

Muntjiltjarra Wurrugumu Group

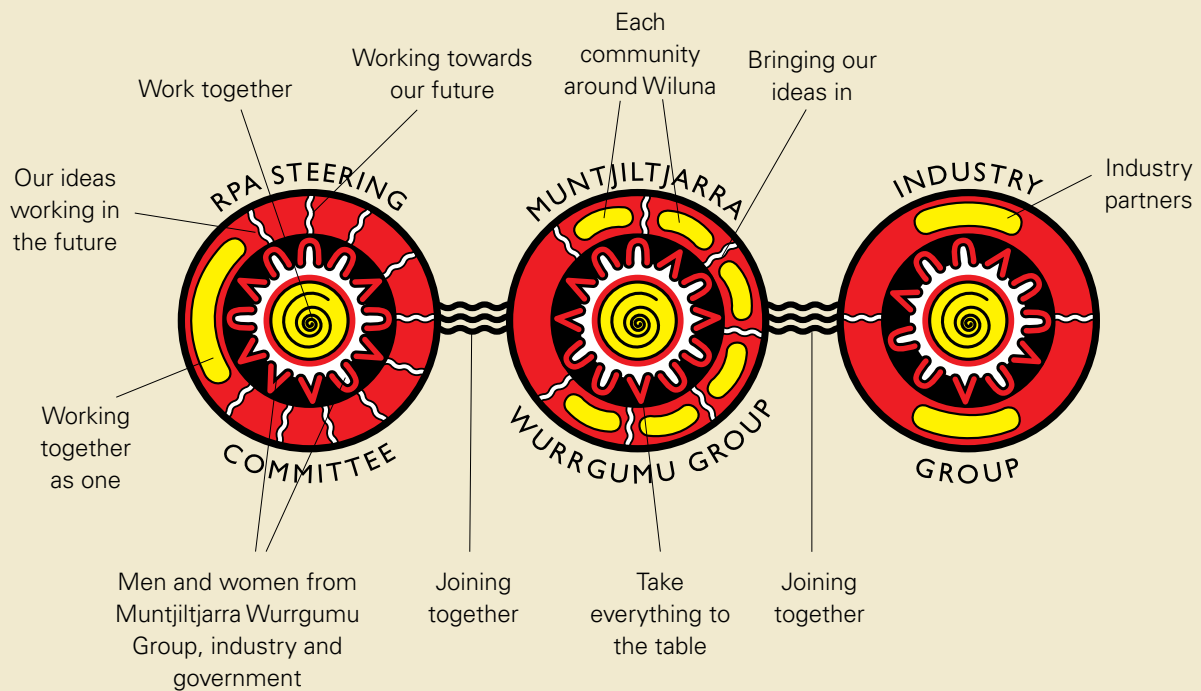
**Martu Attitudinal Survey
Wiluna Region, WA, 2013
Survey Background and Summary**



Wiluna Regional Partnership Agreement

The story of the Wiluna Regional Partnership Agreement logo

Designed by Regina Newland



Wiluna Regional Partnership Agreement

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Foreword



The Martu leaders of the Wiluna Shire, Western Australia, have long been concerned about their young people and hope that they are able to find jobs, especially in the mining industry. They have been concerned about unemployment among their adult population as well. 'Why aren't people taking up jobs?' they wanted to know. In this report they provide the answers to that question, answers given in a household survey that the Martu themselves designed and carried out. By empowering themselves through taking decisive action they have strengthened their communities. They have given their community members a voice, and when people state their concerns, they find the language to describe the problems and to find the solutions.

When the Martu leaders formed the Muntjiljarra Wurrugumu Group (MWG) they brought together key people from the Wiluna, Bondinni, Kutkububba, Ngurra Yuldoo and Windidda communities. It was the MWG that undertook an attitudinal survey of residents to understand the opportunities for and obstacles to Indigenous employment in their region. By working together to understand what people in their communities think about getting a job they have produced a report that will change the way many Australians think about these issues.

The questions they asked in the survey are the subject of much mythmaking about Aboriginal people and their employment challenge. Among those enduring myths none is more misleading than the idea that Aboriginal Australians do not want to work in the 'white man's world'. Another myth has it that Aboriginal people will never hold down a job because of their 'culture', a term used in this context, I suspect, as code for 'race'. Yet another myth holds that there are no jobs in remote areas 'because there is no economic activity' in these places. These myths are peddled in mainstream, alternative and social media by Indigenous and non-Indigenous opinion leaders alike. But what if there is no evidence for any of these propositions? What if the truth is very different from these beliefs? The leaders who undertook this survey have produced a groundbreaking report on the opportunities and obstacles to Indigenous employment that clearly addresses these myths.

The remarkable achievement of the MWG has been to instill a sense of unity and purpose among community members and to bring people together to plan for a better future for themselves and their children. Martu people work in a range of industries and for government and non-government services: mining companies, cattle stations, tourism and as artists. It is also apparent that many more Martu people want jobs: some want to start businesses in tourism and other industries, some want to get a good education, some want work as rangers looking after country.

Researchers and policy makers in Australia concerned with Indigenous employment outcomes will discover in this report a unique and innovative model for engaging local residents in the challenge of closing the employment gaps. The survey involves a toolbox of techniques and activities that will be invaluable to other communities where the task of finding jobs for Indigenous people is challenging. That Martu people designed and carried out the household survey is, in itself, a breakthrough. Too often, communities are forced to rely on what experts from faraway places say about their situation, and if the residents disagree with the experts their views are rarely acknowledged. The findings of this team of local experts are critical to positive change in this most disadvantaged region of remote Australia; to ignore them would be remiss.

Foreword

It is often the case, as shown in this report, that all that is required to hasten positive change and to overcome disadvantage is leadership. The locals made this point clearly and must have been impressed with the leadership shown by the MWG: the main finding of the research was the priority among the residents for 'Martu showing leadership and working together.' The key to leadership, as the Martu people have shown, is to bring others along on the journey. In addition to the collaboration of the community leaders under the Wiluna Regional Partnership Agreement (WRPA), several mining companies (GWR, Newmont, Rosslyn-Hill Mining and BHPBilliton) partnered to support the project. However, it was the Martu people themselves who wanted to document the views of youth and adults about their aspirations for employment, training, setting up businesses, and the major barriers to those aspirations. This was the foundational task in improving the engagement between employers and Martu people; it's important to note that by supporting the project the mining companies have demonstrated their commitment to employing Martu people who are trained and work-ready.

What ideas do people have to make things better? Families need to take more responsibility, they found. A significant majority agreed with parents being stricter with their children, especially about going out at night. Help to get a driving licence and to get childcare were high on the list of priorities. Programs to overcome alcohol and substance abuse were also regarded as necessary to bring about change. Many want a reduction in the supply of alcohol to the community. Cross-cultural training and awareness is seen as important, and racism in workplaces a real issue. Mining jobs (excluding underground work) and ranger jobs working on country were favourably rated. Most people want to work on their own country and don't like to be kept away from their families. Many agreed that people should work and not just accept Centrelink payments, indicating their opposition to welfare dependence and the poverty it sustains. Others regarded favourably the now defunct CDEP.

