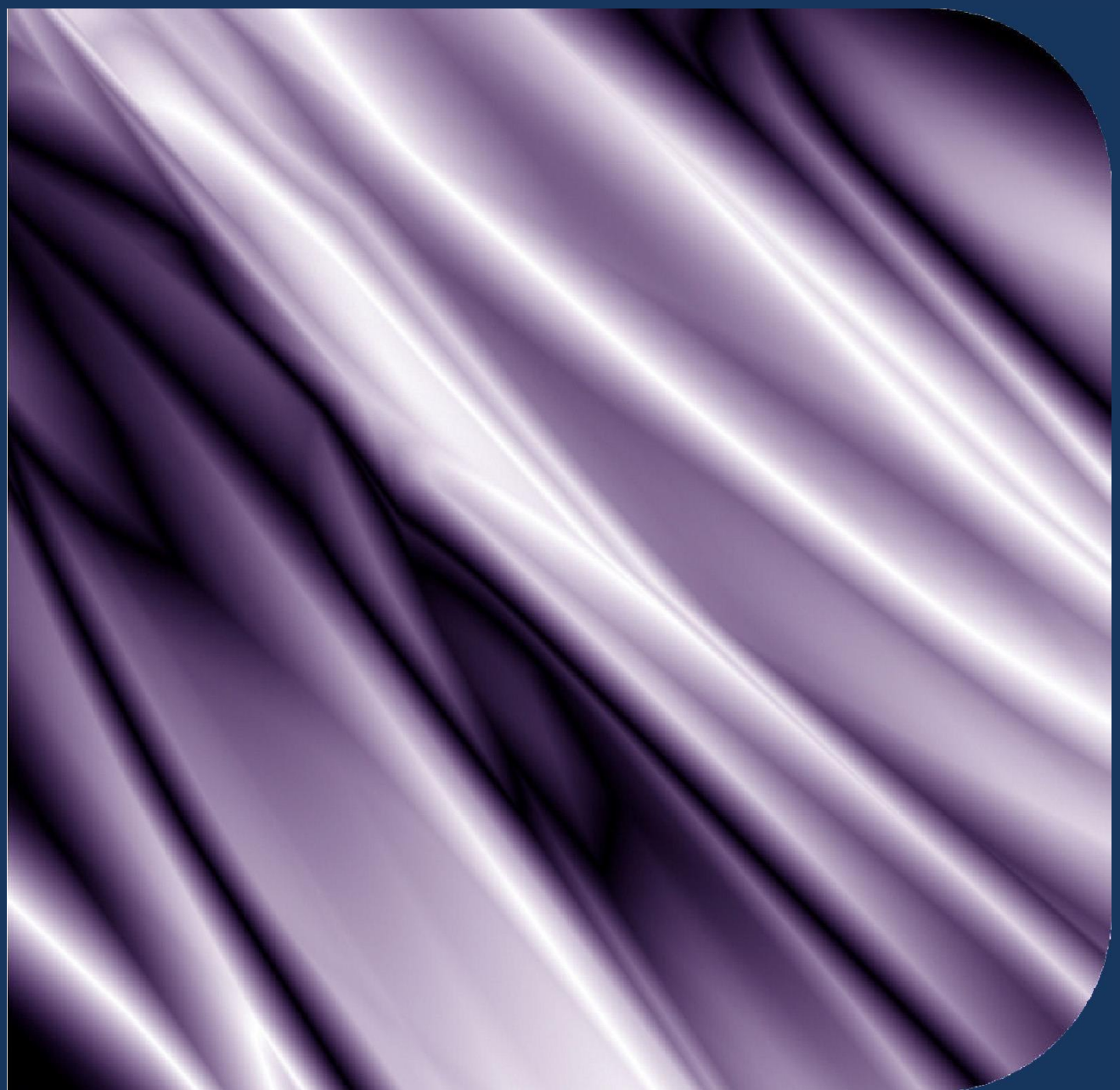


The Victorian Bar

Quality of Working Life Survey

Final report and analysis

October 2018



Executive Summary

The Victorian Bar Quality of Working Life Survey, 2018

What is Quality of Working Life?

Quality of Working Life (QoWL) is that part of overall quality of life that is influenced by work. It's more than just job satisfaction or happiness at work, but the widest context in which someone would evaluate the influence of work on their life.

The QoWL Survey and Data Set

The QoWL Survey tool incorporates three questionnaires:

1. The **Work-Related Quality of Life Scale**, a widely used measure of the six core factors associated with quality of working life, such as control at work, work-life balance, and working conditions.
2. The **Barrister Wellbeing Scale**, which provides feedback on specific factors affecting the wellbeing of barristers, such as perfectionism, workload management, and supportive work environment.
3. The **QoWL Workplace Well-being Outcome Scale**, which provides data related to a variety of specific outcomes related to quality of working life such as intention to stay, perceived productivity, and pride in the organisation.

In addition, the QoWL Survey gives respondents the opportunity to suggest ways in which barristers could improve their quality of working life by answering an open question.

The survey produces a rich and comprehensive data set and this report provides a summary of these findings. A range of further analyses can be undertaken to assist in interpreting the data and identifying appropriate strategies to foster quality of working life within the organisation.

The QoWL research group are a university based research and consultancy organisation specialising in employee staff surveys and developing new psychometric scales, and judged 'Outstanding' in the UK Research Excellence Framework 2014.

This report provides an initial summary and broad overview of the results found.

Benchmarks Used

Two benchmarks were used in the preparation of this report. The 2017 Barrister Wellbeing Survey of 1088 Australian Barristers provides a comparator group in this report. The Work-Related Quality of Life Scale benchmark, based on a sample of 6000 people from 10 UK universities is used as the comparator data set.

The Victorian Bar: Quality of Working Life Survey

Key Findings

The QoWL Quality of Working Life Survey was sent in June 2018 to 2160 Victorian Bar Practising Certificate holders and 856 valid responses were returned (40%). The survey incorporated the Work-Related Quality of Life and the QoWL Workplace Well-being Outcome scales, the Barrister Wellbeing Scale, a series of questions about various form of harassment and bullying and a number of biographical category questions. Key findings appear below.

Work-Related Quality of Life (WRQoL) Scale

1. 73% of Victorian Bar respondents agreed that they are satisfied with their overall quality of working life, compared to 60% of the QoWL benchmark sample.
2. Respondents to the Victorian Bar survey reported higher levels of positive experience in relation to General Wellbeing, Job-Career Satisfaction and Working Conditions when compared with the QoWL benchmark sample.
3. A substantially higher level of stress at work, and a lower level of satisfaction with Home-work Interface than the benchmark sample was reported by Victorian Bar respondents.

Workplace Well-being Outcome Scale

1. Scores on the QoWL Workplace Well-being Outcome scale were broadly similar to those of the benchmark sample of 1088 Australian Barristers.
2. 79% of The Victorian Bar respondents reported that overall, taking everything into consideration, they felt satisfied with their jobs as a compared to 60% of the QoWL benchmark sample.

Barrister Wellbeing Scale

1. Scores on the Barrister Wellbeing scale were broadly similar to those of the benchmark sample of 1088 Australian Barristers.

Discrimination, Harassment and Bullying

1. 16% of male barristers and 36% of female barristers reported that they felt they had been discriminated against in the last year.
2. Some 2% of male barristers and 16% of female barristers reported that they had been sexually harassed while 20% of male barristers and 37% of female barristers reported that they had been bullied in the workplace in the last year.
3. Thus, female respondents were more than twice as likely as males to report they had been discriminated against, and females were eight times as likely to report they had experienced sexual harassment, and nearly twice as likely to report workplace bullying than males.
4. When asked if they had ever experienced Judicial Bullying, 55% of male barristers and 66% of female barristers reported they had.

Open Questions themed analysis

1. When responding to the question "*How could your quality of working life be improved?*" more than 16% referred to better judicial behaviour and some 13% to more timely payments.
2. When asked to comment on Judicial Bullying, some 26% of respondents mentioned denigrating or humiliating behaviour, and 11% mentioned feeling personally attacked.

For further details of the survey, or to discuss further analysis and how to design interventions to improve the quality of working life of employees, please contact QoWL on 00 44 2392 846306, enquiries@qowl.co.uk.

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1. Introduction

This report provides an indicative summary and analysis of the 2018 Victorian Bar Quality of Working Life Survey. Please note that this document provides an overview and therefore analyses only a small part of the rich data set gathered during the survey (see Section 10 for further details).

The survey incorporated the QoWL Work-Related Quality of Life Scale, the Barrister Wellbeing scale, and the QoWL Workplace Well-being Outcome Scale. For research and validation purposes a ten item personality Inventory scale was also included.

This combination of scales allows analysis of the important issues affecting overall employment experience, and allows interpretation within the broader context of work and individual related factors. Questions from the QoWL surveys have been used in employee surveys for 10 years and the HSE questions are drawn from UK government programmes targeting work-related stress.

The WRQoL scale assesses key issues in the workplace such as job satisfaction, work-life balance and stress, and provides information about the wider individual, social and work contexts in which these issues are evaluated, with the aim of identifying and thereby promoting best practice.

The Barrister Wellbeing scale is based on a wellbeing survey of 1088 Australian Barristers that identified five discrete factors affecting the wellbeing of barristers. The five factors were labelled Workload Management (WLM), Role Management (RLM), Perfectionism (PER), Psychological wellbeing (PWB) and Supportive Work Environment (SWE).

The survey also asked for responses on a number of questions about discrimination, sexual harassment and workplace bullying as a barrister.

The Victorian Bar QoWL survey was distributed electronically, with respondents using a web link to enter the data in an online questionnaire during June 2018. The survey was closed 4 weeks after the first issue of the questionnaire. 956 responses were received from a total 2160 Victorian Bar Practising Certificate holders (overall response rate = 44%). Some respondents provided less than half of the responses in each category and these were discarded. This report is based on the remaining 854 valid responses (valid response rate 40%).

A higher proportion of females (40%) completed the survey than in the wider sample of Victorian Bar Practising Certificate holders (29% female), and a lower proportion of Males (60%) responded than in the wider sample (71% Male). See Table 7.1 for proportions of other biographical groups.

