

AUSTRALIAN COLLEGE OF APPLIED PROFESSIONS – NATIONALLY REPRESENTATIVE SURVEY OF AUSTRALIAN WORKERS

- *Survey conducted by YouGov online between 11-15 October 2021.*
- *The survey comprised a nationally representative sample of 1,000 Australian workers aged 18+ years.*
- *Following the completion of interviewing, the data was weighted by age, gender and region to reflect the latest ABS population estimates.*
- *Workers surveyed spanned a broad range of industries including, but not limited to: Legal Services; IT and Computing; Human Resources & Recruitment; Retail Trade; Transport, Postal & Warehousing; Project Management; Psychology & Human Services; Financial & Insurance Services; Marketing, Media & Communications; Information Media & Telecommunications; Education & Training; Healthcare & Social Assistance; and Public Administration & Safety.*

Key Findings

One in two (49%) Australian workers feel their workplace has introduced mental health and wellbeing initiatives to ‘tick boxes’ while day-to-day, their manager shows little if any genuine concern or empathy for their wellbeing. [This is the equivalent of 5.8 million Australian workers.](#)

- Men (53%) are more likely than women (44%) to share this belief.
- Millennial (55%) and Gen X (53%) workers are significantly more likely than Baby Boomer workers (35%) to hold this view.
- Workers in NSW (53%) are most likely to share this belief, followed by WA (51%) and VIC (47%).
- Middle Managers (60%) are more likely than junior managers/team leaders (41%) and employees with no management responsibility (47%) to agree with this sentiment.
- In terms of industries, workers in IT & Computing Services (68%), , are most likely to share this belief. Conversely, workers in Accommodation & Food Services (40%) and Healthcare & Social Assistance (41%) are least likely to share this view.

More than half (53%) of Australian workers would hide a mental or physical health condition they had so that they would not be judged or discriminated against. [This is the equivalent of 6.3 million Australian workers.](#)

- Millennials (56%), are more likely than Baby Boomers (46%) to share this view.
- Millennials (20%) and Gen Xers (19%) are almost twice as likely as Baby Boomers (11%) to ‘strongly agree’ that they would hide a mental or physical health condition they had so they would not be judged or discriminated against.
- 57% of workers in NSW 55% in SA and 53% in QLD and 49% of workers in VIC (49%) and 45% in WA share this view.
- Business Owners/Proprietors/Partners (63%) are most likely to hold this view, followed by Senior Managers/Directors (59%) and Middle Managers (57%).
- Workers in Accommodation & Food Services (38%), Healthcare & Social Assistance (46%) and Retail Trade (48%) are least likely to share this belief.

More than four in ten (47%) Australian workers don't feel comfortable enough to be open about their personal interests, values, culture and/or lifestyle at work. This is the equivalent of 5.5 million Australian workers.

- Millennial (54%) and Gen X (47%) workers are significantly more likely than Baby Boomer workers (34%) to share this sentiment. Gen Z sit somewhere in the middle (42%).
- In terms of industries, workers in Administrative & Support Services (62%) are more likely than workers in Accommodation & Food Services (29%) and Healthcare & Social Assistance (39%) to share this belief
- Workers in NSW (51%) are more likely than workers in QLD (42%) to hold this view.
- Half of Middle Managers (50%) and Business Owners/Proprietors/Partners (50%) share this view.