Yet while a significant majority has aspirations for a better life through employment, the group found that low self-esteem prevented some from seeking a job. I have no doubt that the fear of racial discrimination is an important factor. Fear was also expressed about rents rising as incomes rise, and this is a significant deterrent for Aboriginal people in communities with housing shortages. Most housing in these communities is public or social housing with fixed rents for low-income residents. The fear of losing accommodation in this context of very scarce (and hence overcrowded) housing is another key deterrent.

I learnt from this report that when people such as the members of the MWG set a high standard of expectations the result is their fellow community members respond well to leadership and to initiatives for problem solving. We know from the Australian and international literature that community development succeeds in these circumstances. This report is a sign of the success that Martu people have achieved. At the very least, this is a foundation for overcoming employment disadvantages and is a plan for a more prosperous economic future. I trust that all those government departments, non-government organisations and private sector companies involved in the Wiluna Shire area take the lead from this important initiative. Certainly, this report has given me hope that there are solutions to the economic underdevelopment of Aboriginal Australia and I congratulate the Martu leaders for showing the way.

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1. Introduction

1.1 Introduction

This report outlines the background, methodology and a summary of key results of a Martu attitudinal survey conducted in 2013 in Wiluna (Western Australia) and surrounding communities.

The survey was researched, conducted and analysed between May and September 2013 by the Muntjiljtarra Wurrugumu Group (MWG). The MWG is made up of the Wiluna, Bondinni, Kutkububba, Ngurra Yuldoo and Windidda communities of Western Australia. It was established in March 2013 as part of the Wiluna Regional Partnership Agreement (WRPA), which was formed under a memorandum of understanding between the Minerals Council of Australia (MCA) and the Australian Government. (The formal title of this document is *Memorandum of Understanding on Indigenous Employment and Enterprise Development between The Australian Government and The Minerals Council of Australia*; it is known locally and referred to here as 'the MoU'.)

The partnership comprises representatives of the MWG, the Australian Government, the WA Government, Wiluna Shire, a number of mining companies in the region, Central Desert Native Title Services, TAFE (in Wiluna, the Durack Institute of Technology), and Wiluna Remote School.

The MoU's purpose is to contribute to the development of self-sustaining and prosperous Aboriginal communities in mining regions where individuals can create and take up employment and business opportunities. The focus is on Aboriginal employability, real jobs, and training and enterprise development in the Wiluna region. (Note: the Wiluna region is defined here as the communities and lands within the Wiluna Shire boundary; further information can be obtained at www.minerals.org.au.)

MWG, as the representative group of Martu families living in Wiluna and adjacent communities, has ownership of the survey results and working papers. *It is important to stress that only through engagement and discussion with Martu people can the nuances and results of the survey be correctly understood.*

Included in this report, as attachments, are the survey questionnaire and a technical review of the survey's validity.

A separate report has been prepared that presents, in table format, the results of the survey with analysis by the MWG and the background information used to prepare this report. That is not a public document and is available only through the MWG when use of the data fully involves Martu participation; interpretation of the data is undertaken in discussion with MWG representatives; and ownership of the data and resulting research remains with the MWG. MWG should be contacted for a more detailed explanation of the attached survey results.

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1.2 Survey background and purpose

The idea of conducting a household survey in the Wiluna region arose during the WRPA co-ordinator's consultations with Wiluna Martu community members. It was suggested that documenting the views of youth and adults about their aspirations for employment, training, setting up businesses, and the major barriers to those aspirations would provide useful information and direction for the work of the WRPA. There was agreement from all members of the WRPA that there are low levels of work participation by Aboriginal people in Wiluna and inadequate engagement by many employers with the local Aboriginal community. This has resulted in a low capacity to respond to work, training and enterprise opportunities.

Subsequently many questions were canvassed in MWG meetings:

- Why aren't people taking up jobs?
- What is it about the practices of some employers that stop people from wanting to work in these workplaces?
- What barriers do people face in their everyday lives that stop them from aspiring to more options in their lives?
- What ideas do people have to make things better?

After a number of discussions the MWG agreed that it would be worthwhile to conduct an attitudinal survey to examine these questions. There was agreement by the MWG that it would provide useful qualitative and quantitative information for not only the WRPA but for the benefit of the broader Martu community to assist with planning around long-term community objectives and priorities.

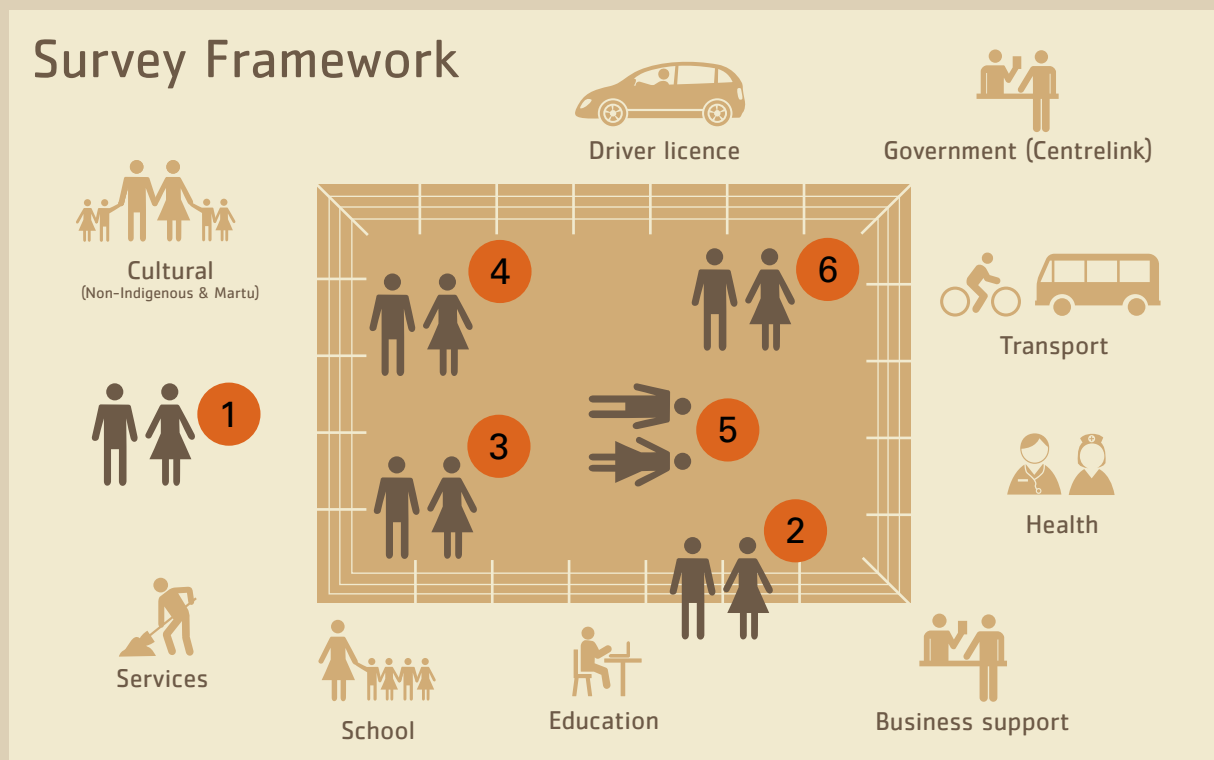
It was agreed that the purpose of the survey was to:

- identify Aboriginal community members' attitudes and aspirations on employment, training and setting up small-scale businesses
- document those things that people identify as blockages preventing them taking up jobs or starting an enterprise
- provide direct input into the Remote Jobs and Communities Plan's (the RJCP) community action plans (CAPs)
- provide the WRPA with qualitative and quantitative data to inform the focus for its work, especially in developing the future direction of the WRPA strategic plan.