For further details of the survey or analysis, please contact Dr Darren Van Laar, (darren.van.laar@port.ac.uk).

Privacy Policy

Please note that projects and research conducted by the employees and associates of QoWL adhere to the professional ethical values of the British Psychological Society. Our non-research survey work adheres to the policies of the Market Research Society. Storage of data adheres to the UK data protection act. The raw data resulting from WRQoL surveys may be used to further our research and benchmarking data. At no point are data from individuals reported, with reports arising from data analyses being limited to groups of a minimum of 10 people. For more details, please see our website: www.qowl.co.uk/qowl_privacy_policy.html

2. Work-Related Quality of Life Overview

The Work-Related Quality of Life (WRQoL) scale provides an overview of the key factors which predict perceived quality of working life such as job satisfaction, work-life balance and stress and provides information about the wider individual, social and work contexts in which these issues are evaluated, with the aim of finding best practice and communicating how this might be shared. Full details of the development, analysis and scoring of the WRQoL scale can be found in the Download section of the QoWL website: www.qowl.co.uk.

The 23 questions of the WRQoL produce six psychosocial factors which contribute to quality of working life. A further item was included to provide an overall measure of the WRQoL concept: *"I am satisfied with the overall quality of my working life"*. All questions are responded to on a 5 point Likert scale comprising of: Strongly Disagree, Disagree, Neutral, Agree, Strongly Agree. The data is coded such that Strongly Disagree = 1 and Strongly Agree = 5. In this way higher scores indicate more agreement.

The six factors of the WRQoL scale are described below, with details of reliability scores from the original questionnaire development analyses.

- Job and Career Satisfaction (JCS) contains six items and has a sub-scale reliability of .86. Items are associated with aspects of job and career satisfaction, for example, "I am satisfied with the career opportunities available to me at the organisation".
- General Well-Being (GWB) also contains six questions, and exhibits a reliability value of .82. Items are broadly related to happiness and life satisfaction: for example, "Generally things work out well for me".
- Home-Work Interface (HWI) has three items with a combined scale reliability of .82. As most items appear to be related to issues of accommodating family and work commitments, this component was labelled HWI: for example, "My current working hours/patterns suit my personal circumstances".
- Stress at Work (SAW) is represented by two items, with a subscale reliability of .81. As the items are related to demands, this component has been labelled SAW: for example, "I often feel under pressure at work".
- Control at Work (CAW). Three items loaded on this subscale, with a reliability of .81. Most items on this scale are related to being able to have control over decisions for example, "I am involved in decisions that affect me in my own area of work".
- Working Conditions (WCS). This factor has a sub-scale reliability of .75 and contains three items. This subscale is related to the physical working environment: for example, "The working conditions are satisfactory".

This combination of subscales allows analysis of what are likely to be the most important issues affecting overall employment experience of respondents to be interpreted in a wide context of work and individual related factors.

A further set of QoWL Workplace Well-being Outcome (WWO) scale outcome questions allow these six factors to be related to items corresponding to beliefs about performance and commitment.

3. Work-Related Quality of Life Analysis

The table below compares summary scores for the current survey, a benchmark data set based on the responses of 1088 Australian Barristers (ABARR) and the QoWL Benchmark sample which is derived from a sample of 5963 employees from across the UK University sector. Please note the subscale figures refer to average %Agree across all items in the subscale. %Agree scores were compared for significance using the 'h test for significant proportions'.

Descriptive Statistics for WRQoL Subscales and Overall question	Survey %Agree	ABARR BMARK %Agree	QoWL BMARK %Agree
General Wellbeing (GWB) How much you agree you feel generally content with life as a whole.	66*	64	55
Home-Work Interface (HWI) How far you agree that the Chambers / Organisation understands and tries to help you with pressures outside of work.	49*	56	58
Job Career Satisfaction (JCS) How far you agree that you are generally happy with your ability to do your work.	64*	58	56
Control at Work (CAW) How far you agree you feel you are involved in decisions that affect you at work.	58	60	54
Working Conditions (WCS) The extent you agree that you are happy with conditions in which you work	73*	74	66
Stress at Work (SAW)[†] How far you feel agree you experience stress at work.	68*	66	45
Overall Quality of Working Life (Q32) I am satisfied with the overall quality of my working life.	73*	66	60

Notes: %Agree: The percentage of respondents who agreed or strongly agreed to this factor.

Green at least 5% higher satisfaction than the QoWL Benchmark value. **Red** at least 5% lower satisfaction than the QoWL Benchmark value. †: Negatively phrased factor, where higher agreement indicates less quality of working life.

*: a significant difference from the QoWL benchmark at $p < .05$.

4. WRQoL details

WRQoL: Overall Quality of Working Life (Q32)

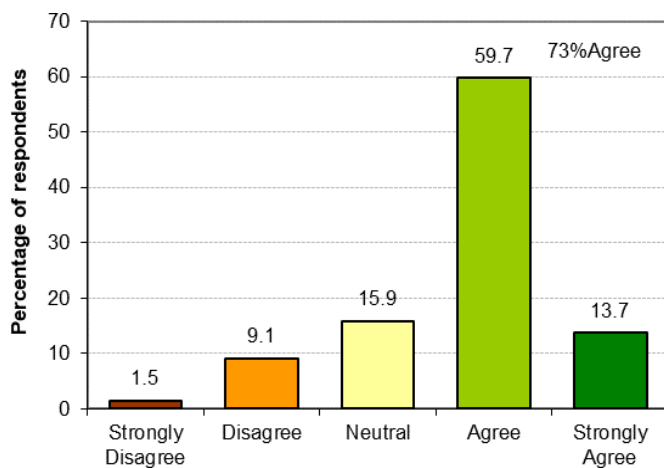
I am satisfied with the overall quality of my working life.

The WRQoL scale provides an overview of the key factors which predict perceived quality of working life such as job satisfaction, work-life balance and stress and provides information about the wider individual, social and work contexts in which these issues are evaluated, with the aim of finding best practice and communicating how this might be shared.

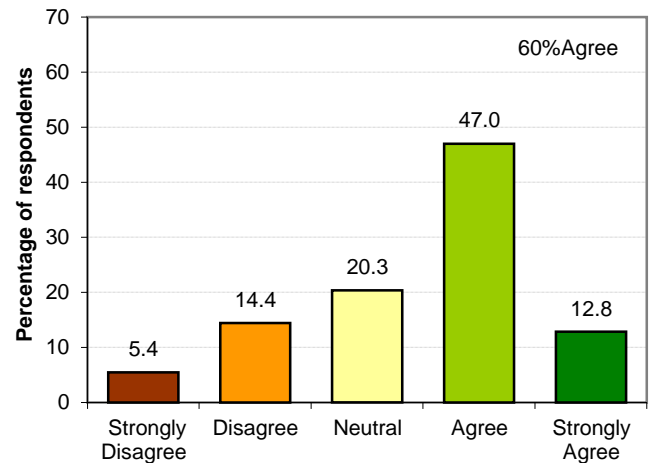
The overall satisfaction with quality of working life of Victorian Bar respondents is shown above. The figures show the percentage of those responding who selected each of the possible answers. The 'Survey Data' figure shows the data for The Victorian Bar, the 'QoWL benchmark data' figure shows the data gathered from the responses of our UK benchmark data

QoWL Overview: *I am satisfied with the overall quality of my working life*

Survey data



QoWL benchmark data



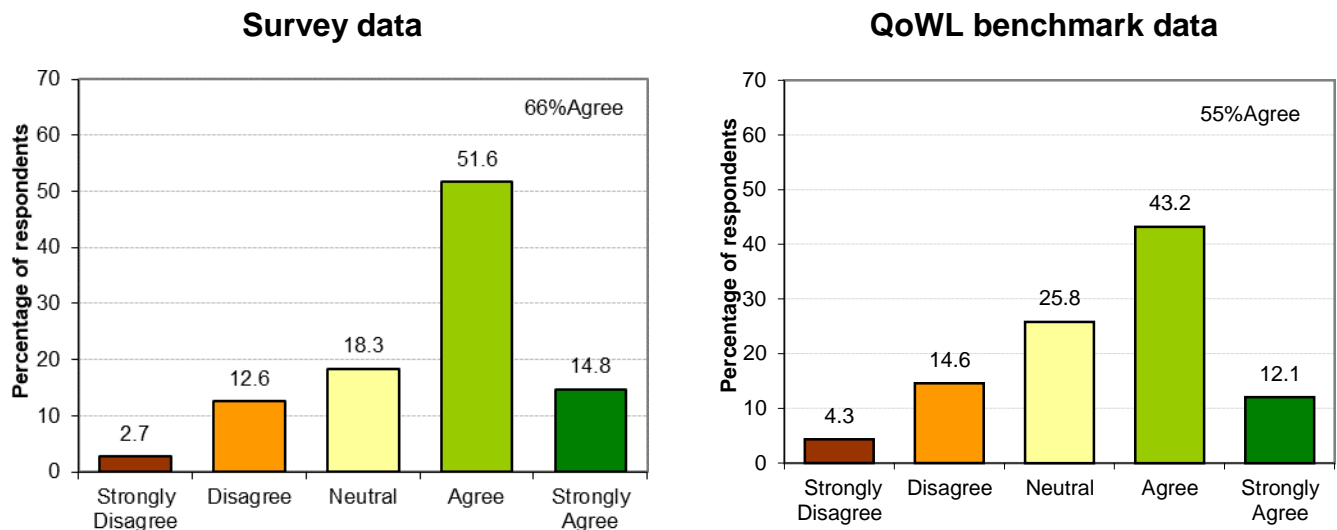
Approximately 73% of those responding to this question in this survey agreed or strongly agreed that they were satisfied overall with their quality of working life, compared to 60% of the benchmark sample.

Comment: The overall satisfaction reported by those responding was significantly higher than that of the comparison sample.

WRQoL: General Wellbeing (GWB)

How much you agree you feel generally content with life as a whole.

General Wellbeing (GWB) assesses the extent to which an individual feels good or content within themselves. General wellbeing both influences, and is influenced by work. General Well-Being incorporates both broader psychological wellbeing as well as general aspects of physical health.



Approximately 66% of the respondents strongly agreed or agreed with the GWB questions to indicate that they felt good or content in themselves, which is significantly higher than that observed in the QoWL benchmark sample (55%).

