistance industry workers continue to be under considerable pressure.

- 45% of workers said they did not have enough staff to do their work safely
- 38% said they did not receive appropriate recognition and reward to do their job safely and
- 30% agreed they did not receive enough support
- 36%, at least regularly, skipped breaks that they were entitled to.

Education workers also indicated dissatisfaction with one in three saying they didn't have enough staff or time and 36% of retail workers said they didn't have enough staff.

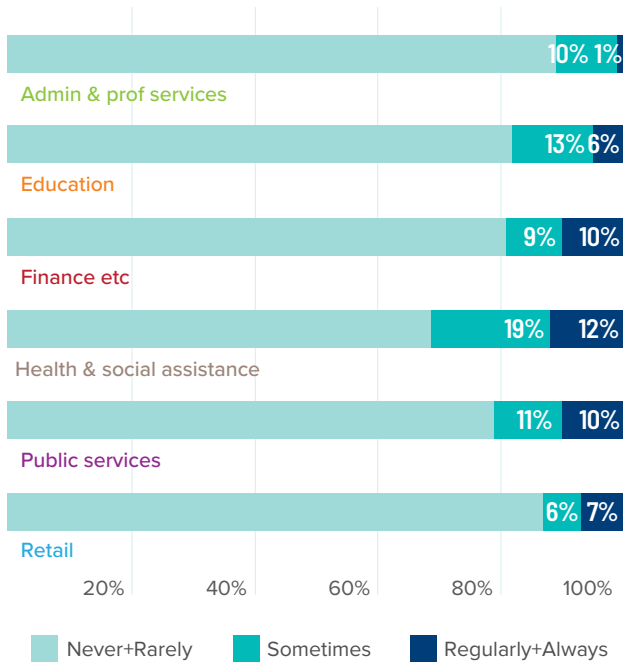
Under half of all respondents across all industries, except property and other services, agreed that there was enough staff in their workplace. In key industries fewer workers reported adequate staff levels in 2022 than in 2021.

FIGURE 17. 2022 Industries reporting adequate staff



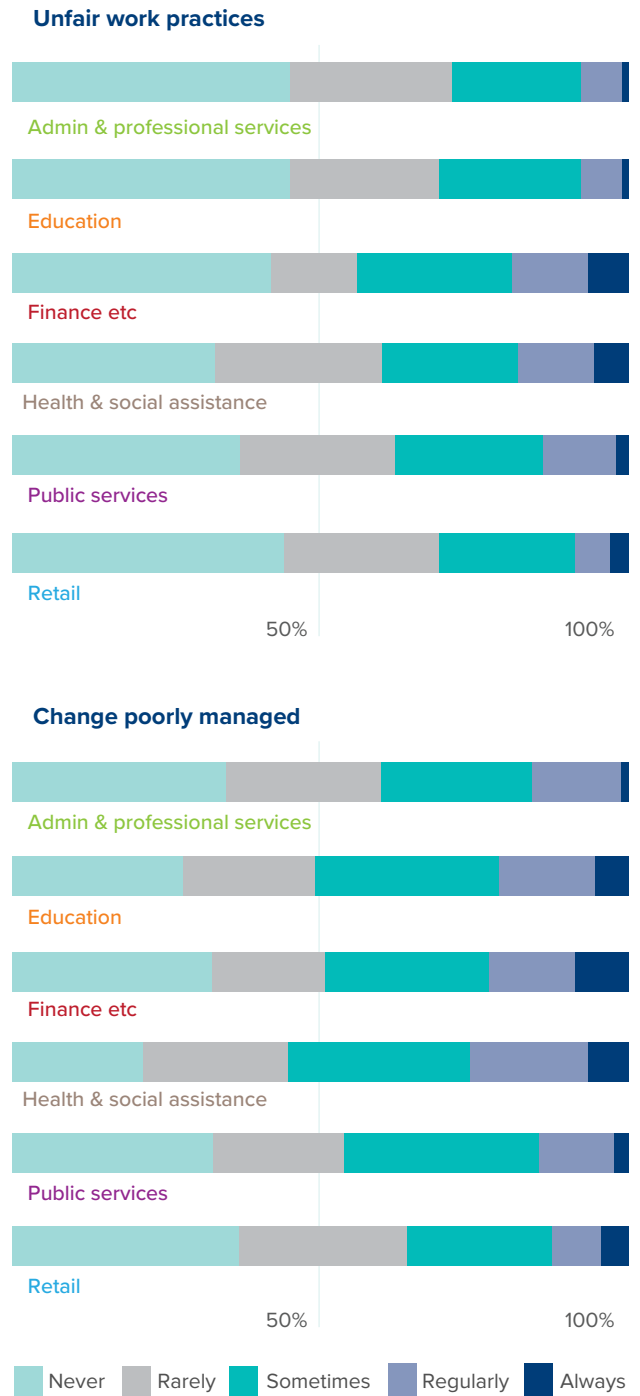
Education and health workers were the most likely to report being exposed to traumatic events and aggressive clients and violence at work; one in three health workers witnessing violence or threats at work at least sometimes in the last 12 months. Two in five reported unfair practices by management in the last 12 months.

FIGURE 18. 2022 In last 12 months exposed to violence, threats of violence or aggression by industry



More workers in finance, health and education reported always or regularly being exposed to unfair work practices and changes at work that are poorly managed.

FIGURE 19. 2022 Unfair work practices and change at work poorly managed



INSECURE WORK



SNAPSHOT

21% of workers in the 2022 Work Shouldn't Hurt sample were classified as insecure workers. The sample does not reflect the general population but is a closer sample than the 2021 survey when 15% were classified as insecure workers. See notes in Background and Profile of Respondents.

Insecure workers, **in this survey**, were defined as fixed-term contractors (including full-time and part-time), independent contractors, casuals, and gig workers. Permanent work refers to full-time and part-time.

Females were concentrated in permanent part-time work (27% compared with 10% of males) and in casual work (15% vs 7% males).

Insecure workers, as in 2021, reported suffering a work-related injury/illness in the same proportions as permanent workers. Knowledge of how to report mental health injury or risk was lower than knowledge of how to report physical injury or safety issues for both permanent and insecure workers, however the difference was more marked for insecure workers.

The ways in which insecure workers did poorly can be found in the detail of workers experiences. For example, insecure workers were more likely to report not having taken time off when injured when compared to permanent workers (37% vs 28%). (There was a gender difference – 50% of female insecure workers compared to 41% of male insecure workers had worked whilst unwell).

The reasons for not taking time off related to lack of access to paid leave – 52% of insecure workers said they had worked while unwell because they didn't have access to paid leave. And 57% of insecure injured workers kept working because they could not afford to stop working (cf. 33% permanent) and only 12% of insecure workers made a claim for workers compensation compared to 22% of permanent workers.

WOMEN AND MINORITIES

Women were more likely to be insecure workers than men (60% of insecure workers were women). About three quarters of workers were born in Australia with the percentages essentially the same in 2021 and 2022. As in 2021, the 2022 sample of insecure workers were more likely to identify as LGBTIQ+, or to have a disability.

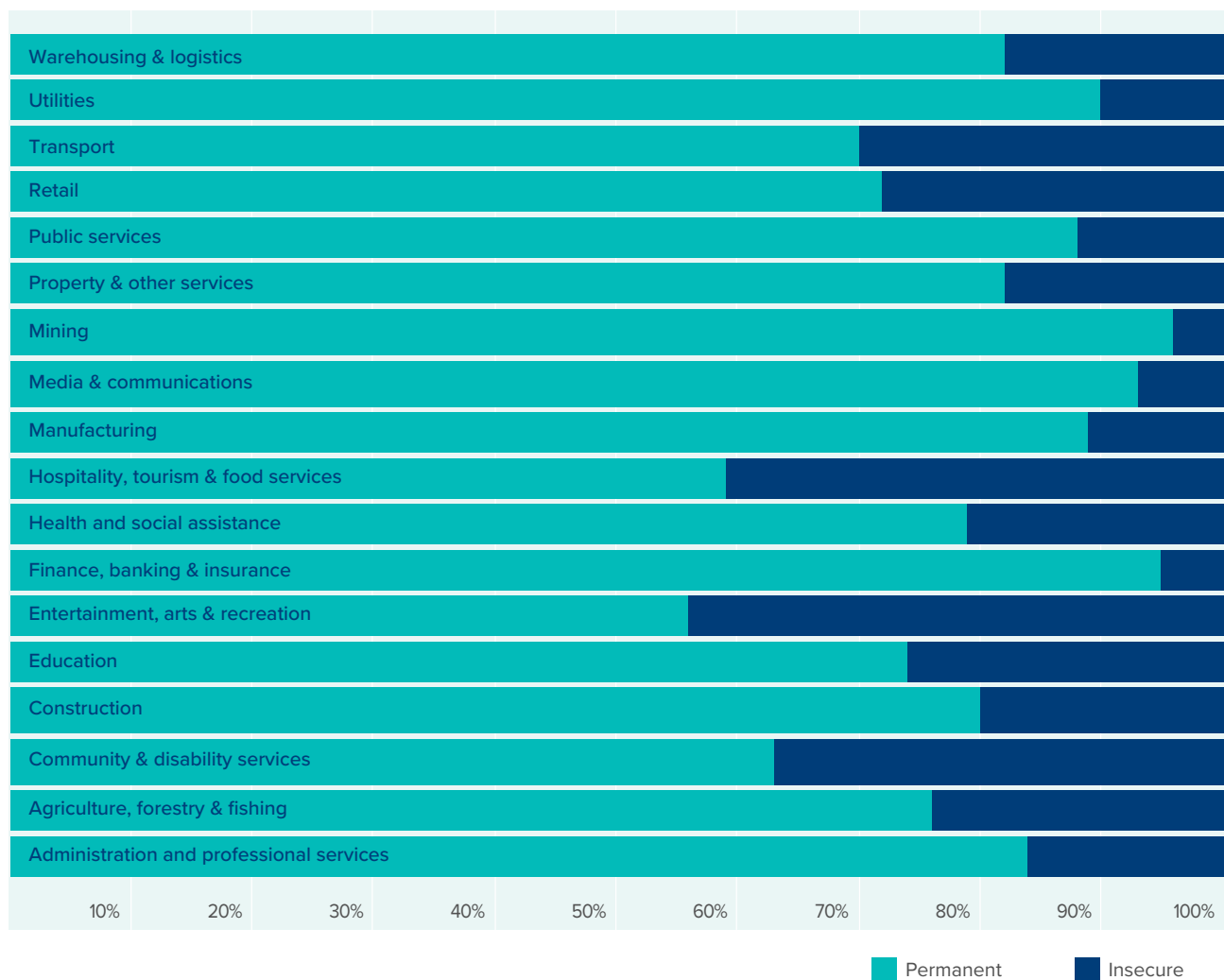
TABLE 4. 2022 Insecure workers identifying as

2022	PERMANENT	INSECURE
Aboriginal or Torres Strait Islander	2%	2%
Person with a disability	3%	8%
LGBTIQ+	7%	11%
None of the above	89%	82%

Just over two thirds of insecure workers (70%) earned under \$52,000, compared to 23% of permanent workers. Due to the nature of their work, insecure workers tended to work more for less reward; as a proportion of their total work hours, independent contractors and casuals were unpaid for 18% and 16% of their work hours. Gig workers were the most underpaid, with 27% of their work hours being unpaid – however the sample of gig workers was small.

