# Future Work, Future Communities

# Closure of the Australian Automotive Industry: Wave 1 Report

Jacob Irving
Helen Dinmore
Andrew Beer
Sally Weller
Tom Barnes
Julie Ratcliffe
Ilke Onur
Akshay Vij

University of South Australia
ACU Australian Catholic University
Flinders University
Tampere University
University of Birmingham

future work, future communities

25 November 2020

# Acknowledgements

This project involves a partnership between three of Australia's leading research universities: the University of South Australia, Australian Catholic University and Flinders University; and two partner universities: Tampere University and the University of Birmingham.

The research is being conducted in partnership with: the Commonwealth Government represented by the Department of Education, Skills and Employment; the South Australian Government represented by the Department for Innovation and Skills and the Department of Premier and Cabinet; the Victorian Government represented by the Department for Education and Training; AnglicareSA; the South Australian Council of Social Service; Toyota Motor Corporation; and General Motors Holden.

Our thanks go to those who helped in the production of this report, especially the partner organisations who provided contact information for approximately 4700 workers, as well as other ongoing support. We also thank EY Sweeney for showing great care with the survey respondents, ensuring positive foundations for future waves of the Longitudinal Workers Survey.

The Australian Research Council (ARC) has supported this project financially through its Linkage program (LP170100940) as have our South Australian and Federal Government partners, the Department for Innovation and Skills, and the Department of Education, Skills and Employment.

Of course, the responses presented in this report would never have come to light without the input of the 1277 participants themselves who took their time to complete the surveys. We owe all our respondents a considerable debt of gratitude.

# Executive summary

This report has been developed for partner organisations and key stakeholders of the project. It has two parts. The first documents key government and industry responses, policies and schemes leading up to the end of car manufacturing in Australia. The second part presents data from Wave 1 of the UniSA Future Communities Future Work project's Longitudinal Workers Survey on the circumstances, household compositions, work histories and self-reported health status of workers affected by the closures. This data relates to workers' circumstances in May-July 2020, about three years after the closures. It includes information about former employers from both the lead firms (Ford, GM Holden and Toyota) and supply chain firms.

The Future Work, Future Communities research aims to understand how industry restructuring impacts the lives of workers and their communities, using the closure of the major automotive assembly plants as a lens into this topic. In particular, the research seeks to understand the longer-term impacts of job loss on workers' engagement with the labour force, retraining, education and health.

Following manufacturers' announcements in 2013 and 2014 of their intention to cease Australian production, Australian car manufacturing came to its end in 2017. In the lead-up to the closures, many of the policies previously in place to support the car manufacturing industry were repositioned to assist the closure process. Federal and State Governments recognised the need to prepare the automotive workforce with skills and training to transition into future work, to assist dependent firms to diversify into other activities, and to stimulate employment growth in affected regions. This effort concentrated in the years 2016-19 and has since tapered off. Nevertheless, the events and experiences associated with the end of the automotive manufacturing industry continue to influence the shaping of the future of work in Australia.

To further our understanding of the impacts of industry restructuring, this study's longitudinal survey has been designed to investigate the impacts of plant closures on the longer-term employment, health, financial and life trajectories of affected individual workers. The first year of data collection, as reported in below, sought to document pre-closure employment, profile of workers' circumstances at the point of leaving their pre-closure employment, summarise participation in assistance arrangements, and document their current circumstances at the time of the Wave 1 survey. The survey, which was conducted over the period from May to July 2020 as a Computer Assisted Telephone Interview, collected data from 1277 former automotive sector employees, achieving a response rate of 27 per cent of possible contacts. Overall, 95 per cent of respondents agreed to being contacted again in 2021 for wave two of the survey. There are in total five waves of data collection planned for this survey. Key findings from Wave 1 include:

### Demographic profile

- 729 respondents were from Victoria and 473 were from South Australia;
- 577 respondents were from leading vehicle production firms and 700 were from supply chain firms;

- Just over half of respondents were Australia-born (55%). The Vietnam (8%) and the United Kingdom (6%) born were the largest immigrant groups;
- 55 per cent of respondents had completed some form of tertiary education;
- 76 per cent of respondents lived with a partner or spouse;
- Since the automotive assembly plant closures approximately:
    - 34 per cent of respondents reported that their life is better;
    - 35 per cent of respondents reported that their life is about the same;
    - 30 per cent of respondents reported that their life is worse.
- 56 per cent of respondents indicated their financial situation is the same or better since the closure of the assembly plants, while 43 per cent indicated a worsening financial situation.

### Employment and labour market issues

- Current employment status at the Wave 1 interview
    - 71 per cent of respondents were in paid work or self-employed.
    - 12 per cent were unemployed but looking for work;
    - 4 per cent were studying or taking a break from work and intended to return at some point in the future.
    - 9 per cent were semi or fully retired
    - Of those who were retired, 28 per cent indicated it was involuntary.
- Pre-closure employment:
    - 91 per cent of respondents had previously been in permanent full-time positions in the automotive industry;
- Transition assistance and job search:
    - 53 per cent of respondents undertook training or educational courses to help them find work;
    - Of those 87 per cent completed that training or course;
    - The two most used methods to look for work were searching the Internet and speaking to job network providers or agencies.
- Redundancy Payments:
    - Most respondents received some redundancy payments, with the amount proportional to their length of service with the pre-closure employer.
    - Typically, redundancy payments were spent supporting living expenses, paying off some or all of respondent's mortgage, and purchasing other major items.
- Quality of employment at Wave 1:
    - 69 per cent of those in employment hold permanent positions;
    - 78 per cent indicated that their current job uses knowledge or skills they gained in the automotive industry;
    - 80 per cent are satisfied in their current job, but
    - 40 per cent are less satisfied than they were with their previous employer in the automotive industry;
    - 79 per cent of respondents reported some level of security in their current job;
- Employment security at Wave 1:
    - 50 per cent of respondents have left or lost the first job since being retrenched;
    - Many of the first jobs had been inferior to the current job. 35 per cent of those employment arrangements were permanent, 35 per cent were casual and 30 per cent were fixed term contracts or labour hire or agency;

  - The three main reasons for finishing this initial post-retrenchment job were that the respondent was no longer required by their employer; the job was not suitable; or, the respondent had found a better job.
  - At the time of the survey, 30 per cent of respondents (343 individuals) were searching for some, more, or different work with a/another employer. Of those:
    - 59 per cent have been searching for less than six months;
    - 24 per cent have been searching for six months to two years; and,
    - 18 per cent have been searching for over two years.
- Effects of the COVID-19 pandemic:
  - 4.8 per cent (61 respondents) reported having to leave their most recent job due to COVID-19.

### Health and wellbeing

The Wave 1 interview asked questions from the 12 item Short Form Health Survey (SF-12v2) which provides a snapshot of respondent's current physical health and emotional wellbeing:

- 44 per cent of respondents reported their current health as being very good to excellent; 37 per cent reported it to be good; and 18 per cent have reported their health as being fair or poor.
- 65 per cent of respondents reported no impact on their social activities from physical or emotional health; 35 per cent reported some impacts.
- 59 per cent of respondents indicated that their physical health has not affected their day to day performance to accomplish as much as they would like in a day; 30 per cent reported some impact; 10 per cent reported significant impact.
- 59 per cent of respondents indicated that their emotional wellbeing has not affected their day to day performance to accomplish as much as they would like in a day; 35 per cent reported some impact; 5 per cent reported significant impact.

Photos: Sandy Horne

# Table of contents

# Glossary/List of abbreviations

| Abbreviation | Expansion | Administration |
|---|---|---|
| ACIS | Automotive Competitiveness and Investment Scheme | *Federal* |
| ADP | Automotive Diversification Program | *Federal* |
| AIIC | Automotive Industry Innovation Council | *Federal* |
| AISAP | Automotive Industry Structural Adjustment Program | *Federal* |
| AMGC | Advanced Manufacturing Growth Centre | *Federal* |
| AMWU | Australian Manufacturing Workers' Union | *N/A* |
| ANMI | Automotive New Markets Initiative | *Federal* |
| ANMP | Automotive New Markets Program | *Federal* |
| ASCDP | Automotive Supply Chain Development Program | *Victorian* |
| ASCTI | Automotive Supply Chain Training Initiative | *Victorian* |
| ASCTP | Automotive Supply Chain Transition Program | *Victorian* |
| ASDP | Automotive Supply Diversification Program | *South Australian* |
| ASEA | Automotive Supplier Excellence Australia | *N/A* |
| ATS | Automotive Transformation Scheme | *Federal* |
| AutoCRC | Automotive Cooperative Research Centre | *N/A* |
| AWTP | Automotive Workers in Transition Program | *South Australian* |
| BCSP | Business Capability Support Program | *Federal* |
| CATI | Computer Assisted Telephone Interview | *N/A* |
| FAPM | Federation of Automotive Parts Manufacturers | *N/A* |
| FIMP | Future Industries Manufacturing Program | *Victorian* |
| GCIF | Green Car Innovation Fund | *Federal* |
| GFC | Global Financial Crisis | *N/A* |
| Green Car Plan | New Car Plan for a Greener Future | *Federal* |
| GRIIF | Geelong Region Innovation and Investment Fund | *Federal/Victorian* |
| HREC | Human Research Ethics Committee | *N/A* |
| JVEN | Jobs Victoria Employment Network | *Victorian* |
| LIFT | Local Industry Fund for Transition | *Victorian* |
| MNIIF | Melbourne's North Innovation and Investment Fund | *Federal/Victorian* |
| MVP | Motor Vehicle Producer | *N/A* |
| MYEFO | Mid-Year Economic and Fiscal Outlook | *Federal* |
| NGMIP | Next Generation Manufacturing Investment Program | *Federal* |
| NWDF | National Workforce Development Fund | *Federal* |
| OEM | Original Equipment Manufacturer | *N/A* |
| PJIF | Premier's Jobs and Investment Fund | *Victorian* |
| RIF | Regional Infrastructure Fund | *Victorian* |
| RJF | Regional Jobs Fund | *Victorian* |
| RJIF | Regional Jobs and Infrastructure Fund | *Victorian* |
| RJIP | Regional Jobs and Investment Packages | *Federal* |
| SAP | Structural Adjustment Program | *N/A* |
| SEAT | South-East Automotive Transition skills program | *Victorian* |
| VATT | Victorian Automotive Transition Taskforce | *Victorian* |