Comment: Victorian Bar respondents reported significantly higher levels of positive General Wellbeing compared to the benchmark group.

Psychological wellbeing can affect an individual's performance at work for better or for worse. When people feel good, they work well and enjoy being at work more. On the other hand, when people feel low, or anxious, or ill at ease, regardless of whether the distress springs from their work or from difficulties at home, their work is likely to be adversely affected. In this way, improving the general wellbeing of people at work is best tackled through a positive approach, with attention being paid to prevention and health promotion rather than simply responding with provision of help when problems arise.

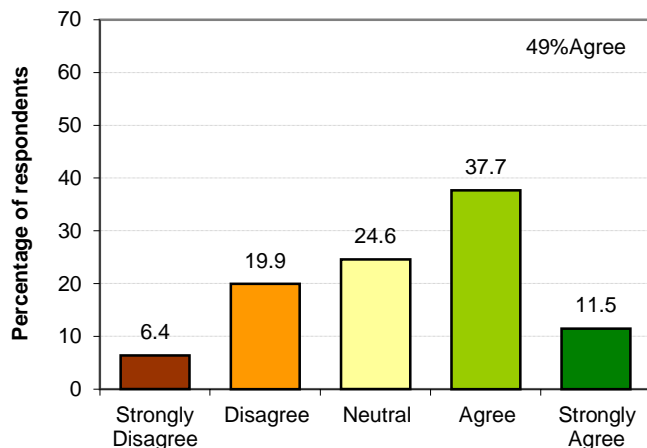
It can be useful to review relevant policies and services, foster or maintain awareness and clarify responsibilities, and ensure that monitoring is effective. A heightened awareness of this aspect and its role in the overall quality of working life an individual experiences can serve to help people consider more carefully what they can do to look after their own and others' wellbeing, so helping people work well at work and feel well when working.

WRQoL: Home-Work Interface (HWI)

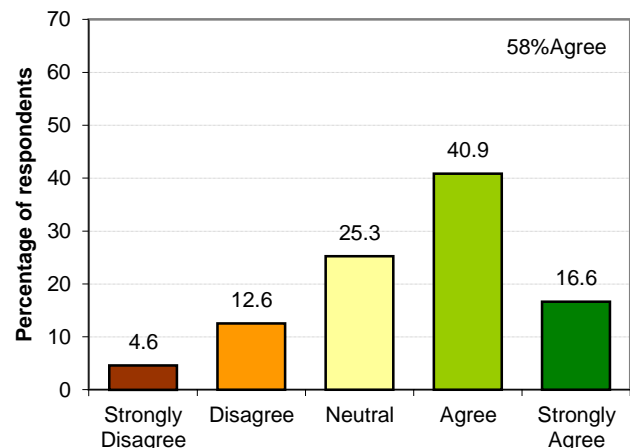
How far you agree that the organisation understands and tries to help you with pressures outside of work.

Work-Life Balance is about people having a measure of control over when, where and how they work. Within our model of quality of working life, the Home-Work Interface (HWI) factor reflects the extent to which an individual perceives they are supported in relation to their family and home life.

Survey data



QoWL benchmark data



49% Victorian Bar respondents strongly agreed or agreed to the HWI questions that the interface between work and home issues was good. The score for the WRQoL benchmark sample Agree average was 58%.

Comment: Those who responded reported significantly lower levels of satisfaction with their Home-Work interface when compared to the benchmark group.

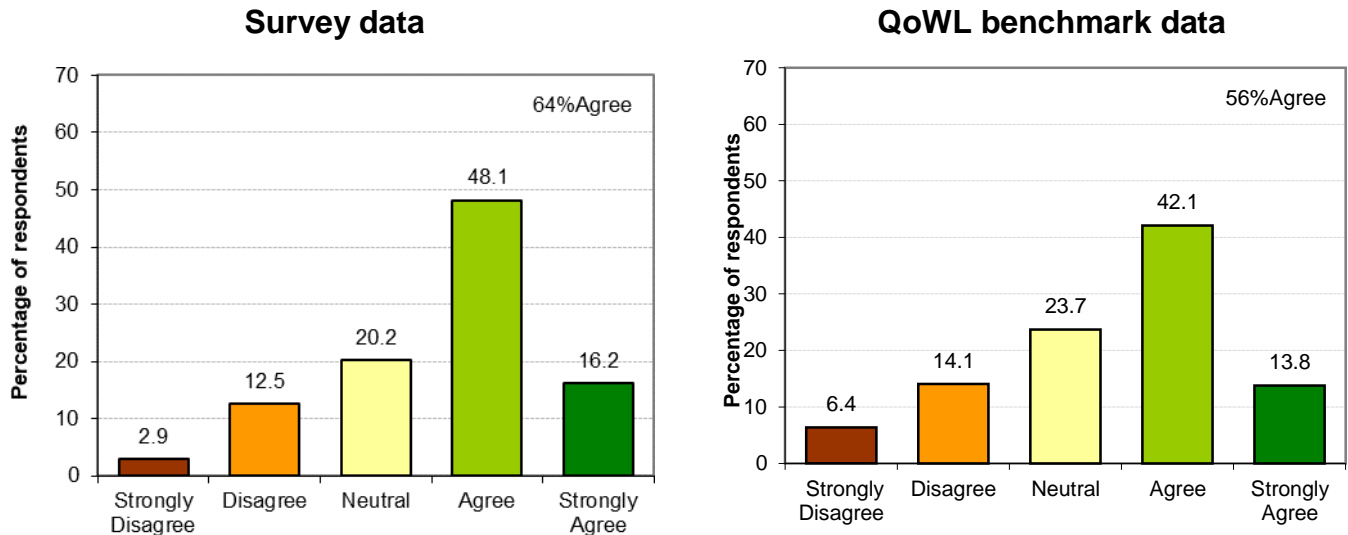
Issues relevant to the HWI include flexible hours, working from home, job rotation, maternity and parental leave, child and dependent care. The key issues in HWI often change over time and are often best actively monitored and addressed.

The consequences of HWI conflict can be both physical and psychological. For example, there is evidence to suggest that negative HWI can be associated with an increase in physical health symptoms, and higher levels of conflict associated with the HWI can predict depression, physical health complaints and hypertension. Some researchers have found that conflict between the home and work can be related to decreased job satisfaction. More positively, there is some evidence that changes in workplace policies can lead to increases in work performance and job satisfaction.

WRQoL: Job Career Satisfaction (JCS)

The extent to which you are content with your job and your prospects at work

Job and Career Satisfaction (JCS) represents the level to which the workplace provides a person with the best things at work - the things that make them feel good, such as: sense of achievement, high self-esteem, fulfilment of potential, etc. In our research, the JCS factor is often found to be the sub-scale most highly related to overall job satisfaction.



Approximately 64% of the Victorian Bar respondents agreed they were satisfied with their job and prospects at work. The score for the WRQoL benchmark sample Agree average was 56%.

Comment: Victorian Bar respondents reported a significantly higher level of Job and Career Satisfaction compared to those in the benchmark group.

Research has indicated that the most important determinants of job satisfaction are employees' interest in their work, good colleague relationships, high incomes, independent working and clearly defined career opportunities. Some researchers have proposed that job satisfaction depends, on one hand, on the individual characteristics of the person (such as the ability to use initiative, relations with supervisors, or the work that the person actually performs), and on the other hand, environment factors (e.g. pay, promotion and job security).

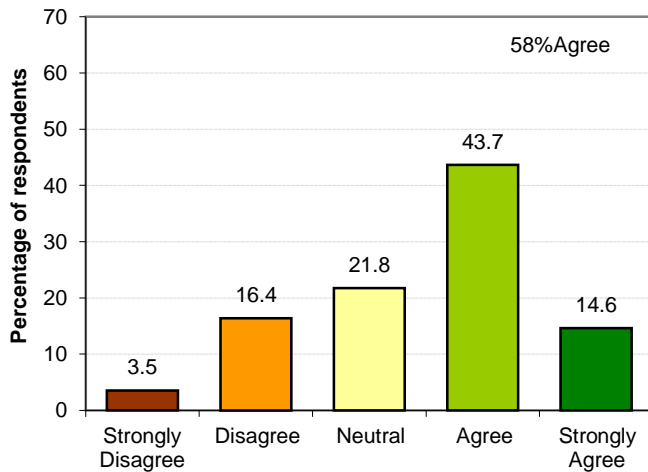
The rapidly changing nature of the workplace is becoming more demanding, whereupon longer working hours, job insecurity, and demanding deadlines are trends that have tended to challenge maintenance of job satisfaction.

WRQoL: Control at Work (CAW)

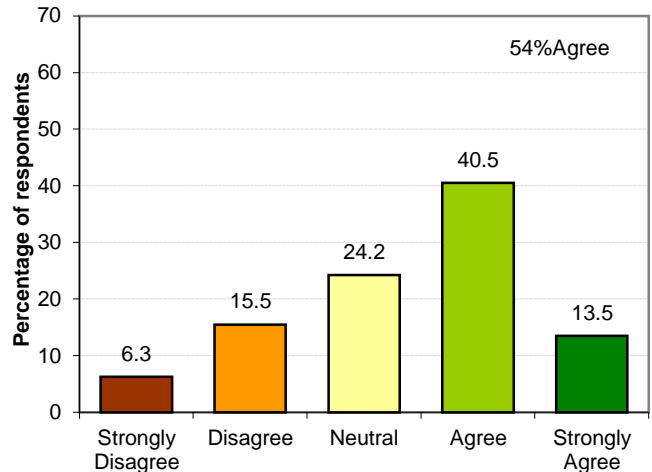
How far you agree you feel you are involved in decisions that affect you at work.

Control at Work (CAW) reflects the level to which an employee feels they can exercise what they consider to be an appropriate level of control within their work environment. That perception of control might be linked to various aspects of work, including the opportunity to contribute to the process of decision making that affect employees. Leading authors in the field suggest that perception of personal control can strongly affect both an individuals' experience of stress and their health.

Survey data



QoWL benchmark data



The agreement for the Control at Work factor items for the survey data was 58%, whilst for the benchmark data it was 54%.