To give voice to Wiluna Martu, the MWG considered it essential that the survey be conducted for Martu by Martu. Agreement was reached by the WRPA members to undertake the survey and funding was sought from four of the industry partners and Central Desert Native Title Services (CDNTS); the project was auspiced through the MCA. There was also agreement that the survey would be designed, implemented, tested and analysed by MWG to ensure community participation, ownership and skills development.



MWG members at two of the three workshops conducted to decide the survey's purpose, topics, design and framework.



For survey purposes, the first key issue that needed to be addressed was to understand and define the local employment and unemployment populations in the Wiluna Aboriginal community.

While some survey parameters were clear – such as geographic regions, male and female ratios, community groups – a way was needed to understand how some people were employed and others were not.

To understand difference within the employed–unemployed population, the project team first listed all the blockages they saw Aboriginal people experienced in getting a job. This list was then refined and consolidated into major headings like education, mobility and transport, driver licence issues, substance abuse, discrimination etc.

These themes were then defined as a 'fenced area' that blocked some people from getting a job but not all people. A story / narrative was then developed around different groups of people outside and inside the fence.

These groups included:

- 1** People who had successfully jumped the fence of blockages representing the 'employed'.
- 2** Those who 'sat on the fence' who knew that it was in their interest to get a full-time job, but they were deterred from pursuing this goal because of the loss to them of other benefits like housing, etc.
- 3** Then there were those Aboriginal people in Wiluna who were 'inside the fence' and did not know how to go about getting out of it and getting a job.
- 4** Next there was the category of people like grandparents (who were committed to child minding) or those committed to cultural matters whose priority was not to get a job, but who did not see themselves as being 'unemployed'.
- 5** There was also a group that was 'lying down' inside the fence – who were unlikely to work and were not interested in looking for work.
- 6** Lastly the working group identified the school leavers who were still coming of age and had not yet come up against 'the fence' (of possible impediments to employment).

The question then became how these different groups could be interviewed, what could be learned from people outside the fence, and how could people inside be helped. Importantly, the approach looked for strengths, resources and insights within the community, rather than seeing the community as being weak and needing 'help'.

1.3 Survey methodology

Under the auspices of the WRPA Steering Committee, and with external support, the MWG first set about workshopping a set of survey topics which identified issues of concern. These topics included: Martu responsibilities; community social issues; training needs; work experience, mentoring and support; and barriers to meeting job opportunities etc.

The structure of the survey was informed by the following topics.

1. Speaking up: community views on the priorities and tasks of Martu leaders in the MWG.
2. Success stories: the attitudes of people who have paid jobs.
3. The future: youth attitudes on employment and getting a job.
4. Other priorities: attitudes of people who have no paid work or part-time work.
5. Wiluna employers: people's views on working for businesses in Wiluna.
6. Mining employers: people's views on working in the mines.
7. Martu employers: attitudes on the Martu community starting its own businesses.

These topics formed the survey framework within which a set of interview questions was developed. The questions used both rating (scaling) techniques to measure the level of agreement or otherwise with situations posed by questions and open-ended questions to elicit community opinions and suggestions about issues raised by the questions.



MWG survey team members about to commence the survey.

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AGE RANGE	M	F	Witana	Bondinni	Kutka	Windi	Other	Employed?	
								Yes	No
15-24 <small>TOTAL 28</small>									
25-39 <small>TOTAL 40</small>									
40-54 <small>TOTAL 21</small>									
55+ <small>TOTAL 11</small>									

The 'running tally' kept and reviewed each day to ensure the survey population was representative of the community.



MWG members inputting the data from the survey.

The intended scope of the survey was Martu community members in the relevant communities aged 15 years and above. However, depending on the nature of specific sections of the questionnaire (e.g. 'people without paid work'), the scope was narrowed to only those people from the target group. For more general topics such as 'community issues' the questions were asked of all survey respondents.

A sample size of around 100 respondents was aimed for as this was a small-scale community-based survey. This target quantity was approximately between 1 in 3 to 4 of the target population, depending on a range of population estimates used. This sample size was considered achievable and manageable and allowed sufficient observations to be gathered from a cross-section of respondents (such as men, women, those who had recently left school, those in paid work, not working etc.). To this end a running tally of respondents by category was kept during the fieldwork and reviewed each day to ensure that a balance across respondent types was achieved. Intensive follow up occurred in cases where insufficient respondents had been achieved (such as a shortfall of male respondents). For a discussion on the survey's representativeness see Attachment 3.

Martu survey interviewers were recruited and trained and the survey was conducted (voluntarily) from 1–12 July 2013. Those Martu who wished to self-complete the questionnaire were given that option. The survey questionnaires were secured during fieldwork and during processing to maintain respondent privacy. Names were not recorded.

Completed questionnaires were processed (data entered) in Microsoft Excel spreadsheets by MWG survey team members. The tabulated data and responses to open-ended questions were



MWG survey team interviewed local employers to build up different perspectives about employment opportunities and blockages.

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then analysed by the MWG survey team members to identify and draw out significant results and themes. The survey results represent a combination of actual survey data on attitudes to issues accompanied by more personalised respondent opinions (not unlike focus group discussions) which have been summarised and prioritised by the MWG survey team.

The following words are used in the tables:

- **Rating:** describes the weighted number given for multiple-choice questions. The calculation being = 1st choice x 3 plus 2nd choice x 2 plus 3rd choice x 1.
- **Rank:** is the ordering or rating of answers to show a '1' for the most popularly given answer, through to '2' for the second-most frequent answer, through to '3' and so on.
- **Combined:** shows a combined number taken from adding the total value of male and female results: these results need to be read carefully given the differences in male and female survey numbers.

Table 1: Summary of those surveyed by sex, age and location.

Age	Total		Male		Female	
	No	%	Number	%	Number	%
15–24	28	28.6	11	28.9	17	28.3
25–39	37	37.8	14	36.8	23	38.3
40–54	23	23.5	9	23.7	14	23.3
55+	10	10.2	4	10.5	6	10
	98	100	38		60	
			38.8		61.2	

	Wiluna	Bondinni	Kutkububba	Windidda	Elsewhere	TOTAL
Male	20	2	3	12	1	38
Female	34	12	6	6	2	60
	54	14	9	18	3	98

1.4 Report layout

This report is arranged around the survey's major themes:

- Community issues and perspectives.
- People with paid work.
- School experience.
- People who do not have paid work.
- Getting a paid job in Wiluna.
- Mine work.
- Martu employers.

A summary of key survey findings has also been provided in the final section.

2. Community issues and perspectives

2.1 A stronger Martu voice

Results from the 'Community issues and perspectives' section of the survey show a number of consistent themes relating to the need for the different Martu groups in the Wiluna communities to continue to work together, and improve on how they work together, in order to get a stronger voice in town matters and in resolving problems. This could be achieved by community leaders working together and creating greater involvement through holding more Martu meetings.

Supporting Martu families was seen as the main role that Martu leaders should be doing. Supporting cultural activities and people in work were other highly rated priorities for Martu leaders. Martu people feel very strongly about prioritising more support for their families.



The MWG is building the voice of Martu people in the Wiluna region.