# List of tables

# List of figures

# 1. Introduction

The UniSA *Future Work Future Communities* research project aims to shed light on how Australia's workforce and communities will engage with the world of work in a future shaped by new business models and disruptive technologies. Using the closure of the automotive industry as a lens into this topic, the research provides new insights into how displaced workers find work, use services, relate to others, and reshape their futures. It sheds light on the community-wide impacts of restructuring, providing new perspectives on how local resources and public policies might best advance the process of labour adjustment after major plant closures. This research is innovative in both the scale of the analysis to be undertaken, and the combination of discrete analytical foci. The *Future Work, Future Communities* project has four components:

- a longitudinal survey of affected workers;
- a program of qualitative interviews on topics of particular interest;
- a Discrete Choice Experiment (DCE) focuses on workers' career decisions; and,
- a Community Survey in affected locations to gauge the indirect impacts of closure.

The research will provide significant social and policy benefits, including guidance for firms undergoing substantial change and for government agencies in designing and delivering assistance and workers seeking re-employment after involuntary job loss. It will result in outcomes that will shape future generations of policy thinking and help advanced manufacturers better understand changes in the labour market and the contributions they make to communities.

The overall project aims to:

- Generate new theoretical and policy insights into how labour markets adapt to an economy strongly focused on knowledge-based and other service industries, including health, education and professional services;
- Understand the capacity of retraining, community support, and further education programs to deliver better outcomes for displaced workers, and do so across gender, age, occupation, and household structure;
- Examine the employment and training decisions taken by workers as they navigate their way back to the world of paid work and through the opportunities and risks embedded in their new career; and,
- Identify the capacity of communities, including their resilience and local leadership, to overcome the negative impacts of industry restructuring.

This report undertakes two key tasks within the overall project design. First, the report provides an overview of the government and industry-provided programs introduced to assist affected workers. Second, it provides preliminary data from the first wave of the longitudinal component of the data collection.

# 2. Government and industry responses to the closure of the Australian car industry

## Introduction: Understanding the processes of change

This research acknowledges the closure of car manufacturing in Australia is a watershed in the nation's economic history.[1] Although initial forecasts suggesting that up to 100,000 workers and their families would be affected in some way now seem inflated,[2] the less severe impacts are testament to the success of government interventions directed to maintaining employment in affected areas.[3] This section documents these policies.

In 2013 and 2014, car manufacturers Ford Australia (Ford), General Motors Holden (Holden) and Toyota Australia (Toyota) announced the impending closures of their Victorian and South Australian manufacturing sites. Ford announced its intention to close in 2016, Holden and Toyota at the end of 2017, signalling the end of Australia's automotive manufacturing industry.[4] From that period a number of structural adjustment programs (SAPs) were implemented by the Australian Federal Government and relevant State Governments in the immediate wake of these announcements, in the period between the announcements and the eventual closures, and extending over three years after the closures. SAPs of this form have a long history in Australia and have been applied in a range of industries for a diversity of purposes.[5]

In this instance, assistance was delivered within the broader context of governmental recognition of large-scale economic change and in response to the needs of affected workers and businesses. These crisis interventions complement other economic strategies seeking to address the challenges of economic transition associated with Industry 4.0 and the impacts of the Global Financial Crisis (GFC). This included the development of new sectors, strategies to encourage the transition to advanced manufacturing, and the creation of jobs through infrastructure development. The provision of SAP assistance programs was driven by needs at a more local level, offering practical assistance to workers in search of employment and to supply chain businesses looking to move to new product lines and markets. The rollout of these schemes was marked by synergies, and at other times discordances, between the aims of Federal and State governments, and the automotive firms.

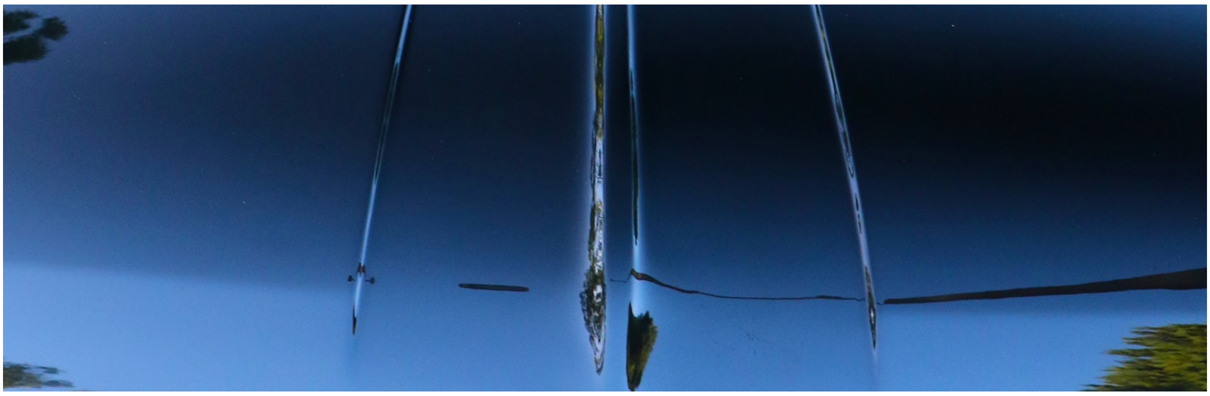
[1] Beer, A. 2018 The closure of the Australian car manufacturing industry: redundancy, policy and community impacts, *Australian Geographer*, vol. 49, no. 3, pp. 419-438.
[2] Ranasinghe, R., Hordacre, A. and Spoehr, J. 2014 Impact of the auto industry closure, Workplace Futures Survey, WiSER, Adelaide.
[3] Johnson, L., Weller, S. and Barnes, T. 2021 (Extra) Ordinary Geelong: State-led urban regeneration and economic revival. In Bryson, J., Kalafsky, R. and Vanchan, V. (eds) Ordinary Cities: Extraordinary Geographies: People, Place and Space. New York: Edward Elgar. Place-based industrial strategy and economic trajectory: advancing agency-based approaches, *Regional Studies*.
[4] Beer, A. 2018 The closure of the Australian car manufacturing industry: redundancy, policy and community impacts, *Australian Geographer*, vol. 49, no. 3, pp. 419-438.
[5] Beer, A. 2015 Structural adjustment programmes and regional development in Australia, *Local Economy*, vol. 20, no. 1, pp. 21-40.

This section details the structural adjustment programs (SAPs) introduced as a direct result of the automotive closures. These programs were the latest in a line of government schemes that supported the Australian car manufacturing industry since its inception in the 1940s.[6] The narrative includes the schemes that were in place immediately before and at the time of the closure announcements because the new schemes sometimes extended, replaced or responded directly to those existing schemes.

The purpose of specific auto-closure responsive SAPs can be split broadly into the following three categories:

- **Transition services for affected workers and their families.** Training and employment services to reskill employees for jobs in other industries and help them secure new positions.
- **Diversification and innovation funding for supply chain businesses.**
- **Job creation strategies.** These included industry sector strategies, funds for investment in affected regions, major infrastructure funding, and start-up initiatives.

While the majority of programs were funded at either a Federal or State Government level, a number of initiatives were jointly funded by Federal and State governments, or by government and car manufacturers. Critically, the task of industry adjustment was not solely undertaken by Australia's national government or even the three tiers of government – Federal, State and local government. Across the period 2013 to 2018 a number of initiatives embraced action by both the Original Equipment Manufacturers (OEMs) and governments. On occasion this action was supported jointly, and this includes the series of 'job fairs' conducted in affected regions in the lead up to closure.[7] Other initiatives such as the Ford Transition Program, the Holden Transition Program and Toyota's Drive Program were led by the OEMs, often with the collaboration of the automotive sector unions. Toyota's Supplier Productivity and Capability Program (SPCP) 2013-2017 was one example of private sector/public sector collaboration, with both institutions investing up to $10m to secure the future of supply chain firms.