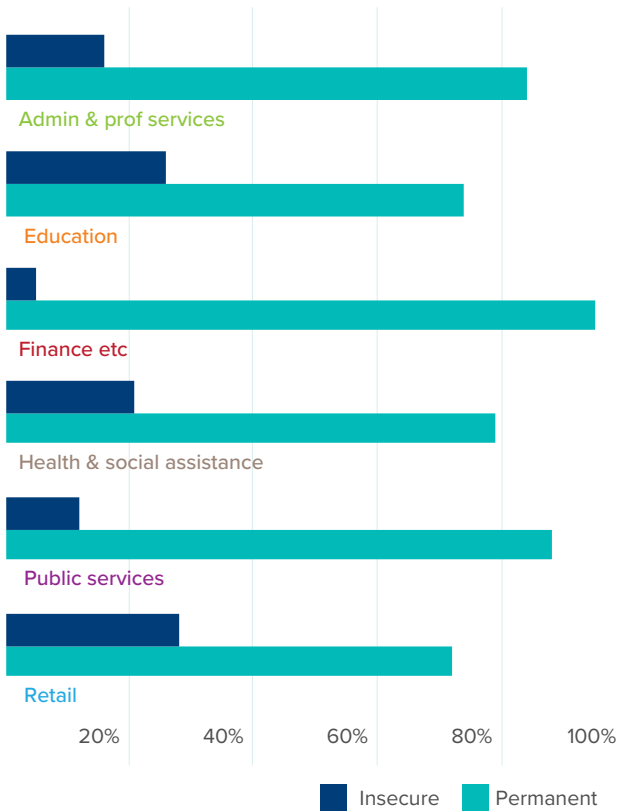
The industries with the highest percentage of insecure workers were entertainment/arts (44%), hospitality/tourism (insecure 41%) and community and disability (37%).

FIGURE 20. 2022 Industry by work status



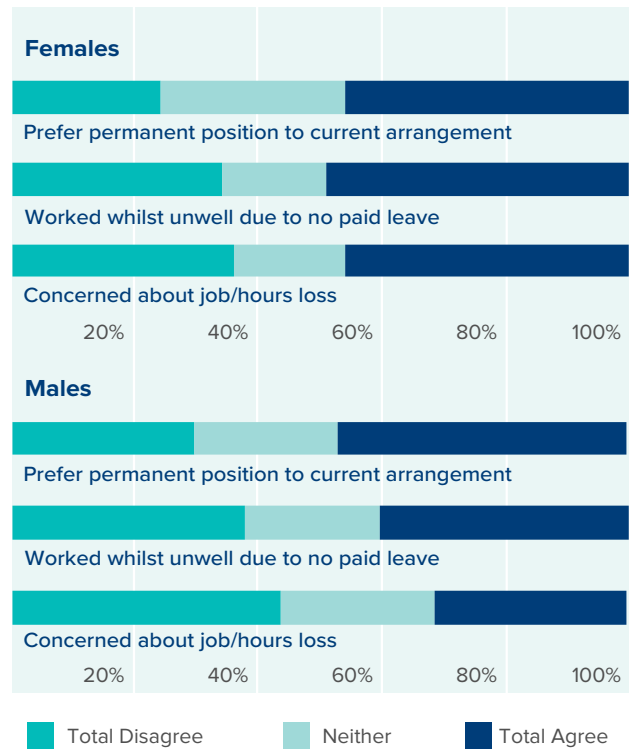
Of the six key industry sectors analysed retail, education and health had the highest number of insecure workers – 28%, 26% and 21% respectively – whereas finance, banking and insurance only had 5%. 62% of insecure workers had never been a member of a union, compared to 47% of secure workers. 28% of permanent workers were current members of a union compared to 9% of insecure workers.

FIGURE 21. 2022 Key industry by work status



Amongst insecure workers gender differences related to concerns about job security – women were more concerned about job losses or hours cut and had worked unwell more often due to lack of paid leave. Just under half of females and males did not want a permanent position, although slightly more males would prefer permanency than females (30% vs 24%).

FIGURE 22. 2022 Insecure workers' agreement towards statements regarding job security, by gender



INSECURE WORKERS EXPERIENCE

At least one in four permanent (28%) and insecure workers (27%) suffered a work-related injury or illness in the 12 months to the May-June 2022 survey.

More than 52% of all insecure workers said they had worked while unwell because they didn't have access to paid leave (there was a gender difference with 50% of female insecure workers compared to 41% male insecure workers who had worked whilst unwell). 40% of all insecure workers were concerned about losing their job or having their hours cut at the time of the survey. More female insecure workers expressed these concerns than male insecure workers (46% vs 31%).

One in three permanent workers (35%) and 32% of insecure workers took time off for their injury. The difference between the two groups was less than in the 2021 survey results. 50% of injured or unwell insecure workers, who did take leave felt they had adequate support from their workplace to return to work, compared to 60% of permanent workers.

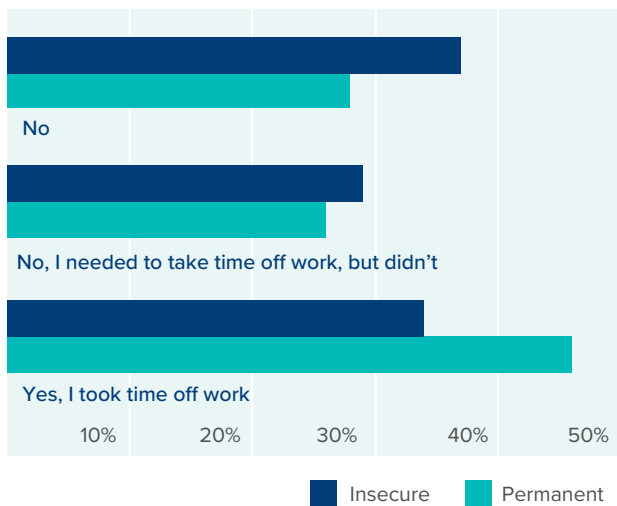
12% of injured insecure workers made a workers compensation claim, compared to 22% of injured permanent workers. Of those who didn't make a claim, only 4% of insecure workers used other leave available eg. sick leave, compared to 25% of permanent workers.

When workers were asked "I would prefer a permanent position over my current arrangement" just under half of insecure workers indicated they would prefer permanent positions over their current arrangements (46%).

NO TIME TO RECOVER

Insecure workers reported more difficulties in dealing with injuries than other workers. Insecure workers were more likely to report not having taken time off when injured when compared to permanent workers (37% vs 28%).

FIGURE 23. 2022 Took time off when injured



When asked why they had not taken time off due to injury, insecure workers were more likely to say it was because they had no leave available or couldn't afford to stop working.

FIGURE 24. 2022 Why didn't take time off when injured/ill



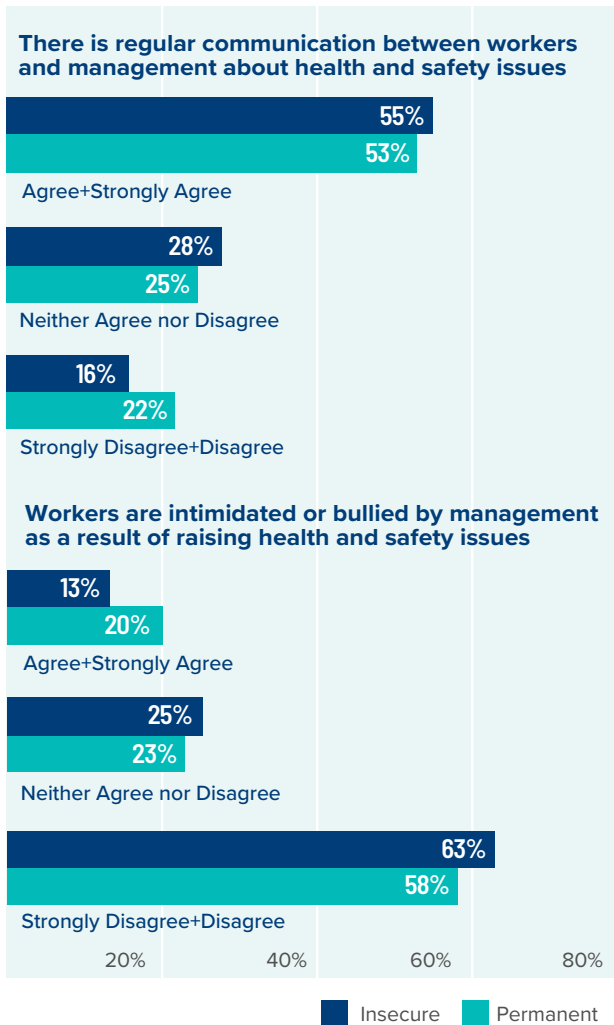
INSECURE WORKERS COMPLIANCE AND ENGAGEMENT

The differences between permanent and insecure workers for worker engagement measures were less marked. More insecure workers disagreed with the statement about regular communication between workers and management however, fewer reported workers being intimidated about raising health and safety issues. It is possible some of these differences are due to insecure workers being at work less often than permanent workers.

Insecure workers differed little from permanent workers for measures such as “puts health and safety ahead of service, production etc; employer fixes problems promptly; were comfortable raising issues with management or knew how to report mental injury or risk”. (50% for both groups of workers). Over two thirds of both groups knew how to report a physical injury or safety issues.

Slightly less than half of insecure workers (49%) felt their workplace puts as much importance on mental health hazards as physical hazards, compared to slightly over half (53%) of permanent workers.

FIGURE 25. 2022 Insecure vs permanent compliance and engagement



GENDERED VIOLENCE AND SEXUAL HARASSMENT

SNAPSHOT

One in three (32%) respondents experienced some form of gendered violence or harassment¹ at work in the past 12 months.² This is higher than was reported in the 2021 survey – where one in five reported these experiences.

Young workers particularly experienced unwanted sexual attention, crude or offensive behaviour or inappropriate physical contact.

As in 2021, it is front line workers who experience sexual harassment more often than other workers. Nearly 1 in 6 retail workers experienced crude or offensive behaviour. 6% of retail workers reported sexual assault or sexual coercion.

Men were more likely than women to take action e.g. report. When women did take action e.g. seek assistance, make a complaint, make a report etc, they were much less satisfied with the response than men – 46% of men were satisfied with the response vs 36% of women and nearly 1 in 3 women were either very dissatisfied or dissatisfied with the response.

There was general agreement between genders on workplaces policies on the recognition of sexual harassment as a risk to health and safety and that it is taken seriously – but there were differences between genders on whether there was sufficient education of staff, clear ways to make complaints and clear policies on preventing sexual harassment. There were more workers who took action compared to the 2021 survey – particularly for sexually suggestive or explicit messages, sexual coercion, or sexual assault (although the latter two categories are small numbers of workers). Hopefully this is an indicator of increased confidence that action can be taken.

Insecure workers continued to report that they took no action because they feared negative consequences for themselves (50% vs 32% permanent workers) and that they had no confidence that the complaints process would be confidential (43% vs 24% permanent workers).