2.2 Fixing problems

Table 2 highlights that ‘Martu showing leadership and working together’ was seen as a priority by respondents as a way to address problems. All the answers in this table are about helping the next generation. Most of the answers are also what parents are thinking about young people. Family responsibility (e.g. being harder on young people going out at night) was also strongly endorsed.

Table 2: Ideas to fix problems.

	Frequency
Martu showing leadership and working together	63
More support for people	40
Families taking more responsibility	26
Dealing with youth issues	25
Dealing with substance misuse issues	22
Dealing with alcohol problems at the pub	20
More work	20
Don't know	13

2.3 Access issues

More specific problems, particularly relating to people’s ability to take advantage of job opportunities, were frequently noted; difficulty in getting vehicle licences and lack of childcare facilities were seen as major barriers.

While the survey suggests that most people have mobile phones, fewer people have internet access. This is an important issue for employers as many of them may use their own websites, or employment websites, as the main way of providing job opportunity information. More traditional and targeted methods of advertising vacancies are required to attract Martu applicants.

3. People with paid work

About 25% of survey respondents have jobs, most of whom had only gained employment within the last 12 months. Those in work were generally positive about their work experience but noted the need for bosses and other workers to have some cross-cultural training and better awareness and sensitivity to Aboriginal people.

Confirming the 'access issue' mentioned previously, working respondents replied to questions about how they got their job that word of mouth and informal channels are the typically the most common ways people find out about getting paid employment. Advertising job vacancies on notice boards in the community was the best way for Martu to find out about available jobs.

The responses in Table 2 show the importance that those in work placed on the need to receive training and support, and also the importance of cultural sensitivity and respect in the workplace.

While there was general satisfaction with pay, this was ranked lower in importance than other factors mentioned above.

Table 3: People in paid work.

Your experience working: Show how much you agree with each statement below by circling a number	Combined		Male		Female	
	Rating	Rank	Rating	Rank	Rating	Rank
I get the training and support I need for my job	60	1	17	2	43	1
My employer knows and makes good use of my skills	54	4	16	3	38	4
I am treated with respect by my boss and the people I work with	56	3	17	2	39	3
My employer respects my cultural obligations	60	1	17	2	43	1
I am happy with the pay I get for my work	52	5	13	4	39	3
I would recommend other Martu people to work here too	59	2	18	1	41	2

4. School experience

The survey included respondents who were recent school leavers, most of whom felt that they had been taught sufficient maths and reading skills to get a job. Older Martu acting as data analysts expressed concern that younger Martu might be misinformed or unrealistic about levels of literacy and numeracy necessary to get a job, with younger Martu perhaps erroneously believing they have the appropriate levels of literacy and numeracy. School leavers also suggested that school could focus more on training and work experience. Males suggested learning more metal/wood working skills.

School leavers' preferred work choices were rangers (males) and Aboriginal medical service (AMS) health workers (females), possibly because these are more familiar jobs. Being apprenticed was rated highly by both males and females.

Table 4: School experience.

School experience	Combined%		Male		Female	
	Score	Rank	Score	Rank	Score	Rank
School was a good experience	41	2	21	3	20	2
At school I learnt all that I need to get a job	40	3	21	3	19	3
At school I learnt all the maths and reading that I need to get a job	43	1	22	2	21	1
I got work experience at school	38		21	3	17	5
People talked to me at school about what jobs I could get	41	2	23	1	18	4
At school I learnt how to manage my wages and savings	32		22	2	10	6

Table 5: How school might help people get work.

	Frequency
More focus on training • Work experience, teach, learn, metal / wood work	16
Providing more opportunities • Sports and going to different communities, line us up for jobs, talk to kids about jobs, work expo, prepare CVs, help us	12
Don't know	4

5. People who do not have paid work

As Table 6 shows, most respondents not currently in paid work do want to work. However, Table 6 shows again that the key barriers to getting jobs are 'no driver licence' and 'family responsibilities'.

Table 6: People who do not have paid work: do you want to work?

Do you want to work?	Total	Male	Female	15-24	25-39	40-54	50+
Yes	48	18	30	12	24	8	4
No	19	8	11	4	5	5	5
	67	26	41	16	29	13	9

Table 7: People who do not have paid work: barriers to getting work.

Is there anything that stops you from getting more work?	Total	Male		Female	
		No	Rank	No.	Rank
No driver licence	35	15	1	20	1
Family responsibilities	31	12	2	19	2
Health problems	26	11	3	15	4
Too much humbug	25	9	4	16	3
No training	22	9	4	13	
Can't read/write very well	20	6		14	5
Pay more rent to Homes West	18	6	5	12	
Too much jealousy	16	6		10	
No childcare	10	1		9	
No need to work because Centrelink gives me enough to live on	10	2		8	
Other?	10	5		5	
Too scared to get off Centrelink	9	1		8	
Might get kicked out of my house if earn too much	7	2		5	
Too old/ a pensioner	3	2		1	

When asked why people were not in work, rather than what the specific barriers were, respondents strongly suggested that family and culture is more important to Martu. Similarly, when asked what are the best jobs for Martu, respondents mentioned those that make sure there is support, especially about family and culture.

6. Getting a paid job in Wiluna

All survey respondents were asked about issues that impact on getting a job in Wiluna. The following comments should be read in conjunction with comments above regarding barriers to work and reasons why people may not be working.

Table 8 shows that 'discrimination' and opportunities are linked in the minds of survey respondents. There are limited opportunities for Martu to get a job in Wiluna and people feel there is a lot of discrimination. Respondents in discussion with survey team members noted that discrimination comes in various forms, not only racism; for instance, discrimination could be because of lack of access, transport, health etc.

Table 8: Getting a job in Wiluna.

Also what do YOU think about these statements?	Combined		Male		Female	
	Rating	Rank	Rating	Rank	Rating	Rank
Martu are not given a job because of discrimination	242	1	100	1	142	2
Not many local job vacancies come up for Martu	241	2	95	2	146	1
Martu lack the qualifications to get Wiluna jobs	214	3	79	3	135	3
Martu don't have the experience to get Wiluna jobs	206	4	72		134	
Martu don't have the skills to get the Wiluna jobs	203	5	72		131	

When asked 'What makes a good boss?' respondents rated two things most highly:

- Respecting Martu and giving us a go.
- Understanding Martu people and our culture.

Respondents were also asked their agreement or otherwise about 'good bosses'. Most favourable with similar ratings were:

- Central Desert Native Title Survey work.
- Newmont Jundee mine.
- AMS.
- Golden West Resources.
- The school.
- Rosslyn Hill mine.
- Mt Keith mine.

6. Getting a paid job in Wiluna

Some potential employers (not identified here) were rated less favourably because they do not employ Martu people and are not known to Martu people as bosses. A good boss was considered as one who understands and respects Martu people: 'this is what is most important to Martu'.

Recurring themes in answers to various survey questions on 'good Wiluna bosses' were:

- Martu see the top bosses as those who help Martu to work on country.
- More training and support for Martu are the best ways to get more Martu working.

Main ideas about the kind of training needed included in-shire-type work, contracting, being able to work on your own cars, and in enterprise development.

As people get older they are more willing to travel away for training.

It is very clear from Table 9 that Martu see the best jobs as those that make sure there is support, and think about family and culture.

Table 9: Best kind of jobs.