[6] Beer, A. and Thomas, H. The politics and policy of economic restructuring in Australia: understanding government responses to the closure of an automotive plant, *Space and Polity*, vol. 11, no. 3, pp. 243-262.
[7] https://www.industry.gov.au/sites/default/files/July%202018/document/pdf/australian-government-response-to-future-of-australias-automotive-industry-senate-inquiry.pdf 2017, joint https://www.geelongadvertiser.com.au/news/geelong-jobs-fair-to-have-more-than-600-employment-opportunities/news-story/42062e7afdb6b175c9e4776ccdea62af and 2017, Victoria

## Policy settings at the time of the automotive manufacturing closure announcements

The **Automotive Competitiveness and Investment Scheme (ACIS),** underpinned by the ACIS Administration Act 1999, was established in 2001 as part of the Australian Government's post-millennium assistance package for the automotive industry. Its aim was to encourage 'sustainable growth' in the local and global market context via 'competitive investment and innovation.'[8] The scheme was open to companies producing motor vehicles in Australia – at that time Holden, Mitsubishi, Ford and Toyota – as well as companies in the supply chain. It was originally scheduled to run to the end of 2005. However, in December 2002, the Government announced a ten-year 'Stage 2' extension of ACIS from January 2006 to December 2010, then a planned 'Stage 3' from January 2011 to December 2015.[9] However, the election in late 2007 of the Rudd Labor government changed the policy direction and Stage 3 never eventuated.

2008 was a turbulent year for the Australian car industry. Mitsubishi Motors closed its automotive manufacturing operations in Adelaide in March 2008, reflecting difficulties in the firm's Japanese operations, and the Australian and South Australian governments provided $50 million in transition support. The new government instigated a Review of Australia's Automotive Industry, led by former Victorian Premier Steve Bracks. Its final report, released in July 2008, then formed the blueprint for the federal Government's $6.2billion *A New Car Plan for a Greener Future* (also known as the Green Car Plan), the aim of which was to create a more 'economically and environmentally sustainable' car industry by 2020.[10] The ACIS Administration Amendment Bill (2009) was repealed and replaced by the **Automotive Transformation Scheme (ATS)** from 2011. It included several major initiatives:

- **The Automotive Industry Innovation Council (AIIC).** This was a recommendation of the Bracks Review.[11] It was established by Senator the Hon Kim Carr as one of six Industry Innovation Councils and membership included the three remaining car manufacturers, researchers, unions, and representatives of State and Federal governments and government agencies. Its role was to lead the automotive sector through the transformation of the industry, addressing 'industry innovation challenges like climate change, sustainability and industry competitiveness as well as issues such as regulatory reform, workforce capability, skills needs, access to new technologies and other priorities'.[12]

- **Automotive Transformation Scheme (ATS)** ($3.4bn). This was the major initiative of the Green Car Plan. The aim of the ATS was 'to encourage competitive investment,

[8] Section 3 of the ACIS Administration Act 1999.
[9] ANAO Audit Report 19 2007-08, p. 14
[10] The Hon. Kevin Rudd, MP, Prime Minister of the Commonwealth of Australia, and Senator the Hon. Kim Carr, Minister for Innovation, Industry, Science and Research, 'A New Car Plan for a Greener Future', Media release, 10 November 2008.
[11] Bracks Review
[12]https://www.parliament.vic.gov.au/images/stories/committees/edic/submissions/VMI_Sub_56_Automotive_Industry.pdf

innovation and economic sustainability' via cash payments in a broader context of adjustment to reduced import tariffs.[13] These covered research and development (50% of value), plant and equipment (15% of value), and activities related to manufacture of motor vehicles, engine and engine components (for local and export markets). Eligible applicants were Australian Passenger Motor Vehicle production firms, Automotive Component Producers, Automotive Machine Tool and Automotive Tooling Producers, or Automotive Service Providers. Assistance was capped at $1bn and was available from 2016-2020.

- **The Green Car Innovation Fund (GCIF)** ($1.3bn) was established to support research and development of technology to lower car fuel consumption and emissions. The commercialisation of these technologies was expected to boost the Australian automotive industry. The GCIF was closed to new entrants in 2011 to divert funds to disaster relief in flood-stricken Queensland and Victoria.

- **Automotive Supply Chain Development Program (ASCDP)** provided funding for 'a service provider to coordinate assistance for individual firms across the automotive supply chain. This included both 'all tiers of component production and supporting businesses' and 'domestic Motor Vehicle Producers (MVPs)' and aimed to 'enhance the capabilities of component suppliers through support and mentoring'.[14]

- **Automotive Industry Structural Adjustment Program (AISAP)** ($51.9m) This was originally devised to mitigate the effects of consolidation of the supply chain. It offered employment and training assistance to automotive workers affected from 1 November 2008, and structural adjustment assistance from January 2009.[15] AISAP was extended more than once throughout the post-2013 transition period to assist workers retrenched from Motor Vehicle Producers (MVPs). AISAP provided workers with intensive, one-on-one employment support and $2880 per person in an Employment Pathway Fund, for work-related equipment, licences or travel/relocation costs related to new jobs.[16]

- **Automotive Market Access Program** ($6.3m from July 2009 to June 2012). This fund was to 'boost component manufacturers' access to global supply chains.'[17]

In 2012, the **Automotive New Markets Initiative (ANMI)** ($25m) was established using Green Car Plan funding and another $10m of Victorian Government funding, with the purpose of supporting the expansion of supply chain firms. Under this initiative, the Victorian and South Australian Governments co-funded the **Automotive New Markets Program (ANMP)**, a competitive grants program that gave funding to firms looking to expand operations, capabilities, product ranges and markets, both locally and internationally.[18] The ANMP

---

[13] https://www.business.gov.au/Grants-and-Programs/Automotive-Transformation-Scheme
[14] http://www.grantassist.sa.gov.au/business/program/view/7676, and http://www.grantassist.sa.gov.au/business/program/view/7677
[15] Future of Australia's Automotive Industry Interim Report chapter 2
[16] https://ministers.dese.gov.au/gillard/more-support-ford-workers
[17] Future of Australia's Automotive Industry Interim Report chapter 2
[18] https://www.industry.gov.au/sites/default/files/2020-01/australian-automotive-industry-transition-following-the-end-of-australian-motor-vehicle-production.pdf

provided grants of up to $1m. It was scheduled to run until 2015-16 but was terminated early and its funds re-directed to the **Automotive Diversification Program (ADP)**, announced in 2014 as part of the **Growth Fund**. Also falling under the ANMI was the **Business Capability Support Program (BCSP)**, which provided support for supply chain companies improving and developing their capabilities, including across new international markets or non-automotive markets. It was delivered by **Automotive Supplier Excellence Australia (ASEA)**, a business unit of **the Automotive Cooperative Research Centre (AutoCRC)**. The AutoCRC was established in 2005 to develop new technologies in the Australian automotive industry.[19]

In March 2012, the Federal Labor Government, now led by Prime Minister Julia Gillard, announced a $287m subsidy to General Motors Holden to support its Australian manufacturing operations until 2022. It also gave $34m to Ford to support manufacturing until 2016.

## The industry's closure announcements

In May 2013, Ford was first of the local carmakers to announce its closure plans. The decision reflected a shift in policy in the Ford US head office, associated with post GFC 'reshoring', but also prolonged difficult trading conditions in Australia. In September of 2013, the election of the Abbott government foreshadowed less generous government support for the sector. General Motors-Holden announced in December 2013 that it too would end automotive manufacturing in Australia. Toyota, the last of the three local manufacturers, announced in 2014 that it too would close down.

Ford announced in May 2013 that it would cease manufacturing in October 2016, closing its Geelong and Broadmeadows plants. The Australian Government immediately announced $39m in funding to SAPs in the affected regions, representing $30m of federal funding and $9m of funding by the Victorian Government. Ford was called upon by the Federal Government to contribute,[20] and agreed to add $10m of support funding. This total of $49m became the **Geelong Region/Melbourne's North Innovation and Investment Funds (GRIIF/MNIIF)**. Each was originally funded through an allocation of $15m from the Federal Government, $4.5m from the Victorian Government and $5m from Ford, but the GRIIF was later boosted by $10m from Alcoa following the closure of its Point Henry aluminium smelter.[21] Both the MNIIF and GRIIF were competitive grant programs aimed at supporting investment in new business projects with sustainable employment outcomes, and were scheduled to run for three years from 2013-14 to 2015-16.[22]

The Australian Government also promised an additional $12m more to the ANMP ($10m of Federal funding and $2m from Victoria) in May 2013, taking the total funding under this program to $47m.[23] The following month, it announced an additional $15.1m support for Ford workers in the form of the following initiatives:[24]

---

[19] https://www.austrade.gov.au/SupplierDetails.aspx?ORGID=ORG0290002244&folderid=
[20] https://pmtranscripts.pmc.gov.au/release/transcript-19368
[21] https://www.australianmanufacturing.com.au/16639/alcoa-commits-10-million-to-support-its-outgoing-workers
[22] https://www.mariavamvakinou.com/index.php/latest-news/news/705-melbournes-north-innovation-and-investment-fund-open-for-applications
[23] https://pmtranscripts.pmc.gov.au/release/transcript-19368
[24] https://ministers.dese.gov.au/gillard/more-support-ford-workers

- $5m from the **National Workforce Development Fund (NWDF)** for Auto Skills Australia for worker transition services including careers advice, training and community response;
- $5m from future NWDF allocations;
- Establishment of Geelong as a Priority Employment Area and appointment of a Local Employment Coordinator to the region with access to a $200,000 Flexible Funding Pool to assist transitioning workers, as well as an Australian Jobs and Skills Expo costing just over $200k to be held before July 2014. Four smaller 'Jobs Marts' were also funded at $100k each;
- $470k assistance to the **Federation of Automotive Parts Manufacturers (FAPM)**.
- Information sessions for workers in Geelong and Broadmeadows about available support measures;
- Extension of Labour Adjustment Officers funded under AISAP to 30 June 2017. The Government also announced it was working with Ford to fast-track worker access to AISAP, which normally required a formal notification of redundancy.

