

PROGRESSING DIVERSITY: YOUTH AND MATURE-AGED WORKERS

The following age data relates to employees in the public, local government and university sectors. For these groups equity of distribution is not evaluated as salary range correlates too closely with experience and age.

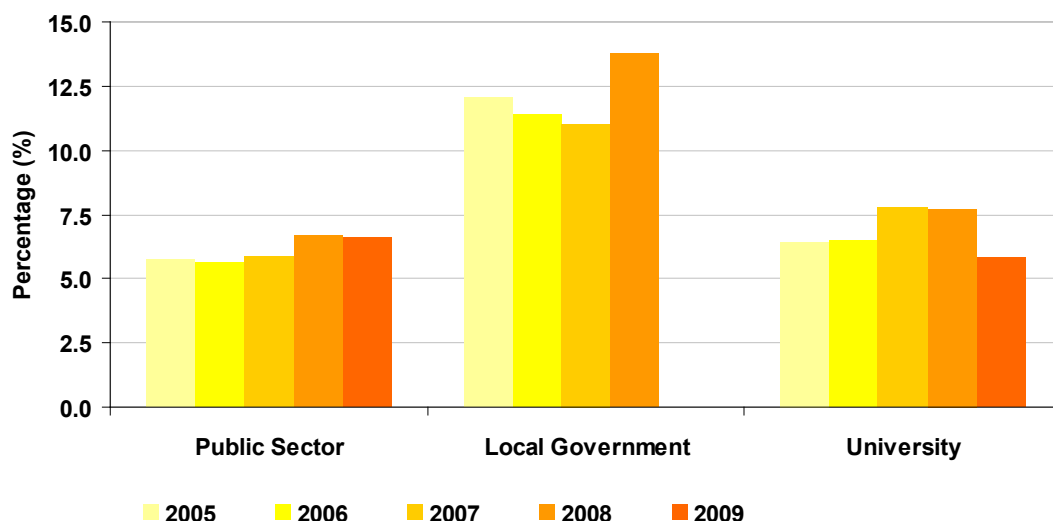
There is likely to be an increase in turnover in public authorities in the next decade as the mature age workforce approaches retirement. It is crucial, therefore, that public authorities have an adequately trained younger workforce ready to replace these positions as this large employment cohort approaches retirement age.

Representation of youth

The number of youth in the public sector increased from 10,294 in 2008 to 10,499 in 2009. While there was an increase in the number of youth, the proportion of youth remained steady at 6.6% in 2009.

In local government the level of representation for youth increased from 11% in 2007 to 13.8% in 2008 (indoor and outdoor workers combined). The level of representation of youth in the university sector (academics and general staff combined) decreased from 7.7% in 2008 to 5.8% in 2009