Comment: respondents reported that they experienced a level of control at work similar to that of the benchmark group.

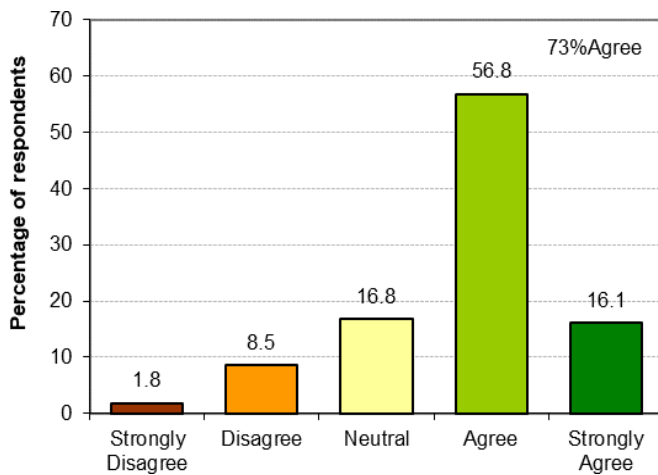
Research has suggested that there can be a positive significant association between personal control and job satisfaction and that poor health is more prevalent in jobs characterised by high job demand and low job control.

WRQoL: Working Conditions (WCS)

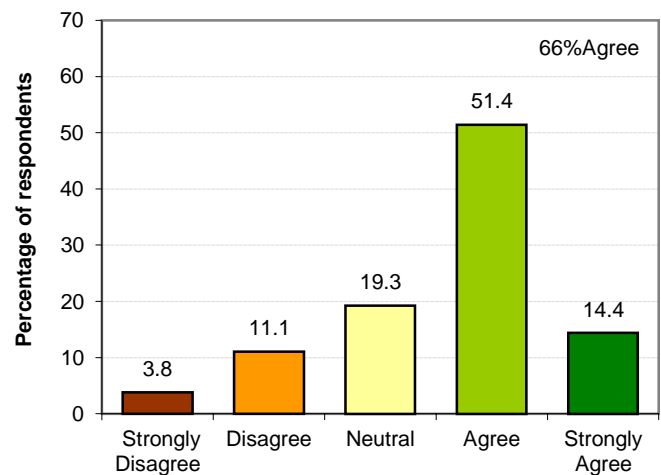
The extent you agree that you are content with conditions in which you work.

Working Conditions (WCS) assesses the extent to which an individual is satisfied with various aspects affecting their ability to work effectively, such as the fundamental resources provided at work, the physical working environment, and security. Dissatisfaction with physical working conditions such as health and safety, or the environment in which you work, for example, can have a significant adverse effect on quality of working life.

Survey data



QoWL benchmark data



73% of respondents in this survey and 66% of the QoWL benchmark sample reported that they were content with conditions in which they work for the WCS items.

Comment: The survey indicated that the level of satisfaction with working conditions was significantly higher than that of the benchmark sample.

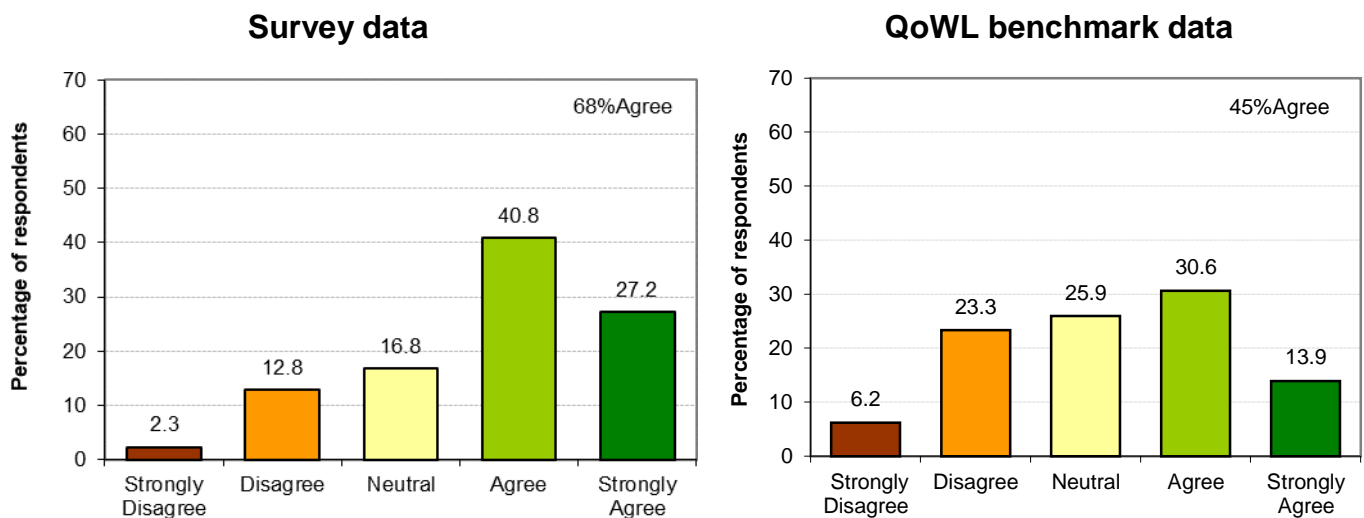
The WCS factor is conceptually related to JCS in quality of working life. The JCS factor reflects the degree to which the workplace provides an individual with the best things at work - the things that make them feel good, such as: achieving personal development, goals, promotion and recognition, etc. The WCS factor, by contrast, reflects the degree to which the workplace meets an individual's basic requirements, and, in particular, their satisfaction with their physical work environment. Whilst the WCS aspects need to be addressed to counter possible dissatisfaction at work, the JCS component assesses the degree to which an individual's workplace offers opportunity for them to experience satisfaction in the workplace.

Therefore, satisfaction with WCS contributes to overall quality of working life, whilst dissatisfaction with WCS can lead to problems in the workplace.

WRQoL: Stress at Work (SAW)

How far you feel agree you experience stress at work.

The WRQoL SAW factor is determined by the extent to which an individual perceives they have excessive pressures and feel stressed at work.



Note that for the SAW questions higher agreement and a higher mean indicates *more* perceived pressure or stress, and hence can adversely affect overall quality of working life.

Approximately 68% of respondents agreed or strongly agreed that they experienced high levels of stress and pressure at work. This average agreement can be compared with the 45% agreement found in the QoWL benchmark sample.

Comment: Levels of stress reported at the Victorian Bar were significantly higher than that reported in the benchmark sample.

A UK based survey found that nearly one-third of those who participated experienced relatively high levels of stress, and more than half considered that their stress levels over the last five years had increased. Further, another study in the UK indicated that approximately 20% of workers in a random British working population reported very high levels of stress at work, and approximately 43% indicated that their work was moderately stressful.

MIND, the UK mental health charity, suggests that 30-40% of sickness absence from work is related to mental or emotional disturbance, whilst the UK's Health and Safety Executive estimates that at least 50% of workdays lost through ill health are associated with stress-related absence. Research suggests that SAW is amenable to a range of interventions, ranging from the individual level to the organisational level.

5. Workplace Wellbeing Outcome (WWO) Analysis

WWO Scale Background

The WWO contains individual 14 questions designed to look at issues that are linked to general quality of working life. Issues such as perceived productivity, overall job satisfaction and intention to quit are all important outcomes which have been found to be related to quality of working life and wellbeing. All questions were answered on the same 5 point Likert scale (SD to SA) as the WRQoL items.

WWO Scale questions	Survey %Agree	ABARR BMARK %Agree	QoWL BMARK %Agree
qw01: I am paid fairly for the job I do, given my experience	75*	70	50
qw02: My relationships with other colleagues are as good as I would want them to be	77*	78	71
qw03: My work is as interesting and varied as I would want it to be	72*	73	64
qw04: I intend to stay working in the profession for at least the next 12 months	94*	92	73
qw05: I feel my job is secure	73*	72	61
qw06: I feel motivated to do my best in my current job	91*	89	66
qw07: I enjoy my work	84*	82	74
qw08: The people who are important to me outside of work support my work commitments	84*	83	78
qw09: I am more productive than other people who do a similar job to me	39*	41	47
qw10: I tend to worry more than most other people†	44*	42	37
qw11: I get a sense of achievement from doing my job	90*	88	75
qw12: In the last year I have performed well in my job	85	84	85
qw13: I am able to get the sleep I need every night	33*	33	43
qw14: Overall, taking everything into consideration, I am satisfied with my job as a whole	79*	74	60

Notes: %Agree. The percentage of who responded agree or strongly agree (or always or often) to this factor.

Red: A difference of at least 5% lower than the benchmark. **Green:** A difference of at least 5% higher.

†: Negatively phrased factor, where higher agreement indicates less quality of working life. *: a significant difference from the benchmark at $p < .05$.

WWO scale summary

The table above compares the %Agree scores of those employees in this organisation who responded to the survey, with that of the QoWL benchmark sample.

75% of Victorian Bar respondents thought that they were paid fairly for the job they do, given their experience compared to 50% of the QoWL benchmark sample.

74% of Victorian Bar respondents reported that overall, taking everything into consideration, they felt satisfied with their jobs as a compared to 60% of the benchmark sample. In 11 of the 14 questions the Victorian Bar group indicated they had substantially (more than 5% more) greater wellbeing than the UK benchmark sample.

Scores on the QoWL Workplace Well-being Outcome scale were broadly similar to those of the benchmark sample of 1088 Australian Barristers.

6. Barrister Wellbeing scale (BWB) Analysis

Barrister Wellbeing (BWB) Scale Background

The BWB scale is based on a 2017 wellbeing survey of 1088 Australian Barristers in which 19 questions were found to contribute to five discrete wellbeing factors. The five factors were Psychological Wellbeing (PWB), Perfectionism (PER), Workload Management (WLM), Role Management (RLM) and Supportive Work Environment (SWE).

The table below illustrates the BWB scale scores as a percentage of people (%Agree) agreeing or strongly agreeing with the items on that subscale. The survey mean for the current survey is compared with the comparable scores from the Australian Barrister (ABARR) benchmark sample. All questions for the Victorian Bar survey were answered on the same 5 point Likert scale (Strongly Disagree to Strongly Agree) as the WRQoL items.