The **Ford Transition Program** commenced in June 2013 and continued through to April 2017. At the September 2013 Federal election, the Coalition defeated Labor at the election and formed government under the leadership of Prime Minister Tony Abbott, who planned to cut $500m of the ATS. The Abbott Coalition government continued the MNIIF and GRIIF but 'did not extend similar funds into regions affected by the GMH and Toyota closures.' [25]
That year Holden announced in December its intention to cease automotive manufacturing in Australia by the end of 2017. A week after the Holden announcement, the Federal Government announced a $100m package to help transition workers affected by the closures. This program was to be administered by the Department of Industry and commence in 2014/15, with a view to providing support to South Australia and Victoria in the following areas:

- Adjustment by existing component manufacturers to business outputs or markets;
- Establishment or expansion of manufacturing operations, via business grants, with priority to businesses employing former automotive workers;
- Commercialisation of research and development in the automotive component manufacturing sector.

The $100m would be jointly funded with $60m from the Federal Government, $12m from the Victorian Government, with the remainder sought from the South Australian Government and Holden. The final details of this fund to support Holden workers were not set prior to the program's announcement. Operational matters were to be informed by a number of ongoing processes including a formal review (chaired by Industry Minister Ian Macfarlane) and consultation with state governments. A formal call for submissions went out on 27 December 2013. A few days later, former Federal government Minister Greg Combet was announced as chair of South Australia's newly formed **Automotive Transformation Taskforce**. Meanwhile, on the day the $100m support fund was announced by the Federal Government, Victorian Premier

[25] Barnes, T. (2016). Transition to where? Thinking through Transitional Policies for Victoria's Automotive Manufacturing Industry. Melbourne, Victroria, Parliamentary Library & Information Service, Parliament of Victoria.

Denis Napthine hosted a meeting involving representatives from the South Australian Government and the car industry.

The year of 2014 saw both Federal and affected State governments release significant budget measures to address the impending closures. It also saw Toyota announce, in February, that it would end automotive manufacturing in Australia by the end of 2017.

The result of Minister Ian Macfarlane's economic review panels undertaken in South Australia, Victoria and Canberra in January and February 2014 was the report: 'Growing Opportunities: South Australian and Victorian Comparative Advantages', released in April. This report informed the **Growth Fund** released in the 2014-15 Budget as well as the Government's Industry Investment and Competitiveness Agenda released the same year.[26]

The 2014-15 Federal Budget claimed savings of $845.6m through the closure of a number of industry support programs, such as the Innovation Investment Fund and funding for Commercialisation Australia, as well $500m cut from the ATS up to 2017 (though this funding was restored in the 2015-16 Budget, plus the addition of $400m for four years beyond 2017). Funds were diverted to new programs, such as the **Entrepreneur's Infrastructure Program** ($484.2m over five years), the $476m **Industry Skills Fund** to commence in January 2015 and deliver around 200,000 training places and services over four years, and the **Manufacturing Transition Grants Program** ($50m) to help businesses transition to competitive industries.

Barnes (2016) has summarised the forces at work on the government's policies at this time:

> The appropriate funding level for the ATS became a controversial political issue which was exacerbated by GMH's December 2013 closure decision. Toyota's February 2014 closure announcement, which heralded the coming end of car manufacturing, came during the Productivity Commission's enquiry and less than two months before its final report was submitted to the government. In 2014, policies previously based upon ATS efforts to retain car manufacturing operations in Victoria and South Australia now shifted toward car manufacturing's cessation.[27]

The Australian Government's key budget measure in response to the Holden and Toyota closure announcements was the $155m **Growth Fund**, [28] which included:

- A **Next Generation Manufacturing Investment Program (NGMIP)** ($90m, including $12m each from South Australian and Victorian State Governments). This provided grants between $500k and $2.5m to support capital investment projects in areas of high value manufacturing in South Australia and Victoria.[29]

[26] Department of Industry, Innovation and Science (2020) Australian Automotive Industry: Transition following the end of Australian motor vehicle production, Canberra: Department of Industry, Innovation and Science. January.
[27] Barnes, T. (2016). Transition to where? Thinking through Transitional Policies for Victoria's Automotive Manufacturing Industry. Melbourne, Victroria, Parliamentary Library & Information Service, Parliament of Victoria.
[28] Australian Government (2014) 2014-15 Budget. Canberra. https://archive.budget.gov.au/2014-15/index.htm
[29] https://www.business.gov.au/Grants-and-Programs/Next-Generation-Manufacturing-Investment-Programme

- An **Automotive Diversification Program (ADP)** ($20m) to help supply chain manufacturers diversify to new markets. This was for investments in capital equipment only and ran for three rounds in 2014-15.
- An extension to **AISAP** ($15m) to provide transitional employment and training services to affected automotive workers.
- A **Skills and Training Initiative** ($30m) to be funded by Toyota and Holden until the end of 2018. This was rolled out as **Toyota's DRIVE program** and the **Holden Transition Program**, with $3m of Toyota's contribution dedicated to supply chain workers.[30] Later in the year, at the Federal 2014-15 Mid-Year Economic and Fiscal Outlook (MYEFO), the Fringe Benefits Tax (FBT) liability for training provided under this initiative was removed.[31]

The Australian Government set up a National Automotive Governance Committee to oversee the programs under the Growth Fund that assisted workers. This Committee included members from relevant government agencies as well as Toyota and Holden.[32] It also initiated a Productivity Commission enquiry into government assistance for the Australian [Automotive] industry.[33]

## State measures

The 2014-15 Victorian State Budget included $30m in training for automotive workers. A pre-election budget update in December included an automotive supply chain support program

[30] Department of Industry, Innovation and Science (2020) Australian Automotive Industry: Transition following the end of Australian motor vehicle production, Canberra: Department of Industry, Innovation and Science. January.
[31] MYEFO 2014
[32] Department of Industry, Innovation and Science (2020) Australian Automotive Industry: Transition following the end of Australian motor vehicle production, Canberra: Department of Industry, Innovation and Science. January.
[33] Productivity Commission (2014) Australia's Automotive Manufacturing Industry. Inquiry Report No. 70 Canberra: Productivity Commission.

contributing to the output of the Department of State Development, Business and Innovation's Investment Attraction, Facilitation and Major Projects. The Automotive Supply Chain Transition Initiative (ACSTI) provided access to workforce development centres for autoworkers from July 2014 and ran in parallel with the Workers in Transition (WiT) program, a more generalised labour assistance measure. Other programs included the Learn Local and Specialised Automotive Skills and Jobs Centres.

The South Australian Labor Government, led by Premier Jay Weatherill, released its 2014-15 state budget in June, which included *Our Jobs Plan*. The Plan pledged $60m of state funds over five years – $12m of which constituted SA's contribution to the Federal Government's $155m Growth Fund announced the month prior – in turn seeking $333m of co-funding from the Federal Government towards numerous initiatives. Much of this requested funding was not forthcoming, however, and many of the initiatives in *Our Jobs Plan* did not proceed, including the Community Building Fund, New Jobs Acceleration Fund and start-up initiatives. However, the following schemes arose from the Plan:

- **Automotive Workers in Transition Program (AWTP);**
- Skills for All (the addition of funding to an existing employment program);
- **Retrenched Worker Program;**
- Support services near GMH;
- The expansion of the Northern Connections plan;
- **Automotive Supply Diversification Program (ASDP)**, designed to dovetail with Federal ADP; and,
- **Fast Track Initiative** (under the ASDP).

In December, the not-for-profit organisation Northern Futures was contracted to deliver Career and Transition Services to auto component sector workers.

## 2015 – 2017 Pre-closure preparations

The period leading up to the closures of the three lead firms saw the Prime Minister Malcolm Turnbull lead the Australian Government from September 2015 and this government was re-elected in July 2016.