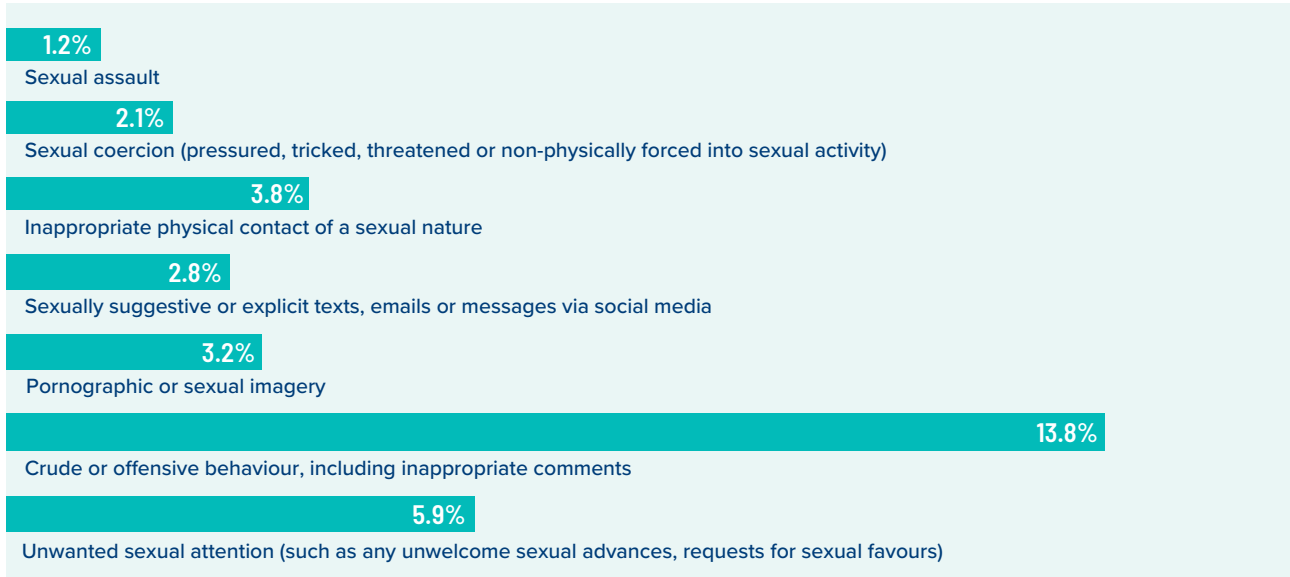
¹ 'Gendered violence and harassment' means violence and harassment directed at, or disproportionately affecting, employees because of their sex, gender, sexual orientation or gender identity, and includes sexual harassment. In this study, respondent experiences of seven different examples of harassment were canvassed, and respondents could also nominate other experiences.

² This is in line with the results of the Australian Human Rights Commission's most recent survey in 2018. Source: <https://humanrights.gov.au/our-work/sex-discrimination/publications/everyones-business-fourth-national-survey-sexual> Last accessed: 07/09/2021

EXPERIENCE OF GENDERED VIOLENCE OR HARASSMENT

The profile of gendered violence or harassment was very similar in 2022 to the 2021 results.

FIGURE 26. 2022 Personally experienced in the last 12 months



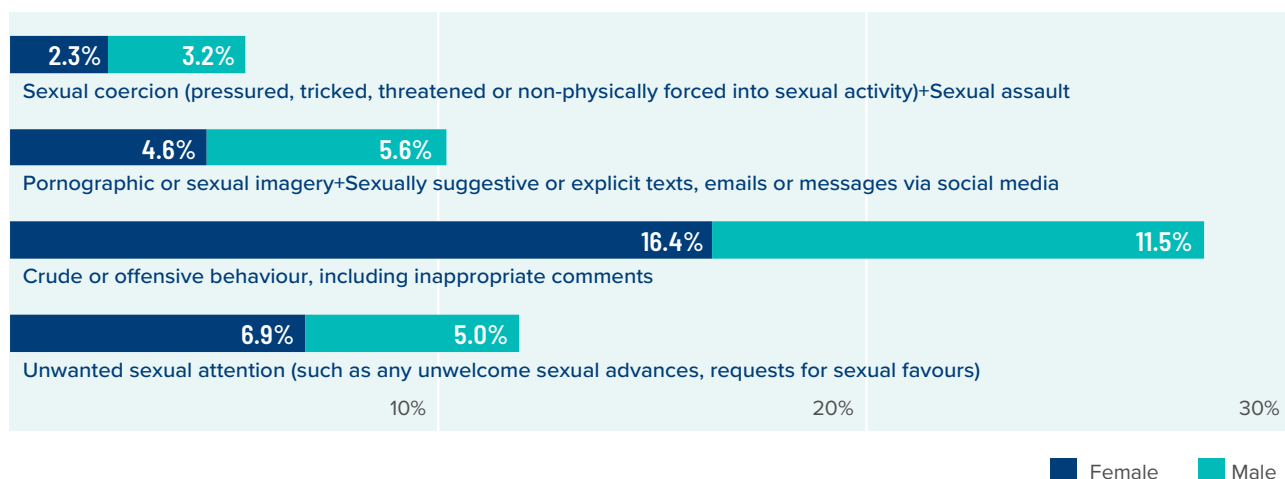
Young workers in particular experienced unwanted sexual attention, crude or offensive behaviour or inappropriate physical contact.

TABLE 5. 2022 Experience of gendered violence and sexual harassment by age

	Under 24	25-34	35-44	45-54	55-64
Unwanted sexual attention (such as any unwelcome sexual advances, requests for sexual favours)	12.6%	5.8%	6.6%	4.7%	2.7%
Crude or offensive behaviour, including inappropriate comments	18.8%	17.9%	14.2%	11.5%	8.7%
Pornographic or sexual imagery	2.6%	4.5%	3.8%	2.4%	1.6%
Sexually suggestive or explicit texts, emails or messages via social media	3.1%	3.4%	3.0%	3.4%	0.5%
Inappropriate physical contact of a sexual nature	6.8%	4.7%	3.6%	3.1%	2.2%
Sexual coercion (pressured, tricked, threatened or non-physically forced into sexual activity)	3.1%	3.2%	2.2%	1.4%	0.5%
Sexual assault	1.0%	1.6%	1.1%	1.4%	0.5%

Women experienced more crude and offensive behaviour than men (16% vs 11%), however the percentage of men and women being exposed to pornography or sexually suggestive emails etc was about the same – 1 in 20 workers.

FIGURE 27. 2022 Selected forms of sexual harassment by gender



There is a gendered response to incidents of sexual harassment etc, where men were generally more likely to take some action. There were more workers who took action compared to the 2021 survey – particularly for sexually suggestive or explicit messages, sexual coercion, or sexual assault (although the latter two categories are small numbers of workers). Hopefully this is an indicator of increased confidence that action can be taken.

TABLE 6. 2022 Proportion of respondents who took no action after experiencing sexual harassment incident, by incident type

Incident type	Took no action	Took no action Women	Took no action Men
Crude or offensive behaviour	46%	50%	40%
Unwanted sexual attention	27%	34%	18%
Sexually suggestive or explicit messages	19%	18%	20%
Inappropriate physical contact	30%	33%	27%
Sexual coercion	9%	9%	10%
Pornographic or sexual imagery	42%	33%	47%
Sexual assault	11%	11%	11%

When workers did take action, the most common response was an informal complaint to management – this was even the case for those reporting sexual coercion and sexual assault.

TABLE 7. 2022 Most common action taken

Incident type	Made informal complaint to management
Crude or offensive behaviour	31%
Unwanted sexual attention	40%
Sexually suggestive or explicit messages	52%
Inappropriate physical contact	33%
Sexual coercion	53%
Pornographic or sexual imagery	35%
Sexual assault	50%

As in 2021, it is front line workers who experience sexual harassment more often than other workers. Nearly 1 in 6 retail workers experienced crude or offensive behaviour.

FIGURE 28. 2022 Industry and types of sexual harassment

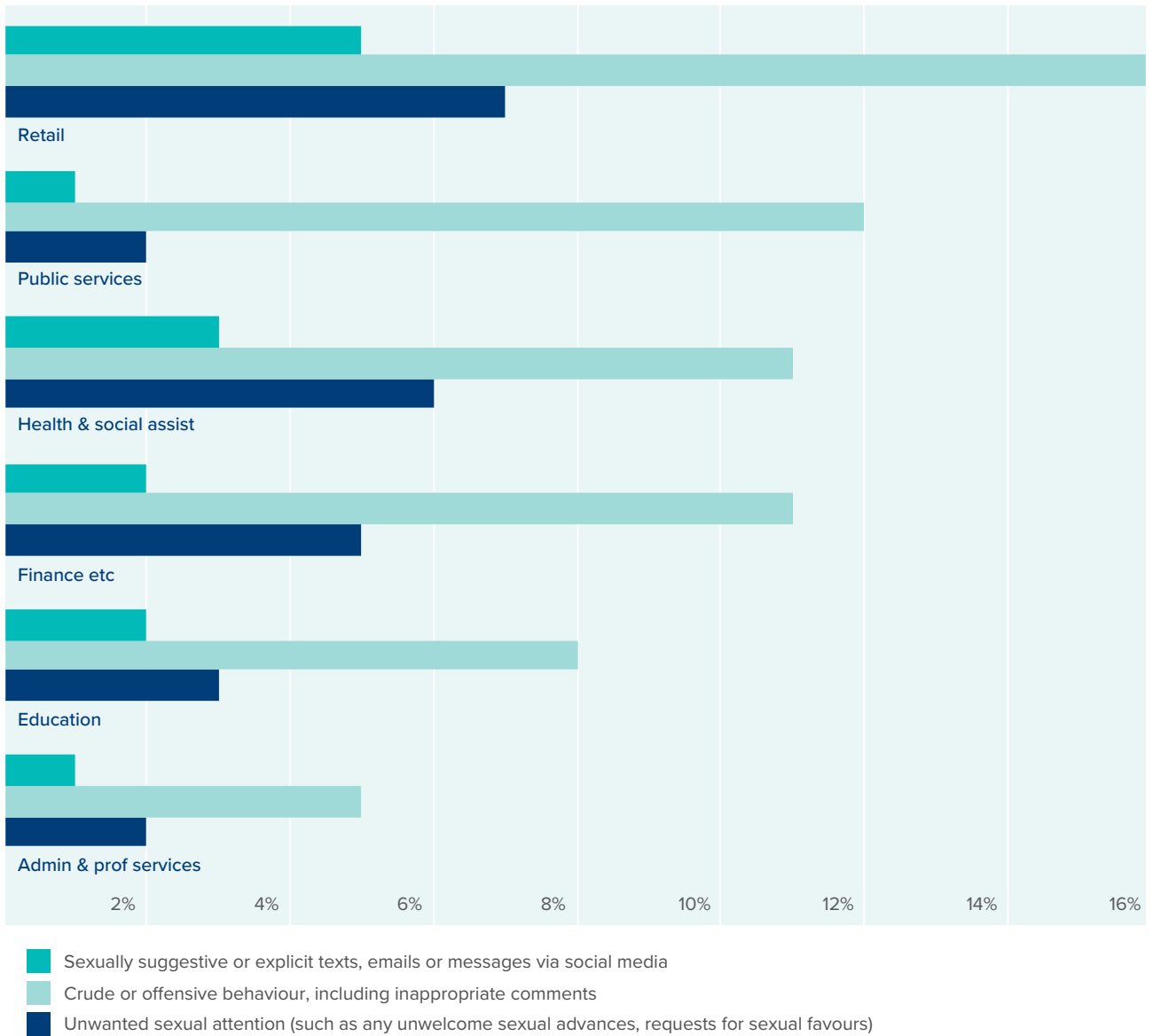
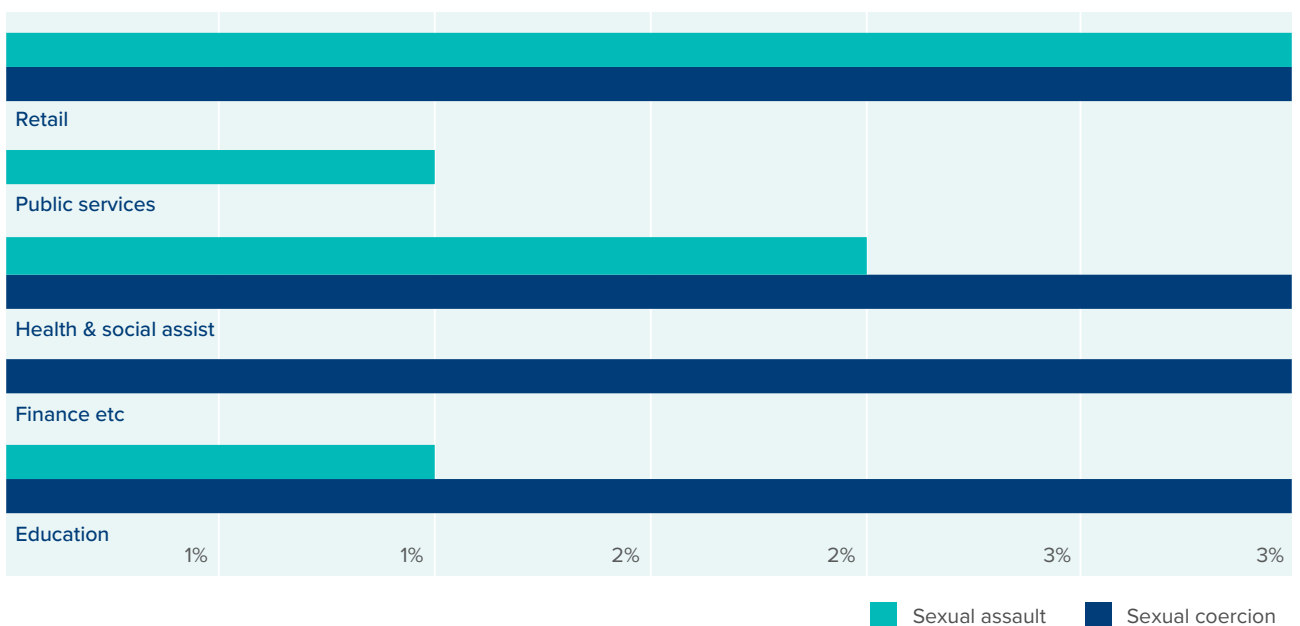


