



# Technical report for migrant and refugee women in Australia: A study of sexual harassment in the workplace

CHLOE KEEL  
REBECCA WICKES  
ISABELLE CHERKESLY  
MARIE SEGRAVE  
SHIH JOO (SIRU) TAN

ANROWS

AUSTRALIA'S NATIONAL RESEARCH  
ORGANISATION FOR WOMEN'S SAFETY  
*to Reduce Violence against Women & their Children*

INSIGHTS  
ISSUE 03 | AUGUST 2023

### **ANROWS acknowledgement**

This material was produced with funding from the Australian Government Department of Social Services. Australia's National Research Organisation for Women's Safety (ANROWS) gratefully acknowledges the financial and other support it has received from the government, without which this work would not have been possible. The findings and views reported in this paper are those of the authors and cannot be attributed to the Australian Government Department of Social Services.

### **Acknowledgement of Country**

Monash University, Harmony Alliance: Migrant and Refugee Women for Change, Griffith University and ANROWS acknowledge the Traditional Owners of the land across Australia on which we live and work. We pay our respects to Aboriginal and Torres Strait Islander Elders past and present. We value Aboriginal and Torres Strait Islander histories, cultures and knowledge. We are committed to standing and working with First Nations Peoples, honouring the truths set out in the [Warawarni-gu Guma Statement](#).

### **Peer review process**

The quality of ANROWS publications is ensured through a rigorous peer review process that is consistent with the principles of the [Committee on Publication Ethics \(COPE\) Ethical Guidelines for Peer Review](#). This report has been assessed by at least two peer reviewers with relevant academic expertise.



© ANROWS 2023

With the exception of the ANROWS branding, content provided by third parties, and any material protected by a trademark, all material presented in this publication is licensed under a Creative Commons Attribution-NonCommercial 3.0 Australia (CC BY-NC 3.0 AU) licence.

The full licence terms are available at [creativecommons.org/licenses/by-nc/3.0/au/legalcode](https://creativecommons.org/licenses/by-nc/3.0/au/legalcode)

### **Published by**

Australia's National Research Organisation for Women's Safety Limited (ANROWS)  
PO Box Q389, Queen Victoria Building, NSW 1230 | [www.anrows.org.au](http://www.anrows.org.au)  
ABN 67 162 349 171

Please note that there is the potential for minor revisions of this report.  
Please check the online version at [www.anrows.org.au](http://www.anrows.org.au) for any amendment.



A catalogue record for this book is available from the National Library of Australia

# Technical report for migrant and refugee women in Australia: A study of sexual harassment in the workplace

DR CHLOE KEEL

Postdoctoral Research Fellow, Monash University

PROFESSOR REBECCA WICKES

Griffith University

DR ISABELLE CHERKESLY

Research Assistant, Monash University

PROFESSOR MARIE SEGRAVE

Monash University

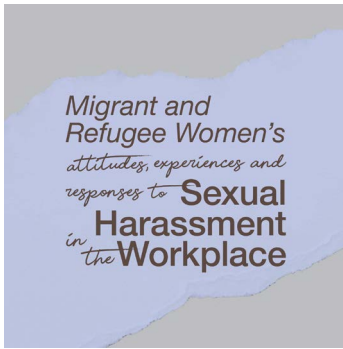
DR SHIH JOO (SIRU) TAN

Postdoctoral Research Fellow, Monash University

This report addresses work covered in the ANROWS research project SH.22.04 "Migrant and refugee women's attitudes, experiences and responses to sexual harassment in the workplace". Please consult the ANROWS website for more information on this project.

**Suggested citation:**

Keel, C., Wickes, R., Cherkesly, I., Segrave, M., & Tan, S. J. (2023). *Technical report for migrant and refugee women in Australia: A study of sexual harassment in the workplace* (ANROWS Insights, 03/2023). ANROWS.



**Monash University**  
20 Chancellors Walk,  
Clayton VIC 3800



**Griffith University**  
Mt Gravatt Campus  
Brisbane 4122 QLD



**HARMONY ALLIANCE**  
MIGRANT & REFUGEE WOMEN FOR CHANGE

**Harmony Alliance**  
46 Jardine Street,  
Kingston ACT 2604

### **Author acknowledgement**

The research team extends our deep appreciation to the participants in this study for taking the time to share their experiences and views.

We are grateful to the members of the Advisory Group from AMES Australia, JobWatch, Settlement Services International, MindTribes, United Workers Union and the Department of Social Services. We also thank the participants in the National Roundtable from the Department of the Prime Minister and Cabinet, Workplace Safety Australia, Council of Small Business Organisations Australia, Diversity Council Australia, Women's Legal Services South Australia, Working Women's Centre, Women's Health Tasmania, Philippines Australia Solidarity Association, Ethnic Communities' Council of NSW, Office of Industrial Relations QLD, Family Safety Victoria, WorkSafe Victoria, Department of Mines, Industry Regulation and Safety, She's A Crowd, NT Working Women's Centre, Shakti Australia and Migrant Justice.

### **Acknowledgement of lived experiences of violence**

Monash University, Harmony Alliance: Migrant and Refugee Women for Change, Griffith University and ANROWS acknowledge the lives and experiences of the women affected by sexual violence who are represented in this report. We recognise the individual stories of courage, hope and resilience that form the basis of ANROWS research.

Caution: Some people may find parts of this content confronting or distressing. Recommended support services include 1800RESPECT (1800 737 732), Lifeline (13 11 14) and, for Aboriginal and Torres Strait Islander people, 13YARN (13 92 76).

# Contents

List of tables	2
Acronyms	4
<b>Introduction</b>	<b>5</b>
<b>Research design process</b>	<b>6</b>
<b>Key design issues</b>	<b>9</b>
Migrant and refugee identification	9
Sexual orientation	9
Specific behaviour of workplace sexual harassment	10
Structure of survey	10
Capturing ethnicity/race	10
<b>Distribution of survey</b>	<b>11</b>
Non-response and missing data	11
<b>Item and scale construction</b>	<b>13</b>
Front-end demographics	13
<b>References</b>	<b>35</b>
APPENDIX A: <b>Survey instrument</b>	<b>36</b>
APPENDIX B: <b>Codebook</b>	<b>59</b>

# List of tables

Table 1:	Summary of identified surveys	6
Table 2:	Survey instrument sections and number of questions	8
Table 3:	Language the survey was completed in	8
Table 4:	Exclusion criteria for determining invalid responses	11
Table 5:	Non-response rate by question	12
Table 6:	Distribution of the sample by region of birth	13
Table 7:	Distribution of the sample by Australian citizenship and residency status	14
Table 8:	Count and percentage distribution of “living sexual harassment in Australia in the past 5 years” by type of sexual harassment	15
Table 9:	Count and percentage distribution of “living at least one type of sexual harassment in Australia in the past 5 years”	15
Table 10:	Distribution of the sample by workplace harassment in the past 5 years	16
Table 11:	Distribution of the sample experiencing at least one type of sexual harassment at work	16
Table 12:	Count distribution of “harasser’s motivation” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment	18
Table 13:	Count distribution of “tell anyone” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment	19
Table 14:	Distribution of the sample by disclosure of all types of workplace harassment	20
Table 15:	Count distribution of “who was told about the event” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment	21
Table 16:	Count distribution of “why no-one was told about the event” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment	23
Table 17:	Count distribution of “occupation” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment <sup>a</sup>	25
Table 18:	Count distribution of “current employment status” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment	26
Table 19:	Count distribution of “number of people involved” according to the type of harassment, including the frequency for all events and the non-response rate for each type of harassment	27
Table 20:	Count distribution of harasser’s workplace position by type of harassment, including the frequency for all events and the non-response rate for each type of harassment	29
Table 21:	Distribution of the sample according to occupation at the time of the survey	29
Table 22:	Count of identifying a behaviour as sexual harassment according to the type	30
Table 23:	Percentage distribution of trust by organisation or group	30
Table 24:	Count distribution of trust by organisation or group	32

Table 25:	Summary statistics for the scale of institutional trust	32
Table 26:	Distribution of the sample by age-group at the time of the survey	33
Table 27:	Distribution of the sample by relationship status at the time of the survey	33
Table 28:	Distribution of the sample by the number of underage dependents at the time of the survey	34
Table 29:	Distribution of the sample by highest level of education acquired at the time of the survey	34

# Acronyms

<b>ABS</b>	Australian Bureau of Statistics
<b>ANROWS</b>	Australia's National Research Organisation for Women's Safety
<b>ANZSCO</b>	Australian and New Zealand Standard Classification of Occupations
<b>CEO</b>	Chief Executive Officer



# Introduction

This Technical report offers a detailed account of the design and survey approach utilised for the 2022 Migrant and Refugee Women's Attitudes, Experiences and Responses to Sexual Harassment in the Workplace survey undertaken by Monash University and Harmony Alliance, with Griffith University. The research this Technical report underpins is part of a larger research project that aims to build a detailed national picture of the sexual harassment of migrant and refugee women in Australia. The research is designed to inform the national response to creating safer workplaces and offer insights into the social and systemic factors that influence how migrant and refugee women negotiate and respond to experiences of sexual harassment. This Technical report is designed to be read alongside the findings in the major report to provide technical details about the survey for future research use.

# Research design process

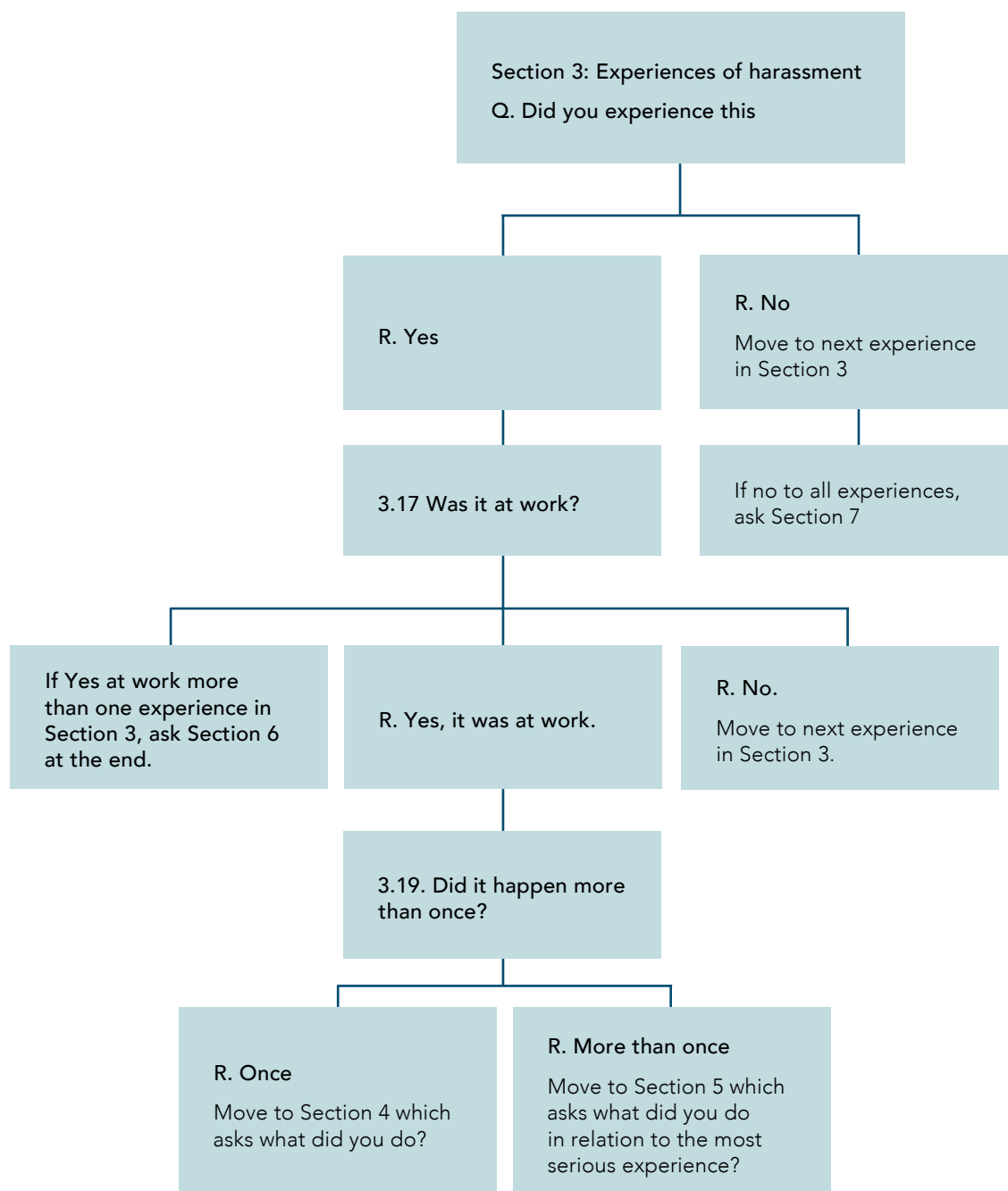
The survey instrument was designed by the research team with consultation from the advisory board. It was informed by a comprehensive review of the extant literature on workplace sexual harassment, with a focus on studies that used survey instruments and/or discussed the operationalisation and conceptualisation of workplace sexual harassment. We undertook an extensive search of the literature using Google Scholar and cited reference searches on key workplace sexual harassment studies. Scoping of the grey literature allowed us to canvas approaches that others have used in understanding migrant and refugee women's experiences in the workplace. The review of both the academic and grey literature identified nine key relevant reports that informed the survey development (see Table 1):

- *Migrant and Refugee Women in Australia: The Safety and Security Study* (Segrave et al., 2021)
- *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces* (Australian Human Rights Commission [AHRC], 2020)
- *Women and the Future of Work: Report 1 of the Australian Women's Working Futures Project* (Baird et al., 2018)
- *National Student Safety Survey: Report on the Prevalence of Sexual Harassment and Sexual Assault among University Students in 2021* (Heywood et al., 2022)
- *Fair Treatment at Work Report: Findings from the 2008 Survey* (Fevre et al., 2009; Prior et al., 2008)
- "I know I cannot quit." *The Prevalence and Productivity Cost of Sexual Harassment to the Cambodian Garment Industry* (CARE International, 2017)
- *Women of Colour Australia: Workplace Survey Report 2021* (Women of Colour Australia & Archer, 2021)
- *Position Paper: Tackling Sexual Harassment in Low-Paid and Insecure Work* (Focus on Labour Exploitation [FLEX], 2022)
- *Everyone's Business: Survey on Sexual Harassment of Members of the Shop, Distributive and Allied Employees' Association* (Australian Human Rights Commission [AHRC], 2019).

**Table 1:** Summary of identified surveys

Survey name	Research items of interest
<i>Migrant and Refugee Women in Australia</i> (Segrave et al., 2021)	Demographic questions
<i>Respect@Work</i> (AHRC, 2020)	Types of harassment behaviours
<i>Women and the Future of Work</i> (Baird et al., 2018)	Part A: Me and my work now; Part C: Equality in the workplace
<i>National Student Safety Survey</i> (Heywood et al., 2022)	Sexual assault questions; Support and reporting questions; Sexual harassment questions
<i>Fair Treatment at Work Report</i> (Fevre et al., 2009; Prior et al., 2008)	Screening & filtering questions Section 5: Experience of employment problems questions
<i>The Prevalence and Productivity Cost of Sexual Harassment to the Cambodian Garment Industry</i> (CARE international, 2017)	No direct questions. This report provided ethical considerations and a considered methodological approach as it related to those in precarious work
<i>Women of Colour Australia</i> (Women of Colour Australia & Archer, 2021)	No direct questions
<i>Tackling Sexual Harassment in Low-Paid and Insecure Work</i> (FLEX, 2022)	No direct questions
<i>Everyone's Business</i> (AHRC, 2019)	Consequences of harassment questions

Figure 1: Survey flow of experience questions



The first draft of the survey was shared with the advisory committee in May 2022.<sup>1</sup> Their feedback was incorporated into the final survey instrument. Final survey items were selected based on their level of relevance and the need for survey completion to remain within a 15 to 20-minute timeframe. Multiple members of the research team and the advisory committee tested and provided feedback on the instrument and the early versions of the survey instrument on Qualtrics to ensure it was operating as designed.

<sup>1</sup> The advisory committee was comprised of individuals from the following organisations: AMES Australia, JobWatch, Settlement Services International, MindTribes, United Workers Union and the Department of Social Services.

Respondents could take as long as they wanted to finish the survey. The mean response time was 2 hours and the median time to complete the survey was 9 minutes.

The survey had a total of 467 questions across nine sections including skip questions. To capture detailed information about experiences of workplace sexual harassment, approximately 15 behaviours were featured in the survey. These behaviours were aligned with the *Respect@Work: National Inquiry into Sexual Harassment in Australian Workplaces* (AHRC, 2020). The questionnaire structure for the experience of these behaviours is outlined in Figure 1 above. Respondents were asked each of the behaviour questions in Section 3. If they

Table 2: Survey instrument sections and number of questions

Section name	Number of questions
Section 1: Introduction	0
Section 2: Front end demographics	7
Section 3: Experience of harassment	15
Section 4: Experienced once <sup>a</sup>	210
Section 5: Experienced more than once <sup>a</sup>	210
Section 6: More than one type of harassment	2
Section 7: Work and employment	6
Section 8: Attitudes	3
Section 9: End of survey demographics	14

Note<sup>a</sup>: per Figure 1, 14 follow up questions were asked for each of the 15 types of harassment that were asked about in Section 3. Section 4 was presented if a participant had experienced the type of harassment once and Section 5 was presented if they had experienced the type of harassment more than once.

Table 3: Language the survey was completed in

Language	Freq.	Percent
Arabic	12	1.69
English	632	89.01
Farsi	1	0.14
Swahili	2	0.28
Chinese (Simplified)	63	8.87
<b>Total</b>	<b>710</b>	<b>100.00</b>

responded “yes” to a behaviour they were asked details about this behaviour in Section 4 or 5. Per Figure 1, Section 4 asked if the respondent had experienced the behaviour once, while Section 5 asked if they had experienced the behaviour more than once. This structure resulted in a high number of skip questions in the survey instrument, particularly in Sections 4 and 5. Responses to the survey items were not forced; thus, respondents could skip questions if they did not want to answer them. The sections and number of questions are provided in Table 2.

The survey was available in six languages: Arabic, English, Farsi, Swahili, Chinese (Simplified) and Dari. Languages are shown in Table 3. (No respondents completed the survey in Dari; therefore, it does not appear in Table 3.) The most common language was English, followed by Chinese (Simplified). Approximately 11 per cent of the respondents completed the

survey in a language other than English (although the final sample shared a high level of English language proficiency). While this is a lower level than in other studies looking at the experiences of migrant and refugee women (Segrave et al., 2021), it does affirm the importance of making survey instruments available in multiple languages.

# Key design issues

The survey was designed to be completed online. Translations were all embedded into the survey and language options were available from the start.

The following stakeholders provided feedback on the survey items; they were drawn from the Advisory Committee for their expertise in the review of translation services:

- Harmony Alliance
- Migrant and Refugee Women for Change
- AMES Australia
- JobWatch
- Settlement Services International
- MindTribes
- United Workers Union
- Department of Social Services
- the translators.

Below are the key decisions made regarding the design of the final instrument following discussions held by the research team with the stakeholders.

## Migrant and refugee identification

### Issue for consideration

Given the complexities around definitions of a migrant or refugee woman, capturing the migrant and refugee population was a key concern for the research team. Specifically, the fluidity of visa categories – i.e. the visa holder becoming a naturalised citizen or growing up in Australia and identifying as Australian despite being a temporary or permanent visa holder, or self-identifying as a migrant – meant that it would be overly narrow to contain migrant and refugee identification through visa categories.

### Decision

The committee was in favour of a broader approach to inclusion in the migrant woman category. Specifically, because the country of birth nomination might not capture those who were born in Australia but had moved away for most of their lives, there was consensus that it would be beneficial to have an option for self-identification. Having a broader approach

would allow the survey to capture those who self-identified as migrant due to cultural backgrounds/upbringing. It would also capture those who do not identify as a migrant but are nonetheless subjected to structural issues such as visa conditions. Thus, the research team amended the survey to include “born in Australia” so that residents whose country of birth is Australia could opt to complete the survey if they identified as being a migrant.

## Sexual orientation

### Issue for consideration

The first survey draft had listed a range of sexuality options (male, female, transgender, non-binary and other gender identity options). Feedback from translators suggested, however, that this was not relevant for many languages. Specifically, the terminology regarding “Do you identify as LGBTQI+ Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, and/or Asexual?” is not directly translatable into all languages.

### Decision

The research team decided to simplify the question and used the universal acronym for sexual identities, as it was determined that for those who identify as LGBTQI+ this would be clear and meaningful. While this is an imperfect approach to understanding gender diverse individuals, it was the most appropriate for the purposes of the current research. It was shared with the advisory group in their review of the survey instrument and supported. The research team acknowledges the limitations of measuring gender identity and sexuality in this way.

## Specific behaviour of workplace sexual harassment

### Issue for consideration

When translated into some languages, the phrase “sexually *explicit* comments made in emails, SMS messages or on social media in a way that was unwelcome” is not neutral. It can insinuate negative assumptions, which could influence the way that respondents understand and respond to the question.

### Decision

This was amended by removing the term “explicit”, leaving “sexual comments made in emails, SMS messages or on social media in a way that was unwelcome”. The research team deemed this sufficient to ensure that translations would convey the message that this was unwelcome behaviour without unnecessarily swaying respondents’ attitudes and perceptions.

## Structure of survey

### Issue for consideration

An important consideration for the research team was the ordering of questions pertaining to experiences of workplace sexual harassment and attitudes towards workplace sexual harassment. Of particular concern was whether answering attitude questions (which specifically asked about harassment) after experience questions (which asked about behaviours without using the terminology of sexual harassment) could potentially affect how respondents responded to these questions.

### Decision

The research team sought input from the advisory group and drew on it to determine that, while there were strengths and weaknesses in each approach, the primary purpose of the survey was to examine experiences of harassment in the workplace. The decision was made to position the questions pertaining to experiences first, followed by attitude questions.

## Capturing ethnicity/race

### Issue for consideration

A key point of concern for large scale surveys in Australia is the operationalisation of race and ethnic identity, especially given the proliferation of identity groups – ethnic, religious and cultural, among others.

### Decision

The research team used categories listed in the Census for the survey. Additionally, respondents who had experienced workplace sexual harassment were asked if they believed the incident was motivated by race. This allowed the research team to examine gender-based discrimination and the perpetuation of sexual harassment along with other aspects of discrimination, including racial and religious vilification.

# Distribution of survey

The survey was live from Tuesday 9 August through Tuesday 20 September 2022; it was distributed and conducted online. The team used Qualtrics software (licensed to Monash University) to create the survey, and a link to it was distributed through professional networks (including Harmony Alliance members, the Monash Gender and Family Violence Prevention Centre's subscription members and the National Advocacy Group on Women on Temporary Visas Experiencing Violence) and via social networking platforms (including Twitter, LinkedIn and Facebook). The research team also worked with the advisory committee to identify key industry networks (including labour unions, industry representative bodies and working women groups) and community groups (including ethnocultural groups, multicultural groups and refugee support groups). The survey link was emailed to these networks who were also asked to share the survey link with other relevant organisations and networks.

At the closing of the survey there was a total of 1369 respondents who had entered some data. However, there was a significant number of non-responses and non-valid responses (see Table 4). Accounting for these exclusions resulted in a final sample of 710 respondents. In this final sample, two respondents identified as trans men and seven identified as non-binary. While this study was focused on the experience of women, the research team decided not to exclude these nine respondents. Thus, there are two sets of analysis in the main report, the first including women and the second including trans men and non-binary respondents. Given the specificity of their experience of gender identity, a separate analysis of the data arising from this small sample was done. The team is aware that the experiences of gender-diverse people in the context

of sexual harassment at work is an important area for more focused and detailed analysis; unfortunately, it could not be addressed in this report given the small sample size.

## Non-response and missing data

The level of non-response to the survey was between 0 and 48 per cent. Table 5 shows the level of non-response for questions asked of all respondents in the survey in the order in which the survey was given. As indicated in Table 5, Question 11.8 had the highest level of non-response (48% of respondents did not indicate a religion). Items towards the end of the survey had the highest non-response rates. The high level of non-response for the back-end demographics limited the research team's analytical capacities regarding the relationship between harassment and these key demographics.

Overall, there is a high level of non-response (missing data) in the second half of the survey. The full extent of missing data has been reported in the codebook provided below (Appendix B).

**Table 4:** Exclusion criteria for determining invalid responses

Invalid response type	Number of responses	Justification for exclusion
<b>Non-valid responses:</b> multiple submissions or bot responses	545	A number of responses were identified as either a respondent taking the survey multiple times and/or a bot taking the survey. For security reasons these responses were excluded
<b>Gender:</b> the respondent identified as a man or did not identify a gender	87 (40 men, 11 respondents who prefer not to say and 36 missing responses)	This survey was focused on women and excluded any respondent who identified as a man

**Table 5:** Non-response rate by question

Question	Topic	Number of missing answers <sup>a</sup>	Non-response rate (%)
2.3	Country of birth	44	6
2.5	Current citizenship	67	10
3.2	Indecent phone calls	91	13
3.3	Comments made in emails, SMS messages or on social media	114	16
3.4	Advances made in emails, social networking websites or internet chat rooms	143	20
3.5	Sharing of intimate images or film	160	23
3.6	Other conduct that occurred online or via some form of technology	166	24
3.7	Touching, hugging, cornering or kissing	174	25
3.8	Staring or leering	184	26
3.9	Sexual gestures, indecent exposure	205	29
3.10	Comments or jokes	219	31
3.11	Invitations to go out on dates	227	32
3.12	Intrusive questions	234	33
3.13	Inappropriate physical contact	251	36
3.14	Followed or watched	256	37
3.15	Requests or pressure for sex	256	37
3.16	Rape or assault	261	37
9.3	Current employment status	271	39
10.2	How much of a problem is sexual harassment	301	43
11.2	Age	318	45
11.3	Relationship status	303	43
11.4	Main language	313	45
11.7	Number of dependents	332	47
11.8	Religion	335	48
11.9	LGBTQI+ identity	311	44
11.10	Disabilities	309	44
11.12	Highest level of education	309	44
11.13	I came to Australia because ...	311	44

Note<sup>a</sup>: only participants who were asked this question are included.



# Item and scale construction

This study focused on migrant women's experiences of workplace sexual harassment and contained survey items derived from well-designed studies on these topics. The Technical report below provides additional information on the construction of key items and the operationalisation of any scales used in the survey.

## Front-end demographics

Questions included in Section 2 asked key demographic questions on topics such as birthplace, gender and citizenship.

### Birthplace

Places of birth spanned 108 countries (see Appendix B). These countries were aggregated into region of birth (see Table 6) in line with the Standard Australian Classification of Countries (SACC; Australian Bureau of Statistics [ABS], 2016).