Both Federal and State governments initiated further measures to directly support the transition of workers and businesses to a new economy. The Turnbull Government released ambitious economic strategies that acknowledged the fundamental transformation of Australia's industrial landscape in a global environment of change. This included the **National Innovation and Science Agenda**, which was released in November 2015, with initiatives worth $1.1bn over four years,[34] including the **Entrepreneurs' Program**, originally funded at $8m but allocated a further $15m in the months before the 2016 Federal election.[35] Such strategies recognised that transition for workers was not simply about reskilling workers for new jobs but, instead, depended upon creating jobs as well. These policy interventions acknowledged that research and development funding would help businesses in the automotive supply chain

[34] https://www.industry.gov.au/policies-and-initiatives/boosting-innovation-and-science
[35] https://www.zdnet.com/article/australian-government-stumps-up-au182m-for-help-with-its-entrepreneurs-programme/

adapt to a new future of manufacturing. At the same time, individual states looking to further develop their existing strengths increasingly focused on local infrastructure projects, sector strategies and regional development.

## Victoria

The Victorian Government response during this period was defined by several key measures, chief of which was ***Towards Future Industries: Victoria's Automotive Transition Plan***.

Other schemes were initiated prior to its release in December 2015. That year, the *Back to Work Act 2015* addressed rising unemployment across the state, looking to create 100,000 jobs through $100m in financial assistance designed to increase employment prospects for jobseekers experiencing disadvantage. The **Back to Work Scheme** came into effect in April 2015 and offered incentives and subsidies for employers who took on and trained retrenched workers.

Many measures in the 2015-16 Victorian State Budget focused on training and job creation and these included:

**Training:**

- $300m towards the $320m **TAFE Rescue Fund**; $50m for the **TAFE Back to Work Fund**; and $32m for **Local Learning and Employment Networks**;

**Jobs:**

- **Premier's Jobs and Investment Fund (PJIF)** – sub-schemes were **Premier's Jobs and Investment Panel**, which in turn oversaw the **'Start-up' initiative** and **LaunchVic**. The Panel met for the first time in August 2015;
- **Future Industries Fund** – underneath this are the **Future Industries Sector Strategies**, which in turn sit above the **Future Industries Sector Growth Program** and the **Future Industries Manufacturing Program (FIMP)**;
- **Regional Jobs and Infrastructure Fund (RJIF)** which, as previously noted, included a new allocation to the GRIIF.

In December 2015, *Towards Future Industries: Victoria's Automotive Transition Plan* allocated $46.5m of funding for the following initiatives:

- **Local Industry Fund for Transition (LIFT)** ($33m total), a new regional economic adjustment fund divided into four regional programs – **LIFT Melbourne's North** ($10.6m), **LIFT Melbourne's West** ($5m), **LIFT Melbourne's South-East** ($10m) and **LIFT Geelong Region** ($7.5m);
- **Automotive Supply Chain Transition Program (ASCTP)**;
- **South East Automotive Transition skills program (SEAT)**.

The following year's budget (2016-17) included:

- $50m to replenish the PJIF;

- Funding to bolster the **Future Industries Fund**;
- $53m over four years for the **Jobs Victoria Employment Network (JVEN)**, a key initiative of Jobs Victoria (Stages 1 and 2). Stage 2 rolled out from Aug 2016 with $10.5m funding;
- $10m to expand the **Back to Work Scheme** for automotive workers.

In March 2016, the State Industry Minister chaired the first meeting of the **Victorian Automotive Transition Taskforce (VATT)**. In October 2016, the Victorian Government established the **Advanced Manufacturing Advisory Council**.

In October 2016, Ford closed its Australian manufacturing operations, with the Ford Transition Project concluding in April 2017.

## South Australia

In February 2015, Kyam Maher was appointed South Australian Minister for Automotive Transformation. The following month he opened a dedicated centre at Warradale to support and retrain Holden workers. In April of the same year, the South Australian Government scrapped its Skills for All program, to be replaced by WorkReady from July.
In May 2015, the South Australian Government released 'A shared vision for northern Adelaide: Directions Paper' to initiate its community consultation for the Northern Economic Plan. The 2015-16 South Australian State Budget, released in June, included $93m to improve housing, roads and schools in northern Adelaide, plus a range of tax reforms. These also laid the groundwork for the Northern Economic Plan, which was released in January 2016. It was a strategy focused on the region affected by the Holden closure but also historically a region of socio-economic disadvantage. It was produced in conjunction with the three local councils, City of Playford, City of Salisbury, and City of Port Adelaide and Enfield. The plan responded directly to the impending closure, framing it as a catalyst for strategic economic change that would strengthen the community and improve quality of life. It identified sectors for growth and emphasised the need to address disadvantage and for the coordination of state and local government services and policies. It detailed $24.65m of new funding and initiatives in priority areas, such as 'workforce development and training, innovation and small business development, transport planning, trade and investment, regulation, planning and utility costs, and local industry participation.'[36]

The 2016-17 South Australian State Budget offered no further transition-specific schemes but did include the Job Accelerator Grant Scheme and looked to shipbuilding and capital works to create economic activity in the wake of closures.

In October 2016, as Ford shut down in Victoria, Holden stopped production of its Holden Cruze model, resulting in the loss of 280 jobs. In November, Holden closed its Port Melbourne engine plant, creating a further 170 job losses. In June 2017, the 2017-18 South Australian State Budget included a new **Future Job Fund** worth over $200m and on 20 October 2017, as planned, Holden ceased motor vehicle manufacturing in Australia, shutting the doors of its plant at Elizabeth in the north of Adelaide.

[36] Northern Economic Plan https://www.adelaidenow.com.au/messenger/north-northeast/northern-economic-plan-aims-to-create-15000-jobs-with-24m-cash-injection/news-story

## Adjusting to a post-closure world

According to a January 2020 report by the Department of Industry, Innovation and Science:

> Australian Government's budgetary assistance for the automotive sector in the four years from 2013-14 to 2016-17 totalled approximately $1.29 billion. ATS assistance made up $1.044 billion of this total, of which the MVPs received $703 million. When combined with tariff assistance, the financial support to the industry through the 2013-17 transition period exceeded $2.5 billion. This contrasts with industry value added for 'motor vehicle and motor vehicle part manufacturing' of $15 billion for the four years from 2013-14 to 2016-17.[37]

The period following the closures has seen a gradual winding down of measures put in place to support transitioning workers and supply chain businesses, although the legacy of the closures lives on in the focus of job-creating economic strategies.

[37] Department of Industry, Innovation and Science (2020) Australian Automotive Industry: Transition following the end of Australian motor vehicle production, Canberra: Department of Industry, Innovation and Science. January.

# 3. Longitudinal survey of retrenched workers

## 3.1 Introduction

This section presents information on Wave 1 of the longitudinal survey, including methodology, response rates and preliminary univariate results. The reporting of Wave 1 results spans:

- respondents' demography, education and household structure;
- experiences with their previous employer in the automotive industry;
- job searching, current circumstances, job history; and,
- health and wellbeing.

Further analysis will be available on the project's dedicated website as it emerges. [38] The website is also designed to provide research participants with information about the study, including background, objectives, findings and publications, and updates related to the study.

The Wave 1 survey has been attached as Appendix A to this document.

## 3.2 Methodology

### Target Population

The target population for the longitudinal survey is former workers from the automotive industry who were retrenched as a result of automotive plant closures. These include former workers of OEMs (Ford, Toyota, and Holden) and supply chain firms from South Australia and Victoria. A small number of respondents to the survey were employed in jobs earmarked for retrenchment, but – often as a result of government-supported diversification initiatives – were not ultimately retrenched.

### Question development

The questionnaire instrument was developed by the project team, all of whom had conducted similar research previously, drawing on and further developing previous questionnaires to meet the project objectives. The survey was reviewed and approved by the University's Human Research Ethics Committee (HREC) as part of the design phase.

The market research firm contracted to conduct the interview, EY Sweeney, reviewed the questionnaire and worked closely with the University of South Australia to further refine the survey questions and response frames. In recognition that some questions could be particularly sensitive for participants, careful consideration was given to the wording and style

[38] https://fwfc.com.au

of questioning. All finalised tools and protocols were approved by the University and confirmed with the HREC prior to survey programming.

Prior to the main interviewing activities, the programmed survey underwent pilot testing to identify any practical problems, ensure respondents were interpreting the questions correctly, and confirm if the survey was functioning as a valid and reliable data collection tool. The pilot test identified the need for minor revisions to question wording. All suggested changes were confirmed with the University and the HREC before any revisions were made.

## Data collection method

Fieldwork was conducted using Computer Assisted Telephone Interviewing (CATI) conducted under contract by EY Sweeney. The design of the questionnaire and the conduct of the interviews, as approved and governed by the UniSA Human Research Ethics provisions, complied with national guidelines for the ethical conduct of research.

## Sample frame

A list of names of people identified in the target population was compiled, with appropriate permissions and with regard to Privacy considerations, by the University and project partners, including OEMs, Government partners, and Hudson Global. A supplementary sample list, from previous research conducted by project CI Dr. Tom Barnes of the Australian Catholic University, added a further 89 unique records. The University of South Australia provided an initial sample list comprising 4,600 records of workers to data collection agency, EY Sweeney.

In total, the project obtained information on 4,689 named potential contacts, of which 3,789 contained valid email addresses and 4,458 included mobile phone numbers. Table 1 provides a summary of the characteristics of those included in this sample-able population.