FIGURE 29. 2022 Industry and experience of sexual assault or coercion



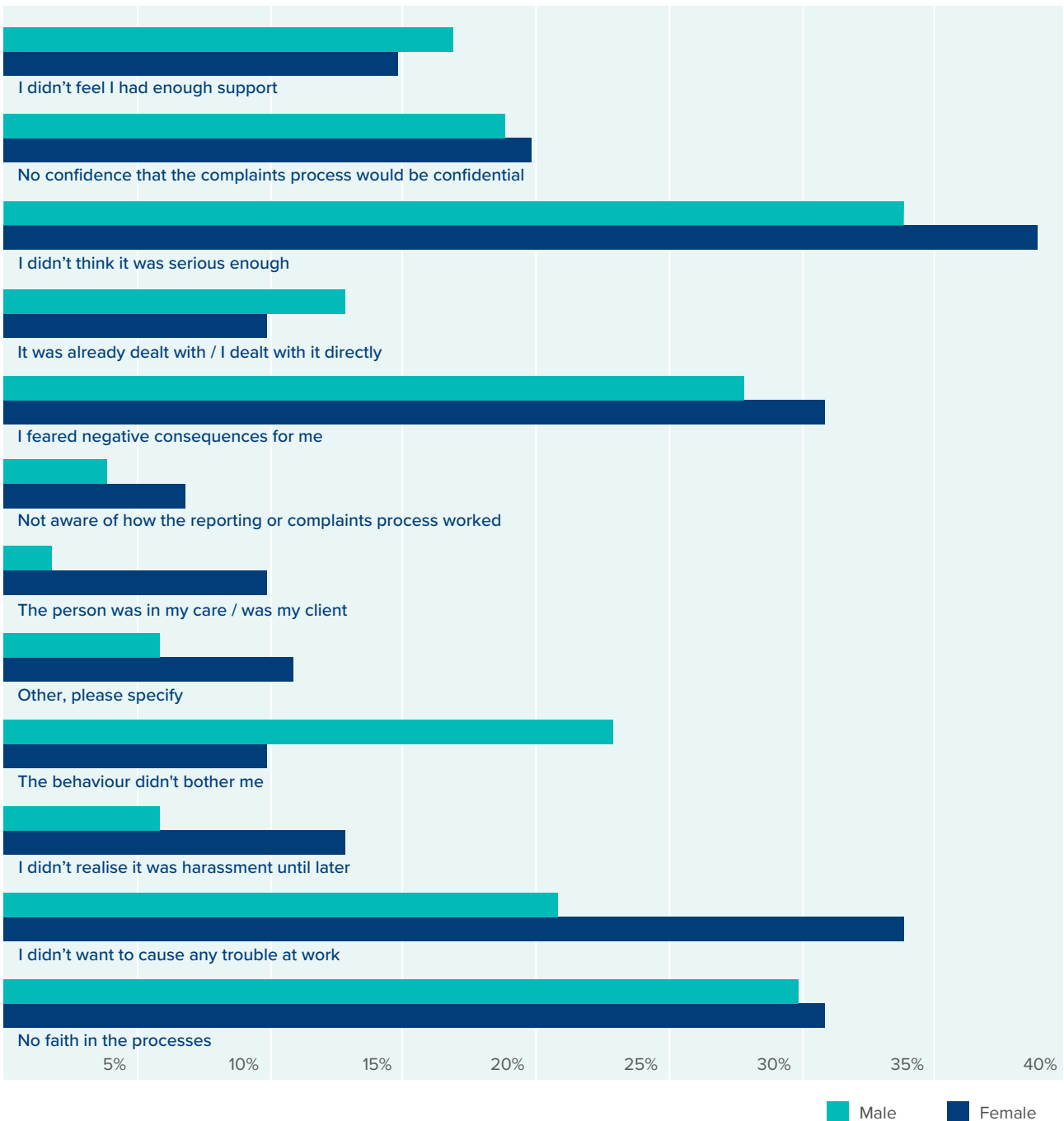
WORSE OUTCOMES FOR WOMEN

The most common reasons for taking no action were ‘I didn’t think it was serious enough’ (37%), ‘I feared negative consequences for me’ (30%), no faith in the process (31%) or ‘I didn’t want to cause any trouble at work’ (29%).

Women workers who did not act were more likely than men to say they didn’t want to cause any trouble at work (34% vs 21%).

When women did take action e.g. seek assistance, make a complaint, make a report etc, they were much less satisfied with the response than men – 46% of men were satisfied with the response vs 36% of women and nearly 1 in 3 women were very dissatisfied or dissatisfied with the response.

FIGURE 30. 2022 Why didn't take action by gender



All workers were asked about the general culture towards sexual harassment in their workplaces.

There was general agreement between genders on workplaces policies on the recognition of sexual harassment as a risk to health and safety and that it is taken seriously – but there were differences between genders on whether there was enough education of staff, clear way to make complaints and clear policies on preventing sexual harassment.

INSECURE WORKERS VULNERABILITY

As in 2021, the same percentage of insecure workers experienced sexual harassment etc as permanent workers. In 2022, insecure workers continued to report that they took no action because they feared negative consequences for themselves (50% vs 32% permanent workers) and that they had no confidence that the complaints process would be confidential (43% vs 24% permanent workers).

TABLE 8. 2022 Do you agree with the statement – think about your workplace or decision makers in your workplace

Workplace has	Total Agree	Neither Agree or Disagree	Total Disagree
Clear policy on preventing sexual harassment			
Female	62%	23%	16%
Male	69%	22%	8%
Takes sexual harassment seriously			
Female	71%	20%	8%
Male	76%	19%	5%
Clear way to make complaints			
Female	64%	20%	16%
Male	73%	19%	8%
Sexual harassment recognised as risk to H&S			
Female	74%	17%	9%
Male	75%	19%	6%
Enough education for all staff on preventing sexual harassment			
Female	59%	22%	18%
Male	66%	25%	9%

COMPLIANCE, CULTURE AND WORKER EMPOWERMENT



SNAPSHOT

Respondents were asked about their level of agreement with 16 statements which reflected their workplace's health and safety culture, and nine statements which reflected aspects of worker engagement and empowerment where they work.

Two years into the pandemic and the staffing problems are very clear – across the whole sample 46% of workers agreed that there was not enough staff to do the job safely over the last 12 months.

For workers in education and health the situation has worsened since 2021, with more workers disagreeing that they had enough staff and appropriate recognition and reward for the work they performed.

The lack of time, staff and support is evident for the top six industries – for the health and social assistance industry, 1 in 5 workers report a shortfall in these key areas of employer compliance and culture.

Health and social assistance and administrative and professionals had a deterioration in workplace support.

In four of the key industries, over 25% of workers disagreed with the statement that employers put safety ahead of service/production/output and over 20% disagreed that employers put as much importance on mental as physical hazards.

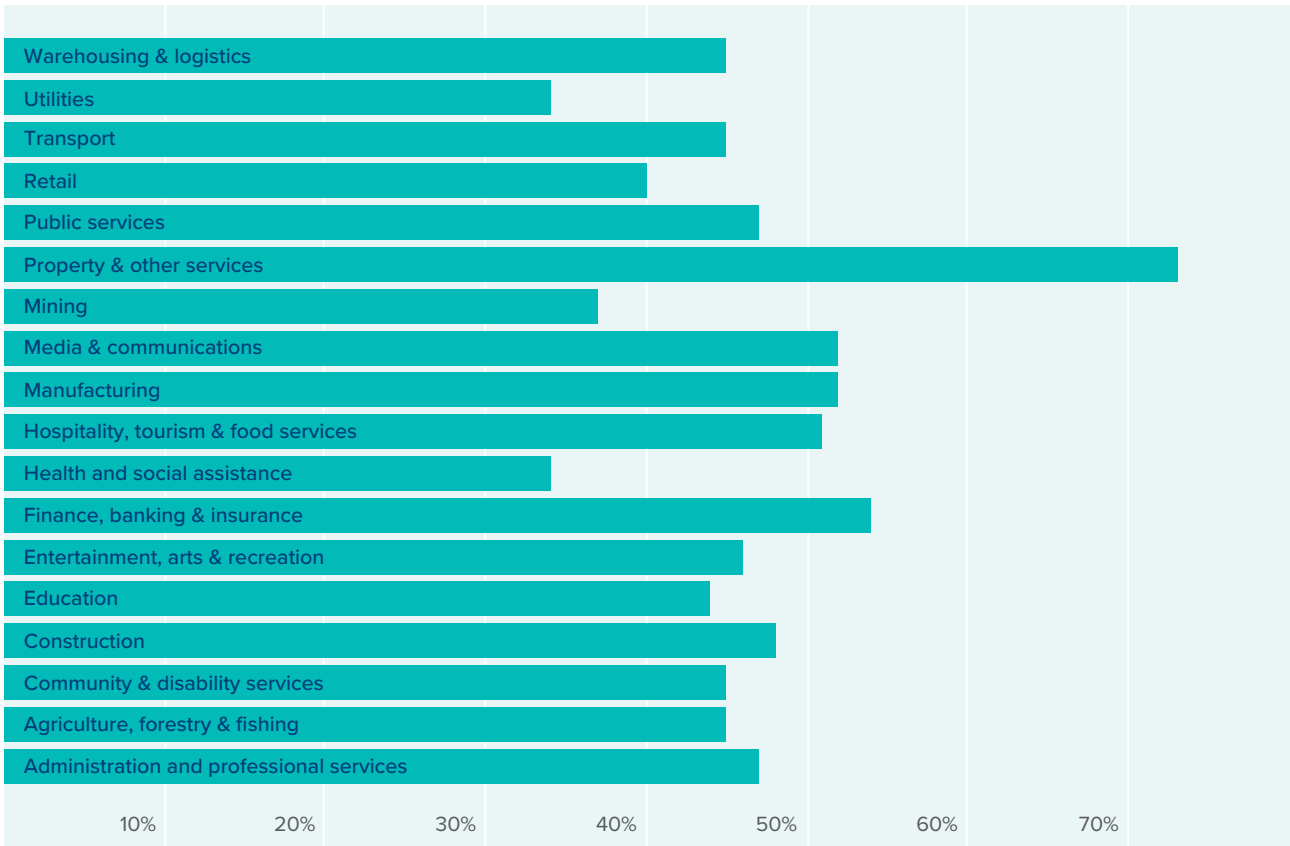
A quarter of workers reported that at least sometimes they performed work they were unsure how to do – for those under 24 years and between 25-34 years old, this was nearly 2 in 5 workers.