Descriptive Statistics for 'BWB' Subscales	Victorian Bar 2018 Survey %Agree	ABARR 2017 Survey mean
Psychological Wellbeing (PWB): The questions associated with this factor are related to the extent to which an individual agrees they are currently experiencing a positive mood.	68	66
Perfectionism† (PER): The Perfectionism factor assesses the extent which an individual is critical of themselves or their work. Generally, a high score in Perfectionism is associated with lower overall wellbeing.	74	71
Workload Management (WLM): The six items in the workload management factor are associated with an individual's sense of being able to manage the pressures or demand arising from work.	48	50
Role Management (RLM): The Role management factor is concerned with how far an individual understands what they have to do and can be trusted to deliver at work.	90	90
Supportive Work Environment (SWE): The supportive work environment factor is associated with a sense of being valued, and being supported in a social as well as a developmental sense.	66	66

Notes: %Agree = percentage of respondents agreeing or strongly agreeing to this factor;

Green significantly higher satisfaction than the BWB UK Benchmark value. Red significantly lower satisfaction than the BWB Australian Barristers Benchmark value. †: Negatively phrased factor, where higher values indicate higher levels of self-criticism *: a significant difference from the benchmark at $p < .05$.

BWB subscale summary

Scores on the Barrister Wellbeing scale were broadly similar to those of the benchmark sample of 1088 Australian Barristers.

7. Analysis of Wellbeing scores by biographical category

The two wellbeing measures used in the Wellbeing is survey were quality of working life (overall average WRQoL score) and barrister wellbeing (overall average BWB score). The tables in this section show the mean values for each of these measures, broken down by seven key category questions. Where relevant, the statistical significance (an index of the reliability of the difference) between the sub-categories for each measure is also shown.

Wellbeing analysis summary

Female Barristers were significantly more likely than men to report a lower level of overall quality of working life and barrister wellbeing on the measures used in this survey.

Respondents who considered themselves disabled reported significantly lower quality of working life, although there was no difference across ethnicity. Those Barristers who reported they had to care for dependents (of any type) reported significantly lower quality of working life and barrister wellbeing on the measures used in this survey

A significant difference was found in quality of working life and barrister wellbeing across the number of years been in practice, where those who had been working longer reporting generally higher wellbeing than those with medium number of years.

Although there was a significant difference in quality of working life and barrister wellbeing across the 11 areas of practice (with more than 10 respondents), after controlling for random error effects, no one category was found to be significantly higher or lower than others.

7.1 Category question overview analysis showing mean scale values by category		Quality of Working Life Mean	Barrister Wellbeing Mean	Count	%
Gender	Male	3.40	3.39	503	60.1%
	Female	3.22	3.25	334	39.9%
	Sig.	**	**		
Do you belong to an ethnic minority group?	Yes	3.36	3.37	110	13.0%
	No	3.33	3.33	733	87.0%
	Sig.	-	-		
Do you consider yourself disabled?	Yes	2.98	3.14	14	1.7%
	No	3.34	3.34	829	98.3%
	Sig.	*	-		
Do you care for dependents?	Yes	3.29	3.29	515	60.2%
	No	3.39	3.40	341	39.8%
	Sig.	*	**		
How many years have you been in practice?	a. less than 1	3.56 _d	3.45	35	4.1%
	b. 1 to 5	3.27 _f	3.23 _f	167	19.8%
	c. 6 to 10	3.28	3.29 _f	163	19.3%
	d. 11 to 15	3.25 _a	3.27 _f	139	16.4%
	e. 16 to 20	3.33	3.31	101	12.0%
	f. More than 20	3.43 _b	3.48 _{bcd}	240	28.4%
	Sig.	**	**		
What is your main area of practice?	Criminal	3.20	3.25	168	19.9%
	Civil	3.31	3.28	84	10.0%
	Child Pro. / Welfare	3.31	3.26	19	2.3%
	Admin / Const.	3.42	3.42	44	5.2%
	Tax	3.58	3.55	24	2.8%
	Commercial	3.34	3.30	236	28.0%
	Personal Injury	3.43	3.45	78	9.2%
	Family	3.32	3.38	99	11.7%
	Property Law	3.54	3.53	19	2.3%
	Industr. / Employment	3.27	3.32	42	5.0%
	Wills and Estates	3.54	3.41	17	2.0%
	Other	3.52	3.46	14	1.7%
	Sig.	**	*		
All data		3.23	3.33	837 [†]	100%

Notes: * = a significant difference between categories of $p < .05$; ** = a highly significant difference $p < .01$; - = a non-significant difference between categories. When there is a significant difference between more than 2 categories, subscript letters indicate which other categories are significantly different from the present one.

[†] = the maximum number of respondents. NB. Some respondents may not have answered all category questions. Categories with 10 or fewer respondents are not reported.

8. Analysis of Harassment questions by biographical category

Four types of harassment were examined in the survey.

- Discrimination
- Sexual Harassment
- Workplace Bullying
- Judicial Bullying

The incidence of each category was examined and those respondents who reported they had been affected by each category were then asked a series of questions about the type of harassment and who was responsible for the harassment. The tables in this section show the frequency and percentages for each of these measures, broken down by six key category questions. Larger tables in the appendix show these factors broken down by sub-type.

Harassment in the last year

As illustrated in Table 8.1, 16% of male barristers and 36% of female barristers reported that they felt they had been discriminated against in the last year.

Some 2% of male barristers and 16% of female barristers reported that they had been sexually harassed while 20% of male barristers and 37% of female barristers reported that they had been bullied in the workplace in the last year. Thus, female respondents were more than twice as likely as males to report they had been discriminated against, and females were eight times as likely to report they had experienced sexual harassment, and nearly twice as likely to report workplace bullying than males.

Respondents considering themselves to belong to an ethnic minority did not report markedly different rates of sexual harassment or workplace bullying, but did report a higher rate of discrimination. Respondents considering themselves as disabled reported more than three times the rate of discrimination and twice the level of sexual harassment and workplace bullying, although caution should be exercised in interpretation of the latter figures due to the low numbers involved.

There is some indication that those working in the Family area of practice may experience more sexual harassment and bullying than other areas, although with the sometimes low numbers involved it is difficult to reach a strong conclusion.

Appendix 13.1 show the above data broken down by type of Discrimination. Of these, gender discrimination is the most common (reported by 33% of female respondents compared to 9% of males), followed by Age discrimination (reported 4 times more frequently by females).

Appendix 13.2 contains similar data broken down by type of sexual harassment. Females report sexual harassment at much higher rates than males, with unwelcome sexual conduct unwelcome sexual advances being the common types of sexual harassment.

Appendix 13.3 indicates that the most common type of workplace bullying appears to be linked to age / experience, followed by Gender.

8.1 Number and % of people in each category who reported this type of harassment in the last year

		Discrimination	Sexual Harassment	Workplace Bullying	Total respondents
		Count (%)	Count (%)	Count (%)	N
Gender	Male	78 (16%)	9 (2%)	99 (20%)	503
	Female	119 (36%)	52 (16%)	121 (37%)	334
Do you belong to an ethnic minority group?	Yes	36 (33%)	10 (9%)	30 (28%)	110
	No	160 (22%)	50 (7%)	191 (26%)	733
Do you consider yourself disabled?	Yes	10 (71%)	2 (14%)	7 (50%)	14
	No	186 (23%)	59 (7%)	215 (26%)	829
Do you care for dependents?	Yes	129 (25%)	44 (9%)	141 (28%)	515
	No	68 (20%)	18 (5%)	85 (25%)	341
How many years have you been in practice?	less than 1	5 (14%)	2 (6%)	3 (9%)	35
	1 to 5	54 (32%)	23 (14%)	48 (29%)	167
	6 to 10	40 (25%)	14 (9%)	50 (31%)	163
	11 to 15	39 (29%)	11 (8%)	41 (30%)	139
	16 to 20	15 (15%)	5 (5%)	34 (34%)	101
	More than 20	43 (18%)	6 (3%)	47 (20%)	240
What is your main area of practice?	Criminal	43 (26%)	18 (11%)	64 (39%)	168
	Civil	16 (19%)	5 (6%)	21 (26%)	84
	Child Protection / Welfare	7 (39%)	2 (11%)	11 (58%)	19
	Admin / Constitutional	9 (21%)	3 (7%)	3 (7%)	44
	Tax	3 (13%)	1 (4%)	3 (13%)	24
	Commercial	57 (24%)	12 (5%)	40 (17%)	236
	Personal Injury	20 (26%)	5 (6%)	21 (27%)	78
	Family	29 (29%)	11 (11%)	41 (42%)	99
	Property Law	2 (11%)	0 (0%)	3 (16%)	19
	Industr. / Employment	8 (19%)	2 (5%)	7 (17%)	42
	Wills and Estates	1 (6%)	1 (6%)	4 (25%)	17
	Other	1 (7%)	1 (8%)	3 (21%)	14
	All data		197 (23%)	62 (7%)	226 (27%)

Harassment in the last five years and Judicial Bullying

When the questions were asked about experiences of harassment across the previous five years (in line with a questions asked in a previous survey), a similar pattern emerged, with women reporting relatively more discrimination, sexual harassment and workplace bullying than their male counterparts (see Table 8.2). Additionally, 59% of all Barristers reported they had experienced Judicial Bullying (no time period specified).

Barristers who considered themselves to belong to an Ethnic minority reported they experienced higher levels of discrimination but similar levels of other harassment.

Barristers who consider themselves disabled reported that they experienced more discrimination and bullying than non-disabled colleagues.

Reported workplace bullying was relatively consistent across all category questions (except for those who were in the least and the most years of practice categories, which were lower). Judicial bullying was generally high for all categories except for the least experienced groups.