The level of non-response for this question was 6 per cent.

**Table 6:** Distribution of the sample by region of birth

	Count of respondents (n)	% of respondents
Other/Not specified	1	0
Oceania and Antarctica	100	15
North-West Europe	39	6
Southern and Eastern Europe	52	8
North Africa and the Middle East	83	13
South-East Asia	69	11
North-East Asia	79	12
Southern and Central Asia	110	17
Americas	82	13
Sub-Saharan Africa	42	6
<b>Total</b>	<b>657</b>	<b>100</b>
<b>Number of missing answers<sup>a</sup>=</b>		<b>44</b>
<b>Non-response rate (%)=</b>		<b>6</b>

Note<sup>a</sup>: only participants who were asked this question are included.

## Citizenship and residency status

Questions 2.5 and 2.6 were recoded to create a measure of citizenship and residency status. Question 2.5 asked respondents to choose their current citizenship from four possible answers:

- Australian
- dual citizenship – please specify
- other country – please specify
- stateless.

Question 2.6 asked respondents to choose their current residency status from four possible answers:

- permanent resident
- temporary resident
- undocumented/no visa
- prefer not to say.

These responses were then classified into three categories:

- **Australian citizen** – includes respondents who answered “Australian citizen” to 2.5 or answered “dual Australian citizen” to 2.6.
- **Permanent resident** – includes respondents who answered “permanent resident” to 2.6.
- **Temporary resident** – includes respondents who answered “temporary resident” or “undocumented/no visa” to 2.6.

The level of non-response for this variable was 10 per cent.

## Experiences of harassment

Per Figure 1, respondents were asked about 15 types of harassment. If they responded “yes” to a behaviour, they were asked details about this behaviour in Section 4 or 5. This resulted in a large number of skip questions in the survey instrument, particularly in Sections 4 and 5. The following section presents a combination of Sections 4 and 5 for each of the experience questions.

### Lived experience in Australia

Respondents were asked if they had experienced any of 15 types of harassment in the past 5 years while living in Australia. Table 8 shows the distribution of respondents in the sample that experienced each type of harassment in the past 5 years in Australia. An aggregated variable of respondents who had this experience was also created; it indicates if a respondent had answered “yes” to having lived experience of any of the 15 types of sexual harassment in Australia in the past 5 years. The distribution of this variable is presented in Table 9.

The non-response rates for these incidents fell between 13 and 37 per cent.

**Table 7:** Distribution of the sample by Australian citizenship and residency status

	Count of respondents (n)	% of respondents
Australian citizen	398	63
Permanent resident	121	19
Temporary resident	115	18
<b>Total</b>	<b>634</b>	<b>100</b>
<b>Number of missing answers<sup>a</sup>=</b>		<b>67</b>
<b>Non-response rate (%)</b>		<b>10</b>

Note<sup>a</sup>: only participants who were asked this question are included.

**Table 8:** Count and percentage distribution of “living sexual harassment in Australia in the past 5 years” by type of sexual harassment

	Count of respondents (n)	% of respondents	Number of missing answers <sup>a</sup> =	Non-response rate (%)
Indecent phone calls (n=610)	137	22	91	13
Comments made in emails, SMS messages or on social media (n=587)	207	35	114	16
Advances made in emails, social networking websites or internet chat rooms (n=558)	162	29	143	20
Sharing of intimate images or film (n=541)	56	10	160	23
Other conduct that occurred online or via some form of technology (n=535)	102	19	166	24
Touching, hugging, cornering or kissing (n=527)	166	32	174	25
Staring or leering (n=517)	241	47	184	26
Sexual gestures, indecent exposure (n=496)	106	22	205	29
Comments or jokes (n=482)	201	42	219	31
Invitations to go out on dates (n=474)	77	16	227	32
Intrusive questions (n=467)	159	34	234	33
Inappropriate physical contact (n=450)	96	21	251	36
Followed or watched (n=445)	89	20	256	37
Requests or pressure for sex (n=445)	57	13	256	37
Rape or assault (n=440)	31	7	261	37

Note<sup>a</sup>: only participants who were asked this question are included.

**Table 9:** Count and percentage distribution of “living at least one type of sexual harassment in Australia in the past 5 years”

	Count of respondents (n)	% of respondents
No	223	32
Yes	478	68
<b>Total</b>	<b>701</b>	<b>100</b>

### Lived experience of sexual harassment in the workplace

For each of the 15 types of sexual harassment, respondents answered with “yes”, “no” or “prefer not to answer”. Respondents who answered “yes” were then asked if they had experienced this type of harassment within the workplace within the last 5 years. Table 10 shows the distribution of women who experienced each harassment type at work. An aggregated variable was also constructed comprising the count of incidents experienced at work in the past 5 years (see Table 11).

The non-response rate for these questions was between 0 and 5 per cent.

**Table 10:** Distribution of the sample by workplace harassment in the past 5 years

	Count of respondents (n)	% of respondents	Number of missing answers <sup>a</sup> =	Non-response rate (%)
Indecent phone calls (n=134)	95	71	3	2
Comments made in emails, SMS messages or on social media (n=205)	97	47	2	1
Advances made in emails, social networking websites or internet chat rooms (n=161)	66	41	1	1
Sharing of intimate images or film (n=53)	25	47	3	5
Other conduct that occurred online or via some form of technology (n=100)	33	33	2	2
Touching, hugging, cornering or kissing (n=165)	90	55	1	1
Staring or leering (n=240)	114	48	1	0
Sexual gestures, indecent exposure (n=104)	21	20	2	2
Comments or jokes (n=199)	106	53	2	1
Invitations to go out on dates (n=77)	25	33	0	0
Intrusive questions (n=156)	76	49	3	2
Inappropriate physical contact (n=96)	36	38	3	0
Followed or watched (n=88)	15	17	1	1
Requests or pressure for sex (n=56)	19	33	1	2
Rape or assault (n=31)	6	19	2	0

Note<sup>a</sup>: only participants who were asked this question are included.

**Table 11:** Distribution of the sample experiencing at least one type of sexual harassment at work

	Count of respondents (n)	% of respondents
No	378	54
Yes	323	46
<b>Total</b>	<b>701</b>	<b>100</b>

### Perceived motivation for workplace sexual harassment behaviours

For each of the 15 types of workplace sexual harassment behaviours, respondents were asked if they believed the behaviour was motivated by one or more of the following:

- race
- gender identity
- religion
- sexual orientation
- ability
- visa status
- other.

Respondents could select multiple motivations. Those respondents who answered “other” were then asked to specify what they perceived the motivation of the harasser to be. These responses were aggregated into four categories. The count of each variable is outlined in Table 12.

- **Race and/or religion** included:
  - race
  - religion.
- **Gender and/or sex** included:
  - gender identity
  - sexual orientation.
- **Ability** – included ability alone.
- **Visa status** – included visa status alone.
- **Other** – included all valid other responses which did not relate to race, religion, gender, sex, ability or visa status.

### Telling someone

For each of the 15 types of harassment, respondents were asked if they told someone about the experience of harassment (Questions 4.3, 5.4). Questions 4.3 and 5.4 included the following four answers:

- yes
- no
- don’t know
- prefer not to answer.

The count of responses for each experience is presented in Table 13.

**Table 12:** Count distribution of “harasser’s motivation” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment

Experience	Race and/or religion <sup>a</sup>	Gender and/or sex	Ability	Visa status	Other	N <sup>b</sup> =		Non-response rate (%) <sup>c</sup>
Indecent phone calls	59	68	19	15	1	160	2	2
Comments made in emails, SMS messages or on social media	53	67	19	14	3	153	8	8
Advances made in emails, social networking websites or internet chat rooms	37	45	10	7	3	98	2	3
Sharing of intimate images or film	14	15	5	4	0	38	3	12
Other conduct that occurred online or via some form of technology	17	15	6	3	0	41	6	18
Touching, hugging, cornering or kissing	41	58	13	8	7	118	6	7
Staring or leering	65	65	16	8	7	154	13	11
Sexual gestures, indecent exposure	11	14	5	1	1	31	2	24
Comments or jokes	50	80	12	8	7	148	11	10
Invitations to go out on dates	15	20	2	2	1	39	0	0
Intrusive questions	49	44	10	4	4	106	7	9
Inappropriate physical contact	13	26	7	1	4	47	4	11
Followed or watched	7	9	4	0	2	19	2	13
Requests or pressure for sex	8	14	5	1	1	26	2	11
Rape or assault	3	3	1	1	0	8	1	17
<b>All<sup>d</sup></b>	<b>442</b>	<b>543</b>	<b>134</b>	<b>77</b>	<b>41</b>	<b>755</b>	<b>69</b>	<b>8</b>

Note<sup>a</sup>: these categories are not mutually exclusive; one respondent may be included more than once.

Note<sup>b</sup>: this is the number of persons who had at least one valid response for this question for the given type of harassment.

Note<sup>c</sup>: this is the percentage of persons who did not give at least one valid response for this given question.

Note<sup>d</sup>: “All” is calculated on the total number of experiences, not on the number of respondents. One respondent may have had more than one experience and can be counted twice in this column.

**Table 13:** Count distribution of “tell anyone” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment

Experience	Yes	No	Don't know	Prefer not to answer	Total (N) =	Number of missing answers <sup>a=</sup>	Non-response rate (%)
Indecent phone calls	53	39	0	1	93	2	2
Comments made in emails, SMS messages or on social media	59	30	0	1	90	7	7
Advances made in emails, social networking websites or internet chat rooms	45	20	0	0	65	1	2
Sharing of intimate images or film	12	9	0	0	21	4	16
Other conduct that occurred online or via some form of technology	16	11	0	0	27	6	18
Touching, hugging, cornering or kissing	54	32	2	1	89	1	1
Staring or leering	55	44	2	2	103	11	10
Sexual gestures, indecent exposure	15	5	0	0	20	1	5
Comments or jokes	72	26	0	1	99	7	7
Invitations to go out on dates	20	5	0	0	25	0	0
Intrusive questions	41	26	3	0	70	6	8
Inappropriate physical contact	19	13	0	1	33	3	8
Followed or watched	13	1	0	1	15	0	0
Requests or pressure for sex	12	5	1	0	18	1	5
Rape or assault	3	1	1	0	5	1	17
<b>All<sup>b</sup></b>	<b>489</b>	<b>267</b>	<b>9</b>	<b>8</b>	<b>773</b>	<b>51</b>	<b>6</b>

Note<sup>a</sup>: only participants who were asked this question are included.

Note<sup>b</sup>: “All” is calculated on the total number of experiences, not on the number of respondents. One respondent may have had more than one experience and can be counted twice in this column.

A new dichotomous variable was created using the responses to each of these questions. The response “told someone” was comprised of those respondents who had told someone about at least one incident of workplace harassment. Respondents who did not tell anyone about any incident they experienced were coded as “did not tell” (see Table 14).

### Who was told about the experience

For each of the 15 types of workplace sexual harassment, respondents who indicated that they had told someone were asked whom they had talked to about the experience (Questions 4.4, 5.5). Questions 4.4 and 5.5 included 19 possible responses:

- friends
- family
- a community member
- the head of your workplace/organisation – CEO, business owner
- your direct manager or supervisor at work
- another manager or supervisor at work
- your contractor/labour hire agency representative
- the Human Resources Manager or equivalent at work
- an Equity or Sexual Harassment Contact Officer at work
- a co-worker more senior than you
- a co-worker or peer at the same level as you
- a union or employee representative
- a lawyer or legal service
- a community-based or religious service/pastoral carer
- your accommodation provider
- the Australian Human Rights Commission or a state or territory anti-discrimination agency

- the Fair Work Ombudsman
- the police
- other (please specify).

These responses were not mutually exclusive; each respondent could select multiple people they’d told about the event. Respondents who answered “other” were asked to specify whom they had talked to.

These responses were aggregated into three categories of support: those who told someone within the workplace about their experience, those who sought informal support outside of the workplace and those who sought formal support outside of the workplace. These categories are outlined below and in Table 15.

- **Workplace** included:
  - the head of your workplace/organisation – CEO, business owner
  - your direct manager or supervisor at work
  - another manager or supervisor at work
  - your contractor/labour hire agency representative
  - the Human Resources Manager or equivalent at work
  - an Equity or Sexual Harassment Contact Officer at work
  - a co-worker more senior than you
  - a co-worker or peer at the same level as you
  - other answers which referred to the workplace.
- **Non-workplace informal** included:
  - friends
  - family
  - a community member
  - a community-based or religious service/pastoral carer
  - your accommodation provider

**Table 14:** Distribution of the sample by disclosure of all types of workplace harassment

	Count of respondents	% of respondents
Did not tell	96	30
Told someone	227	70
<b>Total</b>	<b>323</b>	<b>100</b>



- other answers which referred to a non-workplace informal entity (e.g. “my partner”).
- **Non-workplace formal** included:
  - a union or employee representative
  - a lawyer or legal service
  - the Australian Human Rights Commission or a state or territory anti-discrimination agency
  - the Fair Work Ombudsman
  - the police
  - other answers which referred to a non-workplace formal entity.

**Table 15:** Count distribution of “who was told about the event” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment

Experience	Workplace <sup>a</sup>	Non-workplace informal	Non-workplace formal	N <sup>b</sup> =	Number of missing answers <sup>c</sup> =	Non-response rate (%) <sup>d</sup>
Indecent phone calls	21	47	14	51	2	4
Comments made in emails, SMS messages or on social media	26	46	7	53	6	10
Advances made in emails, social networking websites or internet chat rooms	17	42	5	44	1	2
Sharing of intimate images or film	6	8	2	11	1	8
Other conduct that occurred online or via some form of technology	7	14	4	15	1	6
Touching, hugging, cornering or kissing	25	45	6	51	3	6
Staring or leering	26	50	6	55	0	0
Sexual gestures, indecent exposure	10	10	3	14	1	7
Comments or jokes	34	56	8	71	1	1
Invitations to go out on dates	7	17	4	19	1	5
Intrusive questions	15	36	5	39	2	5
Inappropriate physical contact	8	17	3	19	0	0
Followed or watched	6	12	1	13	0	0
Requests or pressure for sex	3	10	2	12	0	0
Rape or assault	0	3	1	3	0	0
<b>All<sup>e</sup></b>	<b>211</b>	<b>413</b>	<b>71</b>	<b>470</b>	<b>19</b>	<b>4</b>

Note<sup>a</sup>: these categories are not mutually exclusive; one respondent may be included more than once.

Note<sup>b</sup>: these were persons who had at least one valid response for this question for the given type of harassment.

Note<sup>c</sup>: only participants who were asked this question are included.

Note<sup>d</sup>: this is the percentage of persons who did not give at least one valid response for this given question but also indicated having talked to someone.

Note<sup>e</sup>: “All” is calculated on the total number of experiences, not on the number of respondents. One respondent may have had more than one experience and can be counted twice in this column.

### Reasons not to tell someone

For each of the 15 types of harassment, respondents who indicated that they had not told anyone about an incident of workplace sexual harassment were asked why they did not tell anyone (Questions 4.6, 5.7). Questions 4.6 and 5.7 included 17 possible responses:

- I thought I would be blamed.
- I thought people would think I was over-reacting.
- I thought I would get fired.
- I was afraid for my career aspirations.
- I feared negative consequences for the person or people who harassed me.
- I moved to another place of work.
- The person or people who harassed me were already being dealt with.
- I didn't think it was serious enough.
- I took care of the problem myself.
- I didn't know who to tell.
- I thought it was just part of the job.
- I was afraid my employer would cancel my sponsorship.
- I was afraid of being deported.
- I was embarrassed and/or ashamed.
- I thought it was my fault.
- I did not have friends or family to support me.
- Other (please specify).

These responses were not mutually exclusive, and each respondent could select multiple reasons they did not tell anyone. Respondents who answered "other" were asked to specify what other reasons that they had for not telling anyone. These responses were aggregated into five categories as outlined in Table 16. These five variables represented themes within the response categories for why migrant and refugee women might not tell anyone about an experience of workplace sexual harassment.

- **Employment concerns** included:
  - I thought I would get fired.
  - I was afraid for my career aspirations.
  - Any "other" answers which indicate an employment concern.
- **Visa/immigration concerns** included:
  - I was afraid my employer would cancel my sponsorship.
  - I was afraid of being deported.
  - Any "other" answers which indicate a visa or immigration concern.
- **Felt responsible** included:
  - I thought I would be blamed.
  - I thought people would think I was over-reacting.
  - I was embarrassed and/or ashamed.
  - I thought it was my fault.
  - I didn't think it was serious enough.
  - I feared negative consequences for the person or people who harassed me.
  - Any "other" answers which indicate that the respondent felt responsible.
- **Took action/action already underway** included:
  - I moved to another place of work.
  - The person or people who harassed me were already being dealt with.
  - I took care of the problem myself.
  - Any "other" answers which indicate that action was already underway.
- **No support/unsure what to do** included:
  - I didn't know who to tell.
  - I did not have friends or family to support me.
  - I thought it was just part of the job.
  - Any "other" answers which indicate that the respondent had no support or was unsure what to do.

**Table 16:** Count distribution of “why no-one was told about the event” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment

Experience	Employment concerns <sup>a</sup>	Visa/immigration concerns	Felt responsible	Took action/action already underway	No support/unsure what to do	N <sup>b</sup> =	Number of missing answers <sup>c</sup> =	Non-response rate (%) <sup>d</sup>
Indecent phone calls	23	5	30	10	15	36	3	8
Comments made in emails, SMS messages or on social media	14	4	22	8	12	27	3	10
Advances made in emails, social networking websites or internet chat rooms	8	6	18	5	10	19	1	5
Sharing of intimate images or film	2	1	8	0	4	9	0	0
Other conduct that occurred online or via some form of technology	5	0	9	1	4	10	1	9
Touching, hugging, cornering or kissing	7	3	28	7	10	32	0	0
Staring or leering	12	2	36	11	15	43	1	2
Sexual gestures, indecent exposure	2	1	5	0	0	5	0	0
Comments or jokes	8	1	22	5	13	25	1	4
Invitations to go out on dates	3	0	4	1	2	5	0	0
Intrusive questions	9	0	22	2	8	24	2	8
Inappropriate physical contact	3	0	10	5	6	13	0	0
Followed or watched	1	0	1	0	1	1	0	0
Requests or pressure for sex	1	0	5	3	3	5	0	0
Rape or assault	0	0	1	0	0	1	0	0
<b>All<sup>e</sup></b>	<b>98</b>	<b>23</b>	<b>221</b>	<b>58</b>	<b>103</b>	<b>255</b>	<b>12</b>	<b>5</b>

Note<sup>a</sup>: these categories are not mutually exclusive; one respondent may be included more than once.

Note<sup>b</sup>: these were persons who had at least one valid response for this question for the given type of harassment.

Note<sup>c</sup>: only participants who were asked this question are included.

Note<sup>d</sup>: this is the percentage of persons who did not give at least one valid response for this given question.

Note<sup>e</sup>: “All” is calculated on the total number of experiences, not on the number of respondents. One respondent may have had more than one experience and can be counted twice in this column.

### Occupation where the experience occurred

The respondent's occupation at the time of each reported event was asked about in Questions 4.8 and 5.9. These questions included 76 potential answers and one open-ended answer for respondents who reported their occupation as "other". These occupations were coded in line with the Australian and New Zealand Standard Classification of Occupations (ANZSCO; ABS, 2022). These categories are outlined in Table 17.

The ANZSCO classifications do not allow the data to speak to what industry a respondent was in when they experienced the harassment.

### Employment status where the experience occurred

For each of the 15 types of harassment, respondents were asked what their employment status was at the time of the event (Questions 4.10, 5.11). Questions 4.10 and 5.11 offered six possible responses:

- permanent
- casual
- temporary
- something else
- don't know
- prefer not to say.

Respondents who answered "something else" were asked to specify what other type of employment they were in. These responses were aggregated into three categories (all "don't know" and "prefer not to say" responses were identified as "missing"; see Table 18).

- **Permanent** – includes respondents who answered "permanent" or indicated a permanent equivalence in their answers to "something else".
- **Casual or temporary** – includes respondents who answered "casual", "temporary" or indicated a casual or temporary equivalence in their answers to "something else".
- **Other** – includes respondents who answered with a type of employment which could not be classified elsewhere (e.g. "self-employed").

**Table 17:** Count distribution of “occupation” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment<sup>a</sup>

Experience	Managers	Professionals	Technicians and Trades Workers	Community and Personal Service Workers	Clerical and Administrative Workers	Sales Workers	Machinery Operators and Drivers	Other	Total (N) =	Number of missing answers <sup>b=</sup>	Non-response rate (%)
Indecent phone calls	31	25	3	10	5	0	3	5	82	13	14
Comments made in emails, SMS messages or on social media	29	18	4	4	6	1	2	4	68	29	30
Advances made in emails, social networking websites or internet chat rooms	25	15	1	5	4	0	3	2	55	11	17
Sharing of intimate images or film	10	3	2	3	2	0	0	0	20	5	20
Other conduct that occurred online or via some form of technology	8	11	1	2	1	0	0	0	23	10	30
Touching, hugging, cornering or kissing	23	21	3	12	10	2	1	2	74	16	18
Staring or leering	22	36	2	11	4	2	1	4	82	32	28
Sexual gestures, indecent exposure	4	5	0	2	4	0	1	0	16	5	24
Comments or jokes	15	31	3	16	7	2	2	4	80	26	25
Invitations to go out on dates	4	12	1	3	3	0	0	0	23	2	8
Intrusive questions	14	25	1	7	4	1	0	2	54	22	29
Inappropriate physical contact	8	7	1	4	3	2	1	1	27	9	25
Followed or watched	4	7	0	1	2	0	0	1	15	0	0
Requests or pressure for sex	7	4	1	3	1	0	1	0	17	2	11
Rape or assault	2	1	0	1	0	0	0	0	4	2	33
<b>All<sup>c</sup></b>	<b>206</b>	<b>221</b>	<b>23</b>	<b>84</b>	<b>56</b>	<b>10</b>	<b>15</b>	<b>25</b>	<b>640</b>	<b>184</b>	<b>22</b>

Note<sup>a</sup>: no respondent declared being a “labourer” at the time of the experience of harassment.

Note<sup>b</sup>: only participants who were asked this question are included.

Note<sup>c</sup>: “All” is calculated on the total number of experiences, not on the number of respondents. One respondent may have had more than one experience and can be counted twice in this column.

**Table 18:** Count distribution of “current employment status” by type of harassment, including the frequency for all events and the non-response rate for each type of harassment

Experience	Permanent	Casual or temporary	Other	Total (N) =	Number of missing answers <sup>a</sup> =	Non-response rate (%)
Indecent phone calls	34	48	0	82	13	14
Comments made in emails, SMS messages or on social media	35	41	3	79	18	19
Advances made in emails, social networking websites or internet chat rooms	27	31	2	60	6	9
Sharing of intimate images or film	9	12	0	21	4	16
Other conduct that occurred online or via some form of technology	15	10	2	27	6	18
Touching, hugging, cornering or kissing	38	43	4	85	5	6
Staring or leering	45	47	4	96	18	16
Sexual gestures, indecent exposure	12	6	0	18	3	14
Comments or jokes	48	39	3	90	16	15
Invitations to go out on dates	11	10	2	23	2	8
Intrusive questions	39	21	5	65	11	15
Inappropriate physical contact	11	20	1	32	4	11
Followed or watched	7	6	2	15	0	0
Requests or pressure for sex	8	9	1	18	1	5
Rape or assault	0	4	1	5	1	17
<b>All<sup>b</sup></b>	<b>339</b>	<b>347</b>	<b>30</b>	<b>716</b>	<b>108</b>	<b>13</b>

Note<sup>a</sup>: only participants who were asked this question are included.

Note<sup>b</sup>: “All” is calculated on the total number of experiences, not on the number of respondents. One respondent may have had more than one experience and can be counted twice in this column.

### Number of people involved in the incident

For each of the 15 types of harassment, respondents were asked how many people were involved in the incident (Questions 4.11, 5.12). Questions 4.11 and 5.12 were open-ended. The answers were used to create an eight-level classification of the number of people involved in the incident. These categories are outlined below, and the distribution is presented in Table 19.

- **One person** – only one person was indicated to be involved in the incident (e.g. “two, including myself”, “one”, “1”).
- **Two persons** – two persons were indicated as being directly involved with the incident.
- **Three persons** – three persons were indicated as being directly involved with the incident.
- **Four persons** – four persons were indicated as being directly involved with the incident.
- **Five persons** – five persons were indicated as being directly involved with the incident.

- **More than five** – more than five persons were indicated as being directly involved with the incident.
- **Multiple persons/unclassifiable/unknown/can’t remember** – includes answers which indicate that a group of persons was involved in the incident, but which do not specify an exact number; it also includes answers which indicate that the respondent does not remember.

Care should be taken when interpreting answers concerning “number of people involved”, as respondents may have counted themselves and the people they told within “number of people involved”.

**Table 19:** Count distribution of “number of people involved” according to the type of harassment, including the frequency for all events and the non-response rate for each type of harassment

Experience	One person	Two persons	Three persons	Four persons	Five persons	More than five	Multiple persons/ unclassifiable/unknown/ Can't remember	Total (N)=	Number of missing answers <sup>a</sup> =	Non-response rate (%)
Indecent phone calls	11	16	17	3	7	10	7	71	24	25
Comments made in emails, SMS messages or on social media	22	17	6	4	4	7	2	62	35	36
Advances made in emails, social networking websites or internet chat rooms	11	14	6	3	3	4	4	45	21	32
Sharing of intimate images or film	2	5	4	0	1	3	0	15	10	40
Other conduct that occurred online or via some form of technology	7	6	1	1	1	3	1	20	13	40
Touching, hugging, cornering or kissing	29	27	4	2	3	1	2	68	22	24
Staring or leering	28	21	8	6	3	4	7	77	37	33
Sexual gestures, indecent exposure	0	7	2	1	2	1	1	14	7	33
Comments or jokes	24	21	9	5	8	6	4	77	29	28
Invitations to go out on dates	8	7	3	0	0	1	1	20	5	20
Intrusive questions	17	10	7	1	5	2	4	46	30	40
Inappropriate physical contact	12	6	1	1	1	0	2	23	13	36
Followed or watched	5	2	3	0	1	0	4	14	1	7
Requests or pressure for sex	5	3	4	0	0	0	1	13	6	32
Rape or assault	2	1	0	0	0	0	0	3	3	50
<b>All</b>	<b>183</b>	<b>163</b>	<b>75</b>	<b>27</b>	<b>39</b>	<b>42</b>	<b>39</b>	<b>568</b>	<b>256</b>	<b>31</b>

Note<sup>a</sup>: only participants who were asked this question are included.