As in 2021, workers reported that employer's compliance was highest for policies and adherence to those policies. In all other measures such as fixing health and safety problems promptly, regular inspections and putting health and safety ahead of service/production etc, employers performed poorly.

NOT ENOUGH STAFF

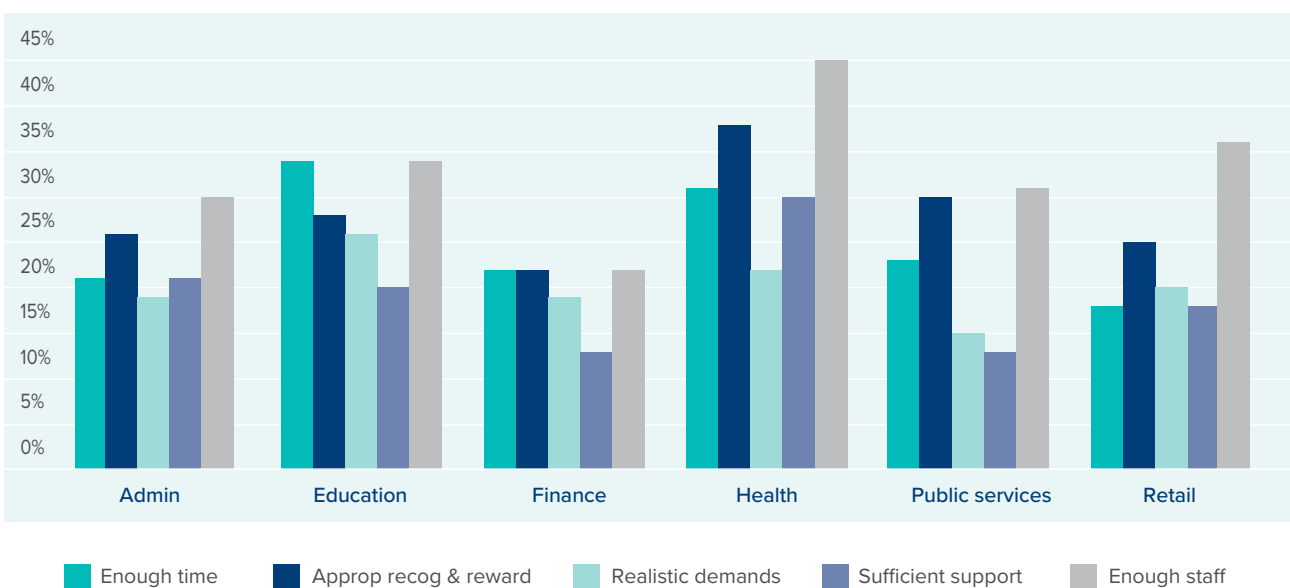
Two years into the pandemic and the staffing problems are very clear – across the whole sample 46% of workers agreed that there was not enough staff to do the job safely over the last 12 months.

FIGURE 31. 2022 Total agreed – Enough staff by all industries



The lack of time, staff and support is evident for the top six industries – in health 1 in 5 workers report a shortfall in these key areas of employer compliance and culture.

FIGURE 32. 2022 Key measures of employer compliance and culture in key industries



For workers in education and health the situation has worsened since 2021, with more workers disagreeing that they had enough staff and appropriate recognition and reward for the work they performed.

Health and social assistance and administrative and professionals had a deterioration in workplace support. In 2022 30% of health workers felt they did not have enough support to do their job safely vs 20% in 2021. A similar increase in lack of support was reported in administrative services (21% 2022, vs 14% in 2021). The finance industry was the only industry that reported any improvement in any of these indicators. Finance workers were more likely to report they had enough staff, support, and recognition in 2022 vs 2021.

FIGURE 33. 2022 Total disagree have enough staff in key industries

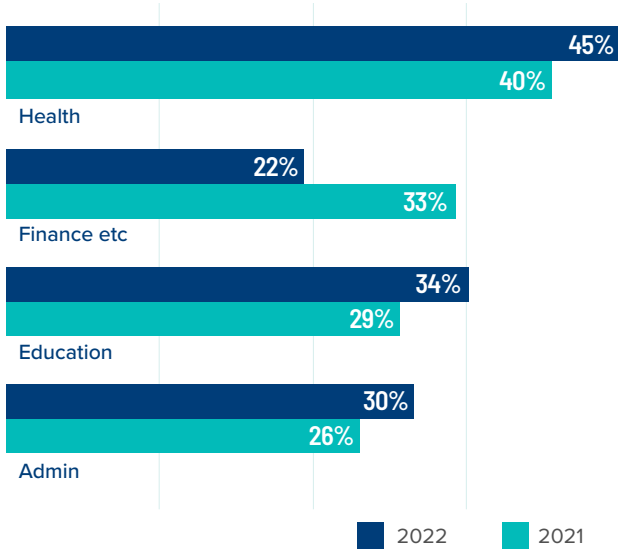


FIGURE 34. 2022 Total disagree appropriate recognition in key industries

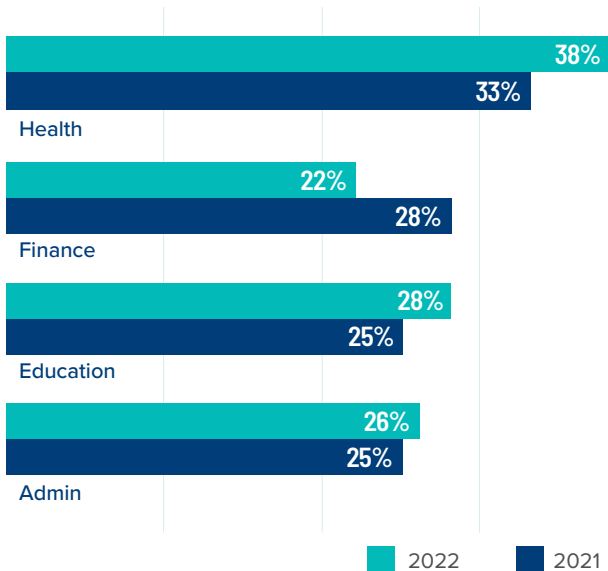
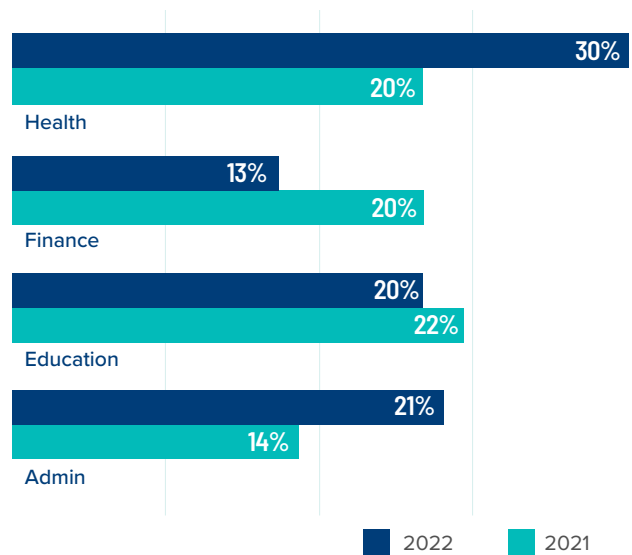


FIGURE 35. 2022 Total disagree sufficient support in key industries



ALL INDUSTRIES COMPLIANCE AND CULTURE

Overall, the findings are similar to the 2021 survey, with 64% of workers agreeing they had sufficient training, sufficient support (56%), enough time (53%) or enough staff (44%) for work to be performed safely.

FIGURE 36. 2022 All industries compliance and culture

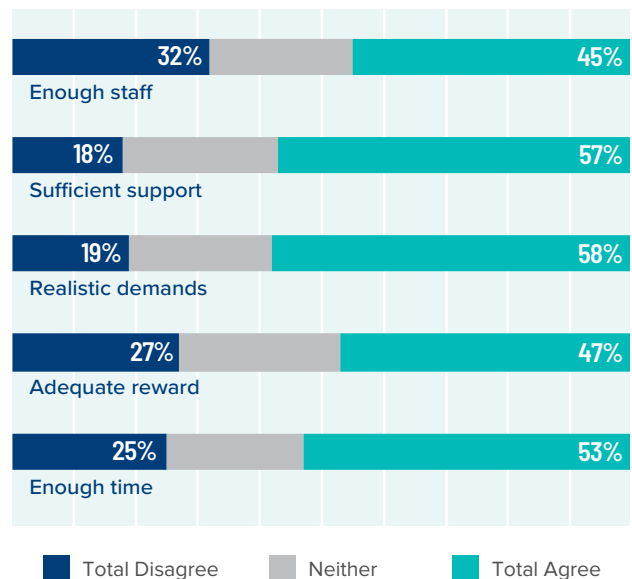
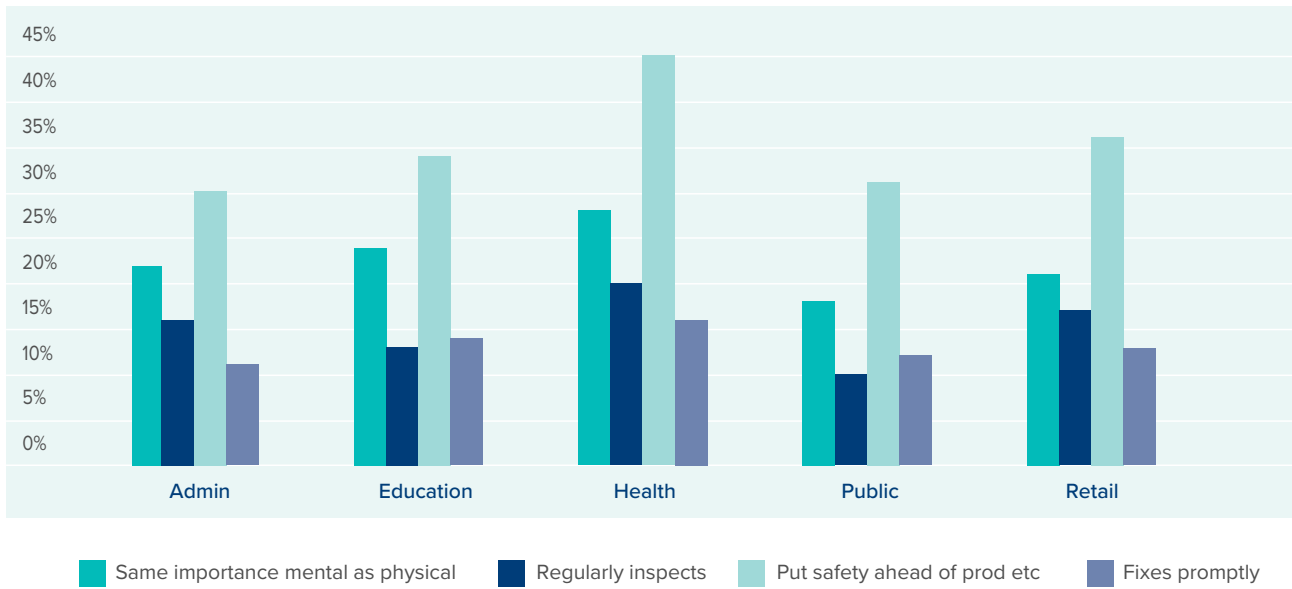


FIGURE 37. 2022 Total disagree with selected compliance measures in some industries



SOME KEY COMPLIANCE MEASURES

Across all the industries surveyed (not limited to the 6 key industries), just over 60% of respondents agreed that their employer complies with policies and has clear policies. Compliance only got above 70% for three industries, health and social assistance, retail and education.