What do you think is the best type of work? Show how much you agree with each statement below by circling a number	Combined		Male		Female	
	Rating	Rank	Rating	Rank	Rating	Rank
The best jobs are ones that are in an Aboriginal organisation	206	1	96	1	110	
The best jobs are ones that give you training on the job	190	2	75	2	115	2
The best jobs are ones that let your work with your own people	188	3	72	3	116	1
The best jobs are ones that let you work in your own country	187	4	72	3	115	2
The best jobs let you attend funeral and ceremonial business.	185	5	72		113	
The best jobs are those that let you deal with family problems	183	6	69		114	3
The best jobs are the ones with big money	181	7	70		111	
The best jobs give you new things to do and learn	181	8	69		112	
The best jobs are ones where you work with new people	155	9	52		103	
The best jobs are ones that are only for 2-3 days a week	142	10	52		90	

7. Mine work

As noted in Section 6 above, mining employers were favourably rated, with the highest rating mining company jobs being:

- Camp provider service sector (catering; cleaning, cooking). (Rated highest by women.)
- 'Working on country' (rangers; land rehabilitation). (Rated highest by men.)

Underground jobs in mining were rated among the worst mine jobs for Martu. This requires careful interpretation as there are cultural reasons about the land that are behind this finding. Extra money for underground jobs does not override the cultural aspects.

There is a wide variety of reasons why Martu don't work in the mines and the reasons are not well understood by non-Martu. Table 10 indicates that some very practical things could be addressed to improve the chances of successful Martu participation in mining (and other employer) work, especially regarding transport to and from mine sites, which is currently seen as a major barrier. Getting employers to understand and speak with Martu is another way in which mining companies can help Martu more.

Table 10: How could the mines get more Martu workers?

What could mining companies do to get more Martu workers?	Combined		Male		Female	
	Total	Ranking	No	Ranking	No	Ranking
Help with transport	84	1	33	1	51	1
More ranger programs for men and women	81	2	34		47	
Have on-the-job training	80	3	33	1	47	2
Understand that Martu have lots of family responsibilities	77		31	3	46	3
Understand that Martu have cultural obligations	77		32	2	45	
Make sure there is cross-cultural training for staff	76		31	3	45	
Have someone help you with money and family problems	56		25		31	
Work daily, not stay on site	52		24		28	
Make hours you work shorter	50		23		27	
Help you with resumes	47		19		28	

8. Martu employers

There is a high interest by Martu to develop businesses, and the range of businesses that Martu want to look at starting gives a good idea of what people want in Wiluna. A number of Martu have worked in their own businesses in the past and comment that 'having control and pride' is important to people.

Table 11: Martu in business.

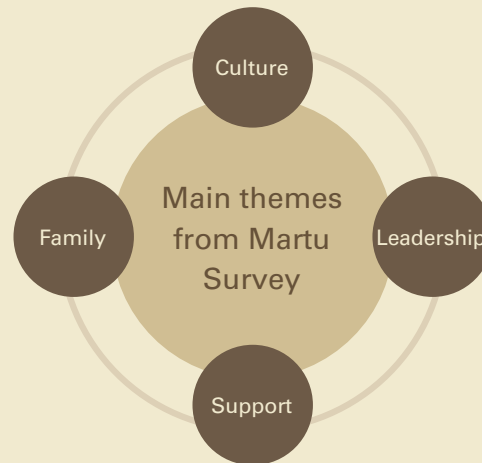
Martu have owned businesses in the past. What was good about those days?	Frequency
Martu felt good about themselves	60
Martu people were working more	52
Martu businesses were run by Martu	41
Working with other Martu	29
Unsure	34

Table 12: Interest in Martu businesses.

If yes what kind of businesses could Martu people start up?	Frequency
Clothing shop	25
Outdoor work	22
Support any ideas Martu have	20
Community owned store	19
Art	16
Cafe	15
Cleaning business	14
Auto mechanics	12
Transport	12
Maintenance	11
Youth focus business	5
Unsure	17

9. Summary of key findings

The main themes to emerge from the survey results focus on the importance Martu place on family and culture and the need for greater leadership and support mechanisms. Barriers and opportunities to employment, training and enterprise development are linked to these major themes. They are all interconnected.



Summary of key findings

Martu place a lot of importance on family responsibilities. There is a strong desire to encourage and develop leadership in the community and for Martu to work well together. Martu leaders would then be in a stronger position to support Martu families.

The following comments centre on opportunities:

- Most Martu say they want to work; especially young people.
- As people get older they are more willing to travel away for training.
- Martu have a lot of good ideas about the kind of training they need. The main areas are in Shire-type work, contracting, being able to work on your own cars, and in enterprise development.
- Advertising job vacancies on notice boards in the community is the best way for Martu to find out about jobs.
- More cross-cultural training and awareness in workplaces would result in better relationships and greater understanding of Martu.
- Practical things could be addressed to improve the chances of successful Martu participation in mining (and other employer) work, especially regarding transport to and from mine sites.
- There is a high interest by Martu to develop businesses. Martu have good memories of working in their own businesses in the past when people felt they had more control and pride.

The following are regarded as major barriers:

- 'No driver licence': the number of Martu without a driver licence is greater than the number of Martu who do have one. This is especially the case for those in the under 30 years age bracket.
- Family responsibilities and 'too much humbug' from families.

- Lack of childcare facilities is a major issue for women.
- Concern about alcohol and VSU issues, especially their impact on young people.
- Racism in workplaces is a deterrent to many Martu seeking work.
- Insufficient cultural sensitivity and respect for Aboriginal people in many workplaces.
- Martu feel there is a lot of discrimination by employers and a reluctance to 'give them a go'. Also discrimination due to lack of transport, access and health problems.
- There are limited opportunities for Martu to get a job in Wiluna.
- Martu are often not aware of job vacancies as mining companies in particular advertise through websites.
- Most Martu do not own a computer or utilise the internet for seeking work. Most people use a mobile phone.
- A lot of young people do not know their options and are misinformed about what they need to get a job.
- There is a need for more training and support for Martu to get more Martu working.

The following observations are about employers and work:

- 'What makes a good boss' for Martu are bosses who respect Martu and give them a go, and who understand Martu people and their culture.
- Martu see the top bosses as those who help Martu to work on country and with their own people.
- Combined results show the best bosses are considered to be Central Desert Native Title Survey work, Newmont Jundee and the AMS (Ngangganawili Aboriginal Health Service).
- Some bosses had low rankings on the list because they do not employ Martu and are not known to Martu as bosses.
- Mining employers are favourably rated, with the highest rating mining company jobs being:
 - 'Working on country' (rangers; land rehabilitation) (rated highest by men)
 - Camp provider service sector (catering; cleaning, cooking) (rated highest by women)
- Working underground in the mines is considered the worst mining job for Martu.
- The main ways that mining companies can get more Martu to work are by helping with transport, having more ranger programs, providing on-the-job training and understanding that Martu have a lot of family responsibilities and cultural obligations.
- Martu prefer jobs that:
 - don't keep you away from your family
 - let you have flexible work hours and conditions
 - let you drive in and out to the workplace
 - understand your obligations to your family and culture
 - are on country
 - let you work with your own mob
 - have good supervisors who know how to talk to Martu properly
 - have the right kind of support.