Table 1. Summary of sampling frame

| Population variables | Observations |
|---|---|
| Age | |
| 20-29 | 95 |
| 30-39 | 462 |
| 40-49 | 892 |
| 50-59 | 1,275 |
| 60+ | 557 |
| Unknown | 1,408 |
| State | |
| South Australia | 2,097 |
| Victoria | 2,503 |
| Unknown | 89 |
| OEM / Supply Chain | |
| OEM | 1,427 |
| Supply chain | 3,173 |
| Unknown | 89 |
| Gender | |
| Female | 651 |
| Male | 2,718 |
| Unknown | 1,320 |
| Total | 4,689 |

## Response rate

The sample-able population – that is, the names available to the project – are not a complete list of workers retrenched from the automotive sector since the closure announcements. There is no such complete list of retrenched automotive workers. Currently, the best approximation of the actual population is the profile of automotive workers obtained from 2016 ABS Census data. Table 2 compares the characteristics of Wave 1 survey respondents to the estimated population proportions with a view to establishing the representativeness of the sample. It shows that the sample proportions of state and gender are within 2 per cent of the Census population proportions (2016 ABS Census data).

Table 2. Response rate, state and gender

| | 2016 population | | Sampling frame | | Wave 1 respondents | |
|---|---|---|---|---|---|---|
| **Population variables** | **Frequency** | **Per cent (%)** | **Frequency** | **Per cent (%)** | **Frequency** | **Per cent (%)** |
| State | | | | | | |
| Victoria | 19574 | 56.7 | 2,097 | 44.7 | 729 | 57.1 |
| South Australia | 3860 | 11.2 | 2,503 | 53.4 | 473 | 37 |
| Other | 11059 | 32.1 | | | 64 | 5 |
| Unknown | | | 89 | 1.9 | | |
| Gender | | | | | | |
| Female | 5610 | 16.3 | 651 | 13.9 | 222 | 17.4 |
| Male | 28883 | 83.7 | 2718 | 58 | 1052 | 82.4 |
| Other | | | | | 3 | 0.2 |
| Unknown | | | 1320 | 28.2 | | |
| Total | 34493 | 100.0 | 4689 | 100.0 | 1277 | 100.0 |

However, as shown in Table 3, the age profile of names in the sampling frame was significantly older than the estimated population proportions based on Census data, resulting in a respondent profile that is also considerably older than the Census-defined population. Sample weights will be estimated to address this issue in later analyses.

Table 3. Response rate, age

| | 2016 population | | Sampling frame | | Wave 1 respondents | |
|---|---|---|---|---|---|---|
| **Population variables** | **Frequency** | **Per cent (%)** | **Frequency** | **Per cent (%)** | **Frequency** | **Per cent (%)** |
| Age | | | | | | |
| 20-29 | 5091 | 14.8 | 95 | 2 | 23 | 1.8 |
| 30-39 | 8080 | 23.4 | 462 | 9.9 | 162 | 12.7 |
| 40-49 | 9755 | 28.3 | 892 | 19 | 315 | 24.7 |
| 50-59 | 8288 | 24 | 1,275 | 27.2 | 482 | 37.7 |
| 60+ | 3279 | 9.5 | 557 | 11.9 | 276 | 21.6 |
| Unknown | | | 1,408 | 30 | 19 | 1.5 |
| Total | 34493 | 100.0 | 4689 | 100.0 | 1277 | 100.0 |

# 4. Univariate survey responses

This section of univariate frequency tables and figure of Wave 1 survey responses provides the foundation for additional, more sophisticated analyses, many of which will be held off until after additional waves of data have been collected. Table 4 shows the number and percentage of respondents who have consented to be contacted for future waves of the longitudinal survey as 1209 or 94.6 per cent.

Table 4. Consent provided for future contact

| Are you happy to be contacted in the future? | Frequency | Per cent (%) |
|---|---|---|
| Yes | 1209 | 94.7 |
| No | 68 | 5.3 |
| Total | 1277 | 100.0 |

This response puts the longitudinal project on a positive track.

## 4.1 Demography, education and household circumstances

The survey respondents come from various backgrounds, and household compositions. This section draws out the demographic profile of the survey respondents. The following information about respondent characteristics includes men and women from both automotive OEM and supply chain firms. Cases are predominately from Victoria and South Australia, with a small portion of respondents residing in New South Wales, Queensland and Tasmania.

### Overall destinations

While most of the survey respondents were no longer working in the automotive industry Table 5 shows that a small number of respondents (13) were in jobs earmarked for retrenchment, but in the end did not cease work with the firm. In these cases, firms either maintained business in the automotive industry or innovated to service a different industry.

Table 5. Post closure destinations, broad classifications

| CASE TYPE | Participant status | Frequency | Per cent (%) |
|---|---|---|---|
| **A** | Finished in the automotive industry | 1264 | 98.9 |
| **B** | Works in the same company in the auto industry | 12 | 0.9 |
| **C** | Works in the same company not in the auto industry (changed industries) | 1 | 0.1 |
| | Total | 1277 | 100.0 |

## OEM versus supply chain

The survey yielded similar numbers of respondents who had worked in OEM and supply chain firms with their previous employer in the automotive industry. In both cases this number exceeded the target number of 500 per firm type, with 577 and 700 cases respectively (Figure 1).

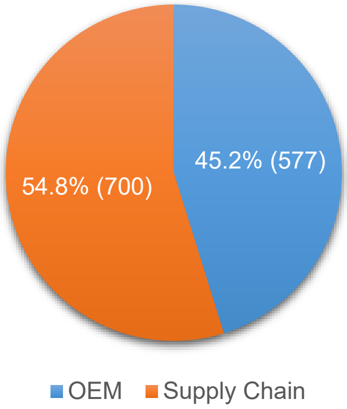



Figure 1. Proportion of OEM to supply chain workers, sample respondents

## Main place of residence

*Survey Question F3. What is the postcode of your main place of residence, that is the place where you usually live?*

Most of respondents' main place of residence was in Victoria or South Australia with 729 and 473 respondents respectively coming from each state (Figure 2). 43 respondents were residents of New South Wales, Queensland, or Tasmania collectively. 21 respondents reported not having a main place of residence.


*Note: 11 cases with missing data*

Figure 2. Main place of residence by state, sample respondents

## Gender composition

*Survey Question F1. How would you describe your gender?*

The gender proportions of respondents are shown in Table 6. While men (82.5%) made up the majority of our respondents, the survey received a significant response rate from women making up a total of 17.4 per cent of the population, which approximates to one in every three women contacted completing the telephone interview.

Table 6. Gender composition of sample respondents

| How would you describe your gender? | Frequency | Per cent (%) |
|---|---|---|
| Male | 1052 | 82.4 |
| Female | 222 | 17.4 |
| Other | 3 | 0.2 |
| Total | 1277 | 100.0 |

## Age composition

*Survey Question F2. How old are you?*

Figure 3 below shows the age ranges of respondents. 62.4 per cent of respondents fell between the ages of 40 to 59 with 14.5 per cent being younger than 40 and 21.6 per cent being 60 years or older.

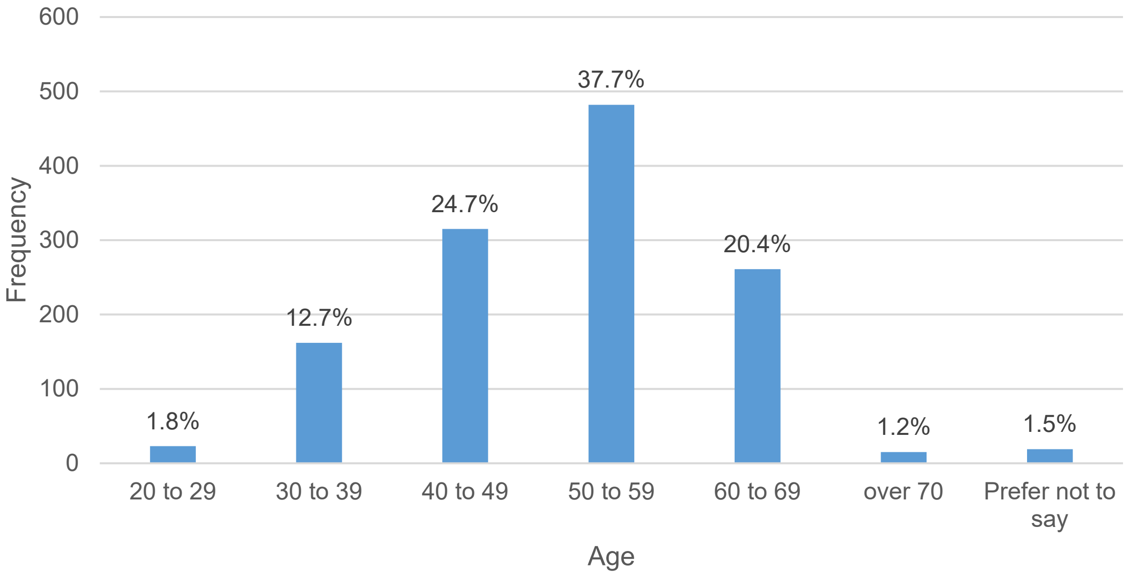



Figure 3. Age composition of sample respondents

## Country of birth

*Survey Question F6. What was your country of birth?*

Respondents were asked about their country of birth and the main language they speak at home. As shown in Table 7, the number of people born in Australia was 54.7 per cent, with the remainder of respondents being born in a wide range of different oversea countries. Vietnam and the United Kingdom were the main countries of origin for those born overseas.