In all other measures such as fixing health and safety problems promptly, regular inspections and putting health and safety ahead of service/production etc, employers performed poorly.

In four of the key industries, over 25% of workers disagreed with the statement that employers put safety ahead of service/production/output and over 20% disagreed that employers put as much importance on mental as physical hazards.

There was significant discrepancy between knowing how to report a physical versus a mental injury/risk – only 50% agreed that they knew how to report mental injury. This is perhaps another reflection of the lack of emphasis and awareness of work-related mental health hazards.

ENGAGEMENT

Overall workers in all industries are reporting similar levels of engagement in 2022, as in 2021. For many measures of engagement about 1 in 5 workers reported poor performance by their employer.

FIGURE 38. 2022 All industries – some measures of engagement

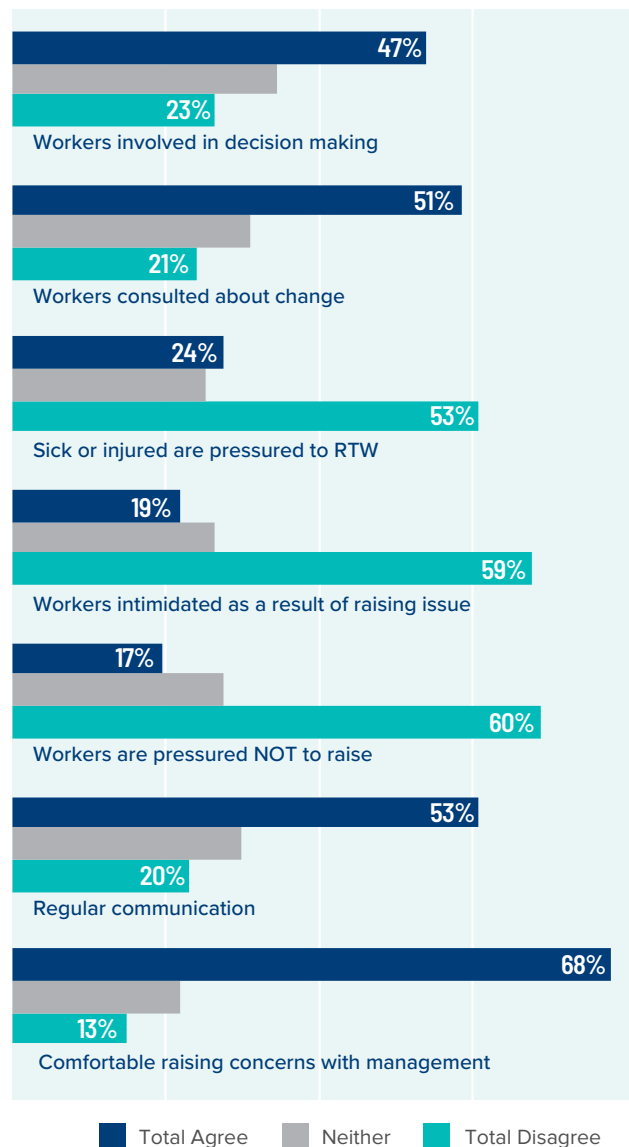


TABLE 9. 2022 Key industries – some measures of engagement

	Admin & prof services	Education	Finance etc	Health & social assist	Public services	Retail
Workers involved in decision making	44%	52%	44%	50%	49%	39%
Workers consulted about change	45%	57%	49%	57%	54%	44%
Sick/injured pressure to RTW	20%	23%	32%	36%	18%	26%
Workers pressured NOT to raise	15%	12%	24%	20%	15%	18%
Regular communication	47%	60%	58%	58%	51%	48%
Comfortable raising issues	68%	69%	74%	68%	73%	63%

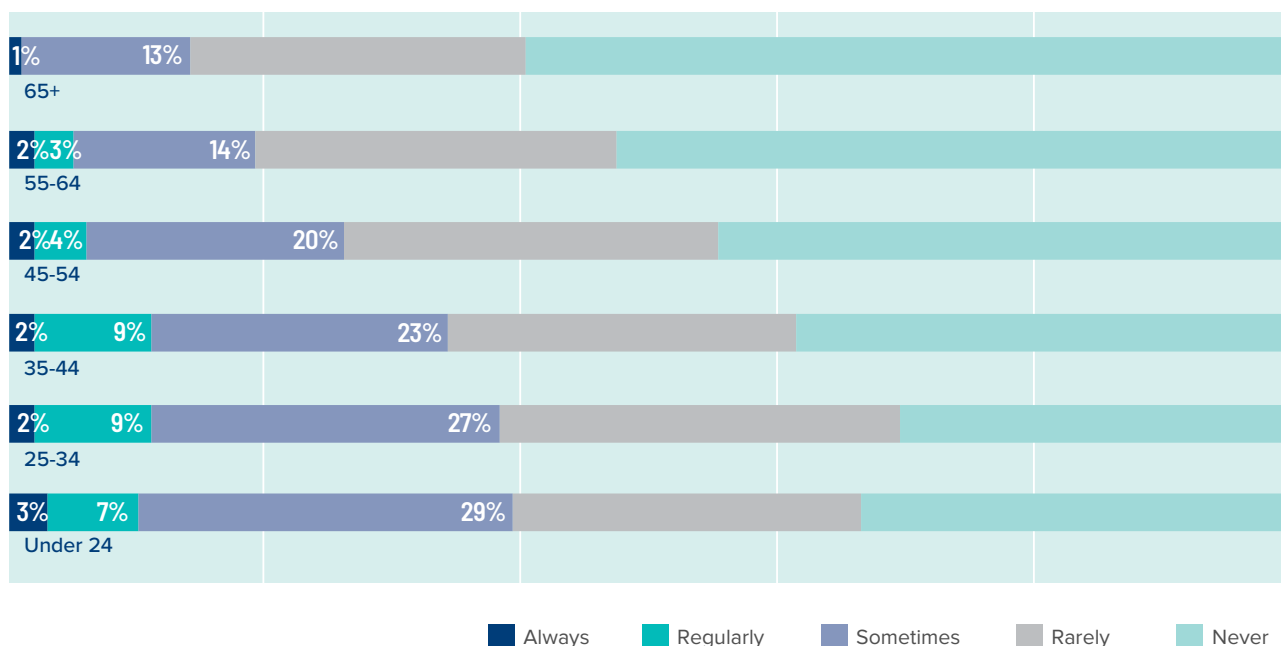
There has been some variation across the six key industries in 2022. However, the changes are not consistently better or worse.

Consultation about change and workers involvement in decision making have improved on 2021 survey (green) in education, finance and health – however, worker involvement in decision making in retail isn't consistent. Communication and comfort with raising issues have improved in a number of industries – marked yellow.

PERCEIVED LACK OF TRAINING

One in five workers reported that at least sometimes in the last 12 months they performed work that they thought was unsafe or was in an unsafe environment. For all age groups, except those over 55 years, more than 1 in 4 workers reported that at least sometimes they performed work they were unsure how to do in the last 12 months. For those under 24 years and between 25-34 years old, this was nearly 2 in 5 workers.

FIGURE 39. 2022 Perform work you were unsure how to do



Overall, 15% of respondents disagreed or strongly disagreed with the statement that workers were provided with sufficient training – in Health and social assistance industry this was 21% of respondents.

HEALTH & SAFETY REPRESENTATIVES



SNAPSHOT

Just over half (56%) of workers who answered reported there were Health and Safety Representatives (HSRs) in their workplaces, although one quarter didn't know. Less than half reported having a Health and Safety Committee (45%) and 61% reported that their workplace had an employer-nominated first aid officer or safety officer.

In 2021 just under two thirds (63%) of workers were found to have Health and Safety Representatives (HSRs) in their workplaces. However, the 2022 survey had a note inserted to explain the role of an HSR, ie. "a health and safety representative is a worker who has been elected/selected by a group of workers to represent them on health and safety matters". This may explain some of the difference between the two surveys.

There was a strong correlation between HSRs being present and better reported H&S compliance and culture. For example, 78% of workers with an HSR at their workplace said their workplace complies with its own H&S policies, compared to just 50% of workers with no HSR present. The presence of health and safety committees also linked positively to employer compliance.

Workers with an HSR were considerably more likely to know how to report mental health injury or mental health risks.

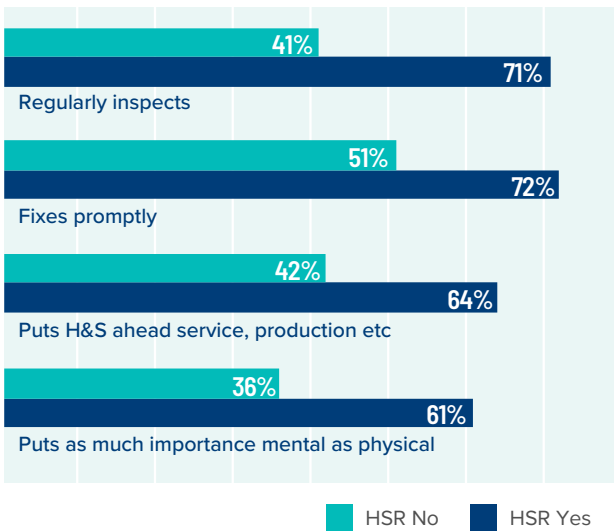
The presence or absence of an HSR is not the only factor contributing to WHS compliance, but the presence of an HSR and H&S committees do appear to be an indicator of a workplace which is more likely to take H&S seriously; the inverse is also true.

Encouragingly, these results are consistent with those in the 2021 survey and highlight the importance of representation and consultation in predicting employer activity on health and safety matters.

IMPACT OF HSRs ON WHS

There was a positive association between HSRs being present and workplaces having better WHS culture and compliance. For example, where there was an HSR, 49% reported their employer fixed problems promptly and 50% reported their employer regularly inspected the workplace. This compares to 11% and 10% of workplaces without an HSR (noting that 40% didn't know whether they had an HSR or not).