8.2 Number and % of people in each category who reported this type of harassment in the 5 years*

		Discrimination	Sexual Harassment	Workplace Bullying	Judicial Bullying*	Total respondents
		Count (%)	Count (%)	Count (%)	Count (%)	N
Gender	Male	66 (13%)	7 (1%)	128 (25%)	276 (55%)	503
	Female	116 (35%)	84 (25%)	157 (47%)	216 (66%)	334
Do you belong to an ethnic minority group?	Yes	34 (31%)	12 (11%)	36 (33%)	66 (61%)	110
	No	147 (20%)	78 (11%)	250 (34%)	428 (59%)	733
Do you consider yourself disabled?	Yes	9 (64%)	1 (7%)	8 (57%)	10 (71%)	14
	No	173 (21%)	90 (11%)	278 (34%)	485 (59%)	829
Do you care for dependents?	Yes	113 (22%)	60 (12%)	178 (35%)	306 (61%)	515
	No	69 (20%)	31 (9%)	113 (33%)	196 (58%)	341
How many years have you been in practice?	less than 1	7 (20%)	3 (9%)	5 (14%)	13 (37%)	35
	1 to 5	50 (30%)	30 (18%)	62 (37%)	80 (48%)	167
	6 to 10	36 (22%)	27 (17%)	70 (43%)	96 (60%)	163
	11 to 15	29 (21%)	12 (9%)	47 (34%)	92 (66%)	139
	16 to 20	19 (19%)	9 (9%)	44 (44%)	65 (65%)	101
	More than 20	40 (17%)	9 (4%)	60 (25%)	151 (63%)	240
What is your main area of practice?	Criminal	32 (19%)	24 (14%)	79 (47%)	128 (76%)	168
	Civil	15 (18%)	6 (7%)	28 (33%)	50 (60%)	84
	Child Protection / Welfare	7 (37%)	3 (16%)	15 (79%)	17 (90%)	19
	Admin / Constitutional	11 (25%)	7 (16%)	9 (21%)	15 (35%)	44
	Tax	3 (13%)	1 (4%)	3 (13%)	6 (25%)	24
	Commercial	56 (24%)	23 (10%)	51 (22%)	112 (48%)	236
	Personal Injury	20 (26%)	6 (8%)	22 (28%)	44 (56%)	78
	Family	21 (21%)	12 (12%)	50 (51%)	76 (77%)	99
	Property Law	4 (21%)	1 (5%)	7 (37%)	5 (26%)	19
	Industr. / Employment	8 (19%)	6 (14%)	9 (21%)	23 (55%)	42
	Wills and Estates	3 (18%)	0 (0%)	9 (53%)	9 (56%)	17
	Other	1 (7%)	1 (7%)	5 (36%)	10 (71%)	14
	All data		182 (21%)	91 (11%)	291 (34%)	502 (59%)

Notes. * = Following the format used in previous surveys, no time limit was specified for the Judicial Bullying question.

Type of Person analysis

The three categories of discrimination questions in the survey (Discrimination, Sexual Harassment and Workplace Bullying) required respondents to indicate who had perpetrated the harassment or discrimination in the last year by ticking 'all that apply'.

Tables 8.3 and 8.4 below show the number of respondents who indicated which type of person who was responsible for the harassment or discrimination experienced in the last year. Table 8.3 shows those perpetrators who were internal to the Bar and 8.4 shows those who were external to the Bar. Please note that not everyone who indicated they had experienced harassment or discrimination provided the type of person responsible for the discrimination, and so total responses will not tally between tables.

8.3 Discrimination in the last year by 'Internal' perpetrators		Discrimination	Sexual Harassment	Workplace Bullying
Type of Person	Co-counsel	22 (3%)	7 (1%)	9 (1%)
	Opposing Counsel	52 (6%)	12 (1%)	77 (9%)
	Colleague / Other barrister	52 (6%)	36 (4%)	25 (3%)
	Other (internal / external not specified)	33 (4%)	5 (1%)	11 (1%)

8.4 Discrimination in the last year by 'External' perpetrators		Discrimination	Sexual Harassment	Workplace Bullying
Type of Person	Instructing Solicitor	79 (9%)	5 (1%)	16 (2%)
	Judicial Officer	71 (8%)	4 (0%)	175 (21%)

Judicial Bullying Type of Court Analysis

When asked 'Have you ever experienced 'Judicial Bullying'?' 59% of respondents indicated they had, and went on to answer further questions about their experience (see Table 8.2). Please note, following the format of other surveys using this question, no time limit was specified, so the time limit for this question is assumed to mean over the course of their career.

Appendix 13.4 provides details of the types of court in which Judicial Bullying was reported. The most common Court in which Judicial Bullying was reported was Magistrates Court (25% of respondents), followed by County Court (20%), Federal Circuit Court (12%), Supreme Court (11%) and Federal Court (6%). Judicial bullying was reported in other courts at rates of less than 5%. Please note, this data should be carefully interpreted as it was not possible to tell whether the relative difference across courts is merely due to the greater frequency in which Barristers appeared in these Courts.

9. Advanced Analysis: predicting overall QoWL

The Victorian Bar 2018 Quality of Working Life survey generated a very rich data set. To provide a more in-depth analysis a hierarchical multiple regression analysis was conducted on the data. This type of analysis investigates how well sets of variables statistically predict scores on the overall QoWL question: “I am satisfied with the overall quality of my working life”.

Four sets of variables were analysed, the first set contained gender, age, working hours and additional hours. Taken together these four measures only predicted 0.7% of the variance in the overall QoWL question. The 6 QoWL factors were then added as a further set of variables, and this made a significant improvement to prediction of overall QoWL which then together accounted for 60.1% of the variance. Adding experience of judicial bullying did not make a significant improvement to the prediction of the overall QoWL question. Finally, the Barrister Wellbeing factors were added and these did make a significant change, with the final four sets of variables together accounting for a total 62.3% of the variance in the overall QoWL question. See table below for details.

Variable sets ^a	R	R Square	Adjusted R Square	Std. Error of the Estimate	Significance of Change
1	.109	.012	.007	.842	.05
1 & 2	.779	.607	.601	.533	<.001
1, 2 & 3	.779	.607	.601	.534	<.001
1, 2, 3 & 4	.794	.630	.623	.519	<.001

a. 1: Gender, age, working hours, additional hours; 2: General Wellbeing (GWB), Working Conditions (WCS), Job and Career Satisfaction (JCS), Demand (DMD), Change (CHN), Home-work interface (HWI); 3: Have you experienced judicial bullying; 4: Psychological Wellbeing (PWB), Perfectionism (PER), Workload Management (WLM), Role Management (RLM), Supportive Work Environment (SWE).

The table below shows how in the final model 7 of the 16 variables entered were significant predictors of overall quality of working life.

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Err	Beta		
(Constant)	-1.10	0.27		-4.06	< .001
General Wellbeing (GWB)	0.46	0.05	0.43	9.63	< .001
Psychological Wellbeing (PWB)	0.15	0.04	0.15	3.63	< .001
Perfectionism (PER)	0.09	0.03	0.09	3.23	< .001
Role Management (RLM)	0.17	0.05	0.09	3.37	< .001
Working Conditions (WCS)	0.11	0.04	0.10	2.95	< .001
Supportive Work Environment (SWE)	0.11	0.05	0.08	2.36	0.02
Job-Career Satisfaction (JCS)	0.10	0.05	0.07	2.04	0.04

Dependent Variable: qw14: I am satisfied with the overall quality of my working life

The ‘t’ values show the GWB factor was the best predictor of ratings of overall quality of working life followed by PWB and then RLM (higher values of these factors are associated with higher overall quality of working life). These are therefore the factors might be prioritised when considering interventions to improve the quality of working life of Victorian Bar members.

10. Open Question Themed Analysis

Open questions are those questions where the survey participant can provide an unconstrained textual response. The responses which arise from such ‘open’ or ‘free text’ questions are analysed by reading all responses and then categorising them into themes. The percentage of responses which contain a particular theme is then calculated. The results of this analysis are presented in the tables below. Please note: respondents often made multiple comments to the open question and so the total number of responses will add up to more than 100%. Two open questions are analysed in this report, one concerned with overall quality of working life, the second with Judicial Bullying.

1. Improving Quality of Working Life

This open question was concerned with the overall experience of working as a barrister was:

‘How could your quality of working life be improved?’

In the survey 381 (45%) out of the 856 valid responses contained an answer to this open question.

In the table below, the percentage of the people who mentioned the issue out of those who returned an answer to the open question is reported. Indicative, anonymised responses have been provided. Response categories contributed to by less than three respondents are not reported.

Area of concern	Indicative comments	% of comments
Better judicial behaviour/ selection	<p><i>Judicial bullying especially in long running cases is excruciating.</i></p> <p><i>Judicial bullying is alive and well.</i></p> <p><i>Mandatory continuing evaluation and public reporting of the behaviour and competence of judicial officers.</i></p> <p><i>Actual consequences and disciplinary action for bad behaviour by judicial officers. This is a MAJOR issue in the profession.</i></p> <p><i>There needs to be a process to complain about judicial behaviour without fear of being subject to repercussions.</i></p> <p><i>Stop appointing those who have little to no courtroom experience.</i></p> <p style="text-align: right;"><i>Continued...</i></p>	16.5%

Area of concern	Indicative comments	% of comments
	<p><i>For judges to treat us with the same respect that they expect us to treat them with.</i></p> <p><i>A more consistent approach to the appointment of judiciary.</i></p> <p><i>Judicial officers need to be far more courteous in dealing with lawyers and litigants.</i></p>	
Fair/timely payment for work done	<p><i>If legally aided matters were paid at a level closer to commensurate with the work required to perform them.</i></p> <p><i>State criminal work - OPP and VLA is underpaid.</i></p> <p><i>If solicitors paid the fees they owe.</i></p> <p><i>Better remuneration from government work.</i></p> <p><i>Being paid for preparation and the extra work done on briefs.</i></p>	13.4%
Work-life balance	<p><i>Clear breaks on the weekend - that is, the whole of the weekend be treated as non-work time.</i></p> <p><i>Shorter working hours, less weekend work.</i></p> <p><i>There is still a significant culture amongst both barristers and solicitors in large commercial disputes which values (and often demands) working unsustainably long hours and being seen to be available well outside of business hours.</i></p>	9.7%
Court scheduling/late briefing	<p><i>I am an organised person but the lack of control over my time is what causes me the most stress.</i></p> <p><i>By having adequate time to prepare matters by not being given last minute instructions</i></p> <p><i>Solicitors and clients being more reasonable in their foreshadowing of their own requirements/demands, in meeting the timetables that they set.</i></p>	7.3%
Peer support	<p><i>More Informal /social events with judicial officers, court staff, colleagues etc.</i></p> <p><i>I feel somewhat isolated and feel I have not developed many real friendships at the Bar.</i></p> <p><i>More social events.</i></p> <p style="text-align: right;"><i>Continued...</i></p>	5.8%