Table 7. Country of birth, sample respondents

| What was your country of birth? | Frequency | Per cent (%) |
|---|---|---|
| Australia | 698 | 54.7 |
| Vietnam | 104 | 8.1 |
| United Kingdom | 80 | 6.3 |
| India | 46 | 3.6 |
| Sri Lanka | 31 | 2.4 |
| Philippines | 24 | 1.9 |
| New Zealand | 20 | 1.6 |
| China | 19 | 1.5 |
| Other | 255 | 19.9 |
| Total | 1277 | 100.0 |

## Main language groups

*Survey Question F7. What is the main language you speak at home?*

Table 8 shows the main language spoken at home by respondents. The proportion of speakers of English as their main language at home was 81.2 per cent. The next most significant main language spoken at home was Vietnamese (7.6%).

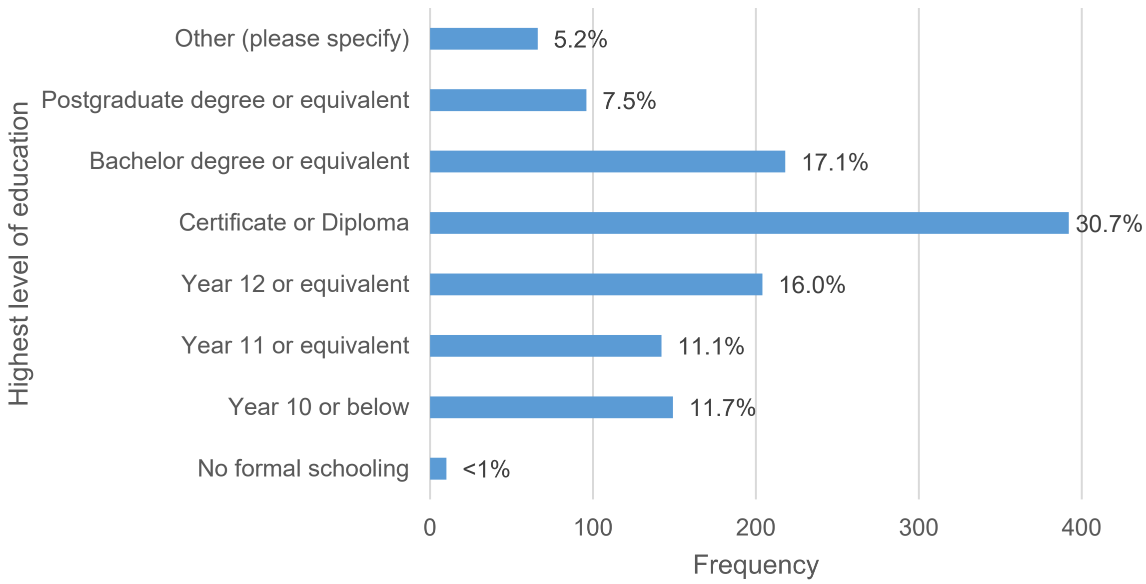
Table 8. Main language spoken at home, sample respondents

| What is the main language you speak at home? | Frequency | Per cent (%) |
|---|---|---|
| English | 1037 | 81.2 |
| Vietnamese | 97 | 7.6 |
| Cantonese | 20 | 1.6 |
| Mandarin | 21 | 1.6 |
| Hindi | 18 | 1.4 |
| Tamil | 13 | 1.0 |
| Filipino | 12 | 0.9 |
| Sinhalese | 12 | 0.9 |
| Greek | 6 | 0.5 |
| Spanish | 5 | 0.4 |
| Macedonian | 4 | 0.3 |
| Arabic | 4 | 0.3 |
| German | 3 | 0.2 |
| Persian | 3 | 0.2 |
| Polish | 3 | 0.2 |
| Punjabi | 3 | 0.2 |
| Urdu | 3 | 0.2 |
| Turkish | 2 | 0.2 |
| Other | 108 | 8.5 |
| Total | 1277 | 100.0 |

## Highest level of education

*Survey Question F4. What is your highest level of education you have completed?*

The highest level of education attained by survey respondents is presented in Figure 4. Figure 4 shows that 55.3 per cent of respondents had completed some form of post-secondary education, predominantly trade certificates and diplomas. 16.0 per cent of respondents' highest level of education was Year 12 or equivalent; and, 22.8 per cent had not finished secondary education but had some level of formal education. Less than 1 per cent of respondents had no formal schooling.




*Note: 1277 observations*

Figure 4. Highest level of education, sample respondents

## Technical or trade qualifications

*Survey Question F5. Do you have a technical or trade qualification?*

43 per cent of respondents reported to having a technical or trade qualification (Table 8).

Table 9. Technical trade or qualifications, sample respondents

| Do you have a technical or trade qualification? | Frequency | Per cent (%) |
|---|---|---|
| Yes | 547 | 42.8 |
| No | 730 | 57.2 |
| Total | 1277 | 100.0 |

## Household composition

*Survey question F8. Excluding yourself, how many people, including adults and children under 18 years usually live in your household?*

Respondents were asked about the number of adults and children living with them. 87 per cent of respondents were living with at least one other adult (Table 10), and 37 per cent had at least one child in the house (Table 11). 4.4 per cent of respondents were living alone (Table 10 and 11); 7.4 per cent were single adult households with children (Table 10); and, 56.9 per cent of households had more than one adult, but no children (Table 11).

Table 10. Number of adults living with respondent

| Number of additional adults in household | Frequency | Per cent (%) |
|---|---|---|
| 1 | 680 | 53.3 |
| 2 | 244 | 19.1 |
| 3 | 122 | 9.6 |
| 4 | 50 | 3.9 |
| 5 | 8 | 0.6 |
| 6 | 2 | 0.2 |
| Single adult household with children | 95 | 7.4 |
| No other person apart from participant | 56 | 4.4 |
| Prefer not to say | 20 | 1.6 |
| Total | 1277 | 100.0 |

Table 11. Number of children living with respondent

| Number of children in household | Frequency | Per cent (%) |
|---|---|---|
| 1 | 199 | 15.6 |
| 2 | 207 | 16.2 |
| 3 | 53 | 4.2 |
| 4 | 11 | 0.9 |
| 5 | 4 | 0.3 |
| 6 | 0 | 0.0 |
| Multiple adult household with no children | 726 | 56.9 |
| No other person apart from participant | 56 | 4.4 |
| Prefer not to say | 20 | 1.6 |
| Total | 1276 | 100.0 |

*Note: 1 case with missing data*

## Spouse or partner in household

*Survey question F9a. What is your relationship with this person?*

A follow up question asked, for each additional adult living in the household, about the nature of the relationship. This established whether the respondent lived with a spouse or partner. Table 12 shows that 76.3 per cent of respondents indicated that one of the adults they were living with was their spouse or partner.

Table 12. Spouse or partner in household, sample respondents

| What is your relationship with this person? | Frequency | Per cent (%) |
|---|---|---|
| Spouse or partner | 975 | 76.3 |
| No spouse or partner living with respondent | 302 | 23.7 |
| Total | 1277 | 100.0 |

## Adults in household earning income from paid work

*Survey question F9c. Does this person earn income from paid work?*

A second follow-up question ascertained whether other adult householders earned income from paid work. 86 per cent of respondents indicated living with at least one other adult who was earning income from paid work (Table 13). Only 11.8 per cent of respondents were their household's sole breadwinner – a dramatic change in household arrangements compared to similar surveys in the past.

Table 13. Number of adults earning income from paid work

| Number of additional adults earning income from paid work | Frequency | Per cent (%) |
|---|---|---|
| 0 | 151 | 11.8 |
| 1 | 422 | 33.1 |
| 2 | 508 | 39.8 |
| 3 | 118 | 9.2 |
| 4 | 46 | 3.6 |
| Prefer not to say | 32 | 2.5 |
| Total | 1277 | 100.0 |

## Spouse's response to respondent's retrenchment

*Survey question F10. After you finished working with your previous employer in the automotive industry, did your spouse or partner do any of the following to source for more income...?*

Respondents were asked whether their spouses or partners changed employment activity after the respondent had finished working with their previous employer. Table 14 shows that in 212 households, in 16.6 per cent of households, spouses and partners changed their labour activity in at least one of four ways:

- they started working when previously they had not been;
- they changed jobs;
- they increased their working hours; or,
- they found more work by way of securing an extra job.

The most significant change to a spouse or partner's working situation for this cohort was the increase in working hours which was evident in 50 per cent of the affected 212 households.