### Harasser workplace position

For each of the 15 types of harassment, respondents were asked to indicate what position the harasser held in the workplace (Questions 4.13, 5.14). Questions 4.13 and 5.14 included nine possible responses:

- the head of your workplace or organisation – such as the CEO, business owner or similar
- your direct manager or supervisor at work
- another manager or supervisor at work
- a co-worker who was more senior
- a co-worker at the same level as you
- a client or customer
- someone else associated with your workplace
- don't know
- prefer not to say.

These responses were not mutually exclusive, and each respondent could select multiple positions for the harasser. These responses were aggregated into four categories as outlined below. The count of each variable is outlined in Table 20.

- **Managers**
  - the head of your workplace or organisation – such as the CEO, business owner or similar
  - your direct manager or supervisor at work
  - another manager or supervisor at work
  - a co-worker who was more senior.
- **Same level** – a co-worker at the same level as you.
- **Client** – a client or customer.
- **Someone else** – another person associated with your workplace.

### Current work and employment

#### Occupation

Question 9.6 asked about the respondent's occupation at the time of completing the survey. This question included 76 potential answers and one open-ended answer for respondents who reported their occupation as "other". These occupations were coded in line with the Australian and New Zealand Standard Classification of Occupations (ANZSCO; ABS, 2022).

Only respondents who answered having one or many jobs to Question 9.2 were asked this question.

The level of non-response was 22 per cent (i.e. 22 per cent of those respondents who had answered having one or many jobs).

### Attitudes and trust

#### Identification of behaviours as harassment

For 11 of the 15 different types of harassment, respondents were asked if they believed that the given behaviour was sexual harassment. For each type of harassment, respondents could answer in one of three ways:

- yes
- no
- don't know.

The research team sought to make a scale of identification of behaviours as harassment. A tetrachloric regression was tested to see if this variable could be changed into a simple dichotomous variable (yes/no). The preliminary found that the results were too skewed, as "no" and "don't know" should be considered two different answers (Denman et al., 2018; Waters et al., 2013). "Don't know" can be considered a true hesitation between "yes" and "no".

The items did not create a reliable scale for the items "identifying behaviours as sexual harassment". While the alpha indicated scale reliability (0.82), the factor analysis revealed too much variability amongst the items. The 11 items loaded on six factors. Therefore, a count variable representing the number of "yes" responses was created.



**Table 20:** Count distribution of harasser's workplace position by type of harassment, including the frequency for all events and the non-response rate for each type of harassment

Experience	Managers	Same level	Client	Someone else	N=	Number of missing answers <sup>a=</sup>	Non-response rate (%) <sup>b</sup>
Indecent phone calls	51	14	31	7	76	19	20
Comments made in emails, SMS messages or on social media	47	20	19	8	76	21	28
Advances made in emails, social networking websites or internet chat rooms	39	10	15	6	56	10	15
Sharing of intimate images or film	14	5	10	2	21	4	16
Other conduct that occurred online or via some form of technology	16	3	6	3	24	9	27
Touching, hugging, cornering or kissing	54	16	18	8	84	6	7
Staring or leering	43	27	28	19	94	20	18
Sexual gestures, indecent exposure	8	6	7	3	18	3	14
Comments or jokes	45	38	26	16	90	16	15
Invitations to go out on dates	16	1	10	5	23	2	12
Intrusive questions	38	23	13	16	64	12	16
Inappropriate physical contact	16	10	8	5	30	6	17
Followed or watched	6	4	3	4	14	1	7
Requests or pressure for sex	6	7	19	4	18	1	5
Rape or assault	1	1	4	1	5	1	17
<b>All<sup>c</sup></b>	<b>400</b>	<b>185</b>	<b>208</b>	<b>107</b>	<b>693</b>	<b>131</b>	<b>16</b>

Note<sup>a</sup>: only participants who were asked this question are included.

Note<sup>b</sup>: this is the percentage of persons who did not give at least one valid response for this given question.

Note<sup>c</sup>: "All" is calculated on the total number of experiences, not on the number of respondents. One respondent may have had more than one experience and can be counted twice in this column.

**Table 21:** Distribution of the sample according to occupation at the time of the survey

	Count of respondents	% of respondents
Managers	19	6
Professionals	153	48
Technicians and Trades Workers	49	15
Community and Personal Service Workers	25	8
Clerical and Administrative Workers	34	11
Sales Workers	10	3
Machinery Operators and Drivers	19	6
Labourers	7	2
Other	6	2
<b>Total</b>	<b>322</b>	<b>100</b>
Number of missing answers <sup>a=</sup>		89
Non-response rate (%)		22

Note<sup>a</sup>: only participants who were asked this question are included.

**Table 22:** Count of identifying a behaviour as sexual harassment according to the type

	No	Don't know	Yes	Total	Number of missing answers <sup>a</sup> =	Non-response rate (%)
Indecent phone calls	32	11	356	399	302	43
Comments made in emails, SMS messages or on social media	33	16	349	398	303	43
Advances made in emails, social networking websites or internet chat rooms	36	19	344	399	302	43
Sharing of intimate images or film	23	9	365	397	304	43
Other conduct that occurred online or via some form of technology	32	9	357	398	303	43
Touching, hugging, cornering or kissing	28	9	359	396	305	44
Staring or leering	47	32	318	397	304	43
Sexual gestures, indecent exposure	23	9	364	396	305	44
Being followed or watched	34	27	334	395	306	44
Pressures for sex	20	11	366	397	304	44
Rape	18	7	367	392	309	44

Note<sup>a</sup>: only participants who were asked this question are included.

**Table 23:** Percentage distribution of trust by organisation or group

	Low trust (1-2) (%)	Moderate trust (3-5) (%)	High trust (6-7) (%)	Non-response rate (%)
Media (n=397)	43	53	5	43
Hospitals (n=399)	7	52	41	43
Schools (n=399)	6	68	26	43
State Government (n=399)	13	65	22	43
Federal government (n=399)	17	63	20	43
Police (n=398)	15	56	28	43
Ethnic community (n=400)	11	64	25	43
Religious community (n=397)	31	53	17	43
Local neighbourhood (n=398)	11	70	18	43
Immigration (n=396)	28	53	20	44

### Trust in organisations or groups

Question 8.7 asked respondents to rate their level of trust on a seven-point scale (1=very low trust, 7=very high trust) for each of the following 10 organisations or groups:

- media
- hospitals
- schools
- state government
- federal government
- police
- ethnic community
- religious community
- local neighbourhood
- immigration.

Using these seven-point scale answers, a three-level scale of trust was created for the purposes of presenting the data in the main report. The levels of trust are outlined in Table 23.

A scale of institutional trust (1 to 7) was also created (see Figure 2 and Table 25). This scale includes the seven-level scale of trust for each of the following seven organisations or groups:

- media
- hospitals
- schools
- state government
- federal government
- police
- immigration.

For each respondent who had a valid answer for at least four of these seven institutions, the research team calculated the average level of trust they had over these groups. These seven items created a reliable scale with alpha 0.86 and factor loadings ranging from 0.47 to 0.84. The research team then examined if the level of “institutional trust” was significantly different for:

- respondents who had an experience of sexual harassment compared to those who did not
- respondents who took action compared to those who did not
- respondents who told a formal authority compared to those who did not.

There were no differences between the level of institutional trust and these three groups.

## End of survey demographics

### Age

Respondents were asked to state how old they were in years. For this report, age was transformed into a categorical variable as noted in Table 26 (please see Appendix B for the age distribution of the sample).

The level of non-response for this question was 45 per cent.

### Relationship status

Relationship status was measured in Question 11.3, which included the following seven categories:

- single
- in a relationship with a partner
- married
- separated
- divorced
- widowed
- other.

Respondents who answered “other” were given the capacity to specify what “other” relationship status they were in. Per Table 27, these categories were aggregated into four distinct categories.

- **Single** – includes respondents who answered “single” to 11.3 or who indicated being “single” in their answers to “other”.
- **In a relationship** – includes respondents who answered “married” and “in a relationship with a partner” to 11.3, or who indicated being in a monogamous relationship in their answers to “other”.
- **Separated, divorced or widowed** – includes respondents who answered “separated”, “divorced”, and “widowed” to 11.3.
- **Other** – includes respondents who specified another type of relationship, not elsewhere classified (e.g. “polyamory”, “four wives one husband”).

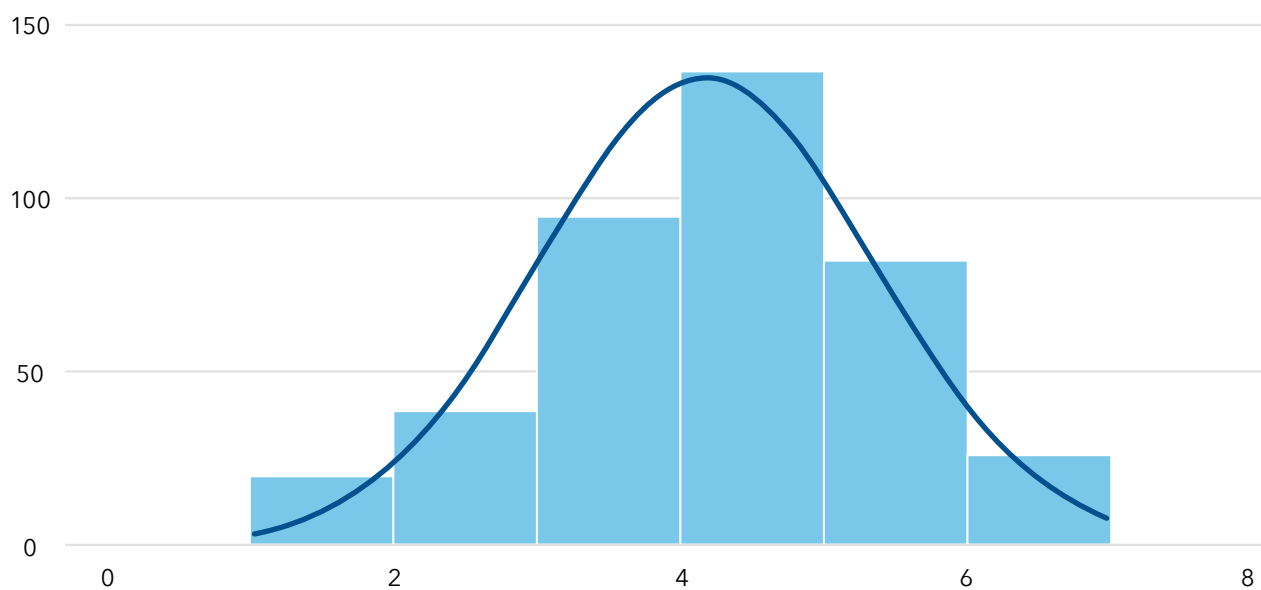
The level of non-response for this question was 43 per cent.

**Table 24:** Count distribution of trust by organisation or group

	Low trust	Moderate trust	High trust	Total	Number of missing answers <sup>a</sup>	Non-response rate (%)
Media	170	209	18	397	304	43
Hospitals	26	209	164	399	302	43
Schools	24	271	104	399	302	43
State Government	53	258	88	399	302	43
Federal government	68	252	79	399	302	43
Police	59	226	113	398	303	43
Ethnic community	45	256	99	400	301	43
Religious community	121	210	66	397	304	43
Local neighbourhood	45	280	73	398	303	43
Immigration	109	209	78	396	305	44

Note<sup>a</sup>: only participants who were asked this question are included.

**Figure 2:** Distribution of institutional trust scale



**Table 25:** Summary statistics for the scale of institutional trust

Indicator	Value
Minimum	1
25th percentile	3.4
Median	4.3
75th percentile	5
Maximum	7
Mean	4.2
Standard deviation	1.2

**Table 26:** Distribution of the sample by age-group at the time of the survey

	Count of respondents (n)	% of respondents
24 or less	27	7
25-34	134	35
35-44	129	34
45-54	64	17
55 and up	29	8
<b>Total</b>	<b>383</b>	<b>100</b>
Number of missing answers <sup>a</sup> =		318
Non-response rate		45%

Note<sup>a</sup>: only participants who were asked this question are included.

**Table 27:** Distribution of the sample by relationship status at the time of the survey

	Count of respondents (n)	% of respondents
Single	74	19
In a relationship	288	72
Separated, divorced or widowed	33	8
Other	3	1
<b>Total</b>	<b>398</b>	<b>100</b>
Number of missing answers <sup>a</sup> =		303
Non-response rate		43 %

Note<sup>a</sup>: only participants who were asked this question are included.

### Number of dependents

Each respondent was asked the number of dependents under the age of 18 they had. Respondents were shown to have between 0 to 8 dependents (under 18 years). As shown in Table 28, this variable was then aggregated into four categories:

- no children
- one child
- two children
- three children or more.

The level of non-response for this variable was 47 per cent.

### Level of education

Education status was measured in Question 11.12, which included 11 categories:

- primary school
- year 7 to year 9
- year 10
- year 11
- year 12
- trade/apprenticeship
- other TAFE/technical certificate
- diploma
- bachelor's degree
- postgraduate degree
- other.

Respondents who answered "other" were given the capacity to specify what "other" highest level of education they had obtained. These categories were aggregated into four different categories (see Table 29).

**Table 28:** Distribution of the sample by the number of underage dependents at the time of the survey

	Count of respondents (n)	% of respondents
No children	214	58
One child	65	18
Two children	67	18
Three children or more	23	6
<b>Total</b>	<b>369</b>	<b>100</b>
Number of missing answers <sup>a</sup> =		332
Non-response rate		47 %

Note<sup>a</sup>: only participants who were asked this question are included.

**Table 29:** Distribution of the sample by highest level of education acquired at the time of the survey

	Count of respondents (n)	% of respondents
High School or below	35	9
TAFE or diploma	66	17
Bachelor's degree	114	29
Postgraduate degree	177	45
<b>Total respondents</b>	<b>392</b>	<b>100</b>
Number of missing answers <sup>a</sup> =		309
Non-response rate		44 %

Note<sup>a</sup>: only participants who were asked this question are included.

- **High school or below** – includes people who answered “primary school”, “year 7 to year 9”, “year 10”, “year 11”, “year 12”, or who indicated an equivalence to high school or primary school in their answers to “other”.
- **TAFE or diploma** – includes people who answered “trade/apprenticeship”, “other TAFE/technical certificate”, “diploma”, or who indicated an equivalence to a diploma or technical certificate in their answers to “other”.
- **Bachelor's degree** – includes people who answered “bachelor's degree” or who indicated an equivalence to a bachelor's degree in their answers to “other”.
- **Postgraduate degree** – includes people who answered “postgraduate degree” or who indicated an equivalence to a postgraduate degree in their answers to “other”.

The level of non-response for this question was 44%.

# References

- Australian Bureau of Statistics. (2016). *Standard Australian Classification of Countries* (SACC). ABS. <https://www.abs.gov.au/statistics/classifications/standard-australian-classification-countries-sacc/latest-release>
- Australian Bureau of Statistics. (2022). ANZSCO – *Australian and New Zealand Standard Classification of Occupations*. ABS. <https://www.abs.gov.au/statistics/classifications/anzsco-australian-and-new-zealand-standard-classification-occupations/2022>
- Australian Human Rights Commission. (2019). *Everyone's business: Survey on sexual harassment of members of the Shop, Distributive and Allied Employees' Association*. AHRC.
- Australian Human Rights Commission. (2020). *Respect@ Work: National Inquiry into sexual harassment in Australian workplaces*. AHRC. <https://humanrights.gov.au/our-work/sex-discrimination/publications/respectwork-sexual-harassment-national-inquiry-report-2020>
- Baird, M., Cooper, R., Hill, E., Probyn, E., & Vromen, A. (2018). *Women and the future of work: Report 1 of The Australian Women's Working Futures Project*. University of Sydney. <https://doi.org/10.25910/5db0ef76585d1>
- CARE International. (2017). "I know I cannot quit." *The prevalence and productivity cost of sexual harassment to the Cambodian garment industry*. CARE Australia. [https://www.care-international.org/files/files/publications/SHCS\\_Full\\_Technical\\_Report\\_March\\_2017.pdf](https://www.care-international.org/files/files/publications/SHCS_Full_Technical_Report_March_2017.pdf)
- Denman, D. C., Baldwin, A. S., Betts, A. C., McQueen, A., & Tiro, J. A. (2018). Reducing "I Don't Know" responses and missing survey data: Implications for measurement. *Medical Decision Making*, 38(6), 673–682. <https://doi.org/10.1177/0272989X18785159>
- Fevre, R., Nichols, T., Prior, G., & Rutherford, I. (2009). *Fair Treatment at Work report: Findings from the 2008 survey* (Employment Relations Research Series no. 103). Department for Business Innovation and Skills, UK. [https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/192191/09-P85-fair-treatment-at-work-report-2008-survey-errs-103.pdf](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/192191/09-P85-fair-treatment-at-work-report-2008-survey-errs-103.pdf)
- Focus on Labour Exploitation. (2022). *Position paper: Tackling sexual harassment in low-paid and insecure work*. FLEX. [https://respect.international/tackling-sexual-harassment-in-low-paid-and-insecure-work/?utm\\_source=rss&utm\\_medium=rss&utm\\_campaign=tackling-sexual-harassment-in-low-paid-and-insecure-work](https://respect.international/tackling-sexual-harassment-in-low-paid-and-insecure-work/?utm_source=rss&utm_medium=rss&utm_campaign=tackling-sexual-harassment-in-low-paid-and-insecure-work)
- Heywood, W., Myers, P., Powell, A., Meikle, G., & Nguyen, D. (2022). *National Student Safety Survey: Report on the prevalence of sexual harassment and sexual assault among university students in 2021*. The Social Research Centre. <https://apo.org.au/node/317074>
- Prior, G., Taylor, L., Llewellyn-Thomas, S., Fevre, R., & Nichols, T. (2008). *Fair Treatment at Work Survey 2008: Technical report*. Department for Business Innovation and Skills, UK.
- Segrave, M., Wickes, R., & Keel, C. (2021). *Migrant and refugee women in Australia: The safety and security study* (Version 4). Monash University. <https://doi.org/10.26180/14863872>
- Waters, E. A., Hay, J. L., Orom, H., Kiviniemi, M. T., & Drake B. F. (2013). "Don't Know" responses to risk perception measures: Implications for underserved populations. *Medical Decision Making*, 33(2), 271–281. <https://doi.org/10.1177/0272989X12464435>
- Women of Colour Australia, & Archer, C. (2021). *Women of Colour Australia: Workplace survey report 2021*. WoCA. <https://womenofcolour.org.au/workplace-survey-report-2021/>

## APPENDIX A:

# Survey instrument

A condensed copy of the survey instrument is provided below. Section 4 and Section 5 were repeated for each of the 15 experiences in the workplace.

## Migrant & Refugee Women's Attitudes, Experiences & Responses to Sexual Harassment in the Workplace

### Start of Block:

#### Section 1: Introduction

1.1 Monash University with Harmony Alliance are surveying migrant and refugee women's experiences and views around behaviour they experience in work settings. The survey is being conducted under the auspices of Monash University Human Research Ethics Committee (MUHREC) Project 32812.

For full details about the project and if you have any questions or queries about the work, [please see the details here](#).

Your responses to this survey are anonymous.

Many thanks

Marie Segrave, Siru Tan, Rebecca Wickes, Chloe Keel, Prabhapriya Arachchige and Gulnara Abbasova

---

#### 1.2 Do you agree to participate in a confidential survey?

- Yes (1)
- No (2)

**Skip To: End of Survey If 1.2 = 2**

End of Block: Section 1: Introduction

---



**Start of Block:****Section 2: Front end demographics**

2.1 First, we would like to ask a few questions about yourself.

---

**2.2 What is your gender?**

- Male (1)
- Female (2)
- Non-binary / third gender (3)
- Transgender man (4)
- Transgender woman (5)
- Prefer not to say (7)

**Skip To: End of Survey If 2.2 = 1**

---

**2.3 In what country were you born?**

- Australia (1)
  - Other (257)
- 

**Display This Question:**

*If 2.3 = 257*

**2.4 In what country were you born? Please specify**


---



---

**2.5 What is your current citizenship?**

- Australian (1)
- Dual citizenship (please specify) (2)

-----  
 Other country (please specify) (3)

-----  
 Stateless (4)

---

**Display This Question:**

*If 2.3 != 1*

*And 2.5 != 1*

**2.6 What is your current residency status in Australia?**

- Permanent resident (1)
- Temporary resident (2)
- Undocumented/no visa (3)
- Prefer not to say (4)

End of Block: Section 2: Front end demographics

---

**Start of Block: Section 3:  
Experiences of harassment**

3.1 This study is exploring women's experiences of unwanted behaviour in any place in Australia. We would like to ask you about the different behaviours that some people have experienced. As noted at the start of the survey, all responses are completely anonymous.

End of Block: Section 3: Experiences of harassment

---

**Start of Block: 3.2**

**3.2 While in Australia and within the last 5 years, have you experienced indecent phone calls, including someone leaving a message on a voicemail or an answering machine of a sexual nature in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.2

---

**Start of Block: 3.2.1**

**3.2.1 Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.2.1

---

**Start of Block: 3.2.2**

**3.2.2 How often have you experienced this behaviour in the workplace in the last 5 years?**

- Once (1)
- A few times (2)
- About once a month (3)
- About once a fortnight (4)
- About one a week (5)
- Almost every day (6)
- Prefer not to say (7)

End of Block: 3.2.2

---

**Start of Block: 3.2.3 (SECTION 4)**

**3.2.3 - 4.1 Do you think the behaviour was motivated by (you may select more than one answer):**

- Race (1)
  - Gender identity (2)
  - Religion (3)
  - Sexual orientation (4)
  - Ability (5)
  - Visa status (6)
  - Other (7)
- 

**3.2.3 - 4.2 We would like to understand what people do when they experience these types of behaviours. The next few questions ask about responses to this experience. As noted at the start of the survey, all responses are completely anonymous.**

---

**3.2.3 - 4.3 Did you tell anyone about what you have experienced?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to answer (4)

- The Police (19)
  - Other (please specify) (20)
- 

**Display This Question:**

If 3.2.3 - 4.3 = 1

**3.2.3 - 4.4 Who did you talk to about what was happening? (select all the apply)**

- Friends (1)
- Family (2)
- A community member (3)
- The head of your workplace/organisation - CEO, business owner (4)
- Your direct manager or supervisor at work (5)
- Another manager or supervisor at work (6)
- Your contractor/labour hire agency representative (7)
- The Human Resources Manager or equivalent at work (8)
- An Equity or Sexual Harassment Contact Officer at work (9)
- A co-worker more senior than you (10)
- A co-worker or peer at the same level as you (11)
- A union or employee representative (12)
- A lawyer or legal service (13)
- The internet (including search engines such as Google and Yahoo) (14)
- A community-based or religious service/pastoral carer (15)
- Your accommodation provider (16)
- The Australian Human Rights Commission or a state or territory anti-discrimination agency (17)
- The Fair Work Ombudsman (18)

**Display This Question:**

If 3.2.3 - 4.3 = 1

**3.2.3 - 4.5 Did telling someone result in a change in the person's behaviour?**

- Yes, things improved for a short time (1)
- Yes, things improved and remain much better (2)
- No, it resulted in further harm or abuse (3)
- No, nothing changed in their behaviour (4)

**Display This Question:**

If 3.2.3 - 4.3 = 2

**3.2.3 - 4.6 Was there a particular reason for not telling anyone? (select all that apply)**

- I thought I would be blamed (1)
- I thought people would think I was over-reacting (2)
- I thought I would get fired (3)
- I was afraid for my career aspirations (4)
- I feared negative consequences for the person or people who harassed me (5)
- I moved to another place of work (6)
- The person or people who harassed me were already being dealt with (7)
- I didn't think it was serious enough (8)
- I took care of the problem myself (9)
- I didn't know who to tell (10)

- I thought it was just part of the job (11)
  - I was afraid my employer would cancel my sponsorship (12)
  - I was afraid of being deported (13)
  - I was embarrassed and/or ashamed (14)
  - I thought it was my fault (15)
  - I did not have friends or family to support me (16)
  - Other (please specify) (17)
- 

**Display This Question:**

**If 3.2.3 - 4.3 = 2**

**3.2.3 - 4.7 If you did not tell anyone, was this because of threats and/or warnings about the consequences?**

- Yes (1)
- No (2)
- Prefer not to say (3)

**3.2.3 - 4.8 What was your job where this experience occurred?**

- Chief Executives, General Managers and Legislators (4)
- Farmers and Farm Managers (7)
- Advertising, Public Relations and Sales Managers (8)
- Business Administration Managers (9)
- Construction, Distribution and Production Managers (10)
- Education, Health and Welfare Services Managers (11)
- ICT Managers (12)
- Accommodation and Hospitality Managers (13)
- Retail Managers (14)

- Arts Professionals (15)
- Media Professionals (16)
- Accountants, Auditors and Company Secretaries (17)
- Financial Brokers and Dealers, and Investment Advisers (18)
- Human Resource and Training Professionals (19)
- Information and Organisation Professionals (20)
- Sales, Marketing and Public Relations Professionals (21)
- Air and Marine Transport Professionals (22)
- Architects, Designers, Planners and Surveyors (23)
- Engineering Professionals (24)
- Natural and Physical Science Professionals (25)
- School Teachers (26)
- Tertiary Education Teachers (27)
- Health Diagnostic and Promotion Professionals (28)
- Health Therapy Professionals (29)
- Medical Practitioners (30)
- Midwifery and Nursing Professionals (31)
- Business and Systems Analysts, and Programmers (32)
- Database and Systems Administrators, and ICT Security Specialists (33)
- ICT Network and Support Professionals (34)
- Legal Professionals (35)
- Social and Welfare Professionals (36)
- Agricultural, Medical and Science Technicians (37)
- Building and Engineering Technicians (38)
- ICT and Telecommunications Technicians (39)
- Automotive Electricians and Mechanics (40)
- Fabrication Engineering Trades Workers (41)
- Mechanical Engineering Trades Workers (42)
- Panel beaters, and Vehicle Body Builders, Trimmers and Painters (43)
- Bricklayers, and Carpenters and Joiners (44)
- Floor Finishers and Painting Trades Workers (45)
- Glaziers, Plasterers and Tilers (46)
- Plumbers (47)
- Electricians (48)
- Electronics and Telecommunications Trades Workers (49)
- Food Trades Workers (50)