10. List of shortened forms

ABS	Australian Bureau of Statistics
AMS	Aboriginal medical service
CAP	community action plan
CDEP	Community Development Employment Projects
CDNTS	Central Desert Native Title Services
CV	curriculum vitae
MCA	Minerals Council of Australia
MoU	Memorandum of Understanding on Indigenous Employment and Enterprise Development between The Australian Government and The Minerals Council of Australia
MWG	Muntjiljtarra Wurrugumu Group
NAHS	Ngangganawili Aboriginal Health Service
RJCP	Remote Jobs and Communities Program
TAFE	tertiary and further education
VSU	volatile substance use
WA	Western Australia
WCAS	Wiluna Community Attitudinal Survey
WRPA	Wiluna Regional Partnership Agreement

Attachment 1: Overview of survey process

Preliminary work

- Background information, arrangements for funding of project and briefing to consultants prepared by co-ordinator.
- Engagement of consultants to support MWG including a community development specialist and former ABS Director of Aboriginal and Torres Strait Islander section.
- Engagement of MWG members as project team members.
- A series of workshops were held over four-months to develop, conduct and analyse the survey.

Workshop 1

Key areas covered:

- Outlined the project and its overall objectives, outcomes, data ownership, community participation, confidentiality issues, getting survey results and bringing them together, presenting results to the RPA steering committee and industry partners.
- Ensured project team were clear about the job, studying what information is already out there and understanding the statistic landscape.
- Discussion on survey experience: working with ABS or other groups.
- Outlined survey steps: how the survey will be prepared, implemented and then analysed.
- Discussion of understanding what is an attitudinal survey: differences between qualitative and quantitative research.
- Examined baseline information: looking at what information is available from ABS and other research.
- Examined the project team's knowledge and perceptions about employment blockages and opportunities. Session on why people think it is hard for Aboriginal people to get a job. Considered what project team considered is a good job and why get a job. A list of 'themes' was compiled from the discussion to assist with developing the framework for the survey.
- Local employers' knowledge: considered what questions need to be asked of local people on employment opportunities and obstacles and how the answers are recorded. Also to help the team to think about the issues around who is a good boss, what makes for a good boss.
- Project team interviewed local employers on employment opportunities and blockages from different perspectives to build up project team's bigger picture of the issues including

Martu Attitudinal Survey Background and Summary

representatives from the mining industry, human resources, health, a job service agency, Shire and art gallery.

- Reviewed information gained from the interviews. Considered changes needed in recording information.
- Consideration of survey issues: listed what questions needs to be asked, what 'populations' need to be recognised, how long should the interview go for, how it should be laid out, confidentiality and cultural issues.
- Project team compiled preliminary questions and discussed question logic.
- Survey questions checked against 'survey issues' and structure arranged.
- Draft survey prepared.

Workshop 2

Held to fine tune survey. Key areas covered:

- Draft survey questions pilot tested by project team interviewing each other and as a group.
- Filming of interviews to provide feedback to individuals.
- Results recorded daily and re tested each day.
- Individual team members piloted survey with family members and discussed results.
- Four drafts of survey compiled during the week following daily revisions of testing of survey.

Survey conducted in Wiluna, Bondini and Kutkububba by 10 MWG members

- Survey information recorded and transferred to spreadsheets by MWG members.
- Once the surveys were completed, and it was shown that statistically more males were needed and a particular community needed to have some more representatives surveyed. This was corrected by some members of the team conducting additional surveys.

Workshop 3

- Discussion and analysis of survey results by project team.
- Further study for themes and detailed analysis.
- Open-ended questions analysed by MWG members.

Conclusion

- Survey project team finalised survey reports and presented findings to MWG, Steering Committee, Industry Partners and community forums.
- Ongoing discussions about results, determining responses and future actions.
- Preliminary meetings held with RJCP local provider to discuss CAPs and to give feedback from the survey

Attachment 2: Survey questionnaire



Wiluna Regional Partnership Agreement

Muntjiltjarra Wurrugumu Group Martu Attitudinal Survey 2013

Introduction sheet

I am doing work for the Wiluna RPA through the Muntjiltjarra Wurrugumu Group (MWG), which has representatives from all the major Wiluna families.

We are trying to do something about Martu employment, training and starting up businesses in the Wiluna region. We want to make a plan to make it better in the future for our people.

We would like to find out what you think about the problems and opportunities Martu have to get a job, do training or start up a business.

The survey will only take 30 minutes and what you say will be kept private.

I can write down your answers or you can fill the survey and put it in this locked box.

Another team member will open the tin and look at people's answers so no one will know what you say. After the survey is finished the papers will be destroyed so the handwriting never hangs around.

Office only:

Initial:	Survey:	Data:
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Martu Attitudinal Survey Background and Summary

1: These questions are about speaking up (ask everyone these questions)

1) What are the top 3 things that Martu leaders should be doing? (list only 1, 2, 3 in priority)

- a. Supporting Martu families
- b. Supporting cultural activities
- c. Supporting Martu people into work
- d. Developing Martu businesses
- e. Reducing ganja and sniffing
- f. Increasing Martu numbers on the Shire Council

2) On Martu problems in Wiluna: show how much you agree with each statement below by circling a number.

Strongly agree = 1, in the middle = 2, strongly not agree = 3, N/A = no answer

Grog should be less available in Wiluna	1	2	3	N/A
More Martu people are sniffing and using ganja in Wiluna	1	2	3	N/A
Martu parents and families need to be harder on young people going out at night	1	2	3	N/A
Family violence is a problem for Martu people	1	2	3	N/A
All these problems make it harder for Martu people to get jobs	1	2	3	N/A

3) What are your ideas to fix these problems?

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.....

.....

4) How can different Martu groups in Wiluna get a stronger voice in town matters or problems?

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.....

.....

Type of work you do

5) Can you tell me?

- a) I have full-time work (go to Question 6)
- b) I have just left school (go to Question 15)
- c) I have part-time work (go to Question 21)
- d) I have paid work: on pension, CDEP or Centrelink (go to Question 21)

2: Work Success stories (ask all full-time workers)

6) Who do you work for:

- a. Shop
- b. Shire
- c. School
- d. AMS
- e. Government department
- f. Mining company
- g. Contractor
- h. Building or construction worker
- i. Post office
- j. Hotel
- k. Tourism
- l. Transport
- m. Cattle stations
- n. CDNTS survey work
- o. Martu Rangers

7) How long have you been working (for example: 1 year, ½ year, 3 months etc)?

.....



Martu Attitudinal Survey Background and Summary

8) How did you get your job?

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9) Your experience working: Show how much you agree with each statement below by circling a number.

Strongly agree = 1, in the middle = 2, strongly not agree = 3, NA = no answer

I get the training and support I need for my job	1	2	3	N/A
My employer knows and makes good use of my skills	1	2	3	N/A
I am treated with respect by my boss and the people I work with	1	2	3	N/A
My employer respects my cultural obligations	1	2	3	N/A
I am happy with the pay I get for my work	1	2	3	N/A
I would recommend other Martu people to work here too	1	2	3	N/A

10) a) Do you like your job?

Yes

No

10) b) Why?

.....

.....

.....

10) c) What's keeping you in your job?

.....

.....

.....

11) What do you think is the best type of work? Show how much you agree with each statement below by circling a number.