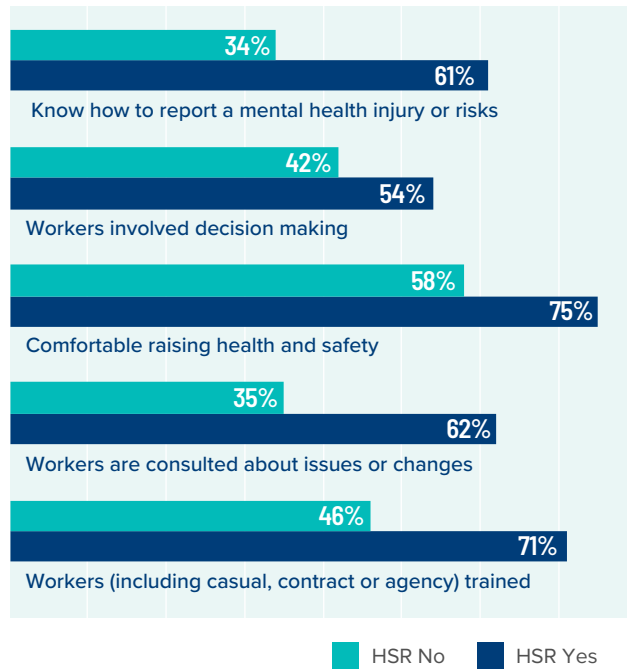
FIGURE 40. Presence of Health and Safety Representative and employer compliance



The presence of a H&S Committee was also linked with the workers reporting that the employer complied with their own procedures (53% if H&S committee vs 25% if no H&S committee), fixed health and safety problems promptly (54% if H&S committee vs 25% if no H&S committee), and placed as much importance on mental as physical hazards (57% if H&S committee vs 22% if no H&S committee). Not surprisingly, workers who reported having an HSR were also more likely to report there was a Health and Safety Committee at the workplace. If there was a Health and Safety Committee, 73% of workers also reported there were HSRs (cf no H&S Committee, only 14% indicated there was an HSR present).

As in 2021, there was a link between having an HSR and respondents reporting being actively engaged in communication and engaging with management about health and safety. Workers with an HSR were considerably more likely to know how to report mental health injury or mental health risks.

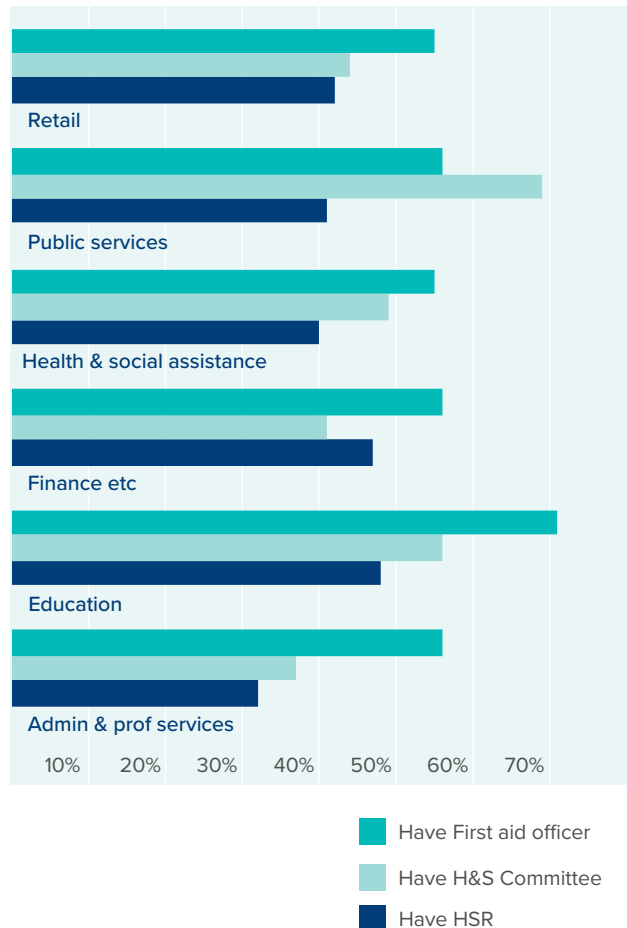
FIGURE 41. 2022 HSR presence and engagement



H&S PERSONNEL

Workers were asked about the health and safety structures in their workplace. Employer nominated first aid officers were more common than health and safety committees or HSRs.

FIGURE 42. 2022 Proportion of workers with H&S personnel at their workplaces, by industry



There was also an association between having an employer nominated first aid officer and employer compliance – for example 71% with a first aid officer agreed that there were clear policies and that the employer fixed health and safety problems promptly.

UNION MEMBERS AND H&S PERSONNEL

There was an increased presence of HSRs (65%) in workplaces where the respondent was a union member, compared to 52% where the respondent had never been a union member. Notably for this latter group, 25% reported no HSR but only 11% of union members reported no HSR.

Union members were more likely than non-members to report that H&S personnel were present at their workplaces. 57% of members' workplaces had a H&S committee, and 58% had an employer-nominated first aid officer or safety officer, compared to 41% and 62% of non-members respectively.

PROFILE OF RESPONDENTS

TABLE 10. Demographic comparison of Work Shouldn't Hurt sample with ABS benchmark

Characteristic	ABS	WSH 2022 sample	WSH 2021 Sample
Age (median)	38 for Australian population 2021	38.9	40.7
Gender (female)	48% ³	48%	48%
Personal income (median)	\$1344.70 per week ⁴	\$1,387.56	\$1,428.51
Union member	14%	24%	17%
Insecure worker	Approx 33% ⁵	21%	15%
Australian citizen	82.4% ⁶	90.3%	91%
Born in Australia	70.9%	74.2%	75.6%
LOTE at home	24.8% ⁷	9%	8%
Person with a disability	16% ⁸	4.3%	3%
LGBTQIA+	-	8.4%	6%
Labour hire	3%	10.9%	12.4%

³ Employed people – ABS Labour Force

⁴ Average (not median) weekly earning for all employees (includes full and part time)

⁵ This figure is arrived at by adding the 23% of employees that are casual, the 7.8% of employees who are independent contractors and the 3% of employees who are employed through labour hire together

⁶ This is from the 2016 Census and has been trending down each census since 1991. Later data not yet available <https://blog.id.com.au/2019/population/australian-census/citizenship-in-the-census/>

⁷ ABS – households not individuals

⁸ AIHW estimate of 1 in 6 Australians

PERSONAL INCOME

In the 2022 sample, 27% of respondents earned more than \$104,000 per annum. The 2021 and 2022 surveys were very similar. Note the ABS does not categorise income in this way, so no comparison is possible with the general working population.

TABLE 11. Income of samples in 2021 and 2022

	Percentage of sample	
	2022	2021
Up to \$15,599	4	5
\$15,600 – \$31,199	11	9
\$31,200 – \$51,999	17	16
\$52,000 – \$77,999	22	24
\$78,000 – \$103,999	19	21
\$104,000 – \$129,999	13	12
\$130,000 – \$159,999	7	6
\$160,000 – \$199,999	4	4
\$200,000 – \$249,999	1	2
More than \$250,000	2	1

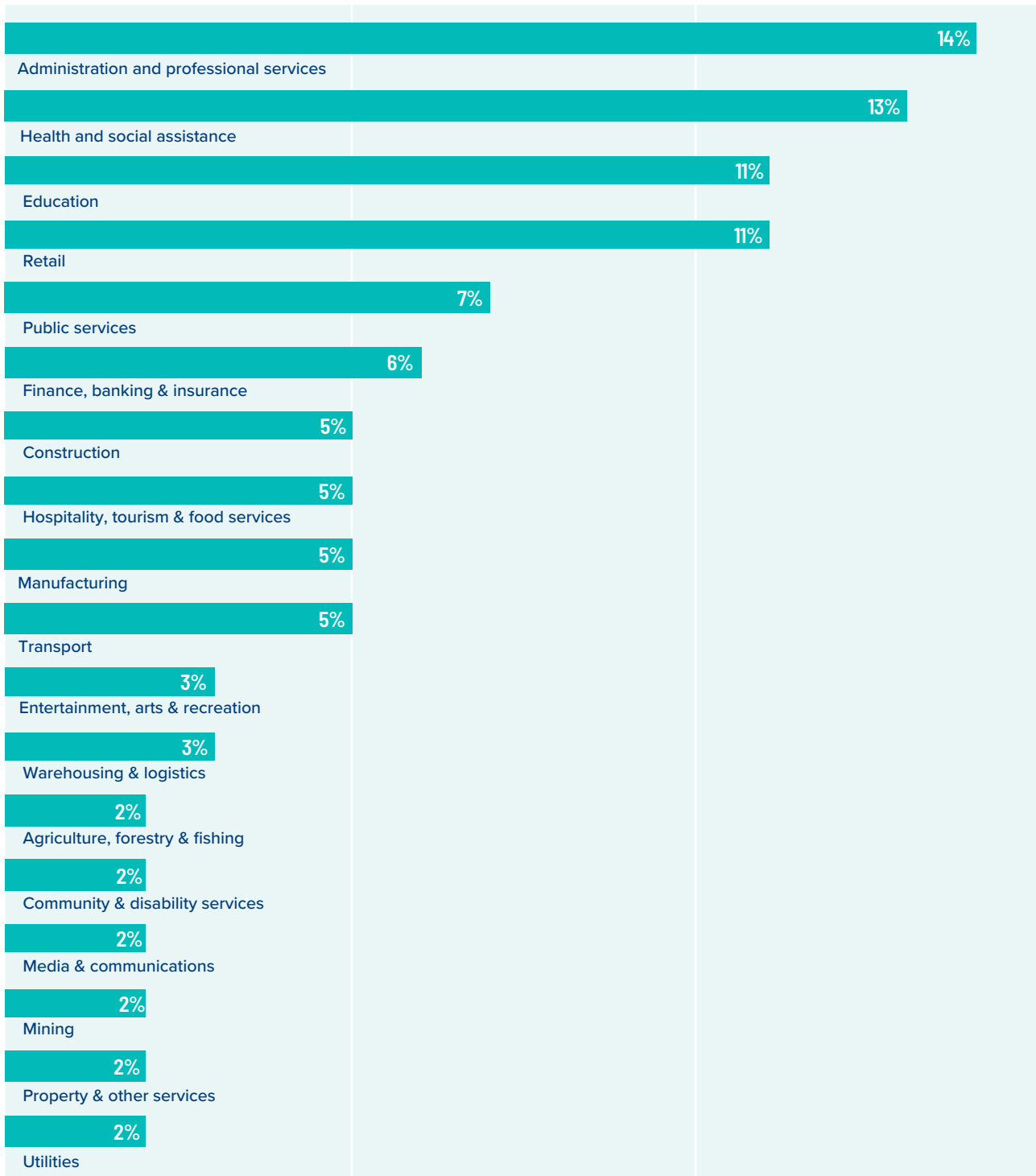
INDUSTRY SECTOR

Only the top six industries are used for comparison throughout this report because the sample size was large enough to be able to make meaningful statements.

Those industries are administrative and professional services, education, health and social assistance, retail, public services and finance, banking and insurance. The six top industries in 2021 included all of these except finance, banking and insurance. The 6th industry in 2021 was the Transport industry.