- |   |  |
|---|--|
| <input type="checkbox"/> Animal Attendants and Trainers, and Veterinary Nurses (51) | <input type="checkbox"/> Construction and Mining Labourers (91)  |
| <input type="checkbox"/> Horticultural Trades Workers (52)                          | <input type="checkbox"/> Food Process Workers (92)               |
| <input type="checkbox"/> Primary Production Supervisors and Specialists (53)        | <input type="checkbox"/> Packers and Product Assemblers (93)     |
| <input type="checkbox"/> Hairdressers (54)  | <input type="checkbox"/>   |
| <input type="checkbox"/> Printing Trades Workers (55)                               | <input type="checkbox"/> Farm Workers (95)                       |
| <input type="checkbox"/> Textile, Clothing and Footwear Trades Workers (56)         | <input type="checkbox"/> Forestry and Garden Workers (96)        |
| <input type="checkbox"/> Wood Trades Workers (57)                                   | <input type="checkbox"/> Food Preparation Assistants (97)        |
| <input type="checkbox"/> Health and Welfare Support Workers (58)                    | <input type="checkbox"/> Freight Handlers and Shelf Fillers (98) |
| <input type="checkbox"/> Child Carers (59)  | <input type="checkbox"/> Other (99)                              |
| <input type="checkbox"/> Education Aides (60)                                       |  |
| <input type="checkbox"/> Personal Carers and Assistants (61)                        |  |
| <input type="checkbox"/> Hospitality Workers (62)                                   |  |
| <input type="checkbox"/> Defence Force Members, Fire Fighters and Police (63)       |  |
| <input type="checkbox"/> Prison and Security Officers (64)                          |  |
| <input type="checkbox"/> Personal Service and Travel Workers (65)                   |  |
| <input type="checkbox"/> Sports and Fitness Workers (66)                            |  |
| <input type="checkbox"/> Contract, Program and Project Administrators (67)          |  |
| <input type="checkbox"/> Office and Practice Managers (68)                          |  |
| <input type="checkbox"/> Personal Assistants and Secretaries (69)                   |  |
| <input type="checkbox"/> General Clerks (70)  |  |
| <input type="checkbox"/> Keyboard Operators (71)                                    |  |
| <input type="checkbox"/> Call or Contact Centre Information Clerks (72)             |  |
| <input type="checkbox"/> Receptionists (73)   |  |
| <input type="checkbox"/> Accounting Clerks and Bookkeepers (74)                     |  |
| <input type="checkbox"/> Financial and Insurance Clerks (75)                        |  |
| <input type="checkbox"/> Clerical and Office Support Workers (76)                   |  |
| <input type="checkbox"/> Logistics Clerks (77)                                      |  |
| <input type="checkbox"/> Insurance Agents and Sales Representatives (79)            |  |
| <input type="checkbox"/> Real Estate Sales Agents (80)                              |  |
| <input type="checkbox"/> Sales Assistants and Salespersons (81)                     |  |
| <input type="checkbox"/> Checkout Operators and Office Cashiers (82)                |  |
| <input type="checkbox"/> Machine Operators (83)                                     |  |
| <input type="checkbox"/> Stationary Plant Operators (84)                            |  |
| <input type="checkbox"/> Mobile Plant Operators (85)                                |  |
| <input type="checkbox"/> Automobile, Bus and Rail Drivers (86)                      |  |
| <input type="checkbox"/> Delivery Drivers (87)                                      |  |
| <input type="checkbox"/> Truck Drivers (88)   |  |
| <input type="checkbox"/> Store persons (89)   |  |
| <input type="checkbox"/> Cleaners and Laundry Workers (90)                          |  |

---

**3.2.3 - 4.9 If other, can you please tell us what your job was where this experience occurred?**

---

**3.2.3 - 4.10 Was that as a permanent, casual or temporary employee, or something else?**

- |  |
|--|
| <input type="checkbox"/> Permanent (1)                       |
| <input type="checkbox"/> Casual (2)                          |
| <input type="checkbox"/> Temporary (3)                       |
| <input type="checkbox"/> Something else (please specify) (4) |
| -----  |
| <input type="checkbox"/> Don't know (5)                      |
| <input type="checkbox"/> Prefer not to say (6)               |
-

**3.2.3 - 4.11 How many people were directly involved this most recent incident?**

---

---

**3.2.3 - 4.12 Was the main harasser?**

- Male (1)
- Female (2)
- Another gender (3)
- It was a group of people (4)
- Don't know (5)
- Prefer not to say (6)

**3.2.3 - 4.13 Was the harasser...**

- The head of your workplace or organisation - such as the CEO, business owner or similar (1)
- Your direct manager or supervisor at work (2)
- Another manager or supervisor at work (3)
- A co-worker who was more senior (4)
- A co-worker at the same level as you (5)
- A client or customer (6)
- Someone else associated with your workplace (7)
- Anyone else (8)
- Don't know (9)
- Prefer not to say (10)

**3.2.3 - 4.14 Did you know the harasser from outside the work environment?**

- Yes, they were a family member (1)
- Yes, they were a community member (2)
- Yes, other (please specify) (3)

- 
- No, I only know them from work (4)

End of Block: 3.2.3 (SECTION 4)

**Start of Block: 3.2.4 (SECTION 5)**

**3.2.4 - 5.1 You indicated that this behaviour occurred more than once. We would like you to think about the following questions in relation to the most serious experience.**

**3.2.4 - 5.2 Do you think the behaviour was motivated by: (you may select more than one answer)**

- Race (1)
- Gender identity (2)
- Religion (3)
- Sexual orientation (4)
- Ability (5)
- Visa status (6)
- Other (7)

**3.2.4 - 5.3 We would like to understand what people do when they experience these types of behaviours. The next few questions ask about responses to the most serious behaviour. As noted at the start of the survey, all responses are completely anonymous and confidential.**

---

3.2.4 - 5.4 Did you tell anyone about what you have experienced?

- Yes (1)
  - No (2)
  - Don't know (3)
  - Prefer not to answer (4)
- 

**Display This Question:**

*If 3.2.4 - 5.4 = 1*

**3.2.4 - 5.5 Who did you talk to about what was happening? (select all the apply)**

- Friends (1)
- Family (2)
- A community member (3)
- The head of your workplace/organisation - CEO, business owner (4)
- Your direct manager or supervisor at work (5)
- Another manager or supervisor at work (6)
- Your contractor/labour hire agency representative (7)
- The Human Resources Manager or equivalent at work (8)
- An Equity or Sexual Harassment Contact Officer at work (9)
- A co-worker more senior than you (10)
- A co-worker or peer at the same level as you (11)
- A union or employee representative (12)
- A lawyer or legal service (13)

- The internet (including search engines such as Google and Yahoo) (14)
  - A community-based or religious service/pastoral carer (15)
  - Your accommodation provider (16)
  - The Australian Human Rights Commission or a state or territory anti-discrimination agency (17)
  - The Fair Work Ombudsman (18)
  - The Police (19)
  - Other (please specify) (20)
- 

**Display This Question:**

*If 3.2.4 - 5.4 = 1*

**3.2.4 - 5.6 Did telling someone result in a change in the person's behaviour?**

- Yes, things improved for a short time (1)
  - Yes, things improved and remain much better (2)
  - No, it resulted in further harm or abuse (3)
  - No, nothing changed in their behaviour (4)
- 

**Display This Question:**

*If 3.2.4 - 5.4 = 2*

**3.2.4 - 5.7 Was there a particular reason for not telling anyone? (select all that apply)**

- I thought I would be blamed (1)
- I thought people would think I was over-reacting (2)
- I thought I would get fired (3)
- I was afraid for my career aspirations (4)

- I feared negative consequences for the person or people who harassed me (5)
  - I moved to another place of work (6)
  - The person or people who harassed me were already being dealt with (7)
  - I didn't think it was serious enough (8)
  - I took care of the problem myself (9)
  - I didn't know who to tell (10)
  - I thought it was just part of the job (11)
  - I was afraid my employer would cancel my sponsorship (12)
  - I was afraid of being deported (13)
  - I was embarrassed and/or ashamed (14)
  - I thought it was my fault (15)
  - I did not have friends or family to support me (16)
  - Other (please specify) (17)
- 

**Display This Question:**

**If 3.2.4 - 5.4 = 2**

**3.2.4 - 5.8 If you did not tell anyone, was this because of threats and/or warnings about the consequences?**

- Yes (1)
- No (2)
- Prefer not to say (3)

**3.2.4 - 5.9 What was your job where this experience occurred?**

- Chief Executives, General Managers and Legislators (4)
- Farmers and Farm Managers (7)

- Advertising, Public Relations and Sales Managers (8)
- Business Administration Managers (9)
- Construction, Distribution and Production Managers (10)
- Education, Health and Welfare Services Managers (11)
- ICT Managers (12)
- Accommodation and Hospitality Managers (13)
- Retail Managers (14)
- Arts Professionals (15)
- Media Professionals (16)
- Accountants, Auditors and Company Secretaries (17)
- Financial Brokers and Dealers, and Investment Advisers (18)
- Human Resource and Training Professionals (19)
- Information and Organisation Professionals (20)
- Sales, Marketing and Public Relations Professionals (21)
- Air and Marine Transport Professionals (22)
- Architects, Designers, Planners and Surveyors (23)
- Engineering Professionals (24)
- Natural and Physical Science Professionals (25)
- School Teachers (26)
- Tertiary Education Teachers (27)
- Health Diagnostic and Promotion Professionals (28)
- Health Therapy Professionals (29)
- Medical Practitioners (30)
- Midwifery and Nursing Professionals (31)
- Business and Systems Analysts, and Programmers (32)
- Database and Systems Administrators, and ICT Security Specialists (33)
- ICT Network and Support Professionals (34)
- Legal Professionals (35)
- Social and Welfare Professionals (36)
- Agricultural, Medical and Science Technicians (37)
- Building and Engineering Technicians (38)
- ICT and Telecommunications Technicians (39)
- Automotive Electricians and Mechanics (40)
- Fabrication Engineering Trades Workers (41)
- Mechanical Engineering Trades Workers (42)



- |   |  |
|---|--|
| <input type="checkbox"/> Panel beaters, and Vehicle Body Builders, Trimmers and Painters (43) | <input type="checkbox"/> Sales Assistants and Salespersons (81)      |
| <input type="checkbox"/> Bricklayers, and Carpenters and Joiners (44)                         | <input type="checkbox"/> Checkout Operators and Office Cashiers (82) |
| <input type="checkbox"/> Floor Finishers and Painting Trades Workers (45)                     | <input type="checkbox"/> Machine Operators (83)                      |
| <input type="checkbox"/> Glaziers, Plasterers and Tilers (46)                                 | <input type="checkbox"/> Stationary Plant Operators (84)             |
| <input type="checkbox"/> Plumbers (47)  | <input type="checkbox"/> Mobile Plant Operators (85)                 |
| <input type="checkbox"/> Electricians (48)  | <input type="checkbox"/> Automobile, Bus and Rail Drivers (86)       |
| <input type="checkbox"/> Electronics and Telecommunications Trades Workers (49)               | <input type="checkbox"/> Delivery Drivers (87)                       |
| <input type="checkbox"/> Food Trades Workers (50)   | <input type="checkbox"/> Truck Drivers (88)                          |
| <input type="checkbox"/> Animal Attendants and Trainers, and Veterinary Nurses (51)           | <input type="checkbox"/> Store persons (89)                          |
| <input type="checkbox"/> Horticultural Trades Workers (52)                                    | <input type="checkbox"/> Cleaners and Laundry Workers (90)           |
| <input type="checkbox"/> Primary Production Supervisors and Specialists (53)                  | <input type="checkbox"/> Construction and Mining Labourers (91)      |
| <input type="checkbox"/> Hairdressers (54)  | <input type="checkbox"/> Food Process Workers (92)                   |
| <input type="checkbox"/> Printing Trades Workers (55)   | <input type="checkbox"/> Packers and Product Assemblers (93)         |
| <input type="checkbox"/> Textile, Clothing and Footwear Trades Workers (56)                   | <input type="checkbox"/> Farm Workers (95)                           |
| <input type="checkbox"/> Wood Trades Workers (57)   | <input type="checkbox"/> Forestry and Garden Workers (96)            |
| <input type="checkbox"/> Health and Welfare Support Workers (58)                              | <input type="checkbox"/> Food Preparation Assistants (97)            |
| <input type="checkbox"/> Child Carers (59)  | <input type="checkbox"/> Freight Handlers and Shelf Fillers (98)     |
| <input type="checkbox"/> Education Aides (60)   | <input type="checkbox"/> Other (99)                                  |
| <input type="checkbox"/> Personal Carers and Assistants (61)                                  |  |
| <input type="checkbox"/> Hospitality Workers (62)   |  |
| <input type="checkbox"/> Defence Force Members, Fire Fighters and Police (63)                 |  |
| <input type="checkbox"/> Prison and Security Officers (64)                                    |  |
| <input type="checkbox"/> Personal Service and Travel Workers (65)                             |  |
| <input type="checkbox"/> Sports and Fitness Workers (66)                                      |  |
| <input type="checkbox"/> Contract, Program and Project Administrators (67)                    |  |
| <input type="checkbox"/> Office and Practice Managers (68)                                    |  |
| <input type="checkbox"/> Personal Assistants and Secretaries (69)                             |  |
| <input type="checkbox"/> General Clerks (70)  |  |
| <input type="checkbox"/> Keyboard Operators (71)  |  |
| <input type="checkbox"/> Call or Contact Centre Information Clerks (72)                       |  |
| <input type="checkbox"/> Receptionists (73)   |  |
| <input type="checkbox"/> Accounting Clerks and Bookkeepers (74)                               |  |
| <input type="checkbox"/> Financial and Insurance Clerks (75)                                  |  |
| <input type="checkbox"/> Clerical and Office Support Workers (76)                             |  |
| <input type="checkbox"/> Logistics Clerks (77)  |  |
| <input type="checkbox"/> Insurance Agents and Sales Representatives (79)                      |  |
| <input type="checkbox"/> Real Estate Sales Agents (80)  |  |

---

**3.2.4 - 5.10 If other, can you please tell us what your job was when this experience occurred?**

---



---



---

**3.2.4 - 5.11 Was that as a permanent, casual or temporary employment, or something else?**

- Permanent (1)
- Casual (2)
- Temporary (3)
- Something else (please specify) (4)
-

- Don't know (5)
- Prefer not to say (6)

---

**3.2.4 - 5.12 How many people were directly involved in this incident?**

-----

-----

---

**3.2.4 - 5.13 Was the main harasser?**

- Male (1)
- Female (2)
- Another gender (3)
- It was a group of people (4)
- Don't know (5)
- Prefer not to say (6)

---

**3.2.4 - 5.14 Was the harasser...**

- The head of your workplace or organisation - such as the CEO, business owner or similar (1)
- Your direct manager or supervisor at work (2)
- Another manager or supervisor at work (3)
- A co-worker who was more senior (4)
- A co-worker at the same level as you (5)
- A client or customer (6)
- Someone else associated with your workplace (7)
- Anyone else (8)
- Don't know (9)
- Prefer not to say (10)

---

**3.2.4 - 5.15 Did you know the harasser from outside the work environment?**

- Yes, they were a family member (1)
- Yes, they were a community member (2)
- Yes, other (please specify) (3)

- 
- No, I only know them from work (4)

End of Block: 3.2.4 (SECTION 5)

---

**Start of Block: 3.3**

**3.3 While in Australia and within the last 5 years, have you experienced comments made in emails, SMS messages or on social media of a sexual nature in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.3

---

---

**3.4 While in Australia and within the last 5 years, have you experienced repeated or inappropriate advances made in emails, social networking websites or internet chat rooms in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.4

---

**3.5 While in Australia and within the last 5 years, have you experienced someone sharing or threatening to share intimate images or film of you without your consent in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.5

---

**3.6 While in Australia and within the last 5 years, have you experienced any other conduct of a sexual nature that occurred online or via some form of technology in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.6

---

---

**3.7 While in Australia and within the last 5 years, have you experienced touching, hugging, cornering or kissing in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.7

---

**3.8 While in Australia and within the last 5 years, have you experienced inappropriate staring or leering that made you feel intimidated in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.8

---

**3.9 While in Australia and within the last 5 years, have you experienced sexual gestures, indecent exposure or inappropriate display of the body in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.9

---

---

**3.10 While in Australia and within the last 5 years, have you experienced sexually suggestive comments or jokes that made you feel offended in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.10

---

**3.11 While in Australia and within the last 5 years, have you experienced repeated or inappropriate invitations to go out on dates in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.11

---

**3.12 While in Australia and within the last 5 years, have you experienced intrusive questions about your private life or physical appearance that made you feel offended in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.12

---

**3.13 While in Australia and within the last 5 years, have you experienced inappropriate physical contact in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.13

---

**3.14 While in Australia and within the last 5 years, have you experienced being followed, watched or someone loitering nearby in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.14

---

**3.15 While in Australia and within the last 5 years, have you experienced requests or pressure for sex or other sexual acts in a way that was unwelcome?**

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

End of Block: 3.15

---

---

### 3.16 While in Australia and within the last 5 years, have you experienced actual or attempted rape or sexual assault?

- Yes (1)  
 No (2)  
 Don't know (3)  
 Prefer not to say (4)

End of Block: 3.16

---

## Start of Block: Section 7: No experiences of harassment

### 7.1 You've indicated that you haven't experienced any of these behaviours. If in the future you were to experience any of these behaviours in the workplace, would you tell anyone?

- Yes (1)  
 No (2)  
 Don't know (3)  
 Prefer not to say (4)

**Display This Question:**

If 7.1 = 1

### 7.2 Who would you talk to about what was happening? (select all the apply)

- Friends (1)  
 Family (2)

- A community member (3)  
 The head of your workplace/organisation - CEO, business owner (4)  
 Your direct manager or supervisor at work (5)  
 Another manager or supervisor at work (6)  
 Your contractor/labour hire agency representative (7)  
 The Human Resources Manager or equivalent at work (8)  
 An Equity or Sexual Harassment Contact Officer at work (9)  
 A co-worker more senior than you (10)  
 A co-worker or peer at the same level as you (11)  
 A union or employee representative (12)  
 A lawyer or legal service (13)  
 The internet (including search engines such as Google and Yahoo) (14)  
 A community-based or religious service/pastoral carer (15)  
 Your accommodation provider (16)  
 The Australian Human Rights Commission or a state or territory anti-discrimination agency (17)  
 The Fair Work Ombudsman (18)  
 The Police (19)  
 Other (please specify) (20)
- 

**Display This Question:**

If 7.1 = 2

### 7.3 Why wouldn't you tell anyone? (select all that apply)

I would be blamed (1)

- People would think I was over-reacting (2)  
 I would get fired (3)  
 I would be afraid for my career aspirations (4)  
 I would fear negative consequences for the person or people who harassed me (5)  
 I don't think it is serious enough (8)  
 I can take care of the problem myself (9)

- I don't know who to tell (10)
  - I think it is just part of the job (11)
  - I would be afraid my employer would cancel my sponsorship (12)
  - I would be afraid of being deported (13)
  - I would be embarrassed and/or ashamed (14)
  - I would think it was my fault (15)
  - I do not have friends or family to support me (16)
  - Other (please specify) (17)
- 

End of Block: Section 7: No experiences of harassment

---

## Start of Block: Section 6: More than one type of harassment experience

**6.1 You have identified that these experiences happened more than once, did these experiences all happen in the same workplace?**

- Yes, the same workplace (1)
- No, more than one workplace (2)
- Prefer not to say (3)

---

**6.2 You have identified that these experiences happened more than once, was it the same person and/or group of people?**

- Yes, the same perpetrator (1)
- No, different perpetrators (2)
- Prefer not to say (3)

End of Block: Section 6: More than one type of harassment experience

---

## Start of Block: Section 8: Support services

**8.1 If these questions raised any concerns you can access the following support services and ask for an interpreter if needed:**

**National Sexual Assault, Domestic Family Violence**

**Counselling Service: 1800 RESPECT**

**Call 1800 737 732**

**Website <https://www.1800respect.org.au/>**

**Information and Referral Exchange - WIRE**

**Call 1300 134 130**

**Email [support@wire.org.au](mailto:support@wire.org.au) Website <https://www.wire.org.au/>**

**Lifeline Australia**

**Call 13 11 14**

**Website <https://www.lifeline.org.au/>**

End of Block: Section 8: Support services

---

## Start of Block: Section 9: Work and Employment

**9.1 The next series of questions asks about your work and employment status more broadly**

---

**9.2 How many jobs do you currently have?**

- One job (1)
- Two jobs (4)
- Three jobs (5)

- Four jobs (6)
- Five or more jobs (7)
- I don't currently have a job (2)
- Prefer not to say (3)

---

### 9.3 Which of the following best describes your current employment status? Please select one only.

- I'm working full-time in my own business (1)
  - I'm working full-time for an employer (2)
  - I'm working part-time/flexibly in my own business (3)
  - I'm working part-time/flexibly for an employer (4)
  - I'm working casually/freelance/short term contracts (5)
  - I'm working but I'm on leave with a current position to return to (6)
  - I'm not working, I'm looking for work (7)
  - I'm not working, I'm not looking for work (8)
  - I'm in a full-time care role (9)
  - I'm on a career break with no current position to return to (10)
  - I'm retired (11)
  - Other (please specify) (12)
- 

#### Display This Question:

If 9.2 = 4

Or 9.2 = 5

Or 9.2 = 6

Or 9.2 = 7

### 9.4 For your second job, which of the following best describes your employment status?

- I'm working full time in my own business (1)
  - I'm working full-time for an employer (2)
  - I'm working part/time/flexibly in my own business (3)
  - I'm working part-time/flexibly for an employer (4)
  - I'm working casually/freelance/short term contracts (5)
  - Other (please specify) (6)
- 

- Prefer not to say (7)
- 

### 9.5 Are you currently studying?

- No (1)
  - Yes, in school (2)
  - Yes, at TAFE/Technical College (3)
  - Yes, at university (4)
  - Yes, other (please specify) (5)
- 

#### Display This Question:

If 9.2 != 2

Or 9.2 != 3

### 9.6 What is your main job?

- Chief Executives, General Managers and Legislators (9)
- Farmers and Farm Managers (12)
- Advertising, Public Relations and Sales Managers (13)
- Business Administration Managers (14)

- Construction, Distribution and Production Managers (15)
- Education, Health and Welfare Services Managers (16)
- ICT Managers (17)
- Accommodation and Hospitality Managers (18)
- Retail Managers (19)
- Arts Professionals (20)
- Media Professionals (21)
- Accountants, Auditors and Company Secretaries (22)
- Financial Brokers and Dealers, and Investment Advisers (23)
- Human Resource and Training Professionals (24)
- Information and Organisation Professionals (25)
- Sales, Marketing and Public Relations Professionals (26)
- Air and Marine Transport Professionals (27)
- Architects, Designers, Planners and Surveyors (28)
- Engineering Professionals (29)
- Natural and Physical Science Professionals (30)
- School Teachers (31)
- Tertiary Education Teachers (32)
- Health Diagnostic and Promotion Professionals (33)
- Health Therapy Professionals (34)
- Medical Practitioners (35)
- Midwifery and Nursing Professionals (36)
- Business and Systems Analysts, and Programmers (37)
- Database and Systems Administrators, and ICT Security Specialists (38)
- ICT Network and Support Professionals (39)
- Legal Professionals (40)
- Social and Welfare Professionals (41)
- Agricultural, Medical and Science Technicians (42)
- Building and Engineering Technicians (43)
- ICT and Telecommunications Technicians (44)
- Automotive Electricians and Mechanics (45)
- Fabrication Engineering Trades Workers (46)
- Mechanical Engineering Trades Workers (47)
- Panel beaters, and Vehicle Body Builders, Trimmers and Painters (48)
- Bricklayers, and Carpenters and Joiners (49)
- Floor Finishers and Painting Trades Workers (50)
- Glaziers, Plasterers and Tilers (51)
- Plumbers (52)
- Electricians (53)
- Electronics and Telecommunications Trades Workers (54)
- Food Trades Workers (55)
- Animal Attendants and Trainers, and Veterinary Nurses (56)
- Horticultural Trades Workers (57)
- Primary Production Supervisors and Specialists (58)
- Hairdressers (59)
- Printing Trades Workers (60)
- Textile, Clothing and Footwear Trades Workers (61)
- Wood Trades Workers (62)
- Health and Welfare Support Workers (63)
- Child Carers (64)
- Education Aides (65)
- Personal Carers and Assistants (66)
- Hospitality Workers (67)
- Defence Force Members, Fire Fighters and Police (68)
- Prison and Security Officers (69)
- Personal Service and Travel Workers (70)
- Sports and Fitness Workers (71)
- Contract, Program and Project Administrators (72)
- Office and Practice Managers (73)
- Personal Assistants and Secretaries (74)
- General Clerks (75)
- Keyboard Operators (76)
- Call or Contact Centre Information Clerks (77)
- Receptionists (78)
- Accounting Clerks and Bookkeepers (79)
- Financial and Insurance Clerks (80)
- Clerical and Office Support Workers (81)
- Logistics Clerks (82)
- Insurance Agents and Sales Representatives (84)
- Real Estate Sales Agents (85)
- Sales Assistants and Salespersons (86)
- Checkout Operators and Office Cashiers (87)
- Machine Operators (88)



- Stationary Plant Operators (89)
- Mobile Plant Operators (90)
- Automobile, Bus and Rail Drivers (91)
- Delivery Drivers (92)
- Truck Drivers (93)
- Store persons (94)
- Cleaners and Laundry Workers (95)
- Construction and Mining Labourers (96)
- Food Process Workers (97)
- Packers and Product Assemblers (98)
- Farm Workers (100)
- Forestry and Garden Workers (101)
- Food Preparation Assistants (102)
- Freight Handlers and Shelf Fillers (103)
- Other (104)

**Display This Question:***If 9.6 = 104*

9.7 If other, could you please tell us what is your main job?

-----

-----

**End of Block: Section 9: Work and Employment**

## Start of Block:

### Section 10: Attitudes

10.1 The following questions ask about your general attitudes about harassment and your trust in a range of groups and organisations in your community. You do not need to have had a direct experience of harassment or direct contact with these groups or organisations

10.2 On a scale of 1 to 10, how much of a problem do you think sexual harassment is in Australian workplaces?

- 1 Not at all a problem (2)
- 2 (5)
- 3 (6)
- 4 (7)
- 5 (8)
- 6 (9)
- 7 (10)
- 8 (11)
- 9 (12)
- 10 A very great problem (13)

**10.3 Do you consider any of the following behaviours as a form of sexual harassment?**

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)
Indecent phone calls, including someone leaving a message on voicemail or an answering machine of a sexual nature in a way that was unwelcome (1)				
Comments made in emails, SMS messages or on social media of a sexual nature in a way that was unwelcome (2)				
Repeated or inappropriate advances on email, social networking websites or internet chat rooms in a way that was unwelcome (3)				
Someone sharing or threatening to share intimate images or film of you without your consent in a way that was unwelcome (4)				
Any other conduct of a sexual nature that occurred online or via some form of technology in a way that was unwelcome (5)				

**10.4 We would like to ask about a few additional behaviours.**

### 10.5 Would you regard any of the following behaviours as a form of sexual harassment?

	Yes (1)	No (2)	Don't know (3)	Prefer not to say (4)
Touching, hugging, cornering or kissing in a way that was unwelcome (1)				
Inappropriate staring or leering that made you feel intimidated in a way that was unwelcome (2)				
Sexual gestures, indecent exposure or inappropriate display of the body in a way that was unwelcome (3)				
Being followed, watched or someone loitering nearby in a way that was unwelcome (4)				
Requests or pressure for sex or other sexual acts in a way that was unwelcome (5)				
Actual or attempted rape or sexual assault (6)				

**10.6 We are now moving away from questions about harassment to general questions about trust in general institutions and organisations in Australia. A reminder you do not need to have any experience of harassment or direct contact with these groups or organisations.**

### 10.7 How much trust do you have in the below organisations and groups?

	1 - very low trust (1)	2 (2)	3 (3)	4 (4)	5 (5)	6 (6)	7 - very high trust (7)
Media (1)							
Hospitals (2)							
Schools (3)							
State Government (4)							
Federal Government (5)							
Police (6)							
Ethnic community (7)							
Religious community (8)							
Local neighbourhood (9)							
Immigration (10)							

End of Block: Section 10: Attitudes

**Start of Block:**  
**Section 11: End of survey demographics**

11.1 Finally, we would like to ask a few more questions about you

---

11.2 What is your age?

---



---



---

11.3 What is your relationship status?

- Single (1)
  - In a relationship with a partner (2)
  - Married (3)
  - Separated (4)
  - Divorced (5)
  - Widowed (6)
  - Other (please specify) (7)
- 

11.4 What is the main language you speak at home?

- English (1)
  - Other (please specify) (41)
- 

*Display This Question:*

*If 11.4 = 41*

11.5 If not listed above, please specify what language you speak at home

---



---



---

11.6 Thinking about your English, how well do you

	Extremely well (1)	Very well (2)	Moderately well (3)	Slightly well (4)	Not well at all (5)
Understand spoken English (1)					
Speak English (2)					

---

11.7 How many dependent children under the age of 18 do you have?

---



---



---

---

**11.8 What, if any religion are you affiliated with? (please leave blank if you do not wish to answer)**

---



---



---

**11.9 Do you identify as LGBTIQ+?**

- Yes (1)  
 No (2)

---

**11.10 Do you identify as a person living with a disability?**

- Yes (1)  
 No (2)

---

**11.11 What postcode do you live in?**

---



---



---

**11.12 What is the highest level of education you have completed?**

- Primary School (1)  
 Year 7 to year 9 (2)  
 Year 10 (3)  
 Year 11 (4)  
 Year 12 (5)  
 Trade/apprenticeship (6)  
 Other TAFE/Technical certificate (7)  
 Diploma (8)  
 Bachelor Degree (9)  
 Post-graduate degree (10)  
 Other (please specify) (11)

---

*Display This Question:  
If 2.3 != 1*

---

**11.13 If not born in Australia, what year did you arrive in Australia?**

---



---

**11.14 I came to Australia because... (please select the main reason)**

- To study (1)
  - To look for a job (2)
  - To take up a job I had been offered (3)
  - For humanitarian reasons (refugee/ asylum seeker) (4)
  - To follow a partner (5)
  - To follow a husband/wife (13)
  - To follow other family members or friends (6)
  - As a tourist (7)
  - To train in a profession (8)
  - To set up a business (9)
  - Because my parents moved here (10)
  - Other (please specify) (11)
- 

**Display This Question:**

If 2.6 = 2

Or 2.6 = 1

**11.15 What type of visa are you on?**

- Visitor visas (1) ...
- Vocational Education and Training Sector visa (Subclass 572) (127)

End of Block: Section 11: End of survey demographics

**Start of Block:**

**Section 12: Prize draw and future research**

12.1 Thank you for participating in this survey. The survey has ended.

You are invited to enter into the prize draw for one of XXXXX Coles Myer Gift Cards. Please provide your email address to enter the draw.