Representation of youth in public authorities: 2004-2009



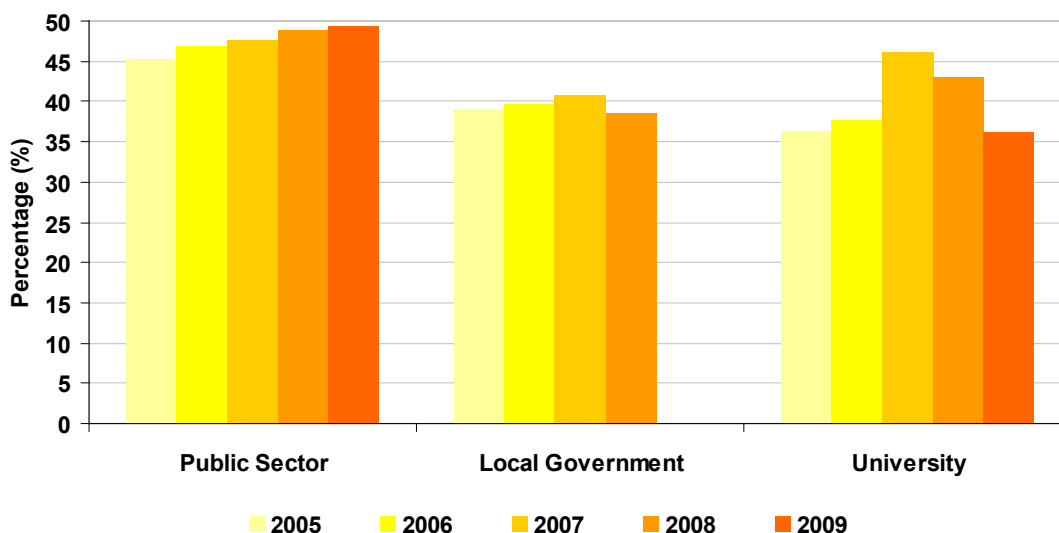
Representation of mature workers

Mature workers (aged over 45 years) in the public sector are over-represented compared to the community overall. There is likely to be an increase in turnover in the public sector as this large employment cohort approaches retirement age. To help alleviate this effect, many agencies are developing strategies to retain the skills and knowledge of mature workers.

In 2009, mature age workers in the public sector represented 49.4% (78,560 employees), up from 48.8% (75,511 employees) in 2008.

In local government the level of representation decreased from 40.8% in 2007 to 38.5% in 2008 (indoor and outdoor workers combined). Mature age academic workers in public universities decreased from 50.1% in 2008 to 41.7% in 2009. Mature age general staff in public universities decreased from 37.5% in 2008 to 31.4% in 2009.

Representation of mature workers in public authorities: 2004-2009



EMPLOYEE PERCEPTIONS ABOUT THE TREATMENT OF DIVERSITY GROUPS

Results from Employee Perception Surveys conducted during 2009 indicate public sector employee perceptions about the treatment of different diversity groups in the workplace were largely positive.

- 78% of employees agreed that their agency is committed to creating a diverse workforce (for example gender, age, cultural background, disability and Indigenous status).
- 62% of employees perceived that their agency supported them in feeling confident in working with people from different diversity groups.
- 82% of employees indicated that their workplace culture is equally welcoming of people from all diversity groups, while 4% of employees did not. Of those who felt that their workplace culture was not equally welcoming, 34% felt that people from culturally diverse backgrounds were not equally welcomed, followed by Indigenous Australians (25%), people with disabilities (24%), and other various diversity groups (16%). Of those who specified other diversity groups, differential treatment was identified around race, age, gender, and sexual orientation, among others.
- 82% of employees perceived that managers treat employees from all diversity groups with equal respect in the workplace, while 4% of employees did not. Of those who perceived managers did not treat employees from all diversity groups with equal respect, 34% felt people from culturally diverse backgrounds were not treated with equal respect, followed by Indigenous Australians (22%), people with disabilities (18%) and other various diversity groups (26%). Of those who specified other diversity groups, differential treatment was perceived around gender, age, family responsibility or family status, and sexual orientation, among others.
- 80% of employees believed their co-workers treat employees from all diversity groups with equal respect in the workplace, while 7% of employees did not. Of those who felt that co-workers did not treat employees from all diversity groups with equal respect, 43% felt people from culturally diverse backgrounds were not treated with equal respect, followed by Indigenous Australians (26%), people with disabilities (17%), and other various diversity groups (13%). Of those who specified other diversity groups, differential treatment was identified around gender, age, sexual orientation, and race, among others.

Employee perceptions about the occurrence and acceptance of unwelcome behaviour were relatively positive.

- 77% of employees did not feel that staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status is acceptable behaviour in their workplace. Surprisingly, 9% of employees felt it is acceptable behaviour in their workplace.
- 82% of employees did not believe that staff making unwelcome sexual advances or other unwelcome conduct of a sexual nature is acceptable behaviour in their workplace. Approximately 6% of employees did believe it is acceptable behaviour in their workplace.
- 72% of employees did not feel that staff making unwelcome comments, jokes or remarks based on a person's gender or diversity group status occurred in their workplace, while 11% of employees did so. Of those who perceived the occurrence of unwelcome comments, jokes or remarks, 38% of employees believed unwelcome comments, jokes or remarks were made about people from culturally diverse backgrounds, followed by Indigenous Australians (24%), people with disabilities (15%), and other various diversity groups (22%). Of those who specified other groups, occurrence of unwelcome behaviour was perceived around gender, sexual orientation, age, and race, among others.
- 72% of employees did not believe that unwelcome sexual advances from staff or other unwelcome conduct of a sexual nature occurred in their workplace. Approximately 4% indicated that unwelcome sexual advances from staff or other unwelcome conduct of a sexual nature occurred in their workplace.