Strongly agree = 1, in the middle = 2, strongly not agree = 3, NA = no answer

Working in your own country	1	2	3	N/A
Working with your own people	1	2	3	N/A
Working in an Aboriginal organisation	1	2	3	N/A
Jobs that let you attend funeral and ceremonial business	1	2	3	N/A
Jobs that let you deal with family problems	1	2	3	N/A
Working with new people	1	2	3	N/A
Jobs that give you training on the job	1	2	3	N/A
Jobs that pay well	1	2	3	N/A
Jobs with new things to do or learn	1	2	3	N/A
Jobs that are only for 2-3 days a week	1	2	3	N/A

12) What is the best job you ever had?

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.....

.....

13) What are 3 things young people need to know about getting a job?

a).....

b).....

c).....

14) What are 3 things that would make you leave your job?

a).....

b).....

c).....

(Go to question 27)

3: These questions are about the future (ask everyone who has left school in the last few years)

15) a) School experience. Show how much you agree with each statement below by circling a number.

Strongly agree = 1, in the middle = 2, strongly not agree = 3, NA = no answer

School was a good experience	1	2	3	N/A
At school I learnt all that I need to get a job	1	2	3	N/A
At school I learnt all the maths and reading that I need to get a job.	1	2	3	N/A
I got work experience at school	1	2	3	N/A
People talked to me at school about what jobs I could get	1	2	3	N/A
At school I learnt how to manage my wages and savings	1	2	3	N/A

15) b) What else can the school do to prepare kids to get work in the future?

.....
.....
.....

16) Do you want to work?

Yes

No

I don't know



17) If you are looking for a job in the Wiluna area, which of the following would be your first, second and third choice of jobs: (number 1,2,3 only)

- a. Shop
- b. Shire
- c. School
- d. AMS
- e. Mining company
- f. Martu Rangers
- g. Apprentice
- h. Station work
- i. Post office
- j. CDNTS survey work
- k. Police
- l. Contractors
- m. Hotel
- n. Other

18) If you got a job do you want to work:

- Full time
- Part time
- Casual

19) Would you be willing to leave Wiluna and go to another town for work?

- Yes
- No

20) If you are not looking for a job what are you planning to do?

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(Go to question 27)

4: These questions are for part-time workers & all those not working

21) Tick which best describes your work situation:

- a. Permanent part-time worker
- b. Casual part-time work
- c. CDEP
- d. Newstart
- e. Parenting payment
- f. Full-time carer
- g. Pensioner? (please tick one of the following)
- i. Disability (or)
- ii. Widow (or)
- iii. Aged

22) a) Do you want more work?

- Yes
- No

22) b) If no, why not?

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22) c) What else would you like to do?

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23) Is there anything that stops you from getting more work? You can tick more than one box.

- Health problems
- Family responsibilities
- Too old/ a pensioner
- No child care
- Too scared to get off Centrelink
- Pay more rent to Homes West
- Might get kicked out of my house if earn too much
- No training
- Can't read/write very well
- No driver licence
- Too much humbug
- Too much jealousy
- No need to work because Centrelink gives me enough to live on
- Other ?

24) For CDEP, show how much you agree with each statement below by circling a number.

Strongly agree = 1, in the middle = 2, strongly not agree = 3, NA = no answer

CDEP has been good for Wiluna	1	2	3	N/A
It is too easy for people to go onto CDEP	1	2	3	N/A
CDEP helps you with getting training	1	2	3	N/A
CDEP helps you get a job outside of CDEP	1	2	3	N/A
CDEP gets work done around the community	1	2	3	N/A
CDEP gives you a wage	1	2	3	N/A
CDEP is like sit-down money	1	2	3	N/A
CDEP gives young people something to do	1	2	3	N/A

Martu Attitudinal Survey Background and Summary

25) Show how much you agree with each statement below by circling a number.

Strongly agree = 1, in the middle = 2, strongly not agree = 3, N/A = no answer

Being able to looking after children is more important than having a job	1	2	3	N/A
Being able to attend ceremonies is more important than having a job	1	2	3	N/A
Being together with family is more important than having a job	1	2	3	N/A
Martu are being pushed too hard to get a job	1	2	3	N/A
Protecting your family from arguments and fights is more important than having a job	1	2	3	N/A
Part time work is better than full-time work	1	2	3	N/A

26) What do you think is the best type of work? Show how much you agree with each statement below by circling a number.

Strongly agree = 1, in the middle = 2, strongly not agree = 3, NA = no answer

The best jobs are ones that let you work in your own country	1	2	3	N/A
The best jobs are ones that let your work with your own people	1	2	3	N/A
The best jobs are ones that are in an Aboriginal organisation	1	2	3	N/A
The best jobs let you attend funeral and ceremonial business.	1	2	3	N/A
The best jobs are those that let you deal with family problems	1	2	3	N/A
The best jobs are ones where you work with new people	1	2	3	N/A
The best jobs are ones that give you training on the job	1	2	3	N/A
The best jobs are the ones with big money	1	2	3	N/A
The best jobs give you new things to do and learn	1	2	3	N/A
The best jobs are ones that are only for 2-3 days a week	1	2	3	N/A

(Go to question 27)

5. These questions are about Wiluna employers (ask everyone)

27) Not many Martu are working in jobs in Wiluna.

This is from the 'whitefella' side – what they might be thinking about employing Martu. Show how much you agree with each statement by circling a number.

Strongly agree = 1, in the middle = 2, strongly not agree = 3, NA no answer

They think that Martu got no <u>skills</u> to do the job	1	2	3	N/A
They think that Martu got no <u>experience</u> to do the job	1	2	3	N/A
They think that Martu got no <u>qualifications</u> to do the job	1	2	3	N/A
They think that Martu <u>don't want to work</u>	1	2	3	N/A

28) Also what do YOU think about these statements?

Martu are not given a job because of <u>discrimination</u>	1	2	3	N/A
Martu <u>don't have the skills</u> to get the Wiluna jobs	1	2	3	N/A
Martu <u>don't have the experience</u> to get Wiluna jobs	1	2	3	N/A
Martu <u>lack the qualifications</u> to get Wiluna jobs	1	2	3	N/A
Not many local job <u>vacancies</u> come up for Martu	1	2	3	N/A

29) Anything else you want to say about these things?

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30) What makes a good boss?

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Martu Attitudinal Survey Background and Summary

31) This question is about local businesses employing Martu. Show how much you agree with each statement below by circling a number.

Strongly agree = 1, in the middle = 2, strongly not agree = 3, N/A = no answer

The <u>Shire</u> is a good boss for Martu people	1	2	3	N/A
The <u>hotel</u> is a good boss for Martu people	1	2	3	N/A
The <u>post office</u> is a good boss for Martu people	1	2	3	N/A
The <u>police</u> is a good boss for Martu people	1	2	3	N/A
<u>MEEDAC</u> is a good boss for Martu people	1	2	3	N/A
The <u>School</u> is a good boss for Martu people	1	2	3	N/A
The <u>AMS</u> is a good boss for Martu people	1	2	3	N/A
The <u>supermarket</u> is a good boss for Martu people	1	2	3	N/A
<u>Newmont Jundee mine</u> is a good boss for Martu people	1	2	3	N/A
<u>Apex mine</u> is a good boss for Martu people	1	2	3	N/A
<u>Mt Keith mine</u> is a good boss for Martu people	1	2	3	N/A
<u>Rosslyn Hill mine</u> is a good boss for Martu people	1	2	3	N/A
<u>Golden West Resources</u> is a good boss for Martu people	1	2	3	N/A
<u>CDNTS survey work</u> is a good boss for Martu people	1	2	3	N/A
<u>Contractors</u> in Wiluna region are good bosses for Martu people	1	2	3	N/A

32) What are the best ways to get more Martu working in the Wiluna area?