Reminder: Your email details will be destroyed after the prize draw has been finalised.

- Name (1)
- 

- Email (2)
- 

- Phone number (3)
- 

12.2 In the future, we would like to contact you again to further discuss your experiences in the workplace. If this is acceptable to you, could you please provide your name, phone number and/or email address?

- Name (1)
- 

- Email (2)
- 

- Phone number (3)
- 

End of Block: Section 12: Prize draw and future research

## APPENDIX B:

# Codebook

This report presents a codebook from the Migrant & Refugee Women's Attitudes, Experiences & Responses to Sexual Harassment in the Workplace (MRWAERSHW). The codebook presents the reader with all variables included in MRWAERSHWdatabase.

It should also be noted if someone had an experience of workplace sexual harassment the survey instrument asked if they had experienced this once or more than once. If they experienced it once they were asked a series of questions about that experience, if they experienced it more than once they were asked to think about "the most serious experience". For the purposes of this codebook, these two sections have been combined as they were mutually exclusive.

Moreover, it should be noted that variables included in MRWAERSHWevents are presented for all types of events within the codebook. However, in the previous report, we have detailed most of these variables according to the type of harassment.

## Hierarchical database construction

The MRWAERSHWdatabase database has been structured as a hierarchical database which includes two main database tables; the MRWAERSHWcore (n participants = 701), and the MRWAERSHWevents (n events = 824). MRWAERSHWcore includes 32 variables which are measured at the time of the survey for each respondent. In other words, in MRWAERSHWcore each respondent is represented by a single line. MRWAERSHWevents includes 93 variables which are measured at the time of each event. In other words, in MRWAERSHWcore each event of harassment is represented by a single line. In MRWAERSHWcore, each respondent can be represented more than once. The data included in MRWAERSHWcore and MRWAERSHWevents can be linked together using the variable named "ID\_ANROWS".

**Table 30:** Original data set

ID_ANROWS	Age	Birth	T1	T1_v1	T1_v2	T2	T2_v1	T2_v2
123	21	1	No	.	.	Yes	2	4.
124	30	2	No	.	.	No	.	.
125	18	1	Yes	2	3	No	.	.
126	44	1	Yes	3	4	No	.	.
127	51	4	Yes	4	5	No	.	.
128	32	6	Yes	5	6	Yes	3	4

**Table 31:** "Core" database table

ID_ANROWS	Age	Birth	T1	T2
123	21	1	No	Yes
124	30	2	No	No
125	18	1	Yes	No
126	44	1	Yes	No
127	51	4	Yes	No
128	32	6	Yes	Yes

**Table 32:** "Events" database table

	Type	v1	v2
123	T2	2	4
125	T1	2	3
126	T1	3	4
127	T1	4	5
128	T1	5	6
128	T2	3	4



## Variables

The following codebook details all variables included in MRWAERSHWDATABASE. For each variable, the following information is provided:

1. Name: Name of the variable, as shown in MRWAERSHWDATABASE
2. Type: byte, int, long, float, double, str0-str2045, strL<sup>1</sup>
3. Variable label: Label of the variable in the MRWAERSHWDATABASE, brief description of the variable.
4. Value label: Value label associated with the variable (when needed), a complete list of which is available at the end of the current codebook.
5. Variable format: %8.0, %9.0g, %12.0g, %10.0g, %#s, %9s<sup>2</sup>
6. Unique values: Number of unique values for the given variable. For instance, a variable with 701 unique values means that for each respondent included in the database, this variable has a unique value
7. Missing values: Number of observations for which the value of this variable is said to be "missing".
8. Notes: These notes indicate the question to which this variable refers to, the topic which is referred to, any flag variables to be used with this variable, and any additional information on the construction and use of this variable.
9. Count table: A frequency table for the given variable, where needed this table is not shown due to privacy concerns. When a variable had 10+ possible values<sup>3</sup>, only the 10 most frequent values are shown.

## Naming conventions

For the purpose of creating MRWAERSHWDATABASE, we followed simple naming conventions. First, with the exception of the unique identifier, all variables were written without any capitalization. Second, for each variable we aimed to give a name which best reflected the question being discussed. For instance, the variable "gender" represents the gender of the respondents. Third, we used the same short-names for different types of harassment. For instance, all variables which include "phone" in their name, discuss questions which relate to the "indecent phone calls, including someone leaving a message on a voicemail or an answering machine of a sexual nature in a way that was unwelcome".

<sup>1</sup> These are the different types as defined in STATA 17.

<sup>2</sup> Variable format as defined by STATA 17

<sup>3</sup> With the exception of "typeofharassment" for which all values are shown.

## Flags and unique identifiers

### Variable: ID\_ANROWS

Name:	ID_ANROWS
Type:	float
Variable label:	Unique identifier
Variable format:	%9.0g
Unique values <sup>4</sup> :	701
Missing values:	0

#### Variable notes:

1: Unique identifier for each respondent, can be used to link the core and events data tables together.

### Variable: age\_reported

Name:	age_reported
Type:	float
Variable label:	Did they report their age
Value label:	dichoYN
Variable format:	%9.0g
Unique values:	2
Missing values:	0

#### Variable notes:

1: Question number 11.2

2: What is your age?

3: Flag variable which indicates if a respondent reported their age or not

Value (sorted by values)	Label	Freq.	Percent
0	No	318	45.4%
1	Yes	383	54.6%

<sup>4</sup> Shown for DATABASEcore

*Variable: typeofharassment*

Name:	typeofharassment
Type:	float
Variable label:	Type of harassment
Value label:	typeofhar
Variable format:	%144.0g
Unique values:	15
Missing values:	0

## Variable notes:

1: Identifies the type of workplace harassment to which each line refers to.

Value (sorted by frequency)	Label	Freq.	Percent
7	Staring or leering that made you feel intimidated in a way that was unwelcome.	114	13.8%
9	Sexually suggestive comments or jokes that made you feel offended in a way that was unwelcome.	106	12.9%
2	Comments made in emails, SMS messages or on social media of a sexual nature in a way that was unwelcome.	97	11.8%
1	Indecent phone calls, including someone leaving a message on a voicemail or an answering machine of a sexual nature in a way that was unwelcome.	95	11.5%
6	Touching, hugging, cornering or kissing in a way that was unwelcome.	90	10.9%
11	Intrusive questions about your private life or physical appearance that made you feel offended in a way that was unwelcome.	76	9.2%
3	Repeated or inappropriate advances made in emails, social networking websites or internet chat rooms in a way that was unwelcome.	66	8.0%
12	Inappropriate physical contact in a way that was unwelcome.	36	4.4%
5	Any other conduct of a sexual nature that occurred online or via some form of technology in a way that was unwelcome.	33	4.0%
4	Someone sharing or threatening to share intimate images or film of you without your consent in a way that was unwelcome.	25	3.0%
10	Repeated or inappropriate invitations to go out on dates in a way that was unwelcome.	25	3.0%
8	Sexual gestures, indecent exposure or inappropriate display of the body in a way that was unwelcome.	21	2.5%
14	Requests or pressure for sex or other sexual acts in a way that was unwelcome.	19	2.3%
13	Being followed, watched or someone loitering nearby in a way that was unwelcome.	15	1.8%
15	Actual or attempted rape or sexual assault.	6	0.7%

**Variable: flag**

Name:	flag
Type:	float
Variable label:	Flag for multiple events
Value label:	flagfrequency
Variable format:	%24.0g
Unique values:	2
Missing values:	0

## Variable notes:

1: Flag variable, identifies if a given line refers to a single event of harassment or if it refers to the most severe event of harassment of a given type. Respondents who indicated having lived only one event of a given type were asked to discuss that event. Respondents who indicated having lived multiple events of a given type were asked to discuss the most severe event.

Value (sorted by values)	Label	Freq.	Percent
2	One, at work	130	15.8%
3	Multiple, at work	694	84.2%

**Variables from section 2****Variable: gender**

Name:	gender
Type:	byte
Variable label:	Gender of the respondent
Value label:	gender
Variable format:	%23.0g
Unique values:	2
Missing values:	0

## Variable notes:

1: Question number 2.2

2: What is your gender?

3: Only respondents who reported identifying as "female" or "transgender woman" were included in the final database.

Value (sorted by values)	Label	Freq.	Percent
2	Female	696	99.3%
5	Transgender woman	5	0.7%

### Variable: *birthplace\_levelone*

Name:	birthplace_levelone
Type:	float
Variable label:	Birthplace (level one)
Value label:	cleveloneABS
Variable format:	%32.0g
Unique values:	11
Missing values:	44

#### Variable notes:

1: Question number 2.3

2: In what country were you born?

3: Countries were aggregated into region of birth in line with ABS 1269.0 Standard Australian Classification of Countries, 2016.

Value (sorted by frequency)	Label	Freq.	Percent
7	Southern and Central Asia	110	15.7%
1	Oceania and Antarctica	100	14.3%
4	North Africa and the Middle East	83	11.8%
8	Americas	82	11.7%
6	North-East Asia	79	11.3%
5	South-East Asia	69	9.8%
3	Southern and Eastern Europe	52	7.4%
.		44	6.3%
9	Sub-Saharan Africa	42	6.0%
2	North-West Europe	39	5.6%
All other values		0	0.0%

**Variable: birthplace\_leveltwo**

Name:	birthplace_leveltwo
Type:	float
Variable label:	Birthplace (level two)
Value label:	cleveltwoABS
Variable format:	%47.0g
Unique values:	28
Missing values:	44

## Variable notes:

1: Question number 2.3

2: In what country were you born?

3: Countries were aggregated into region of birth in line with ABS 1269.0 Standard Australian Classification of Countries, 2016.

Value (sorted by frequency)	Label	Freq.	Percent
71	Southern Asia	90	12.8%
11	Australia (includes External Territories)	82	11.7%
61	Chinese Asia (includes Mongolia)	67	9.6%
42	Middle East	66	9.4%
52	Maritime South-East Asia	54	7.7%
.		44	6.3%
82	South America	39	5.6%
92	Southern and East Africa	37	5.3%
81	Northern America	28	4.0%
32	South Eastern Europe	22	3.1%
All other values		152	21.7%

**Variable: *birthplace\_levelfour***

Name:	birthplace_levelfour
Type:	float
Variable label:	Birthplace (level four)
Value label:	cofbirthABS
Variable format:	%46.0g
Unique values:	108
Missing values:	44

## Variable notes:

1: Question number 2.3

2: In what country were you born?

3: Countries were aggregated into region of birth in line with ABS 1269.0 Standard Australian Classification of Countries, 2016.

Value (sorted by frequency)	Label	Freq.	Percent
1101	Australia	78	11.1%
6101	China (excludes SARs and Taiwan)	56	8.0%
7103	India	51	7.3%
.		44	6.3%
4203	Iran	27	3.9%
5203	Malaysia	23	3.3%
8104	United States of America	20	2.9%
5205	Singapore	17	2.4%
7107	Sri Lanka	17	2.4%
7201	Afghanistan	17	2.4%
All other values		335	47.8%

**Variable: citizenship**

Name:	citizenship
Type:	float
Variable label:	Citizenship (complete)
Value label:	newcitizenlab
Variable format:	%53.0g
Unique values:	107
Missing values:	48

## Variable notes:

1: Question number 2.5

2: What is your current citizenship?

Value (sorted by values)	Label	Freq.	Percent
99	Australian citizen only	311	44.4%
102	Dual citizen-Australian and American	3	0.4%
107	Dual citizen-Australian and Bosnian	2	0.3%
108	Dual citizen-Australian and British	10	1.4%
110	Dual citizen-Australian and Canadian	2	0.3%
112	Dual citizen-Australian and Columbian	4	0.6%
113	Dual citizen-Australian and Croatian	2	0.3%
114	Dual citizen-Australian and Cypriot	1	0.1%
115	Dual citizen-Australian and Dutch	2	0.3%
116	Dual citizen-Australian and Ecuadorian	1	0.1%
All other values		361	51.5%

**Variable: dicho\_citizenship**

Name:	dicho_citizenship
Type:	float
Variable label:	Are they an Australian citizenship
Value label:	twocitizen
Variable format:	%25.0g
Unique values:	3
Missing values:	77

## Variable notes:

1: Question number 2.5

2: What is your current citizenship?

Value (sorted by values)	Label	Freq.	Percent
0	Not an Australian citizen	226	32.2%
1	Australian citizen	398	56.8%
.		77	11.0%

**Variable: full\_citizenship**

Name:	full_citizenship
Type:	float
Variable label:	Citizenship and residency status
Value label:	citfull
Variable format:	%18.0g
Unique values:	4
Missing values:	67

## Variable notes:

1: Question number 2.5, 2.6

2: What is your current citizenship? What is your current residency status in Australia?

3: Aggregates the values found in citizenship and residencystatus.



Value (sorted by values)	Label	Freq.	Percent
1	Australian citizen	398	56.8%
2	Permanent resident	121	17.3%
3	Temporary resident	115	16.4%
.		67	9.6%

### Variable: residencystatus

Name:	residencystatus
Type:	byte
Variable label:	Residency status in Australia
Value label:	residency
Variable format:	%23.0g
Unique values:	5
Missing values:	377

#### Variable notes:

1: Question number 2.6

2: What is your current residency status in Australia?

Value (sorted by values)	Label	Freq.	Percent
1	Permanent resident	193	27.5%
2	Temporary resident	108	15.4%
3	Undocumented or no visa	8	1.1%
4	Prefer not to say	15	2.1%
.		377	53.8%

## Variables from section 3

### Variable: dicho\_harr\_all

Name:	dicho_harr_all
Type:	float
Variable label:	Any harassment lived in Australia
Value label:	dichohaveall
Variable format:	%17.0g
Unique values:	2
Missing values:	0

#### Variable notes:

1: Question number 3.2, 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, 3.10, 3.11, 3.12, 3.13, 3.14, 3.15, 1.16.

2: While in Australia and within the last 5 years, have you experienced...

3: Indicates if a respondent had answered yes to having lived any of the 15 types of sexual harassment in Australia in the past five years.

Value (sorted by values)	Label	Freq.	Percent
0	No type yes	223	31.8%
1	At least one type	478	68.2%

### Variable: dicho\_haveatwork\_all

Name:	dicho_haveatwork_all
Type:	float
Variable label:	Any harassment lived at work
Value label:	dichohaveall
Variable format:	%17.0g
Unique values:	2
Missing values:	0

## Variable notes:

1: Question number 3.2.1, 3.3.1, 3.4.1, 3.5.1, 3.6.1, 3.7.1, 3.8.1, 3.9.1, 3.10.1, 3.11.1, 3.12.1, 3.13.1, 3.14.1, 3.15.1, 3.16.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Indicates if a respondent had answered yes to having lived any of the 15 types of sexual harassment in the workplace

4: Flag variables; dicho\_harr\_all

Value (sorted by values)	Label	Freq.	Percent
0	No type yes	378	53.9%
1	At least one type	323	46.1%

**Variable: haveatwork\_numexp**

Name:	haveatwork_numexp
Type:	float
Variable label:	Number of types of experiences lived at work
Value label:	numexpwork
Variable format:	%17.0g
Unique values:	4
Missing values:	0

## Variable notes:

1: Question number 3.2.1, 3.3.1, 3.4.1, 3.5.1, 3.6.1, 3.7.1, 3.8.1, 3.9.1, 3.10.1, 3.11.1, 3.12.1, 3.13.1, 3.14.1, 3.15.1, 3.16.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Indicates how many times respondent had answered yes to having lived any of the 15 types of sexual harassment in the workplace

4: Flag variables; dicho\_harr\_all

Value (sorted by values)	Label	Freq.	Percent
0	None	378	53.9%
1	Only one type	136	19.4%

2	2-5 types	155	22.1%
3	More than 5 types	32	4.6%

### Variable: phone\_fiveyears

Name:	phone_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: phone calls
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	91

#### Variable notes:

1: Question number 3.2

2: While in Australia and within the last 5 years, have you experienced indecent phone calls, including someone leaving a on a voicemail or an answering machine of a sexual nature in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	137	19.5%
2	No	453	64.6%
3	Don't Know	17	2.4%
4	Prefer not to say or answer	3	0.4%
.		91	13.0%

### Variable: haveatwork\_phone

Name:	haveatwork_phone
Type:	byte
Variable label:	Experience lived at work: phone calls
Value label:	fourlevel
Variable format:	%27.0g

Unique values:	5
Missing values:	567

## Variable notes:

1: Question number 3.2.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Indecent phone calls, including someone leaving a message on a voicemail or an answering machine of a sexual nature in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.2 were asked this question.

5: Flag variables; phone\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	95	13.6%
2	No	34	4.9%
3	Don't Know	3	0.4%
4	Prefer not to say or answer	2	0.3%
.		567	80.9%

**Variable: emailsms\_fiveyears**

Name:	emailsms_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: e-mails or SMS
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	114

## Variable notes:

1: Question number 3.3

2: While in Australia and within the last 5 years, have you experienced comments made in emails, SMS messages or on social media of a sexual nature in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	207	29.5%
2	No	358	51.1%
3	Don't Know	18	2.6%
4	Prefer not to say or answer	4	0.6%
.		114	16.3%

#### Variable: haveatwork\_emailsms

Name:	haveatwork_emailsms
Type:	byte
Variable label:	Experience lived at work: e-mails or SMS
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	496

#### Variable notes:

1: Question number 3.3.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Comments made in emails, SMS messages or on social media of a sexual nature in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.3 were asked this question.

5: Flag variables; emailsms\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	97	13.8%
2	No	94	13.4%
3	Don't Know	10	1.4%

4	Prefer not to say or answer	4	0.6%
.		496	70.8%

### Variable: echats\_fiveyears

Name:	echats_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: online chats
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	143

#### Variable notes:

1: Question number 3.4

2: While in Australia and within the last 5 years, have you experienced repeated or inappropriate advances made in emails, social networking websites or internet chat rooms in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	162	23.1%
2	No	376	53.6%
3	Don't Know	18	2.6%
4	Prefer not to say or answer	2	0.3%
.		143	20.4%

### Variable: haveatwork\_echats

Name:	haveatwork_echats
Type:	byte
Variable label:	Experience lived at work: online chats
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	540

## Variable notes:

1: Question number 3.4.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Repeated or inappropriate advances made in emails, social networking websites or internet chat rooms in a way that was unwelcome

4: Only respondents who answered yes to Question 3.4 were asked this question.

5: Flag variables; echats\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	66	9.4%
2	No	86	12.3%
3	Don't Know	7	1.0%
4	Prefer not to say or answer	2	0.3%
.		540	77.0%

**Variable: image\_fiveyears**

Name:	image_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: images and films
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	160

## Variable notes:

1: Question number 3.5

2: While in Australia and within the last 5 years, have you experienced someone sharing or threatening to share intimate images or film of you without your consent in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	56	8.0%
2	No	475	67.8%



3	Don't Know	7	1.0%
4	Prefer not to say or answer	3	0.4%
.		160	22.8%

### Variable: haveatwork\_image

Name:	haveatwork_image
Type:	byte
Variable label:	Experience lived at work: images and films
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	648

#### Variable notes:

1: Question number 3.5.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Someone sharing or threatening to share intimate images or film of you without your consent in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.5 were asked this question.

5: Flag variables; image\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	25	3.6%
2	No	24	3.4%
3	Don't Know	3	0.4%
4	Prefer not to say or answer	1	0.1%
.		648	92.4%

**Variable: ottechno\_fiveyears**

Name:	ottechno_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: other technology
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	166

## Variable notes:

1: Question number 3.6

2: While in Australia and within the last 5 years, have you experienced any other conduct of a sexual nature that occurred online or via some form of technology in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	102	14.6%
2	No	414	59.1%
3	Don't Know	14	2.0%
4	Prefer not to say or answer	5	0.7%
.		166	23.7%

**Variable: haveatwork\_ottechno**

Name:	haveatwork_ottechno
Type:	byte
Variable label:	Experience lived at work: other technology
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	601

## Variable notes:

1: Question number 3.6.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Any other conduct of a sexual nature that occurred online or via some form of technology in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.6 were asked this question.

5: Flag variables; ottechno\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	33	4.7%
2	No	65	9.3%
3	Don't Know	1	0.1%
4	Prefer not to say or answer	1	0.1%
.		601	85.7%

**Variable: touch\_fiveyears**

Name:	touch_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: touching, hugging...
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	174

## Variable notes:

1: Question number 3.7

2: While in Australia and within the last 5 years, have you experienced touching, hugging, cornering or kissing in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	166	23.7%
2	No	347	49.5%

3	Don't Know	11	1.6%
4	Prefer not to say or answer	3	0.4%
.		174	24.8%

### Variable: haveatwork\_touch

Name:	haveatwork_touch
Type:	byte
Variable label:	Experience lived at work: touching, hugging
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	536

#### Variable notes:

1: Question number 3.7.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Touching, hugging, cornering or kissing in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.7 were asked this question.

5: Flag variables; touch\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	90	12.8%
2	No	70	10.0%
3	Don't Know	4	0.6%
4	Prefer not to say or answer	1	0.1%
.		536	76.5%

**Variable: stare\_fiveyears**

Name:	stare_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: staring, leering
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	184

## Variable notes:

1: Question number 3.8

2: While in Australia and within the last 5 years, have you experienced inappropriate staring or leering that made you feel intimidated in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	241	34.4%
2	No	257	36.7%
3	Don't Know	17	2.4%
4	Prefer not to say or answer	2	0.3%
.		184	26.2%

**Variable: haveatwork\_stare**

Name:	haveatwork_stare
Type:	byte
Variable label:	Experience lived at work: staring, leering
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	461

## Variable notes:

1: Question number 3.8.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Inappropriate staring or leering that made you feel intimidated in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.8 were asked this question.

5: Flag variables; stare\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	114	16.3%
2	No	118	16.8%
3	Don't Know	7	1.0%
4	Prefer not to say or answer	1	0.1%
.		461	65.8%

**Variable: display\_fiveyears**

Name:	display_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: displays...
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	205

## Variable notes:

1: Question number 3.9

2: While in Australia and within the last 5 years, have you experienced sexual gestures, indecent exposure or inappropriate display of the body in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	106	15.1%
2	No	368	52.5%

3	Don't Know	19	2.7%
4	Prefer not to say or answer	3	0.4%
.		205	29.2%

### Variable: haveatwork\_display

Name:	haveatwork_display
Type:	byte
Variable label:	Experience lived at work: displays...
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	597

#### Variable notes:

1: Question number 3.9.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Sexual gestures, indecent exposure or inappropriate display of the body in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.9 were asked this question.

5: Flag variables; display\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	21	3.0%
2	No	80	11.4%
3	Don't Know	1	0.1%
4	Prefer not to say or answer	2	0.3%
.		597	85.2%

**Variable: comments\_fiveyears**

Name:	comments_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: comments or jokes
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	219

## Variable notes:

1: Question number 3.10

2: While in Australia and within the last 5 years, have you experienced sexually suggestive comments or jokes that made you feel offended in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	201	28.7%
2	No	272	38.8%
3	Don't Know	8	1.1%
4	Prefer not to say or answer	1	0.1%
.		219	31.2%

**Variable: haveatwork\_comments**

Name:	haveatwork_comments
Type:	byte
Variable label:	Experience lived at work: comments or jokes
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	502



## Variable notes:

1: Question number 3.10.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Sexually suggestive comments or jokes that made you feel offended in a way that was unwelcome

4: Only respondents who answered yes to Question 3.10 were asked this question.