INDUSTRY TYPE

FIGURE 43. 2022 Work Shouldn't Hurt sample by industry sector



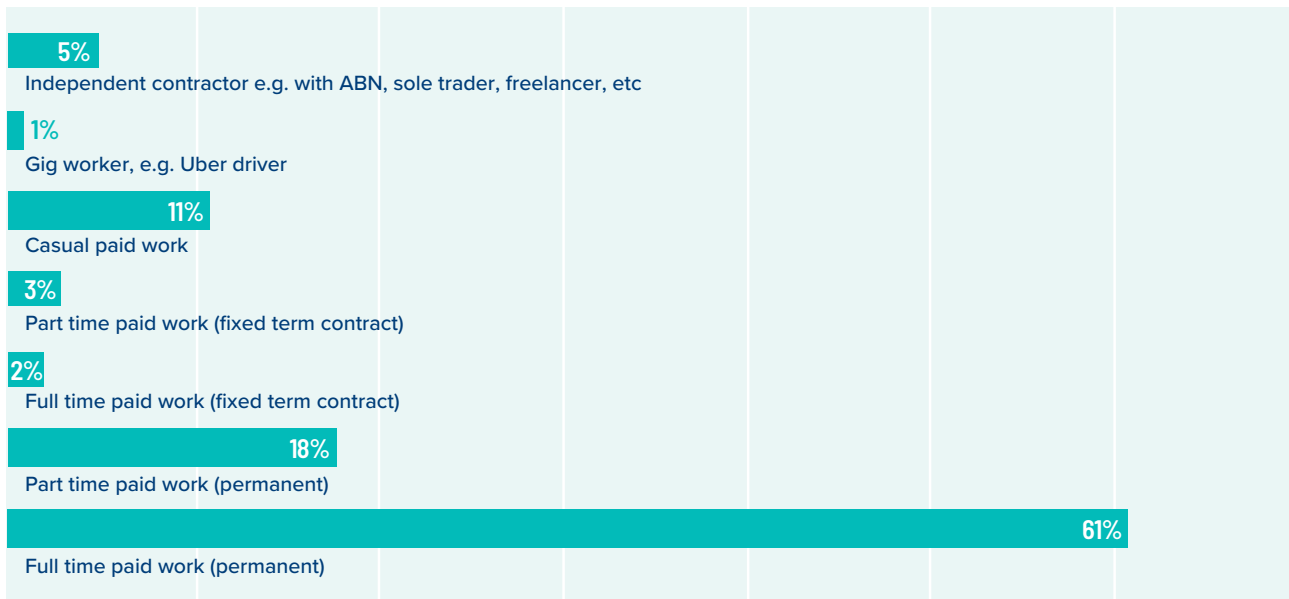
WORK STATUS AND EMPLOYER SIZE

The sample had 21% of workers in insecure work, as defined for the WSH survey (which is less than the national average of approximately 1 in 3 workers, see Important Note on Insecure Work under About this Report). In 2021, using the same definition – fixed-term contractors, independent

contractors, casuals, and gig workers – insecure workers accounted for 15% of respondents. In 2022, three fifths (61%) were in full-time permanent paid work. The balance was made up of workers in permanent part-time paid work.

WORK STATUS 2022

FIGURE 44. 2022 Work Shouldn't Hurt sample by work status



HOURS WORKED

For the total sample, in 2022, the average total hours per week was 36.6 hours worked with 3.8 hours unpaid. In 2022, full time permanent workers worked on average 43 hours with 3.9 hours which is the same as the previous year. As in 2021, one in 10 respondents were working more than 40 hours per week and 1 in 20 more than 48 hours.

The sample had the same distribution of hours worked as in 2021.

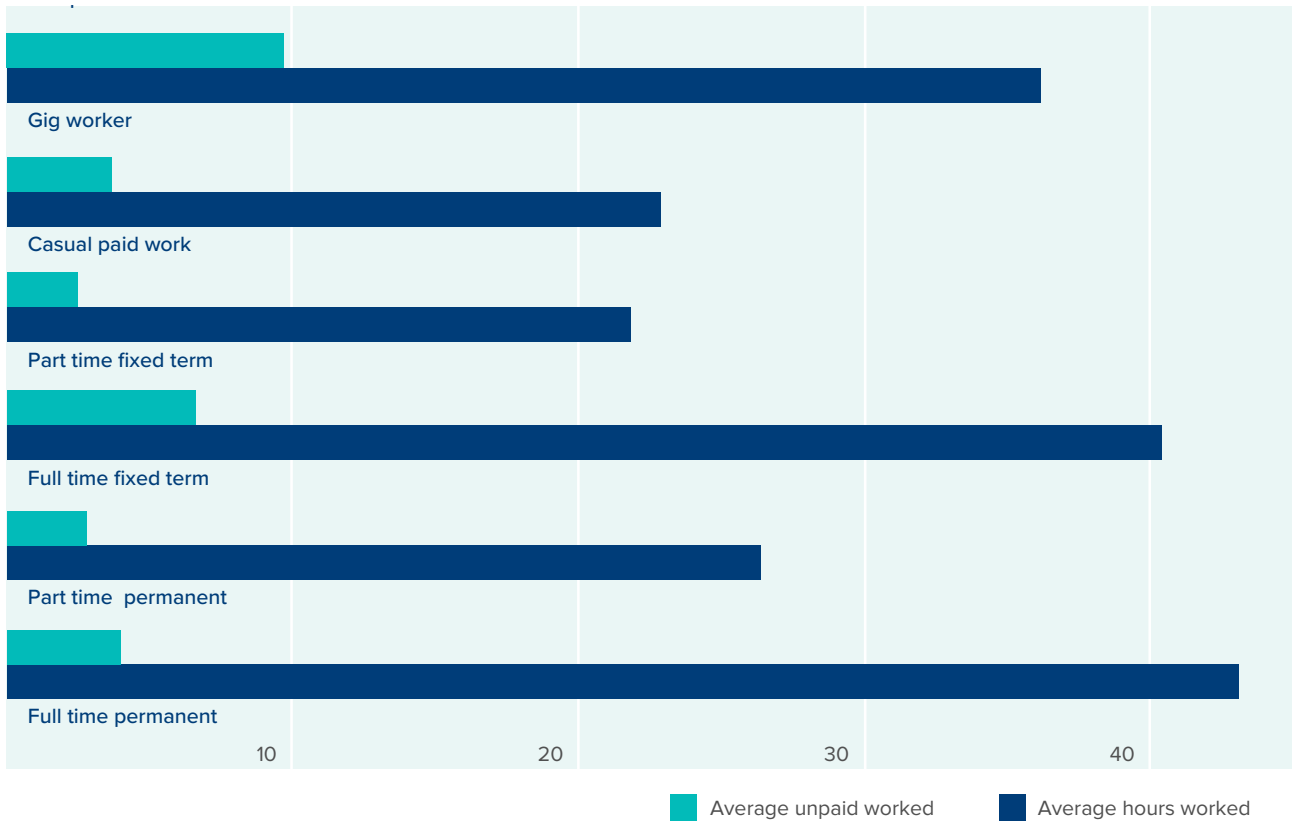
TABLE 12. 2022 Work Shouldn't Hurt sample – hours worked

Hours worked	2021	2022
Less than 20	18%	18%
20 to less than 30	14%	14%
30 to less than 40	57%	57%
40 to 48	6%	6%
More than 48	5%	5%

Insecure workers spent more of their working week doing unpaid work. Insecure workers overall were doing 16% of their hours worked unpaid – for casuals it was 16% and independent contractors it was 18%. This compared to 9% for permanent workers.

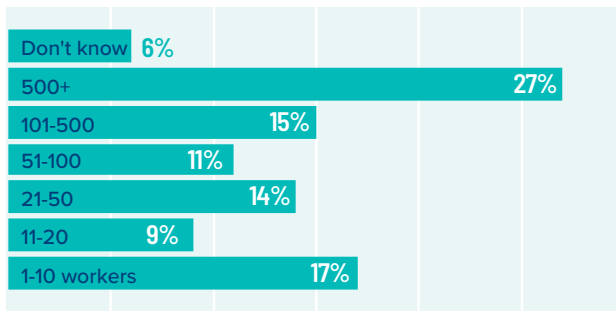
For insecure workers the percentage of unpaid hours is less than in the previous year. In 2021, independent contractors reported that 27% of their hours worked were unpaid, 25% for part-time workers on fixed-term contracts and 23% for gig workers.

FIGURE 45. 2022 Work Shouldn't Hurt sample – insecure workers hours worked



WORKPLACE SIZE

FIGURE 46. 2022 Work Shouldn't Hurt sample by workplace size



The number of workers who worked for employers with over 500 staff decreased to 27% compared to 36% in the 2021 series. In 2022, 17% worked for employers with less than 10 workers.

TABLE 13. ABS data added in table. Its latest EEH data from May 2021

Size of employer	Percentage of employees
Under 20 employees	23%
20 – 49 employees	12%
50 – 99 employees	8%
100 – 999 employees	26%
1,000 and over employees	31%

UNION MEMBERSHIP

The level of union membership in 2022 (24%) is higher than the general population and has risen from the 2021 survey (17%). This is difficult to explain as there was no change in the panel used, methodology, the way the question was asked, or the position of the membership question in the survey.

Compared to 2021 the gender-age fallout is a bit skewed in 2022. In 2022 there are more females under 30 and males aged 30-50. Union membership is up within most of these (for example, males aged 30-49 were about 17% members in 2021 and 28% in 2022).

Union membership increased within many industries (for example, health and social assistance workers went from 24% in 2021 to 35% in 2022).

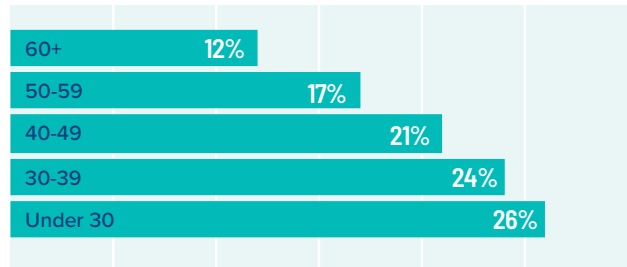
The margin of error with the 1,500 WSH sample is 3%, so some of the change is from having a randomly low year last year and high year this year, and the rest of the change is probably linked to the interaction of age and gender being different this year.

JOB STATUS

Not surprisingly insecure workers were much less likely than permanent workers to be a current union member (9% vs 28%).

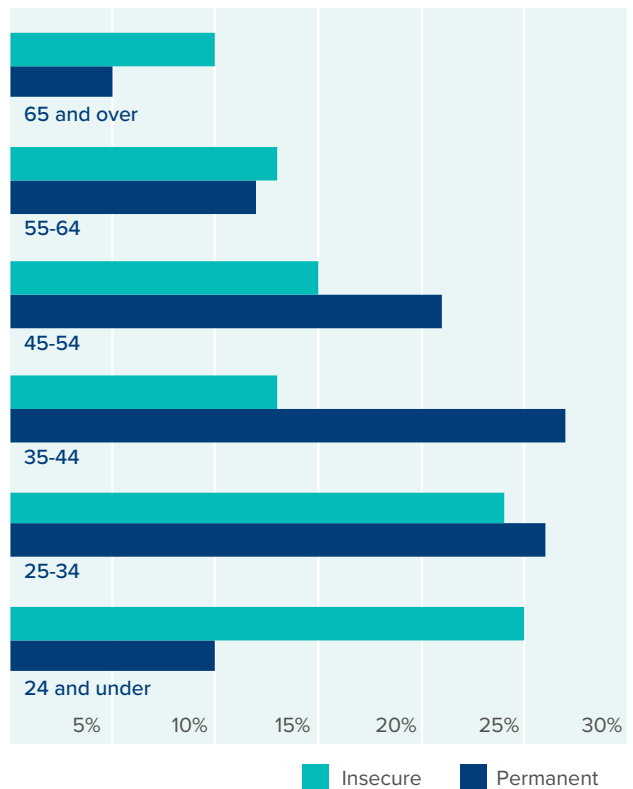
AGE PROFILE

FIGURE 47. 2022 Work Shouldn't Hurt sample by age group



Insecure workers were much more likely to be under 34 years old.

FIGURE 48. 2022 Work Shouldn't Hurt sample by work status and age group







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