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33) a) Do you earn money through work as an artist or a crafts person?

Yes

No

33) b) If yes, do you earn enough for this work to be your main income?

Yes

No

33) c) How often would you sell your work and whom do you deal with?

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.....

.....

34) We have some questions about training:

a) In Wiluna can you get the training you need to get a job?

Yes

No

34) b) If no, what sort of training do you want to do?

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.....

.....

34) c) Would you travel to other places for training?

Yes

No



6: Mining employers (ask everyone)

35) What are the 3 best mine jobs for Martu? (read out list of jobs if needed)

- 1
- 2
- 3

36) What are the 3 worst mine jobs for Martu?

- 1
- 2
- 3

37) Why don't more Martu people work in the mines?

- 1
- 2
- 3

38) What could mining companies do to get more Martu workers?

(You can tick more than one box)

- Help with transport
- Make hours you work shorter
- Work daily, not stay on site
- Help you with resumes
- Have on the job training
- Make sure there is cross cultural training for staff
- Understand that Martu have lots of family responsibilities
- Understand that Martu have cultural obligations
- Have someone help you with money and family problems
- More Ranger programs for men and women



39) What else can mining companies do to help Martu people?

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.....

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7: Martu employers (ask everyone)

40) a) Martu have owned businesses in the past. What was good about those days?

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.....

.....

40) b) What was not so good?

.....

.....

.....

41) Should Martu be looking at developing new businesses?

- Yes
- No
- Don't know/unsure

42) If yes what kind of businesses could Martu people start up?

1

2

3

43) Are there other things Martu leadership should be looking at to help people get more paid work?

1

2

3



8: Closing comments (ask everyone)

44) You are:

Male

Female

45) You are:

15–24 years old

25–39 years old

40–54 years old

55+ years old

46) Where do you live?

Wiluna town

Bondinni

Kutkububba

Windidda

Elsewhere

47) a) Do you have a driver licence?

Yes

No

47) b) If NOT, is it because you have an unpaid fine?

Yes

No

48) How do you find out if there is a job vacancy?

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49) Do you regularly use any of the following?

- Mobile phone
- iPad
- Computer or laptop
- The internet

50) Is there anything extra you would like to comment on before we finish this survey?

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.....

Thank you for your time. We will be doing a report back to the community about the results and we will let you know what people generally said without identifying anyone's personal comments.

Attachment 3: Survey representativeness

The following tables and discussion give a broad indication of how representative the sample for the Wiluna Community Attitudinal Survey (WCAS) 2013 is, using the 2011 Census data as a guide. A simple scorecard is included at the conclusion to summarise key aspects of the WCAS's representativeness.

Selected sample counts from survey profiled against relevant 2011 census counts for Wiluna Shire (*)

T1 Age distribution 15+, 2011 Census & 2013 WCAS

	MALES		FEMALES		PERSONS	
	Census	Sample	Census	Sample	Census	Sample
15–24	32	11	27	17	59	28
25–39	44	14	28	23	72	37
40–54	22	9	28	14	50	23
55+	15	4	16	6	31	10
Total	113	38	99	60	212	98

*The Wiluna Shire area of interest includes the town of Wiluna and associated small communities reasonably close by; e.g. Bondinni. Data is extracted from ABS 2011 Census files (and as such is at time of publication almost two years old). The data above relates to the Aboriginal population resident in the town and other small communities allied to the town. The WCAS sample count distributions are compared with Census counts distributions to assist in assessing how representative the sample may be; e.g. the age distribution of the sample compared to the Census age distributions for the broader Wiluna Aboriginal population.

All Census data is sourced from ABS 2011 Census community profiles; all WCAS data is sourced from Microsoft Excel tabulations from file 'Wiluna Survey worked2.'

T2 Age distribution 15+, 2011 Census & 2013 WCAS by percentages

	MALES		FEMALES		PERSONS	
	Census %	Sample%	Census%	Sample%	Census%	Sample%
15–24	28	29	27	28	28	29
25–39	39	37	28	38	34	38
40–54	19	24	28	23	24	23
55+	15	10	16	10	15	10
Total	100	100	100	100	100	100

Age distribution comments

Tables 1 and 2 show that, for both males and females, the selection of the WCAS sample (98 respondents) has achieved a reasonable age distribution compared to the overall population’s male and female age distributions. While the age proportions do not match exactly across the collections they are sufficiently similar to suggest that the quota selection method has broadly achieved its aim to reflect the overall age distribution in the community.

T3 Sex ratios by age group, 2011 Census % 2013 WCAS

	2011 CENSUS M/F ratio	2013 WCAS M/F ratio
15–24	1.2	0.6
25–39	1.6	0.6
40–54	0.8	0.6
55+	0.9	0.5
Total	1.1	0.6

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Sex ratio comments

Table 3 above shows that while Census data indicates more males than females in the community (sex ratio overall of 1.1), the WCAS sample is more heavily weighted the other way (sex ratio of 0.6, or about 1.8 times as many females sampled than males). This is an important factor to bear in mind when analysing the WCAS attitudinal responses.

T4 2013 WCAS sample distribution by location

	Wiluna	Bondinni	Kutkububba	Windidda	Elsewhere	Total
Males	20	2	3	12	1	36
Females	34	12	6	6	2	60
Persons	54	14	9	18	3	98

Location comments

Census data is not available for this geographic breakdown so direct comparisons are not made; however, the sample distribution looks reasonable in that it has respondents drawn from across each major location and reflects the population predominance in Wiluna itself.

T5 Employment Profile, 2011 Census & 2013 WCAS

	MALES		FEMALES		PERSONS	
	Census	Sample	Census	Sample	Census	Sample
Employed F/T	20	6	10	13	30	19
Employed P/T (not CDEP)	12	1	2	2	14	3
Total Employed (excludes CDEP)	32	7	12	15	44	22
CDEP participants	3	11	7	7	10	18

Employment data comments

Table 5 shows that the WCAS achieved a reasonable distribution of observations across standard employment categories, although the WCAS is quite heavily weighted with CDEP participants compared to the Census counts. This may be partly because WCAS purposively sought out CDEP participants for inclusion in the survey, given the importance and nature of work attitude questions in the WCAS.

(Note that the Census part-time counts in this table have had CDEP participants removed so they can be shown separately.)

Community ownership	Yes
Questionnaire reflects concerns & issues	Yes
Questions iteratively refined according to Martu input	Yes
Field work conducted by Martu	Yes
Sample size appropriate	Yes (sufficient for qualitative & basic quantitative analysis)
Sample representative (by age)	Yes
Sample representative (by sex)	No – males under represented, a survey phenomenon experienced world wide
Sample representative (by employment)	Yes – & includes appropriate sample from those not in the labour force
Sample representative by location	Yes
Respondent privacy & confidentiality	Yes

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Summary

Overall, the WCAS appears to have achieved a reasonably representative sample of those aged 15+ in the community; albeit with more female respondents than might have been expected. This probably reflects greater willingness of women in the community to participate in the survey. Nevertheless it will be important to take account of this imbalance when analysing survey responses.

The geographic distribution also looks reasonable in reflecting the known communities within the study area.

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