5: Flag variables; comments\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	106	15.1%
2	No	84	12.0%
3	Don't Know	8	1.1%
4	Prefer not to say or answer	1	0.1%
.		502	71.6%

**Variable: date\_fiveyears**

Name:	date_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: date invites
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	4
Missing values:	227

## Variable notes:

1: Question number 3.11

2: While in Australia and within the last 5 years, have you experienced repeated or inappropriate invitations to go out on dates in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	77	11.0%
2	No	384	54.8%

3	Don't Know	13	1.9%
.		227	32.4%

### Variable: haveatwork\_date

Name:	haveatwork_date
Type:	byte
Variable label:	Experience lived at work: date invites
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	4
Missing values:	624

#### Variable notes:

1: Question number 3.11.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Repeated or inappropriate invitations to go out on dates in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.11 were asked this question.

5: Flag variables; date\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	25	3.6%
2	No	49	7.0%
3	Don't Know	3	0.4%
.		624	89.0%

### Variable: intrusiveq\_fiveyears

Name:	intrusiveq_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: intrusive questions
Value label:	fourlevel

Variable format:	%27.0g
Unique values:	5
Missing values:	234

## Variable notes:

1: Question number 3.12

2: While in Australia and within the last 5 years, have you experienced intrusive questions about your private life or physical appearance that made you feel offended in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	159	22.7%
2	No	289	41.2%
3	Don't Know	16	2.3%
4	Prefer not to say or answer	3	0.4%
.		234	33.4%

**Variable: haveatwork\_intrusiveq**

Name:	haveatwork_intrusiveq
Type:	byte
Variable label:	Experience lived at work: intrusive questions
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	545

## Variable notes:

1: Question number 3.12.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Intrusive questions about your private life or physical appearance that made you feel offended in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.12 were asked this question.

5: Flag variables; intrusiveq\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	76	10.8%
2	No	76	10.8%
3	Don't Know	2	0.3%
4	Prefer not to say or answer	2	0.3%
.		545	77.7%

#### Variable: incontact\_fiveyears

Name:	incontact_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: inappropriate contact
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	251

#### Variable notes:

1: Question number 3.13

2: While in Australia and within the last 5 years, have you experienced inappropriate physical contact in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	96	13.7%
2	No	338	48.2%
3	Don't Know	14	2.0%
4	Prefer not to say or answer	2	0.3%
.		251	35.8%

#### Variable: haveatwork\_incontact

Name:	haveatwork_incontact
Type:	byte

Variable label:	Experience lived at work: inappropriate contact
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	605

## Variable notes:

1: Question number 3.13.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Inappropriate physical contact in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.13 were asked this question.

5: Flag variables; incontact\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	36	5.1%
2	No	54	7.7%
3	Don't Know	3	0.4%
4	Prefer not to say or answer	3	0.4%
.		605	86.3%

**Variable: followed\_fiveyears**

Name:	followed_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: followed or watched
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	256

## Variable notes:

1: Question number 3.14

2: While in Australia and within the last 5 years, have you experienced being followed, watched or someone loitering nearby in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	89	12.7%
2	No	331	47.2%
3	Don't Know	22	3.1%
4	Prefer not to say or answer	3	0.4%
.		256	36.5%

**Variable: haveatwork\_followed**

Name:	haveatwork_followed
Type:	byte
Variable label:	Experience lived at work: followed or watched
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	613

## Variable notes:

1: Question number 3.14.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Being followed, watched or someone loitering nearby in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.14 were asked this question.

5: Flag variables; followed\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	15	2.1%

2	No	66	9.4%
3	Don't Know	5	0.7%
4	Prefer not to say or answer	2	0.3%
.		613	87.4%

### Variable: pressex\_fiveyears

Name:	pressex_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: pressure for sex
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	256

#### Variable notes:

1: Question number 3.15

2: While in Australia and within the last 5 years, have you experienced requests or pressure for sex or other sexual acts in a way that was unwelcome?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	57	8.1%
2	No	378	53.9%
3	Don't Know	8	1.1%
4	Prefer not to say or answer	2	0.3%
.		256	36.5%

### Variable: haveatwork\_pressex

Name:	haveatwork_pressex
Type:	byte
Variable label:	Experience lived at work: pressure for sex
Value label:	fourlevel

Variable format:	%27.0g
Unique values:	4
Missing values:	645

## Variable notes:

1: Question number 3.15.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Requests or pressure for sex or other sexual acts in a way that was unwelcome.

4: Only respondents who answered yes to Question 3.15 were asked this question.

5: Flag variables; pressex\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	19	2.7%
2	No	34	4.9%
4	Prefer not to say or answer	3	0.4%
.		645	92.0%

**Variable: rape\_fiveyears**

Name:	rape_fiveyears
Type:	byte
Variable label:	Experience lived in the past five years: rape or assault
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	261

## Variable notes:

1: Question number 3.16

2: While in Australia and within the last 5 years, have you experienced actual or attempted rape or sexual assault?



Value (sorted by values)	Label	Freq.	Percent
1	Yes	31	4.4%
2	No	398	56.8%
3	Don't Know	9	1.3%
4	Prefer not to say or answer	2	0.3%
.		261	37.2%

### Variable: haveatwork\_rape

Name:	haveatwork_rape
Type:	byte
Variable label:	Experience lived at work: rape or assault
Value label:	fourlevel
Variable format:	%27.0g
Unique values:	5
Missing values:	670

#### Variable notes:

1: Question number 3.16.1

2: Have you experienced this at work, at a work-related event or while looking for work at any time in the last 5 years? By work we are referring to any workplace or an environment in which you are being paid to complete a job. This could include accommodation that is provided by your employer and/or contractor.

3: Actual or attempted rape or sexual assault.

4: Only respondents who answered yes to Question 3.16 were asked this question.

5: Flag variables; rape\_fiveyears

Value (sorted by values)	Label	Freq.	Percent
1	Yes	6	0.9%
2	No	22	3.1%
3	Don't Know	1	0.1%
4	Prefer not to say or answer	2	0.3%
.		670	95.6%

**Variable: howoftenatwork**

Name:	howoftenatwork
Type:	byte
Variable label:	Number of events at work
Value label:	howoften
Variable format:	%22.0g
Unique values:	8
Missing values:	10

## Variable notes:

- 1: Question number 3.2.2
- 2: How often have you experienced this behaviour in the workplace in the last 5 years?
- 3: Flag variables; typeofharassment

Value (sorted by values)	Label	Freq.	Percent
1	Once	113	13.7%
2	A few times	469	56.9%
3	About once a month	110	13.3%
4	About once a fortnight	45	5.5%
5	About one a week	34	4.1%
6	Almost every day	36	4.4%
7	Prefer not to say	7	0.8%
.		10	1.2%

**Variable: tellanyone\_all**

Name:	tellanyone_all
Type:	float
Variable label:	Told someone of any type of harassment
Value label:	dichoYN
Variable format:	%9.0g
Unique values:	3

---

Missing values: 378

---

Variable notes:

1: Question number 4.3, 5.4

2: Did you tell anyone about what you have experienced?

3: Aggregate variable which indicates if respondents answered yes to telling someone about their experience of harassment of any given type.

4: Flag variables; dicho\_haveatwork\_all

---

Value (sorted by values)	Label	Freq.	Percent
0	No	96	13.7%
1	Yes	227	32.4%
.		378	53.9%

---

### Variable: tellanyone

---

Name: tellanyone

Type: float

Variable label: Did they tell anyone

Value label: fourlevel

Variable format: %27.0g

Unique values: 5

Missing values: 51

---

Variable notes:

1: Question number 4.3, 5.4

2: Did you tell anyone about what you have experienced?

3: Flag variables; typeofharassment, flag

---

Value (10 examples shown)	Label	Freq.	Percent
2	No	267	32.4%
.		51	6.2%
4	Prefer not to say or answer	8	1.0%

---

3	Don't Know	9	1.1%
1	Yes	489	59.3%

### Variable: talkedto\_workplace

Name:	talkedto_workplace
Type:	float
Variable label:	Told someone linked to the workplace
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	354

#### Variable notes:

1: Question number 4.4, 5.5

2: Who did you talk to about what was happening? (select all the apply)

3: Includes (4) The head of your workplace/organisation - CEO, business owner, (5) Your direct manager or supervisor at work, (6) Another manager or supervisor at work, (7) Your contractor/labour hire agency representative, (8) The Human Resources Manager or equivalent at work, (9) An Equity or Sexual Harassment Contact Officer at work, (10) A co-worker more senior than you, (11) A co-worker or peer at the same level as you, and any (19) Other answers which referred to the workplace.

4: Multiple-choice questions, answers are not mutually exclusive. Only respondents who answered yes to Questions 4.3, 5.4 were asked this question.

5: Flag variables; typeofharassment, flag, tellanyone

Value (sorted by values)	Label	Freq	Percen
0	No	259	31.4%
1	Yes	211	25.6%
.		354	43.0%

### Variable: talkedto\_informal

Name:	talkedto_informal
Type:	float
Variable label:	Told someone not linked to the workplace (informal)
Value label:	noyesdicho

Variable format:	%9.0g
Unique values:	3
Missing values:	354

## Variable notes:

1: Question number 4.4, 5.5

2: Who did you talk to about what was happening? (select all the apply)

3: Includes (1) Friends, (2) Family, (3) A community member, (14) A community-based or religious service/pastoral carer, (15) Your accommodation provider, and any (19) Other answers which referred to a non-workplace informal entity.

4: Multiple-choice questions, answers are not mutually exclusive. Only respondents who answered yes to Questions 4.3, 5.4 were asked this question.

5: Flag variables; typeofharassment, flag, tellanyone

Value (sorted by values)	Label	Freq	Percen
0	No	57	6.9%
1	Yes	413	50.1%
.		354	43.0%

**Variable: talkedto\_formal**

Name:	talkedto_formal
Type:	float
Variable label:	Told someone not linked to the workplace (informal)
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	354

## Variable notes:

1: Question number 4.4, 5.5

2: Who did you talk to about what was happening? (select all the apply)

3: Includes (12) A union or employee representative, (13) A lawyer or legal service, (16) The Australian Human Rights Commission or a state or territory anti-discrimination agency, (17) The Fair Work Ombudsman, (18) The Police, any (19) Other answers which referred to a non-workplace formal entity.

4: Multiple-choice questions, answers are not mutually exclusive. Only respondents who answered yes to Questions 4.3, 5.4 were asked this question.

5: Flag variables; typeofharassment, flag, tellanyone

Value (sorted by values)	Label	Freq	Percen
0	No	399	48.4%
1	Yes	71	8.6%
.		354	43.0%

**Variable: tellchanges**

Name:	tellchanges
Type:	byte
Variable label:	Did telling change the situation
Value label:	changesbehav
Variable format:	%43.0g
Unique values:	5
Missing values:	369

## Variable notes:

1: Question number 4.5, 5.6

2: Did telling someone result in a change in the person's behaviour?

3: Only respondents who answered yes to Questions 4.3, 5.4 were asked this question.

4: Flag variables; typeofharassment, flag, tellanyone

Value (sorted by values)	Label	Freq	Percen
1	Yes, things improved for a short time	112	13.6%
2	Yes, things improved and remain much better	107	13.0%

3	No, it resulted in further harm or abuse	30	3.6%
4	No, nothing changed in their behaviour	206	25.0%
.		369	44.8%

### Variable: `nottellreason_employment`

Name:	<code>nottellreason_employment</code>
Type:	float
Variable label:	They did not tell due to employment concerns
Value label:	<code>noyesdicho</code>
Variable format:	<code>%9.0g</code>
Unique values:	3
Missing values:	569

#### Variable notes:

1: Question number 4.6, 5.7

2: Was there a particular reason for not telling anyone? (select all that apply)

3: Includes (3) I thought I would get fired, (4) I was afraid for my career aspirations, and any other answers which indicate an employment concern

4: Multiple-choice questions, answers are not mutually exclusive. Only respondents who answered no to Questions 4.3, 5.4 were asked this question.

5: Flag variables; `typeofharassment`, `flag`, `tellanyone`

Value (sorted by values)	Label	Freq	Percen
0	No	157	19.1%
1	Yes	98	11.9%
.		569	69.1%

**Variable: nottellreason\_visa**

Name:	nottellreason_visa
Type:	float
Variable label:	They did not tell due to visa concerns
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	569

## Variable notes:

1: Question number 4.6, 5.7

2: Was there a particular reason for not telling anyone? (select all that apply)

3: Includes (12) I was afraid my employer would cancel my sponsorship, (13) I was afraid of being deported, and any other answers which indicate a visa or immigration concern.

4: Multiple-choice questions, answers are not mutually exclusive. Only respondents who answered no to Questions 4.3, 5.4 were asked this question.

5: Flag variables; typeofharassment, flag, tellanyone

Value (sorted by values)	Label	Freq	Percen
0	No	232	28.2%
1	Yes	23	2.8%
.		569	69.1%

**Variable: nottellreason\_responsible**

Name:	nottellreason_responsible
Type:	float
Variable label:	They did not tell as they felt responsible
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	569



## Variable notes:

1: Question number 4.6, 5.7

2: Was there a particular reason for not telling anyone? (select all that apply)

3: Includes (1) I thought I would be blamed, (2) I thought people would think I was over-reacting, (14) I was embarrassed and/or ashamed, (15) I thought it was my fault, (8) I didn't think it was serious enough, (5) I feared negative consequences for the person or people who harassed me, and any other answers which indicate that the respondent felt responsible.

4: Multiple-choice questions, answers are not mutually exclusive. Only respondents who answered no to Questions 4.3, 5.4 were asked this question.

5: Flag variables; typeofharassment, flag, tellanyone

Value (sorted by values)	Label	Freq	Percen
0	No	34	4.1%
1	Yes	221	26.8%
.		569	69.1%

**Variable: motive\_visa**

Name:	motive_visa
Type:	float
Variable label:	The motive was linked to visa status
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	69

## Variable notes:

1: Question number 4.1, 5.2

2: Do you think the behaviour was motivated by: (you may select more than one answer)

3: Includes any valid (6) Visa status

4: Multiple-choice questions, answers are not mutually exclusive

5: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq	Percen
0	No	678	82.3%
1	Yes	77	9.3%
.		69	8.4%

**Variable: motive\_racereligion**

Name:	motive_racereligion
Type:	float
Variable label:	The motive was linked to race or religion
Value label:	
Variable format:	%9.0g
Unique values:	3
Missing values:	69

## Variable notes:

- 1: Question number 4.1, 5.2
- 2: Do you think the behaviour was motivated by: (you may select more than one answer)
- 3: Includes (1) Race, (3) Religion
- 4: Multiple-choice questions, answers are not mutually exclusive
- 5: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
0		313	38.0%
1		442	53.6%
.		69	8.4%

**Variable: motive\_gendersex**

Name:	motive_gendersex
Type:	float
Variable label:	The motive was linked to gender or sex
Value label:	
Variable format:	%9.0g
Unique values:	3
Missing values:	69

## Variable notes:

- 1: Question number 4.1, 5.2
- 2: Do you think the behaviour was motivated by: (you may select more than one answer)
- 3: Includes (2) Gender identity, (4) Sexual orientation
- 4: Multiple-choice questions, answers are not mutually exclusive
- 5: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
0		212	25.7%
1		543	65.9%
.		69	8.4%

**Variable: motive\_ability**

Name:	motive_ability
Type:	float
Variable label:	The motive was linked to ability
Value label:	
Variable format:	%9.0g
Unique values:	3
Missing values:	63

## Variable notes:

- 1: Question number 4.1, 5.2
- 2: Do you think the behaviour was motivated by: (you may select more than one answer)
- 3: Includes (5) Ability
- 4: Multiple-choice questions, answers are not mutually exclusive
- 5: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
0		627	76.1%
1		134	16.3%
.		63	7.6%

**Variable: motive\_other**

Name:	motive_other
Type:	float
Variable label:	The motive was linked to another factor
Value label:	
Variable format:	%9.0g
Unique values:	3
Missing values:	67

## Variable notes:

1: Question number 4.1, 5.2

2: Do you think the behaviour was motivated by: (you may select more than one answer)

3: Includes any valid (7) Other answers which were not related to race, religion, gender, sex, ability or visa status

4: Multiple-choice questions, answers are not mutually exclusive

5: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
0		716	86.9%
1		41	5.0%
.		67	8.1%

**Variable: nottellreason\_action**

Name:	nottellreason_action
Type:	float
Variable label:	They did not tell as action was already underway
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	569

## Variable notes:

1: Question number 4.6, 5.7

2: Was there a particular reason for not telling anyone? (select all that apply)

3: Includes (6) I moved to another place of work, (7) The person or people who harassed me were already being dealt with, (9) I took care of the problem myself, and any other answers which indicate that action was already underway.

4: Multiple-choice questions, answers are not mutually exclusive. Only respondents who answered no to Questions 4.3, 5.4 were asked this question.

5: Flag variables; typeofharassment, flag, tellanyone

Value (sorted by values)	Label	Freq.	Percent
0	No	197	23.9%
1	Yes	58	7.0%
.		569	69.1%

**Variable: nottellreason\_nosupport**

Name:	nottellreason_nosupport
Type:	float
Variable label:	They did not tell due to a lack of support
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	569

## Variable notes:

1: Question number 4.6, 5.7

2: Was there a particular reason for not telling anyone? (select all that apply)

3: Includes (10) I didn't know who to tell, (16) I did not have friends or family to support me, (11) I thought it was just part of the job, and any other answers which indicate that the respondent had no support or was unsure what to do.

4: Multiple-choice questions, answers are not mutually exclusive. Only respondents who answered no to Questions 4.3, 5.4 were asked this question.

5: Flag variables; typeofharassment, flag, tellanyone

Value (sorted by values)	Label	Freq.	Percent
-----------------------------	-------	-------	---------

0	No	152	18.4%
1	Yes	103	12.5%
.		569	69.1%

### Variable: threats

Name:	threats
Type:	byte
Variable label:	Were there threats
Value label:	threelevel
Variable format:	%17.0g
Unique values:	4
Missing values:	573

#### Variable notes:

- 1: Question number 4.7, 5.8
- 2: If you did not tell anyone, was this because of threats and/or warnings about the consequences?
- 3: Only respondents who answered no to Questions 4.3, 5.4 were asked this question.
- 4: Flag variables; typeofharassment, flag, tellanyone

Value (sorted by values)	Label	Freq.	Percent
1	Yes	86	10.4%
2	No	160	19.4%
3	Prefer not to say	5	0.6%
.		573	69.5%

### Variable: ANZCO1

Name:	ANZCO1
Type:	float
Value label:	ABSlev1occupation
Variable format:	%38.0g
Unique values:	9

---

Missing values: 184

---

Variable notes:

1: Question number 4.8, 5.9

2: What was your job where this experience occurred?

3: These occupations were coded in line with the Australian and New Zealand Standard Classification of Occupations (ANZCO), 2022.

4: Flag variables; typeofharassment, flag

---

Value (sorted by frequency)	Label	Freq.	Percent
2	Professionals	221	26.8%
1	Managers	206	25.0%
.		184	22.3%
4	Community and Personal Service Workers	84	10.2%
5	Clerical and Administrative Workers	56	6.8%
9	Other	25	3.0%
3	Technicians and Trades Workers	23	2.8%
7	Machinery Operators and Drivers	15	1.8%
6	Sales Workers	10	1.2%

---

### Variable: ANZCO2

---

Name:	ANZCO2
Type:	float
Variable label:	Level two occupation (ANZSCO)
Value label:	ABSlev2occupation
Variable format:	%56.0g
Unique values:	37
Missing values:	184

---

## Variable notes:

1: Question number 4.8, 5.9

2: What was your job where this experience occurred?

3: These occupations were coded in line with the Australian and New Zealand Standard Classification of Occupations (ANZSCO), 2022.

4: Flag variables; typeofharassment, flag

Value (sorted by frequency)	Label	Freq.	Percent
.		184	22.3%
13	Specialist Managers	124	15.0%
22	Business, Human Resource and Marketing Professionals	78	9.5%
14	Hospitality, Retail and Service Managers	63	7.6%
27	Legal, Social and Welfare Professionals	59	7.2%
24	Education Professionals	37	4.5%
43	Hospitality Workers	28	3.4%
41	Health and Welfare Support Workers	26	3.2%
42	Carers and Aides	19	2.3%
51	Office Managers and Program Administrators	16	1.9%
All other values		175	21.2%

## Variable: anzsco3

Name:	anzsco3
Type:	float
Variable label:	Level three occupation (ANZSCO)
Value label:	ABSoccupation
Variable format:	%65.0g
Unique values:	60
Missing values:	184



## Variable notes:

1: Question number 4.8, 5.9

2: What was your job where this experience occurred?

3: These occupations were coded in line with the Australian and New Zealand Standard Classification of Occupations (ANZSCO), 2022.

4: Flag variables; typeofharassment, flag

Value (sorted by frequency)	Label	Freq.	Percent
.		184	22.3%
272	Social and Welfare Professionals	48	5.8%
134	Education, Health and Welfare Services Managers	45	5.5%
141	Accommodation and Hospitality Managers	39	4.7%
431	Hospitality Workers	28	3.4%
225	Sales, Marketing and Public Relations Professionals	27	3.3%
411	Health and Welfare Support Workers	26	3.2%
223	Human Resource and Training Professionals	25	3.0%
142	Retail Managers	24	2.9%
133	Construction, Distribution and Production Managers	23	2.8%
All other values		334	40.5%

## Variable: typeofemployment

Name:	typeofemployment
Type:	byte
Variable label:	Type of employment
Value label:	typeofemployee
Variable format:	%29.0g
Unique values:	4
Missing values:	108

## Variable notes:

1: Question number 4.9, 5.10

2: Was that as a permanent, casual or temporary employee, or something else?

3: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
1	Permanent	339	41.1%
2	Casual or temporary	347	42.1%
4	Other	30	3.6%
.		108	13.1%

**Variable: numberofpeople**

Name:	numberofpeople
Type:	float
Variable label:	Number of people involved
Value label:	numpeoplelabel
Variable format:	%30.0g
Unique values:	9
Missing values:	256

## Variable notes:

1: Question number 4.11, 5.12

2: How many people were directly involved this most recent incident?

3: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
1	One person	183	22.2%
2	Two persons	163	19.8%
3	Three persons	75	9.1%
4	Four persons	27	3.3%
5	Five persons	39	4.7%

6	More than five	42	5.1%
7	Multiple people/unclassifiable	15	1.8%
8	Unknown/can't remember	24	2.9%
.		256	31.1%

### Variable: genderharasser

Name:	genderharasser
Type:	byte
Variable label:	Gender of the main harasser
Value label:	genderH
Variable format:	%24.0g
Unique values:	7
Missing values:	104

#### Variable notes:

1: Question number 4.12, 4.13

2: Was the main harasser?

3: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
1	Male	566	68.7%
2	Female	94	11.4%
3	Another gender	4	0.5%
4	It was a group of people	45	5.5%
5	Don't know	5	0.6%
6	Prefer not to say	6	0.7%
.		104	12.6%

**Variable: harasseridentity\_manager**

Name:	harasseridentity_manager
Type:	float
Variable label:	The harasser was in a managing position
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	131

## Variable notes:

1: Question number 4.13, 5.14

2: Was the harasser...

3: Includes (1)The head of your workplace or organisation - such as the CEO, business owner or similar, (2) Your direct manager or supervisor at work, (3) Another manager or supervisor at work, (4) A co-worker who was more senior.

4: Multiple-choice questions, answers are not mutually exclusive

5: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
0	No	293	35.6%
1	Yes	400	48.5%
.		131	15.9%

**Variable: harasseridentity\_samelevel**

Name:	harasseridentity_samelevel
Type:	float
Variable label:	The harasser was employed at the same level
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	131

## Variable notes:

- 1: Question number 4.13, 5.14
- 2: Was the harasser...
- 3: Includes (5) A co-worker at the same level as you.
- 4: Multiple-choice questions, answers are not mutually exclusive
- 5: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
0	No	508	61.7%
1	Yes	185	22.5%
.		131	15.9%

**Variable: harasseridentity\_client**

Name:	harasseridentity_client
Type:	float
Variable label:	The harasser was a client
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	131

## Variable notes:

- 1: Question number 4.13, 5.14
- 2: Was the harasser...
- 3: Includes (6) A client or customer.
- 4: Multiple-choice questions, answers are not mutually exclusive
- 5: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq	Percent
0	No	485	58.9%
1	Yes	208	25.2%
.		131	15.9%

**Variable: harasseridentity\_other**

Name:	harasseridentity_other
Type:	float
Variable label:	The harasser was linked otherwise
Value label:	noyesdicho
Variable format:	%9.0g
Unique values:	3
Missing values:	131

## Variable notes:

1: Question number 4.13, 5.14

2: Was the harasser...

3: Includes (7) Someone else associated with your workplace.

4: Multiple-choice questions, answers are not mutually exclusive

5: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
0	No	586	71.1%
1	Yes	107	13.0%
.		131	15.9%

**Variable: knowharasser**

Name:	knowharasser
Type:	byte
Variable label:	Knows the harasser from outside of work
Value label:	knowharrasser
Variable format:	%34.0g
Unique values:	6
Missing values:	112

## Variable notes:

- 1: Question number 4.14, 5.15
- 2: Did you know the harasser from outside the work environment?
- 3: Flag variables; typeofharassment, flag

Value (sorted by values)	Label	Freq.	Percent
1	Yes, they were a family member	45	5.5%
2	Yes, they were a community member	105	12.7%
3	Yes, other	3	0.4%
4	No, I only know them from work	551	66.9%
5	Yes, other-friend or family friend	8	1.0%
.		112	13.6%

## Variables from section 6

### Variable: morethanonce\_sameworkplace

Name:	morethanonce_sameworkplace
Type:	byte
Variable label:	Were all experiences in the same workplace
Value label:	sameworkplace
Variable format:	%27.0g
Unique values:	4
Missing values:	644

## Variable notes:

- 1: Question number 6.1
- 2: You have identified that these experiences happened more than once, did these experiences all happen in the same workplace?
- 3: Only respondents who indicated having experienced more than one type of experience of harassment at work were asked this question.
- 4: Flag variables; haveatwork\_numexp

Value (sorted by values)	Label	Freq.	Percent
1	Yes, the same workplace	22	3.1%
2	No, more than one workplace	31	4.4%
3	Prefer not to say	4	0.6%
.		644	91.9%

### Variable: morethanonce\_samepeople

Name:	morethanonce_samepeople
Type:	byte
Variable label:	Were all experiences the same person
Value label:	samepeople
Variable format:	%27.0g
Unique values:	4
Missing values:	643

#### Variable notes:

1: Question number 6.2

2: You have identified that these experiences happened more than once, was it the same person and/or group of people?

3: Only respondents who indicated having experienced more than one type of experience of harassment at work were asked this question.