Area of concern	Indicative comments	% of comments
	<p><i>More support from VicBar debriefing in toxic case, more support for junior barristers in particular.</i></p> <p><i>I feel life at the bar is very isolating, and I'm not sure how to build up a sense of collegiality with those around me.</i></p>	
Diversity /fairness/ equality issues	<p><i>Clerks billing women of similar competence/experience at the same rate as men: there is definitely a "wage" gap when it comes to clerks setting fee rates.</i></p> <p><i>Young female barristers need to be respected and empowered, not belittled and constantly stereotyped by their gender. I do not want to be called 'darling' or 'girl' I want to be addressed by my name.</i></p> <p><i>More awareness of gender discrimination at the bar. Young female barristers are not given a fair go. They are not taken seriously.</i></p> <p><i>The Victorian Bar needs to assist people with disabilities in the same way they assist barristers on the basis of gender.</i></p> <p><i>In particular in family law, I continue to see only males at the Bar table doing property cases and high profile cases and females doing the children's matters.</i></p> <p><i>Junior barristers are forced disproportionately to take on non-paying work.</i></p> <p><i>I am a woman who practices in commercial litigation. I would like to share more of the bigger and more financially lucrative work with the men who practice in Commercial litigation.</i></p>	5.2%
Childcare issues	<p><i>More family friendly hours. More flexible working conditions to allow me to care for young children.</i></p> <p><i>Judicial acknowledgment and accommodation of being a working mother.</i></p> <p><i>My quality of working life would be greatly assisted by programs to assist me re-integrate back to work, a Vic Bar child care network.</i></p> <p><i>Positive measures to promote re-establishment of practice at the Bar after maternity leave/ leave due to carer responsibility.</i></p>	5%

Area of concern	Indicative comments	% of comments
Stress at work	<p><i>Young barristers are caught in the middle and are scapegoated for the hectic pressures.</i></p> <p><i>By a more manageable workload.</i></p> <p><i>Learn to deal better with stress and anxiety.</i></p> <p><i>Cont.</i> <i>I get very stressed to the point it impacts on my sleep and physically.</i></p> <p><i>It is important that the Bar becomes more proactive rather than reactive to its members health and wellbeing.</i></p> <p><i>Guidance about dealing with insomnia - particularly leading up to and in trial.</i></p>	4.7%
Regular work flow	<p><i>If listings in the County Court were more consistent so the flow of work was steadier.</i></p> <p><i>More work.</i></p>	3.7%
Concerns about equality programmes	<p><i>The Bar could cease its annoying pre-occupation with "gender equality" and "equitable briefing for women", an entirely false and unnecessary campaign.</i></p> <p><i>There is far too much focus on gender issues at the Bar, rather than attention being directed as to what unites us all as independent advocates, irrespective of gender.</i></p> <p><i>The Bar Council needs to actively represent the Bar - all of it - including the male members and not be distracted by trendy political issues.</i></p> <p><i>Removal of discriminatory briefing policies favouring young female barristers</i></p> <p><i>More opportunities for younger and mid career male barristers whose work opportunities and career progression are now being impacted by government and Vicbar affirmative action briefing policies favouring women.</i></p>	3.7%
Better training on practical aspects	<p><i>Better training re practical aspects of managing practice, using IT etc</i></p> <p><i>Training for counsel on bullying</i></p> <p style="text-align: right;"><i>Continued...</i></p>	3.1%

Area of concern	Indicative comments	% of comments
	<p><i>Education about technological advancements is critical - eg etrials etc - more of that please.</i></p> <p><i>More CPD events.</i></p> <p><i>There may also be a focus in CPDs for the Bar on ways to manage stress or to make your practice less stressful</i></p> <p><i>More training around building a sustainable practice, which includes training on setting boundaries (how to say no and managing your emails and availability) and building recovery time and self care into your practice</i></p> <p><i>Better training re financial management,</i></p>	
More briefs/ more variety	<p><i>More briefs</i></p> <p><i>More briefs with more variety.</i></p>	3.1%
Happy at the Bar	<p><i>I'm very happy with things at the Bar.</i></p> <p><i>It's fine</i></p>	2.4%
More respectful behaviour among peers	<p><i>The biggest thing taking a toll on my well-being at the Bar from time to time has been having to deal with unpleasant male aggression from opposing counsel.</i></p>	2.1%
Mentoring	<p><i>I would like a much more structured mentoring program so that I knew there was someone I could contact if I needed assistance.</i></p> <p><i>I would like to see greater consistency across mentors in terms of the support and encouragement they provide to their mentees.</i></p>	1.3%
.....and some lighter comments	<p><i>bring back wigs</i></p> <p><i>build some more sexy chambers.</i></p> <p><i>Everyone should dance to my tune.</i></p> <p><i>If judges accepted my submissions/ruled in my favour more regularly</i></p> <p><i>Less ego. More chocolate.</i></p>	

2. Judicial Bullying

In response to a question about whether they experienced Judicial Bullying, 494 (58%) of the 856 valid responses contained an answer to this open question:

“What form did this Judicial Bullying take?”

In the table below, the percentage of the people who mentioned the issue out of those who returned an answer to the open question is reported. Indicative, anonymised responses have been provided. Response categories contributed to by less than three respondents are not reported.

Please note: Respondents often made multiple comments to the open question and so the total number of responses will add up to more than 100%.

Area of concern	Indicative comments	% of comments
Denigration	<p><i>Demeaning my arguments and mistakes.</i></p> <p><i>Abuse is the norm.</i></p> <p><i>Belittling comments and demeanour.</i></p> <p><i>Public humiliation.</i></p> <p><i>Denigration and ridicule esp in open court.</i></p> <p><i>Mocking of questions put in cross-examination.</i></p> <p><i>Relentless, belittling comments from the bench which left me no opportunity to make my client's submissions.</i></p>	26%
Personal attack	<p><i>Personal comments from the judicial officer about my role or work.</i></p> <p><i>Abuse of the judicial position to make unnecessary comments and attacks that were personal rather than legitimate complaints about the case or its presentation.</i></p> <p><i>Unreasonable criticism not directed to other counsel.</i></p> <p><i>Judicial bullying comes in the form of personal attacks on counsel and their professional judgement or character.</i></p> <p><i>Overall, the commonest form of judicial bullying is grossly discourteous and disrespectful behaviour from the bench, in public, in front of clients and other lawyers.</i></p>	11.1%

Area of concern	Indicative comments	% of comments
Rude	<p><i>Rude and unnecessarily and unjudicial personal comments from the bench.</i></p> <p><i>Unwarranted rudeness to another member of counsel.</i></p> <p><i>Rude, arrogant and insolent verbal and non-verbal behaviour.</i></p> <p><i>Eye rolls and inappropriate comments from the bench.</i></p> <p><i>Patronising behaviour and rudeness.</i></p> <p><i>Rude and sarcastic behavior by a Judge.</i></p> <p><i>Rude arrogant manner from judicial officer.</i></p> <p><i>Rude remarks, sarcasm, attempts to embarrass.</i></p> <p><i>Sarcasm</i></p>	10.2%
Shouting	<p><i>Shouting at counsel and self-represented litigants</i></p> <p><i>Judge yelling without good reason.</i></p> <p><i>Screaming.</i></p> <p><i>Yelling Swearing by judicial officer .</i></p> <p><i>Over weeks repeated shouting with anger.</i></p> <p><i>Yelling and being spoken to like a child.</i></p> <p><i>Yelled and screamed at.</i></p>	10%
Interference with submission	<p><i>Curtailling the ability to form a submission.</i></p> <p><i>Intimidatory refusal to accept submissions.</i></p> <p><i>Refusal to hear submissions.</i></p>	6%
Favouritism/ bias	<p><i>challenging the case being submitted based on an opinion of the client's behaviour, not on what had been put based on relevant principles.</i></p> <p><i>Reaching adverse conclusions before hearing any argument on the issue.</i></p>	5.6%

Area of concern	Indicative comments	% of comments
Aggressive	<p><i>Inappropriate remarks; overt aggression/hostility</i></p> <p><i>Aggressive attitude of Judge. At times treated as if I was the Accused.</i></p> <p><i>condescending impatient verbally abusive and aggressive.</i></p> <p><i>Sarcastic and aggressive questioning and comments about my case and myself.</i></p> <p><i>Harassment verbal abuse emotional abuse.</i></p>	8.9%
Interruption	<i>Repeated interruptions to submissions, to point where unable to complete a sentence.</i>	4.2%
Bullying	<p><i>I have been regularly bullied and abused by judicial offices in both the County and Magistrates Court.</i></p> <p><i>"Judicial bullying" is all pervasive.</i></p>	3%
Overly critical	<i>Unwarranted criticism and Abuse from the bench, unfair treatment procedurally.</i>	1.9%
Intimidation by judge	<p><i>Judge making fun of and belittling counsel and not allowing any defence or response so using fact that we can't talk when they talk to yell and try to intimidate.</i></p> <p><i>Inappropriate threats.</i></p>	2.1%
Gender bias	<p><i>Gender discrimination / bias towards counsel of opposing gender.</i></p> <p><i>Terrible two days in the Magistrates Court before a Magistrate who abused both myself and opposing counsel both of us female barristers.</i></p>	1.4%

11. Full Reporting and Data Analysis

The survey of Quality of Working Life at The Victorian Bar produced a rich and comprehensive data set (containing both quantitative and qualitative data). Whilst the present document provides an overview of the key factors involved, it is possible to produce a more detailed analysis of all data gathered.

Benefits of Full Reporting

- A full report enables a detailed and accurate picture of quality of working life across the organisation, which is benchmarked against the average for the sector.