4: Flag variables; haveatwork\_numexp

Value (sorted by values)	Label	Freq.	Percent
1	Yes, the same perpetrator/s	13	1.9%
2	No, different perpetrator/s	40	5.7%
3	Prefer not to say	5	0.7%
.		643	91.7%



## Variables from section 9

### Variable: howmanyjobscurrent

Name:	howmanyjobscurrent
Type:	byte
Variable label:	How many jobs currently held
Value label:	numberjobs
Variable format:	%28.0g
Unique values:	8
Missing values:	269

#### Variable notes:

1: Question number 9.2

2: How many jobs do you currently have?

Value (sorted by values)	Label	Freq.	Percent
1	One job	292	41.7%
2	I don't currently have a job	33	4.7%
3	Prefer not to say	4	0.6%
4	Two jobs	77	11.0%
5	Three jobs	19	2.7%
6	Four jobs	4	0.6%
7	Five or more jobs	3	0.4%
.		269	38.4%

### Variable: typeemploycurrent

Name:	typeemploycurrent
Type:	byte
Variable label:	What type of employment (first)
Value label:	typeempcurrent
Variable format:	%66.0g

Unique values:	19
Missing values:	271

## Variable notes:

1: Question number 9.3

2: Which of the following best describes your current employment status? Please select one only.

Value (sorted by values)	Label	Freq.	Percent
1	I'm working full-time in my own business	18	2.6%
2	I'm working full-time for an employer	218	31.1%
3	I'm working part-time/flexibly in my own business	13	1.9%
4	I'm working par-time/flexibly for an employer	88	12.6%
5	I'm working casually/ freelance/shor term contracts	47	6.7%
6	I'm working but I'm on leave with a current position to return to	3	0.4%
7	I'm not working, I'm looking for work	13	1.9%
8	I'm not working, I'm not looking for work	6	0.9%
9	I'm in a full-time care role	4	0.6%
10	I'm on a career break with no current position to return to	5	0.7%
All other values		282	40.2%

**Variable: secondemployeecurrent**

Name:	secondemployeecurrent
Type:	byte
Variable label:	What type of employment (second)
Value label:	secondjob
Variable format:	%51.0g
Unique values:	9
Missing values:	599

## Variable notes:

- 1: Question number 9.4
- 2: For your second job, which of the following best describes your employment status?
- 3: Only respondents who answered having more than one job were asked this question.
- 4: Flag variables; howmanyjobscurrent

Value (sorted by values)	Label	Freq.	Percent
1	I'm working full time in my own business	4	0.6%
2	I'm working full-time for an employer	11	1.6%
3	I'm working part/time/flexibly in my own business	19	2.7%
4	I'm working part-time/flexibly for an employer	32	4.6%
5	I'm working casually/ freelance/short term contracts	33	4.7%
8	Internship	1	0.1%
9	Both own business and employer	1	0.1%
10	Volunteer	1	0.1%
.		599	85.4%

**Variable: studycurrent**

Name:	studycurrent
Type:	byte
Variable label:	Currently studying
Value label:	studynow
Variable format:	%30.0g
Unique values:	8
Missing values:	273

## Variable notes:

1: Question number 9.5

2: Are you currently studying?

Value (sorted by values)	Label	Freq.	Percent
1	No	324	46.2%
2	Yes, in school	6	0.9%
3	Yes, at TAFE/Technical college	21	3.0%
4	Yes, at university	66	9.4%
5	Yes, other (please specify)	1	0.1%
6	Yes, other-Unclassifiable	5	0.7%
7	Yes, adult and online learning	5	0.7%
.		273	38.9%

**Variable: anzsco3\_current**

Name:	anzsco3_current
Type:	float
Variable label:	Current occupation level three (ANZSCO)
Value label:	ABSoccupation
Variable format:	%65.0g
Unique values:	59
Missing values:	379

## Variable notes:

1: Question number 9.6

2: What is your main job?

3: These occupations were coded in line with the Australian and New Zealand Standard Classification of Occupations (ANZSCO), 2022.

Value (sorted by frequency)	Label	Freq.	Percent
.		379	54.1%
221	Accountants, Auditors and Company Secretaries	34	4.9%
333	Glaziers, Plasterers and Tilers	25	3.6%
272	Social and Welfare Professionals	19	2.7%
242	Tertiary Education Teachers	16	2.3%
442	Prison and Security Officers	14	2.0%
561	Clerical and Office Support Workers	11	1.6%
211	Arts Professionals	10	1.4%
234	Natural and Physical Science Professionals	10	1.4%
512	Office and Practice Managers	10	1.4%
All other values		164	23.4%

**Variable: anzsco2\_current**

Name:	anzsco2_current
Type:	float
Variable label:	Current occupation level two (ANZSCO)
Value label:	ABSlev2occupation
Variable format:	%56.0g
Unique values:	33
Missing values:	379

## Variable notes:

1: Question number 9.6

2: What is your main job?

3: These occupations were coded in line with the Australian and New Zealand Standard Classification of Occupations (ANZSCO), 2022.

Value (sorted by frequency)	Label	Freq.	Percent
.		379	54.1%
22	Business, Human Resource and Marketing Professionals	58	8.3%
33	Construction Trades Workers	37	5.3%
24	Education Professionals	22	3.1%
27	Legal, Social and Welfare Professionals	22	3.1%
23	Design, Engineering, Science and Transport Professionals	20	2.9%
51	Office Managers and Program Administrators	17	2.4%
21	Arts and Media Professionals	15	2.1%
44	Protective Service Workers	15	2.1%
25	Health Professionals	12	1.7%
All other values		93	13.3%

**Variable: anzsco1\_current**

Name:	anzsco1_current
Type:	float
Variable label:	Current occupation level one (ANZSCO)
Value label:	ABSlev1occupation
Variable format:	%38.0g
Unique values:	10
Missing values:	379

## Variable notes:

1: Question number 9.6

2: What is your main job?

3: These occupations were coded in line with the Australian and New Zealand Standard Classification of Occupations (ANZSCO), 2022.

Value (sorted by frequency)	Label	Freq.	Percent
.		379	54.1%
2	Professionals	153	21.8%
3	Technicians and Trades Workers	49	7.0%
5	Clerical and Administrative Workers	34	4.9%
4	Community and Personal Service Workers	25	3.6%
1	Managers	19	2.7%
7	Machinery Operators and Drivers	19	2.7%
6	Sales Workers	10	1.4%
8	Labourers	7	1.0%
9	Other	6	0.9%

## Variables from section 10

### Variable: howbigproblemharassment

Name:	howbigproblemharassment
Type:	byte
Variable label:	How much of a problem is harassment
Value label:	scaleten
Variable format:	%23.0g
Unique values:	11
Missing values:	301

## Variable notes:

1: Question number 10.2

2: On a scale of 1 to 10, how much of a problem do you think sexual harassment is in Australian workplaces?

Value (sorted by values)	Label	Freq.	Percent
2	1 Not at all a problem	32	4.6%
5	2	28	4.0%
6	3	48	6.8%
7	4	32	4.6%
8	5	65	9.3%
9	6	63	9.0%
10	7	58	8.3%
11	8	35	5.0%
12	9	8	1.1%
13	10 A very great problem	31	4.4%
All other values		0	0.0%

**Variable: isitsexualharass\_all**

Name:	isitsexualharass_all
Type:	float
Variable label:	Is it sexual harassment:scale
Value label:	
Variable format:	%9.0g
Unique values:	13
Missing values:	320



## Variable notes:

1: Question number 10.3, 10.5

2: Do you consider (Would you regard) any of the following behaviours as a form of sexual harassment?

3: Aggregate indicator which indicates for how many of the sexual harassment behaviour a respondent indicated that they consider this behaviour as being sexual harassment.

Value (sorted by values)	Label	Freq.	Percent
0		15	2.1%
1		1	0.1%
2		3	0.4%
3		1	0.1%
4		3	0.4%
5		3	0.4%
6		4	0.6%
7		11	1.6%
8		9	1.3%
9		27	3.9%
All other values		585	83.5%

**Variable: isitsexualharrass\_phone**

Name:	isitsexualharass_phone
Type:	byte
Variable label:	Is it sexual harassment: phone calls...
Value label:	isitsexualharassA_phone
Variable format:	%10.0g
Unique values:	4
Missing values:	302

## Variable notes:

1: Question number 10.3

2: Do you consider any of the following behaviours as a form of sexual harassment?

3: Indecent phone calls, including someone leaving a message on voicemail or an answering machine of a sexual nature in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	32	4.6%
2	Don't know	11	1.6%
3	Yes	356	50.8%
.		302	43.1%

**Variable: isitsexualharass\_ottechno**

Name:	isitsexualharass_ottechno
Type:	byte
Variable label:	Is it sexual harassment: other technology...
Value label:	isitsexualharassA_ottechno
Variable format:	%10.0g
Unique values:	4
Missing values:	303

## Variable notes:

1: Question number 10.3

2: Do you consider any of the following behaviours as a form of sexual harassment?

3: Any other conduct of a sexual nature that occurred online or via some form of technology in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	32	4.6%
2	Don't know	9	1.3%
3	Yes	357	50.9%
.		303	43.2%

**Variable: isitsexualharass\_image**

Name:	isitsexualharass_image
Type:	byte
Variable label:	Is it sexual harassment: images or films...
Value label:	isitsexualharassA_image
Variable format:	%10.0g
Unique values:	4
Missing values:	304

## Variable notes:

1: Question number 10.3

2: Do you consider any of the following behaviours as a form of sexual harassment?

3: Someone sharing or threatening to share intimate images or film of you without your consent in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	23	3.3%
2	Don't know	9	1.3%
3	Yes	365	52.1%
.		304	43.4%

**Variable: isitsexualharass\_emailsms**

Name:	isitsexualharass_emailsms
Type:	byte
Variable label:	Is it sexual harassment: emails and SMS...
Value label:	isitsexualharassA_emailsms
Variable format:	%10.0g
Unique values:	4
Missing values:	303

## Variable notes:

1: Question number 10.3

2: Do you consider any of the following behaviours as a form of sexual harassment?

3: Comments made in emails, SMS messages or on social media of a sexual nature in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	33	4.7%
2	Don't know	16	2.3%
3	Yes	349	49.8%
.		303	43.2%

**Variable: isitsexualharass\_echats**

Name:	isitsexualharass_echats
Type:	byte
Variable label:	Is it sexual harassment: online chats...
Value label:	isitsexualharassA_echats
Variable format:	%10.0g
Unique values:	4
Missing values:	302

## Variable notes:

1: Question number 10.3

2: Do you consider any of the following behaviours as a form of sexual harassment?

3: Repeated or inappropriate advances on email, social networking websites or internet chat rooms in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	36	5.1%
2	Don't know	19	2.7%
3	Yes	344	49.1%
.		302	43.1%

**Variable: isitsexualharass\_touch**

Name:	isitsexualharass_touch
Type:	byte
Variable label:	Is it sexual harassment: touching...
Value label:	isitsexualharassA_touch
Variable format:	%10.0g
Unique values:	4
Missing values:	305

## Variable notes:

1: Question number 10.5

2: Would you regard any of the following behaviours as a form of sexual harassment?

3: Touching, hugging, cornering or kissing in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	28	4.0%
2	Don't know	9	1.3%
3	Yes	359	51.2%
.		305	43.5%

**Variable: isitsexualharass\_rape**

Name:	isitsexualharass_rape
Type:	byte
Variable label:	Is it sexual harassment: rape...
Value label:	isitsexualharassA_rape
Variable format:	%10.0g
Unique values:	4
Missing values:	309

## Variable notes:

1: Question number 10.5

2: Would you regard any of the following behaviours as a form of sexual harassment?

3: Actual or attempted rape or sexual assault

Value (sorted by values)	Label	Freq.	Percent
1	No	18	2.6%
2	Don't know	7	1.0%
3	Yes	367	52.4%
.		309	44.1%

**Variable: isitsexualharass\_pressex**

Name:	isitsexualharass_pressex
Type:	byte
Variable label:	Is it sexual harassment: pressures for sex...
Value label:	isitsexualharassA_pressex
Variable format:	%10.0g
Unique values:	4
Missing values:	304

## Variable notes:

1: Question number 10.5

2: Would you regard any of the following behaviours as a form of sexual harassment?

3: Requests or pressure for sex or other sexual acts in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	20	2.9%
2	Don't know	11	1.6%
3	Yes	366	52.2%
.		304	43.4%

**Variable: isitsexualharass\_followed**

Name:	isitsexualharass_followed
Type:	byte
Variable label:	Is it sexual harassment: followed...
Value label:	isitsexualharassA_followed
Variable format:	%10.0g
Unique values:	4
Missing values:	306

## Variable notes:

- 1: Question number 10.5
- 2: Would you regard any of the following behaviours as a form of sexual harassment?
- 3: Being followed, watched or someone loitering nearby in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	34	4.9%
2	Don't know	27	3.9%
3	Yes	334	47.6%
.		306	43.7%

**Variable: isitsexualharass\_display**

Name:	isitsexualharass_display
Type:	byte
Variable label:	Is it sexual harassment: displays...
Value label:	isitsexualharassA_display
Variable format:	%10.0g
Unique values:	4
Missing values:	305

## Variable notes:

1: Question number 10.5

2: Would you regard any of the following behaviours as a form of sexual harassment?

3: Sexual gestures, indecent exposure or inappropriate display of the body in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	23	3.3%
2	Don't know	9	1.3%
3	Yes	364	51.9%
.		305	43.5%

**Variable: isitsexualharass\_stare**

Name:	isitsexualharass_stare
Type:	byte
Variable label:	Is it sexual harassment: staring...
Value label:	isitsexualharassA_stare
Variable format:	%10.0g
Unique values:	4
Missing values:	304

## Variable notes:

1: Question number 10.5

2: Would you regard any of the following behaviours as a form of sexual harassment?

3: Inappropriate staring or leering that made you feel intimidated in a way that was unwelcome

Value (sorted by values)	Label	Freq.	Percent
1	No	47	6.7%
2	Don't know	32	4.6%
3	Yes	318	45.4%
.		304	43.4%



**Variable: trust\_scale**

Name:	trust_scale
Type:	float
Variable label:	Institutional trust scale
Value label:	
Variable format:	%9.0g
Unique values:	47
Missing values:	302

## Variable notes:

1: Question number 10.7

2: How much trust do you have in the below organisations and groups?

3: Takes into account the seven-level scale of trust for each of the following seven organisations or groups: (1) Media, (2) Hospitals, (3) Schools, (4) State Government, (5) Federal Government, (6) Police, (10) Immigration. For each respondent who had a valid answer to at least four of these seven institutions, we calculated the average level of trust they had over these groups.

Value (sorted by values)	Label	Freq.	Percent
1		2	0.3%
1.285714		2	0.3%
1.428571		4	0.6%
1.571429		6	0.9%
1.714286		4	0.6%
1.857143		2	0.3%
2		2	0.3%
2.142857		2	0.3%
2.285714		3	0.4%
2.428571		8	1.1%
All other values		655	93.4%

**Variable: trust\_stategov**

Name:	trust_stategov
Type:	byte
Variable label:	How much trust: state government
Value label:	trustA_stategov
Variable format:	%14.0g
Unique values:	4
Missing values:	302

## Variable notes:

- 1: Question number 10.7
- 2: How much trust do you have in the below organisations and groups?
- 3: State Government

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	53	7.6%
2	Moderate trust	258	36.8%
3	High trust	88	12.6%
.		302	43.1%

**Variable: trust\_schools**

Name:	trust_schools
Type:	byte
Variable label:	How much trust: schools
Value label:	trustA_schools
Variable format:	%14.0g
Unique values:	4
Missing values:	302

## Variable notes:

1: Question number 10.7

2: How much trust do you have in the below organisations and groups?

3: Schools

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	24	3.4%
2	Moderate trust	271	38.7%
3	High trust	104	14.8%
.		302	43.1%

**Variable: trust\_religiouscommunity**

Name:	trust_religiouscommunity
Type:	byte
Variable label:	How much trust: religious communities
Value label:	trustA_religiouscommunity
Variable format:	%14.0g
Unique values:	4
Missing values:	304

## Variable notes:

1: Question number 10.7

2: How much trust do you have in the below organisations and groups?

3: Religious community

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	121	17.3%
2	Moderate trust	210	30.0%
3	High trust	66	9.4%
.		304	43.4%

**Variable: trust\_police**

Name:	trust_police
Type:	byte
Variable label:	How much trust: police
Value label:	trustA_police
Variable format:	%14.0g
Unique values:	4
Missing values:	303

## Variable notes:

- 1: Question number 10.7
- 2: How much trust do you have in the below organisations and groups?
- 3: Police

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	59	8.4%
2	Moderate trust	226	32.2%
3	High trust	113	16.1%
.		303	43.2%

**Variable: trust\_media**

Name:	trust_media
Type:	byte
Variable label:	How much trust: media
Value label:	trustA_media
Variable format:	%14.0g
Unique values:	4
Missing values:	304

## Variable notes:

1: Question number 10.7

2: How much trust do you have in the below organisations and groups?

3: Media

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	170	24.3%
2	Moderate trust	209	29.8%
3	High trust	18	2.6%
.		304	43.4%

**Variable: trust\_localneighborhood**

Name:	trust_localneighborhood
Type:	byte
Variable label:	How much trust: local neighborhood
Value label:	trustA_localneighborhood
Variable format:	%14.0g
Unique values:	4
Missing values:	303

## Variable notes:

1: Question number 10.7

2: How much trust do you have in the below organisations and groups?

3: Local Neighborhood

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	45	6.4%
2	Moderate trust	280	39.9%
3	High trust	73	10.4%
.		303	43.2%

**Variable: trust\_hospital**

Name:	trust_hospital
Type:	byte
Variable label:	How much trust: hospitals
Value label:	trustA_hospital
Variable format:	%14.0g
Unique values:	4
Missing values:	302

## Variable notes:

- 1: Question number 10.7
- 2: How much trust do you have in the below organisations and groups?
- 3: Hospitals

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	26	3.7%
2	Moderate trust	209	29.8%
3	High trust	164	23.4%
.		302	43.1%

**Variable: trust\_federalgov**

Name:	trust_federalgov
Type:	byte
Variable label:	How much trust: federal government
Value label:	trustA_federalgov
Variable format:	%14.0g
Unique values:	4
Missing values:	302

## Variable notes:

- 1: Question number 10.7
- 2: How much trust do you have in the below organisations and groups?
- 3: Federal Government

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	68	9.7%
2	Moderate trust	252	35.9%
3	High trust	79	11.3%
.		302	43.1%

**Variable: trust\_ethniccommunity**

Name:	trust_ethniccommunity
Type:	byte
Variable label:	How much trust: ethnic communities
Value label:	trustA_ethniccommunity
Variable format:	%14.0g
Unique values:	4
Missing values:	301

## Variable notes:

- 1: Question number 10.7
- 2: How much trust do you have in the below organisations and groups?
- 3: Ethnic Community

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	45	6.4%
2	Moderate trust	256	36.5%
3	High trust	99	14.1%
.		301	42.9%

**Variable: trust\_depofimmigration**

Name:	trust_depofimmigration
Type:	byte
Variable label:	How much trust: department of immigration
Value label:	trustA_depofimmigration
Variable format:	%14.0g
Unique values:	4
Missing values:	305

## Variable notes:

1: Question number 10.7

2: How much trust do you have in the below organisations and groups?

3: Immigration

Value (sorted by values)	Label	Freq.	Percent
1	Low trust	109	15.5%
2	Moderate trust	209	29.8%
3	High trust	78	11.1%
.		305	43.5%

**Variables from section 11****Variable: age**

Name:	age
Type:	float
Variable label:	Age
Value label:	
Variable format:	%9.0g
Unique values:	52
Missing values:	318



## Variable notes:

- 1: Question number 11.2
- 2: What is your age?
- 3: Flag variables; age\_reported

Value (sorted by values)	Label	Freq.	Percent
18		1	0.1%
19		3	0.4%
20		6	0.9%
21		4	0.6%
22		4	0.6%
23		6	0.9%
24		3	0.4%
25		11	1.6%
26		16	2.3%
27		6	0.9%
All other values		627	89.4%

## Variable: agegroup

Name:	agegroup
Type:	float
Variable label:	Age-group
Value label:	agegroup
Variable format:	%10.0g
Unique values:	6
Missing values:	318

## Variable notes:

- 1: Question number 11.2
- 2: What is your age?
- 3: Flag variables; age\_reported

Value (sorted by values)	Label	Freq.	Percent
1	24 or less	27	3.9%
2	25-34	134	19.1%
3	35-44	129	18.4%
4	45-54	64	9.1%
5	55 and up	29	4.1%
.		318	45.4%

**Variable: yearofarrival**

Name:	yearofarrival
Type:	float
Variable label:	Year of arrival
Value label:	
Variable format:	%9.0g
Unique values:	58
Missing values:	199

## Variable notes:

- 1: Question number 11.3
- 2: If not born in Australia, what year did you arrive in Australia?

**Variable: yearofarrival\_group**

Name:	yearofarrival_group
Type:	float
Variable label:	Year of arrival (groups)
Value label:	yoagroup
Variable format:	%17.0g
Unique values:	4
Missing values:	199

## Variable notes:

- 1: Question number 11.3
- 2: If not born in Australia, what year did you arrive in Australia?

Value (sorted by values)	Label	Freq.	Percent
1	Less than 5 years	101	14.4%
2	5 to 10 years	139	19.8%
3	Over 10 years	262	37.4%
.		199	28.4%

**Variable: relationshipstatus**

Name:	relationshipstatus
Type:	byte
Variable label:	Relationship status
Value label:	relationshipstatusA
Variable format:	%30.0g
Unique values:	5
Missing values:	303

## Variable notes:

- 1: Question number 11.3
- 2: What is your relationship status?

Value (sorted by values)	Label	Freq.	Percent
1	Single	74	10.6%
2	In a relationship	288	41.1%
3	Separated, divorced or widowed	33	4.7%
4	Other	3	0.4%
.		303	43.2%

#### Variable: icametoaustraliabecause

Name:	icametoaustraliabecause
Type:	byte
Variable label:	Reason they came to Australia
Value label:	cametoaustralia
Variable format:	%48.0g
Unique values:	17
Missing values:	311

#### Variable notes:

1: Question number 11.4

2: I came to Australia because... (please select the main reason)

Value (sorted by values)	Label	Freq.	Percent
1	To study	99	14.1%
2	To look for a job	29	4.1%
3	To take up a job I had been offered	22	3.1%
4	For humanitarian reasons (refugee/asylum seeker)	31	4.4%
5	To follow a partner	30	4.3%
6	To follow other family members of friends	15	2.1%
7	As a tourist	2	0.3%
8	To train in a profession	2	0.3%

9	To set up a business	3	0.4%
10	Because my parents moved here	67	9.6%
All other values		394	56.2%

### Variable: mainlanguage

Name:	mainlanguage
Type:	byte
Variable label:	Main language spoken
Value label:	language
Variable format:	%24.0g
Unique values:	44
Missing values:	313

#### Variable notes:

1: Question number 11.4

2: What is the main language you speak at home?

Value (sorted by values)	Label	Freq.	Percent
1	English	224	32.0%
3	Arabic	26	3.7%
12	Dari	1	0.1%
15	Hazaragi	1	0.1%
25	Mandarin	28	4.0%
26	Nepali	4	0.6%
28		14	2.0%
35	Tamil	3	0.4%
37	Tigrinya	1	0.1%
39	Urdu	7	1.0%
All other values		384	54.8%

**Variable: howwellunderstandenglish**

Name:	howwellunderstandenglish
Type:	byte
Variable label:	Understanding of spoken English
Value label:	howwell
Variable format:	%15.0g
Unique values:	6
Missing values:	312

## Variable notes:

1: Question number 11.6

2: Thinking about your English, how well do you understand spoken English

Value (sorted by values)	Label	Freq.	Percent
1	Extremely well	238	34.0%
2	Very well	96	13.7%
3	Moderately well	38	5.4%
4	Slightly well	15	2.1%
5	Not well at all	2	0.3%
.		312	44.5%

**Variable: howwellspeakenglish**

Name:	howwellspeakenglish
Type:	byte
Variable label:	Quality of spoken English
Value label:	howwell
Variable format:	%15.0g
Unique values:	6
Missing values:	332

## Variable notes:

1: Question number 11.6

2: Thinking about your English, how well do you speak English

Value (sorted by values)	Label	Freq.	Percent
1	Extremely well	222	31.7%
2	Very well	94	13.4%
3	Moderately well	33	4.7%
4	Slightly well	18	2.6%
5	Not well at all	2	0.3%
.		332	47.4%

**Variable: dependentunderage**

Name:	dependentunderage
Type:	float
Variable label:	Number of dependents
Value label:	depend
Variable format:	%18.0g
Unique values:	5
Missing values:	332

## Variable notes:

1: Question number 11.7

2: How many dependent children under the age of 18 do you have?

Value (sorted by values)	Label	Freq.	Percent
0	None	214	30.5%
1	1 Child	65	9.3%
2	2 Children	67	9.6%
3	3 Children or more	23	3.3%
.		332	47.4%

**Variable: religion**

Name:	religion
Type:	byte
Variable label:	Religion
Value label:	relignow
Variable format:	%47.0g
Unique values:	14
Missing values:	335

## Variable notes:

1: Question number 11.8

2: What, if any religion are you affiliated with? (please leave blank if you do not wish to answer)

Value (sorted by values)	Label	Freq.	Percent
4	Judaism	6	0.9%
5	Buddhism	33	4.7%
6	Islam	63	9.0%
7	Christianity (e.g. Catholic, Baptist, Anglican)	135	19.3%
8	Hinduism	23	3.3%
9	Other (please specify)	13	1.9%
10	None, atheist or agnostic	82	11.7%
11	Paganism	1	0.1%
12	Sikhism	2	0.3%
13	Mandean	1	0.1%
All other values		341	48.6%

**Variable: identifyaslbgtiq**

Name:	identifyaslbgtiq
Type:	byte
Variable label:	LGBTQI+ identity
Value label:	yesno



Variable format:	%8.0g
Unique values:	3
Missing values:	311

## Variable notes:

1: Question number 11.9

2: Do you identify as LGBTIQ+?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	49	7.0%
2	No	341	48.6%
.		311	44.4%

**Variable: identifyasdisability**

Name:	identifyasdisability
Type:	byte
Variable label:	Living with a disability
Value label:	yesno
Variable format:	%8.0g
Unique values:	3
Missing values:	309

## Variable notes:

1: Question number 11.10

2: Do you identify as a person living with a disability?

Value (sorted by values)	Label	Freq.	Percent
1	Yes	38	5.4%
2	No	354	50.5%
.		309	44.1%

**Variable: postcode**

Name:	postcode
Type:	long
Variable label:	Postcode
Value label:	
Variable format:	%10.0g
Unique values:	251
Missing values:	365

## Variable notes:

1: Question number 11.11

2: What postcode do you live in?

**Variable: highestlevelofeducation**

Name:	highestlevelofeducation
Type:	byte
Variable label:	Highest level of education
Value label:	highestlevelofeducationA
Variable format:	%20.0g
Unique values:	5
Missing values:	309

## Variable notes:

1: Question number 11.12

2: What is the highest level of education you have completed?

Value (sorted by values)	Label	Freq.	Percent
1	High School or below	35	5.0%
2	TAFE or Diploma	66	9.4%
3	Bachelor's degree	114	16.3%

4	Post-graduate degree	177	25.2%
.		309	44.1%

### Variable: visatype

Name:	visatype
Type:	int
Variable label:	Type of visa
Value label:	visa
Variable format:	%29.0g
Unique values:	16
Missing values:	431

#### Variable notes:

1: Question number 11.15

2: What type of visa are you on?

Value (sorted by values)	Label	Freq.	Percent
1	Parent or family	5	0.7%
128	Spouse (married or engaged)	57	8.1%
129	Student or training (primary)	31	4.4%
130	Student (secondary)	10	1.4%
131	Working holiday	3	0.4%
132	Skilled working	51	7.3%
133	Skilled working (secondary)	11	1.6%
134	Humanitarian/refugee	12	1.7%
137	Bridging	19	2.7%
138	Other. Please specify	37	5.3%
All other values		456	65.0%

## Value labels

### Label: ABSlev1occupation

Value	Label
1	Managers
2	Professionals
3	Technicians and Trades Workers
4	Community and Personal Service Workers
5	Clerical and Administrative Workers
6	Sales Workers
7	Machinery Operators and Drivers
8	Labourers
9	Other

### Label: ABSlev2occupation

Value	Label
11	Chief Executives, General Managers and Legislators
12	Farmers and Farm Managers
13	Specialist Managers
14	Hospitality, Retail and Service Managers
21	Arts and Media Professionals
22	Business, Human Resource and Marketing Professionals
23	Design, Engineering, Science and Transport Professionals
24	Education Professionals
25	Health Professionals
26	ICT Professionals
27	Legal, Social and Welfare Professionals
31	Engineering, ICT and Science Technicians

32	Automotive and Engineering Trades Workers
33	Construction Trades Workers
34	Electrotechnology and Telecommunications Trades Workers
35	Food Trades Workers
36	Skilled Animal, Agricultural and Horticultural Workers
39	Other Technicians and Trades Workers
41	Health and Welfare Support Workers
42	Carers and Aides
43	Hospitality Workers
44	Protective Service Workers
45	Sports and Personal Service Workers
51	Office Managers and Program Administrators
52	Personal Assistants and Secretaries
53	General Clerical Workers
54	Inquiry Clerks and Receptionists
55	Numerical Clerks
56	Clerical and Office Support Workers
59	Other Clerical and Administrative Workers
61	Sales Representatives and Agents
62	Sales Assistants and Salespersons
63	Sales Support Workers
71	Machine and Stationary Plant Operators
72	Mobile Plant Operators
73	Road and Rail Drivers
74	Storepersons
81	Cleaners and Laundry Workers
82	Construction and Mining Labourers
83	Factory Process Workers
84	Farm, Forestry and Garden Workers
85	Food Preparation Assistants

89	Other Labourers
99	Other

### Label: ABS Occupation

Value	Label
111	Chief Executives, General Managers and Legislators
121	Farmers and Farm Managers
131	Advertising, Public Relations and Sales Managers
132	Business Administration Managers
133	Construction, Distribution and Production Managers
134	Education, Health and Welfare Services Managers
135	ICT Managers
141	Accommodation and Hospitality Managers
142	Retail Managers
211	Arts Professionals
212	Media Professionals
221	Accountants, Auditors and Company Secretaries
222	Financial Brokers and Dealers, and Investment Advisers
223	Human Resource and Training Professionals
224	Information and Organisation Professionals
225	Sales, Marketing and Public Relations Professionals
231	Air and Marine Transport Professionals
232	Architects, Designers, Planners and Surveyors
233	Engineering Professionals
234	Natural and Physical Science Professionals
241	School Teachers
242	Tertiary Education Teachers
249	Miscellaneous Education Professionals

251	Health Diagnostic and Promotion Professionals
253	Medical Practitioners
254	Midwifery and Nursing Professionals
261	Business and Systems Analysts, and Programmers
262	Database and Systems Administrators, and ICT Security Specialists
271	Legal Professionals
272	Social and Welfare Professionals
311	Agricultural, Medical and Science Technicians
312	Building and Engineering Technicians
313	ICT and Telecommunications Technicians
321	Automotive Electricians and Mechanics
331	Bricklayers, and Carpenters and Joiners
332	Floor Finishers and Painting Trades Workers
333	Glaziers, Plasterers and Tilers
334	Plumbers
341	Electricians
342	Electronics and Telecommunications Trades Workers
351	Food Trades Workers
361	Animal Attendants and Trainers, and Veterinary Nurses
362	Horticultural Trades Workers
363	Primary Production Supervisors and Specialists
391	Hairdressers
411	Health and Welfare Support Workers
421	Child Carers
422	Education Aides
423	Personal Carers and Assistants
431	Hospitality Workers
441	Defence Force Members, Fire Fighters and Police
442	Prison and Security Officers
451	Personal Service and Travel Workers

452	Sports and Fitness Workers
511	Contract, Program and Project Administrators
512	Office and Practice Managers
521	Personal Assistants and Secretaries
541	Call or Contact Centre Information Clerks
542	Receptionists
551	Accounting Clerks and Bookkeepers
561	Clerical and Office Support Workers
599	Miscellaneous Clerical and Administrative Workers
611	Insurance Agents and Sales Representatives
612	Real Estate Sales Agents
621	Sales Assistants and Salespersons
631	Checkout Operators and Office Cashiers
711	Machine Operators
731	Automobile, Bus and Rail Drivers
732	Delivery Drivers
733	Truck Drivers
741	Storepersons
811	Cleaners and Laundry Workers
821	Construction and Mining Labourers
831	Food Process Workers
832	Packers and Product Assemblers
842	Farm Workers
843	Forestry and Garden Workers
851	Food Preparation Assistants
891	Freight Handlers and Shelf Fillers
999	Other

**Label: agegroup**

Value	Label
1	24 or less
2	25-34
3	35-44
4	45-54
5	55 and up

**Label: cametoaustralia**

Value	Label
1	To study
2	To look for a job
3	To take up a job I had been offered
4	For humanitarian reasons (refugee/asylum seeker)
5	To follow a partner
6	To follow other family members of friends
7	As a tourist
8	To train in a profession
9	To set up a business
10	Because my parents moved here
11	Other (please specify)
12	For a better-new life
13	Returned migrant (born australia)
14	Not applicable
15	Unspecified
16	Other-Unclassifiable

**Label: changesbehav**

Value	Label
1	Yes, things improved for a short time
2	Yes, things improved and remain much better
3	No, it resulted in further harm or abuse
4	No, nothing changed in their behaviour

**Label: citfull**

Value	Label
1	Australian citizen
2	Permanent resident
3	Temporary resident

**Label: cleveloneABS**

Value	Label
0	Other-Not specified
1	Oceania and Antarctica
2	North-West Europe
3	Southern and Eastern Europe
4	North Africa and the Middle-East
5	South-East Asia
6	North-East Asia
7	Southern and Central Asia
8	Americas
9	Sub-Saharan Africa

**Label: cleveltwoABS**

Value	Label
0	Other-not specified
10	Oceania and Antarctica, nfd
11	Australia (includes External Territories)
12	New Zealand
13	Melanesia
14	Micronesia
15	Polynesia (excludes Hawaii)
16	Antarctica
20	North-West Europe, nfd
21	United Kingdom, Channel Islands and Isle of Man
22	Ireland
23	Western Europe
24	Northern Europe
30	Southern and Eastern Europe, nfd
31	Southern Europe
32	South Eastern Europe
33	Eastern Europe
40	North Africa and the Middle East, nfd
41	North Africa
42	Middle East
50	South-East Asia, nfd
51	Mainland South-East Asia
52	Maritime South-East Asia
60	North-East Asia, nfd
61	Chinese Asia (includes Mongolia)
62	Japan and the Koreas
70	Southern and Central Asia, nfd

71	Southern Asia
72	Central Asia
80	Americas, nfd
81	Northern America
82	South America
83	Central America
84	Caribbean
90	Sub-Saharan Africa, nfd
91	Central and West Africa
92	Southern and East Africa

### Label: cofbirthABS

Value	Label
0	Other-non specified
1101	Australia
1102	Norfolk Island
1199	Australian External Territories, nec
1201	New Zealand
1301	New Caledonia
1302	Papua New Guinea
1303	Solomon Islands
1304	Vanuatu
1401	Guam
1402	Kiribati
1403	Marshall Islands
1404	Micronesia, Federated States of
1405	Nauru
1406	Northern Mariana Islands
1407	Palau

1501	Cook Islands
1502	Fiji
1503	French Polynesia
1504	Niue
1505	Samoa
1506	Samoa, American
1507	Tokelau
1508	Tonga
1511	Tuvalu
1512	Wallis and Futuna
1513	Pitcairn Islands
1599	Polynesia (excludes Hawaii), nec
1601	Adelie Land (France)
1602	Argentinian Antarctic Territory
1603	Australian Antarctic Territory
1604	British Antarctic Territory
1605	Chilean Antarctic Territory
1606	Queen Maud Land (Norway)
1607	Ross Dependency (New Zealand)
2102	England
2103	Isle of Man
2104	Northern Ireland
2105	Scotland
2106	Wales
2107	Guernsey
2108	Jersey
2201	Ireland
2301	Austria
2302	Belgium
2303	France
2304	Germany



2305	Liechtenstein
2306	Luxembourg
2307	Monaco
2308	Netherlands
2311	Switzerland
2401	Denmark
2402	Faroe Islands
2403	Finland
2404	Greenland
2405	Iceland
2406	Norway
2407	Sweden
2408	Aland Islands
3101	Andorra
3102	Gibraltar
3103	Holy See
3104	Italy
3105	Malta
3106	Portugal
3107	San Marino
3108	Spain
3201	Albania
3202	Bosnia and Herzegovina
3203	Bulgaria
3204	Croatia
3205	Cyprus
3206	North Macedonia
3207	Greece
3208	Moldova
3211	Romania
3212	Slovenia
3214	Montenegro
3215	Serbia
3216	Kosovo
3301	Belarus
3302	Czechia
3303	Estonia
3304	Hungary
3305	Latvia
3306	Lithuania
3307	Poland
3308	Russian Federation
3311	Slovakia
3312	Ukraine
4101	Algeria
4102	Egypt
4103	Libya
4104	Morocco
4105	Sudan
4106	Tunisia
4107	Western Sahara
4108	Spanish North Africa
4111	South Sudan
4201	Bahrain
4202	Gaza Strip and West Bank
4203	Iran
4204	Iraq
4205	Israel
4206	Jordan
4207	Kuwait
4208	Lebanon
4211	Oman

4212	Qatar
4213	Saudi Arabia
4214	Syria
4215	Turkey
4216	United Arab Emirates
4217	Yemen
5101	Myanmar
5102	Cambodia
5103	Laos
5104	Thailand
5105	Vietnam
5201	Brunei Darussalam
5202	Indonesia
5203	Malaysia
5204	Philippines
5205	Singapore
5206	Timor-Leste
6101	China (excludes SARs and Taiwan)
6102	Hong Kong (SAR of China)
6103	Macau (SAR of China)
6104	Mongolia
6105	Taiwan
6201	Japan
6202	Korea, Democratic People's Republic of (North)
6203	Korea, Republic of (South)
7101	Bangladesh
7102	Bhutan
7103	India
7104	Maldives
7105	Nepal
7106	Pakistan
7107	Sri Lanka
7201	Afghanistan
7202	Armenia
7203	Azerbaijan
7204	Georgia
7205	Kazakhstan
7206	Kyrgyzstan
7207	Tajikistan
7208	Turkmenistan
7211	Uzbekistan
8101	Bermuda
8102	Canada
8103	St Pierre and Miquelon
8104	United States of America
8201	Argentina
8202	Bolivia
8203	Brazil
8204	Chile
8205	Colombia
8206	Ecuador
8207	Falkland Islands
8208	French Guiana
8211	Guyana
8212	Paraguay
8213	Peru
8214	Suriname
8215	Uruguay
8216	Venezuela
8299	South America, nec
8301	Belize
8302	Costa Rica

8303	El Salvador	8433	Bonaire, Sint Eustatius and Saba
8304	Guatemala	8434	Curacao
8305	Honduras	8435	Sint Maarten (Dutch part)
8306	Mexico	9101	Benin
8307	Nicaragua	9102	Burkina Faso
8308	Panama	9103	Cameroon
8401	Anguilla	9104	Cabo Verde
8402	Antigua and Barbuda	9105	Central African Republic
8403	Aruba	9106	Chad
8404	Bahamas	9107	Congo, Republic of
8405	Barbados	9108	Congo, Democratic Republic of
8406	Cayman Islands	9111	Cote d'Ivoire
8407	Cuba	9112	Equatorial Guinea
8408	Dominica	9113	Gabon
8411	Dominican Republic	9114	Gambia
8412	Grenada	9115	Ghana
8413	Guadeloupe	9116	Guinea
8414	Haiti	9117	Guinea-Bissau
8415	Jamaica	9118	Liberia
8416	Martinique	9121	Mali
8417	Montserrat	9122	Mauritania
8421	Puerto Rico	9123	Niger
8422	St Kitts and Nevis	9124	Nigeria
8423	St Lucia	9125	Sao Tome and Principe
8424	St Vincent and the Grenadines	9126	Senegal
8425	Trinidad and Tobago	9127	Sierra Leone
8426	Turks and Caicos Islands	9128	Togo
8427	Virgin Islands, British	9201	Angola
8428	Virgin Islands, United States	9202	Botswana
8431	St Barthelemy	9203	Burundi
8432	St Martin (French part)	9204	Comoros

9205	Djibouti
9206	Eritrea
9207	Ethiopia
9208	Kenya
9211	Lesotho
9212	Madagascar
9213	Malawi
9214	Mauritius
9215	Mayotte
9216	Mozambique
9217	Namibia
9218	Reunion
9221	Rwanda
9222	St Helena
9223	Seychelles
9224	Somalia
9225	South Africa
9226	Eswatini
9227	Tanzania
9228	Uganda
9231	Zambia
9232	Zimbabwe
9299	Southern and East Africa, nec

**Label: depend**

Value	Label
0	None
1	1 Child
2	2 Children
3	3 Children or more

**Label: dichohaveall**

Value	Label
0	No type yes
1	At least one type

**Label: dichoyN**

Value	Label
0	No
1	Yes

**Label: flagfrequency**

Value	Label
0	No instances
1	One or more, not at work
2	One, at work
3	Multiple, at work

**Label: fourlevel**

Value	Label
1	Yes
2	No
3	Don't Know
4	Prefer not to say or answer

**Label: gender**

Value	Label
1	Male
2	Female
3	Non-binary/third gender
4	Transgender man
5	Transgender woman
7	Prefer not to say

**Label: genderH**

Value	Label
1	Male
2	Female
3	Another gender
4	It was a group of people
5	Don't know
6	Prefer not to say

**Label: highestlevelofeducationA**

Value	Label
1	High School or below
2	TAFE or Diploma
3	Bachelor's degree
4	Post-graduate degree

**Label: howoften**

Value	Label
1	Once
2	A few times
3	About once a month
4	About once a fortnight
5	About one a week
6	Almost every day
7	Prefer not to say

**Label: howwell**

Value	Label
1	Extremely well
2	Very well
3	Moderately well
4	Slightly well
5	Not well at all

**Label: isitsexualharassA\_\***

includes: isitsexualharassA\_display, isitsexualharassA\_echats, isitsexualharassA\_emails, isitsexualharassA\_followed, isitsexualharassA\_image, isitsexualharassA\_ottechno, isitsexualharassA\_phone, isitsexualharassA\_pressex, isitsexualharassA\_rape, isitsexualharassA\_stare, isitsexualharassA\_touch

Value	Label
1	No
2	Don't know
3	Yes

**Label: knowharrasser**

Value	Label
1	Yes, they were a family member
2	Yes, they were a community member
3	Yes, other
4	No, I only know them from work
5	Yes, other-friend or family friend

**Label: language**

Value	Label
1	English
2	Amharic
3	Arabic
4	Assyrian
8	Burmese/Myanmar language
10	Chin
12	Dari
15	Hazaragi
20	Karen
23	Kurdish
25	Mandarin
26	Nepali
27	Pashto
32	Somali
33	Swahili
35	Tamil
37	Tigrinya
39	Urdu

41	Other (please specify)
42	Afrikaans
43	Malay
44	Bengali
45	Bosnian
46	Cantonese
47	Creole
48	French
49	Gujarati
50	Herero
51	Hindi
52	Hungarian
53	Italian
54	Kannada
55	Konkani
56	Korean
57	Macedonian
58	Malayalam
59	Marathi
60	Polish
61	Punjabi
62	Russian
63	Shona
64	Sinhalese
65	Spanish
66	Swahili
67	Tagalog
68	Telugu
69	Thai
70	Turkish

71	Ukrainian
72	Vietnamese
73	Xhosa

### Label: newcitizenlab

Value	Label
99	Australian citizen only
102	Dual citizen-Australian and American
107	Dual citizen-Australian and Bosnian
108	Dual citizen-Australian and British
110	Dual citizen-Australian and Canadian
112	Dual citizen-Australian and Columbian
113	Dual citizen-Australian and Croatian
114	Dual citizen-Australian and Cypriot
115	Dual citizen-Australian and Dutch
116	Dual citizen-Australian and Ecuadorian
120	Dual citizen-Australian and Indian
122	Dual citizen-Australian and Iranian
123	Dual citizen-Australian and Iraqi
124	Dual citizen-Australian and Irish
126	Dual citizen-Australian and Italian
128	Dual citizen-Australian and Jordanian
129	Dual citizen-Australian and Kenyan
131	Dual citizen-Australian and Lebanese
132	Dual citizen-Australian and Macedonian
135	Dual citizen-Australian and Mauritian
136	Dual citizen-Australian and Mexican
137	Dual citizen-Australian and Namibian
139	Dual citizen-Australian and New Zealander
140	Dual citizen-Australian and Pakistani

141	Dual citizen-Australian and Papua New Guinea
143	Dual citizen-Australian and Philipino
144	Dual citizen-Australian and Polish
145	Dual citizen-Australian and Russian
146	Dual citizen-Australian and Serbian
147	Dual citizen-Australian and Singaporean
148	Dual citizen-Australian and Slovakian
149	Dual citizen-Australian and South African
150	Dual citizen-Australian and Spanish
151	Dual citizen-Australian and Sri Lankan
152	Dual citizen-Australian and Sudanese
154	Dual citizen-Australian and Swiss
155	Dual citizen-Australian and Syrian
160	Dual citizen-Australian and Venezuelan
161	Dual citizen-Australian and Vietnamese
162	Dual citizen-Australian and Zimbabwean
190	Triple citizen-Australian, New Zealander and British
201	Other country- Afghan
202	Other country- American
203	Other country- Argentinian
204	Other country- Bangladesh
205	Other country- Bolivian
206	Other country- Botswanan
208	Other country- British
209	Other country- Bulgarian
210	Other country- Canadian
211	Other country- Chinese
212	Other country- Columbian
213	Other country- Croatian
215	Other country- Dutch
216	Other country- Ecuadorian

217	Other country- Egyptian
218	Other country- French
219	Other country- German
220	Other country- Indian
221	Other country- Indonesian
222	Other country- Iranian
223	Other country- Iraqi
224	Other country- Irish
225	Other country- Israeli
226	Other country- Italian
227	Other country- Japanese
229	Other country- Kenyan
230	Other country- Korean
231	Other country- Lebanese
233	Other country- Malaysian
234	Other country- Maldivian
235	Other country- Mauritian
236	Other country- Mexican
238	Other country- Nepalese
239	Other country- New Zealander
240	Other country- Pakistani
241	Other country- Papua New Guinea
242	Other country- Peruvian
243	Other country- Philipino
245	Other country- Russian
247	Other country- Singaporean
249	Other country- South African
250	Other country- Spanish
251	Other country- Sri lankan
253	Other country- Swedish
256	Other country- Tanzanian
257	Other country- Thai
258	Other country- Trinidadian
259	Other country- Ukrainian
261	Other country- Vietnamese
262	Other country- Zimbabwean
300	Dual citizen- American and Chinese
301	Dual citizen- British and New Zealander
302	Dual citizen- Dutch and American
303	Dual citizen- French an Mauritian
304	Dual citizen- French and Peruvian
305	Dual citizen- Greek and cypriot
306	Dual citizen- Indian and New Zealander
307	Dual citizen- Mexican and American
308	Dual citizen- Mexican and Spanish
309	Dual citizen- South-African and Croatian
310	Dual citizen- Sri Lankan and New Zealander
311	Dual citizen- Turkish and American
400	Stateless
890	Other country-Unknown
891	Other country-Unclassifiable
990	Dual citizen-Unknown
991	Dual citizen-Unclassifiable

### Label: noyesdicho

Value	Label
0	No
1	Yes



**Label: numberjobs**

Value	Label
1	One job
2	I don't currently have a job
3	Prefer not to say
4	Two jobs
5	Three jobs
6	Four jobs
7	Five or more jobs

**Label: numexpwork**

Value	Label
0	None
1	Only one type
2	2-5 types
3	More than 5 types

**Label: numpeoplelabel**

Value	Label
1	One person
2	Two persons
3	Three persons
4	Four persons
5	Five persons
6	More than five
7	Multiple people/unclassifiable
8	Unknown/can't remember

**Label: relationshipstatusA**

Value	Label
1	Single
2	In a relationship
3	Separated, divorced or widowed
4	Other

**Label: relignow**

Value	Label
4	Judaism
5	Buddhism
6	Islam
7	Christianity (e.g. Catholic, Baptist, Anglican)
8	Hinduism
9	Other (please specify)
10	None, atheist or agnostic
11	Paganism
12	Sikhism
13	Mandean
14	Orthodox-unspecified
15	Spirituality and humanism

**Label: residency**

Value	Label
1	Permanent resident
2	Temporary resident
3	Undocumented or no visa

4	Prefer not to say
5	Dual Australian citizen

### Label: samepeople

Value	Label
1	Yes, the same perpetrator/s
2	No, different perpetrator/s
3	Prefer not to say

### Label: sameworkplace

Value	Label
1	Yes, the same workplace
2	No, more than one workplace
3	Prefer not to say

### Label: scaleten

Value	Label
2	1 Not at all a problem
5	2
6	3
7	4
8	5
9	6
10	7
11	8
12	9
13	10 A very great problem

### Label: secondjob

Value	Label
1	I'm working full time in my own business
2	I'm working full-time for an employer
3	I'm working part/time/flexibly in my own business
4	I'm working part-time/flexibly for an employer
5	I'm working casually/freelance/short term contracts
6	Other (please specify)
7	Prefer not to say
8	Internship
9	Both own business and employer
10	Volunteer

### Label: studynow

Value	Label
1	No
2	Yes, in school
3	Yes, at TAFE/Technical college
4	Yes, at university
5	Yes, other (please specify)
6	Yes, other-Unclassifiable
7	Yes, adult and online learning

### Label: threelevel

Value	Label
1	Yes
2	No
3	Prefer not to say

**Label: trustA\_\***

Includes: trustA\_depofimmigration, trustA\_ethniccommunity, trustA\_federalgov, trustA\_hospital trustA\_localneighborhood, trustA\_media, trustA\_police, trustA\_religiouscommunity, trustA\_schools, trustA\_stategov

Value	Label
1	Low trust
2	Moderate trust
3	High trust

**Label: twocitizen**

Value	Label
0	Not an Australian citizen
1	Australian citizen

**Label: typeempcurrent**

Value	Label
1	I'm working full-time in my own business
2	I'm working full-time for an employer
3	I'm working part-time/flexibly in my own business
4	I'm working par-time/flexibly for an employer
5	I'm working casually/freelance/shor term contracts
6	I'm working but I'm on leave with a current position to return to
7	I'm not working, I'm looking for work
8	I'm not working, I'm not looking for work
9	I'm in a full-time care role
10	I'm on a career break with no current position to return to

11	I'm retired
12	Other (please specify)
13	Internship
14	Volunteering
15	Working for both own business and employer
16	Not working, starting work soon
17	Part-time care role
18	Injured or on disability support

**Label: typeofemployee**

Value	Label
1	Permanent
2	Casual or temporary
3	Temporary
4	Other
5	Don't know
6	Prefer not to say
7	Probation
8	Searching for work
9	Self employed
10	Placement or internship
11	Multiple-Permanent and Casual
12	Student
13	Volunteering
14	Other-Unclassifiable

**Label: typeofhar**

Value	Label
1	Indecent phone calls, including someone leaving a message on a voicemail or an answering machine of a sexual nature in a way that was unwelcome.
2	Comments made in emails, SMS messages or on social media of a sexual nature in a way that was unwelcome.
3	Repeated or inappropriate advances made in emails, social networking websites or internet chat rooms in a way that was unwelcome.
4	Someone sharing or threatening to share intimate images or film of you without your consent in a way that was unwelcome.
5	Any other conduct of a sexual nature that occurred online or via some form of technology in a way that was unwelcome.
6	Touching, hugging, cornering or kissing in a way that was unwelcome.
7	Staring or leering that made you feel intimidated in a way that was unwelcome.
8	Sexual gestures, indecent exposure or inappropriate display of the body in a way that was unwelcome.
9	Sexually suggestive comments or jokes that made you feel offended in a way that was unwelcome.
10	Repeated or inappropriate invitations to go out on dates in a way that was unwelcome.
11	Intrusive questions about your private life or physical appearance that made you feel offended in a way that was unwelcome.
12	Inappropriate physical contact in a way that was unwelcome.
13	Being followed, watched or someone loitering nearby in a way that was unwelcome.
14	Requests or pressure for sex or other sexual acts in a way that was unwelcome.
15	Actual or attempted rape or sexual assault.

**Label: visa**

Value	Label
1	Parent or family
128	Spouse (married or engaged)
129	Student or training (primary)
130	Student (secondary)
131	Working holiday
132	Skilled working
133	Skilled working (secondary)
134	Humanitarian/refugee
135	Seasonal work
136	Visitor
137	Bridging
138	Other. Please specify
139	Prefer not to say
140	Unsure
141	Temporary activity visa
142	Global talent
143	New Zealand agreement

**Label: yesno**

Value	Label
1	Yes
2	No

**Label: yoagroup**

<b>Value</b>	<b>Label</b>
1	Less than 5 years
2	5 to 10 years
3	Over 10 years

This page has intentionally been left blank.

ANROWS

# ANROWS

AUSTRALIA'S NATIONAL RESEARCH  
ORGANISATION FOR WOMEN'S SAFETY

*to Reduce Violence against Women & their Children*