Summary of Full Report Contents

- **Analysis of overall quality of working life and associated factors.** An overall picture of quality of working life is provided.
- **Full, benchmarked analysis of responses to individual questions.** This section provides feedback on all of the questions asked in the three scales included in the survey. An example is provided below based on The Victorian Bar results for q32: “I am satisfied with the overall quality of my working life”.
- **Feedback on sample size data and graphs each biographical category question** e.g. gender, ethnicity, age, disability etc., as well as your staff categories. This provides a full demographic picture of responses to the survey and provides survey validation data.
- **Summary tables for counts and percentages for each question.** Three tables are provided, one for each scale in the survey. In each table questions are ranked in terms of percentage agreement. Four statistics are provided for each question: percentage agreement, mean, standard deviation, and number of respondents to the question.
- **Advanced analysis section.** A statistical analysis (multiple regression) of the factors that most strongly predict responses to the overall quality of working life question.

12. References

Easton, S. & Van Laar, D.L. (2018). *User Manual of the WRQoL scale*. University of Portsmouth: Portsmouth. ISBN: 9781861376398

13. Appendices

This section contains details of the type of discrimination, sexual harassment, workplace and judicial bullying experienced by respondents.

- 13.1 Percentage of people in each category who reported this type of Discrimination in the last year
- 13.2 Percentage of people in each category who reported this type of Sexual Harassment in the last year
- 13.2 Percentage of people in each category who reported this type of Workplace Bullying in the last year
- 13.4 The percentage of people who reported judicial bullying in each type of court

13.1 Percentage of people in each category who reported this type of Discrimination in <u>the last year</u>		Age	Family Circumstances	Disability	Gender	Gender identity	Sexual orientation	Political beliefs	Religious beliefs	Race / ethnicity	Other	%s calculated from a total of...	
Gender	Male	3%	1%	-	9%	-	1%	1%	1%	3%	1%	503	
	Female	12%	7%	1%	33%	1%	1%	-	1%	2%	3%	334	
Do you belong to an ethnic minority group?	Yes	8%	3%	3%	16%	-	-	2%	5%	16%	2%	110	
	No	6%	3%	-	19%	-	1%	-	-	1%	2%	733	
Do you consider yourself disabled?	Yes	29%	7%	21%	50%	-	-	-	21%	14%	-	14	
	No	6%	3%	-	18%	-	1%	1%	1%	3%	2%	829	
Do you care for dependents?	Yes	6%	5%	1%	20%	-	1%	-	1%	3%	2%	515	
	No	8%	1%	-	16%	-	1%	1%	-	3%	1%	341	
How many years have you been in practice?	less than 1	3%	3%	-	9%	-	3%	-	-	6%	-	35	
	1 to 5	13%	4%	1%	26%	-	1%	2%	2%	4%	1%	167	
	6 to 10	6%	6%	1%	22%	-	1%	-	-	3%	1%	163	
	11 to 15	6%	4%	1%	23%	1%	2%	-	2%	5%	4%	139	
	16 to 20	2%	2%	-	14%	1%	-	-	-	2%	-	101	
	More than 20	5%	1%	-	11%	-	1%	1%	-	-	3%	240	
What is your main area of practice?	Criminal	6%	4%	1%	19%	1%	1%	1%	-	5%	4%	168	
	Civil	6%	4%	1%	13%	-	-	-	-	2%	-	84	
	Child Prot. / Welfare	11%	6%	-	39%	-	-	-	-	-	6%	19	
	Admin / Constitutional	5%	5%	-	14%	-	2%	-	-	-	-	44	
	Tax	-	-	-	13%	-	-	-	-	-	-	24	
	Commercial	6%	3%	-	20%	-	2%	1%	2%	3%	2%	236	
	Personal Injury	9%	4%	-	20%	-	-	1%	-	4%	-	78	
	Family	9%	3%	1%	20%	-	2%	-	1%	2%	3%	99	
	Property Law	5%	5%	-	5%	-	-	-	-	-	-	19	
	Industr. / Employment	5%	2%	-	21%	-	2%	-	-	2%	-	42	
	Wills and Estates	-	-	-	-	-	-	-	6%	6%	-	-	17
	Other	7%	-	7%	7%	-	-	-	-	7%	7%	-	14
All data		6%	3%	1%	18%	-	1%	1%	1%	3%	2%	856	

13.2 Percentage of people in each category who reported this type of Sexual Harassment in the last year		Unwelcome sexual advance	Unwelcome request for sex. favours	Unwelcome sexual conduct	Other	%'s calculated from a total of...
Gender	Male	-	-	1%	1%	503
	Female	7%	2%	10%	10%	334
Do you belong to an ethnic minority group?	Yes	5%	-	4%	4%	110
	No	2%	1%	4%	4%	733
Do you consider yourself disabled?	Yes	7%	-	-	-	14
	No	3%	1%	4%	4%	829
Do you care for dependents?	Yes	4%	1%	5%	5%	515
	No	1%	-	4%	4%	341
How many years have you been in practice?	less than 1	-	-	6%	6%	35
	1 to 5	7%	-	7%	7%	167
	6 to 10	3%	1%	5%	5%	163
	11 to 15	2%	2%	6%	6%	139
	16 to 20	4%	1%	3%	3%	101
	More than 20	-	1%	1%	1%	240
What is your main area of practice?	Criminal	4%	1%	7%	7%	168
	Civil	2%	-	5%	5%	84
	Child Prot. / Welfare	6%	6%	-	-	19
	Admin / Constitutional	-	-	7%	7%	44
	Tax	4%	-	-	-	24
	Commercial	3%	1%	2%	2%	236
	Personal Injury	5%	1%	3%	3%	78
	Family	3%	2%	9%	9%	99
	Property Law	-	-	-	-	19
	Industr. / Employment	-	2%	2%	2%	42
	Wills and Estates	-	-	6%	6%	17
	Other	-	-	8%	8%	14
All data		3%	1%	4%	4%	856

13.3 Percentage of people in each category who reported this type of Workplace Bullying in the last year

		Gender	Age / experience	race	Sexual orientation	Other	%'s calculated from a total of...
Gender	Male	1%	6%	1%	-	8%	503
	Female	19%	20%	1%	-	9%	334
Do you belong to an ethnic minority group?	Yes	6%	13%	3%	-	5%	110
	No	9%	11%	-	-	8%	733
Do you consider yourself disabled?	Yes	7%	21%	-	-	21%	14
	No	8%	11%	1%	-	8%	829
Do you care for dependents?	Yes	10%	11%	1%	-	8%	515
	No	6%	11%	-	-	8%	341
How many years have you been in practice?	less than 1	3%	9%	-	-	-	35
	1 to 5	10%	18%	1%	-	7%	167
	6 to 10	10%	17%	1%	-	9%	163
	11 to 15	11%	12%	1%	-	7%	139
	16 to 20	9%	9%	-	1%	14%	101
	More than 20	5%	4%	-	-	7%	240
What is your main area of practice?	Criminal	10%	15%	1%	-	14%	168
	Civil	2%	15%	1%	-	6%	84
	Child Prot. / Welfare	16%	21%	-	-	32%	19
	Admin / Constitutional	-	2%	-	-	2%	44
	Tax	-	4%	-	-	4%	24
	Commercial	6%	8%	-	-	3%	236
	Personal Injury	12%	16%	1%	-	7%	78
	Family	18%	13%	2%	1%	11%	99
	Property Law	11%	11%	-	-	-	19
	Industr. / Employment	7%	2%	-	-	7%	42
	Wills and Estates	6%	13%	-	-	13%	17
Other	7%	21%	-	-	7%	14	
	All data	8%	11%	1%	-	8%	856

NB. The *Family circumstances* category was not indicated by any respondents.

13.4 The percentage of people who reported judicial bullying (with no time limit specified) in each type of court		Commonw. AAT	County Court	Court of Appeal	Federal Court	Federal Circuit Court	Family Court	Magistrates Court	Supreme Court	VCAT	Other	%'s calculated from a total of...
Gender	Male	-	19%	4%	7%	8%	3%	24%	14%	2%	2%	503
	Female	1%	22%	2%	6%	19%	3%	28%	8%	3%	6%	334
Do you belong to an ethnic minority group?	Yes	1%	18%	-	5%	17%	6%	26%	11%	3%	4%	110
	No	-	20%	4%	6%	12%	3%	25%	11%	3%	4%	733
Do you consider yourself disabled?	Yes	-	29%	7%	7%	7%	-	36%	14%	21%	7%	14
	No	1%	20%	3%	6%	13%	3%	25%	11%	3%	4%	829
Do you care for dependents?	Yes	1%	21%	3%	7%	13%	3%	26%	11%	3%	5%	515
	No	-	19%	4%	6%	12%	4%	25%	12%	2%	2%	341
How many years have you been in practice?	less than 1	-	9%	-	3%	9%	-	29%	-	3%	-	35
	1 to 5	-	12%	1%	3%	10%	1%	28%	3%	4%	4%	167
	6 to 10	1%	26%	1%	3%	11%	2%	38%	9%	3%	3%	163
	11 to 15	1%	26%	2%	8%	14%	3%	29%	13%	4%	2%	139
	16 to 20	-	16%	3%	9%	16%	2%	21%	16%	5%	8%	101
	More than 20	1%	22%	8%	9%	13%	6%	15%	18%	1%	4%	240
What is your main area of practice?	Criminal	-	46%	5%	-	4%	1%	52%	6%	1%	2%	168
	Civil	-	23%	4%	12%	4%	-	29%	16%	2%	1%	84
	Child Prot. / Welfare	-	5%	-	-	21%	5%	26%	5%	-	68%	19
	Admin / Constitutional	2%	2%	5%	7%	14%	2%	7%	16%	5%	2%	44
	Tax	-	-	-	21%	-	-	-	8%	-	-	24
	Commercial	-	9%	6%	9%	2%	1%	20%	19%	4%	3%	236
	Personal Injury	1%	44%	-	3%	-	-	22%	4%	1%	1%	78
	Family	-	4%	-	1%	70%	20%	14%	1%	1%	2%	99
	Property Law	-	5%	-	-	-	-	11%	11%	16%	-	19
	Industr. / Employment	-	2%	2%	21%	21%	-	19%	2%	-	5%	42
	Wills and Estates	-	25%	-	-	-	6%	13%	38%	13%	-	17
	Other	7%	36%	-	7%	21%	-	21%	29%	21%	-	14
All data		1%	20%	3%	6%	12%	3%	25%	11%	3%	4%	856

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