Table 14. Change in spouse's work activity, sample respondents

| After you finished working with your previous employer in the automotive industry, did your spouse or partner do any of the following to source for more income...? | Yes | No |
|---|---|---|
| Started working when previously they were not | 69 | 906 |
| Changed jobs | 61 | 914 |
| Increased their working hours | 105 | 870 |
| Found an extra job | 25 | 950 |
| None of these apply | 752 | 223 |
| Prefer not to say | 11 | 964 |
| At least one of these changes apply | 212 | 763 |

*Note: Multiple response allowed, 975 observations*

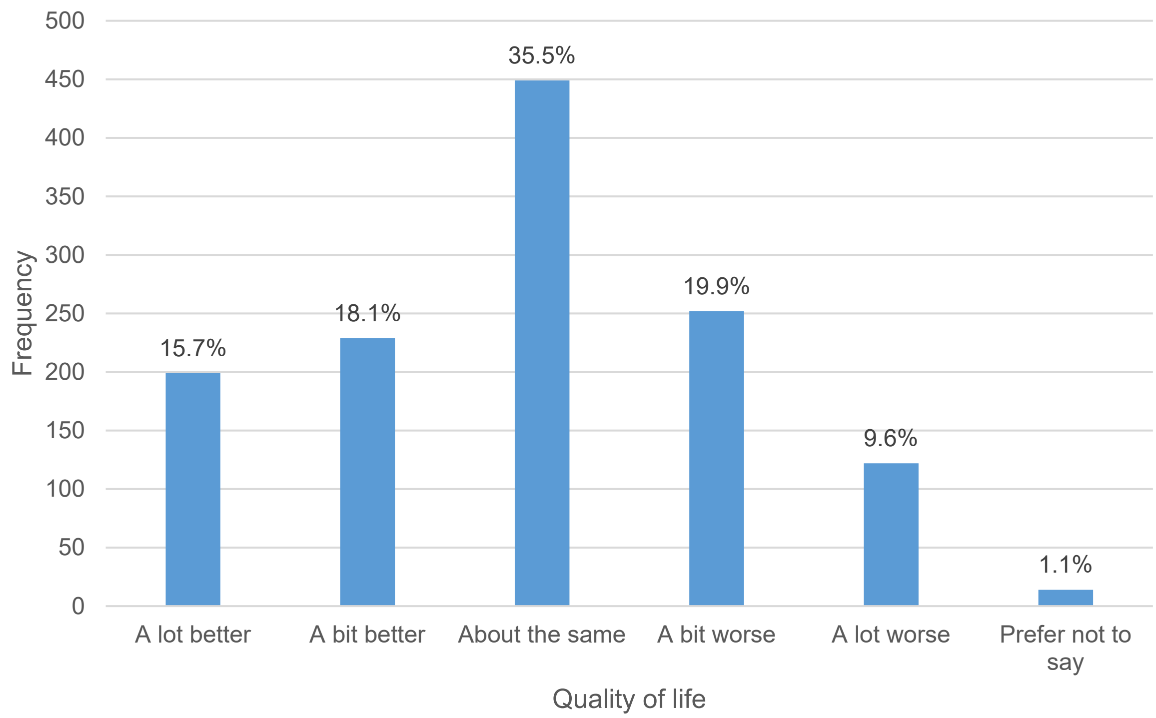
## Quality of life

Respondents were asked basic questions around their overall quality of their life. No definition was provided, so the meaning of 'quality of life' is entirely as interpreted and perceived by the respondent.

*Survey question F13. How much better or worse off has your life as a whole changed since you finished with your previous employer in the automotive industry?*

Respondents were asked about their present quality of life compared to when they were working in the automotive industry. Figure 5 shows that since the closures:

- 428, or 33.8 per cent, of respondents felt their life was 'a lot' or 'a bit' better;
- 449, or 35.5 per cent, of respondents felt their life is about the same;
- 374, or 29.5 per cent, of respondents felt their life is 'a bit' or 'a lot' worse.
- The proportion reporting their life was 'a lot' worse was 9.6 per cent.




*Note: 1265 observations*

Figure 5. Comparison of 'life as a whole' since the closures, sample respondents

## Financial situation

*Survey question F11. How secure do you feel about your overall financial situation?*

Respondents were asked two questions regarding their financial situation to understand how secure they felt presently as well as understanding how their situation has changed since their previous employment in the automotive industry. In response to the former, 81.5 per cent of respondents indicated that they feel slightly to extremely secure. 10.7 per cent reported not feeling very secure, and a further 6.4 per cent reported not feeling secure at all (Table 15).

Table 15. How secure respondents feel about their overall financial situation

| How secure do you feel about your overall financial situation? | Frequency | Per cent (%) |
|---|---|---|
| Extremely secure | 113 | 8.9 |
| Very secure | 428 | 33.5 |
| Slightly secure | 499 | 39.1 |
| Not very secure | 137 | 10.7 |
| Not secure at all | 82 | 6.4 |
| Prefer not to say | 18 | 1.4 |
| Total | 1277 | 100.0 |

## Financial situation since retrenchment

*Survey question F12. How much better or worse off has your financial situation changed since you finished with your previous employer in the automotive industry?*

Comparing their current financial situation to their circumstances before retrenchment, 26.9 per cent reported their financial situation to be 'a lot' or 'a bit' better than before, a result likely to reflect the impact of redundancy payments (see p.36). Just less than a third, or 29.1 per cent, reported their financial situation to be 'about the same'. The 42.5 per cent of respondents who reported a deterioration in their financial circumstances was comprised of 26.8 per cent who were 'a bit' worse off and 15.7 per cent who were 'a lot' worse off (Table 16).

Table 16. Financial situation compared to before retrenchment, sample respondents

| How much better or worse off has your financial situation changed since you finished with your previous employer in the automotive industry? | Frequency | Per cent (%) |
|---|---|---|
| A lot better | 127 | 10.0 |
| A bit better | 214 | 16.9 |
| About the same | 368 | 29.1 |
| A bit worse | 339 | 26.8 |
| A lot worse | 199 | 15.7 |
| Prefer not to say | 18 | 1.4 |
| Total | 1265 | 100.0 |

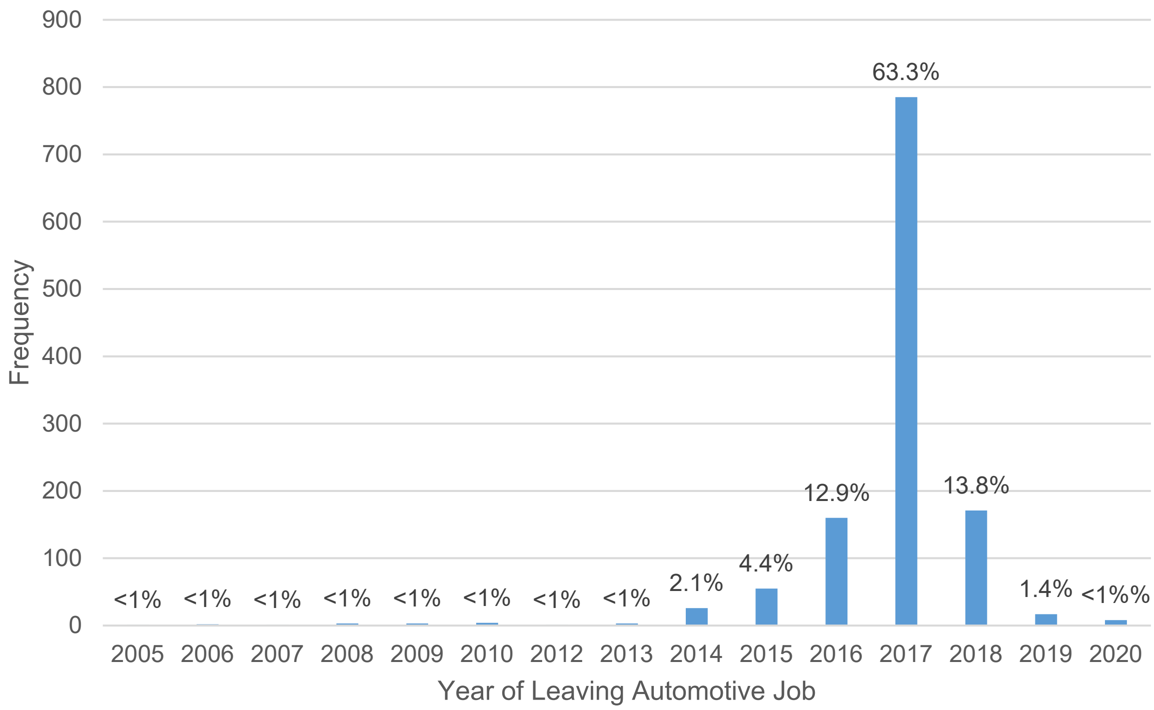
## 4.2 Work in the automotive industry

Survey participants were asked a series of questions regarding their **previous employment in the automotive industry** to gain a snapshot of their employment circumstances before the loss of their automotive sector job. This information is important because it provides the benchmarks against which the quality of future jobs can be assessed.

### Date of retrenchment

*Survey question A2. In what month and year did you finish working at [company]? Please provide an estimate if you are not sure.*

Most of the larger employers released some workers into the labour market before the final closures of their plants, and often supply chain closures lagged the closure of the leading firms. The data does not include people who left automotive firms after the closures were announced but before they were formally made redundant. However, since voluntary exit would nullify eligibility for termination payments, we assume these numbers are modest. Figure 6 shows that 90.0 per cent of respondents finished in the automotive industry between 2016 and 2018.



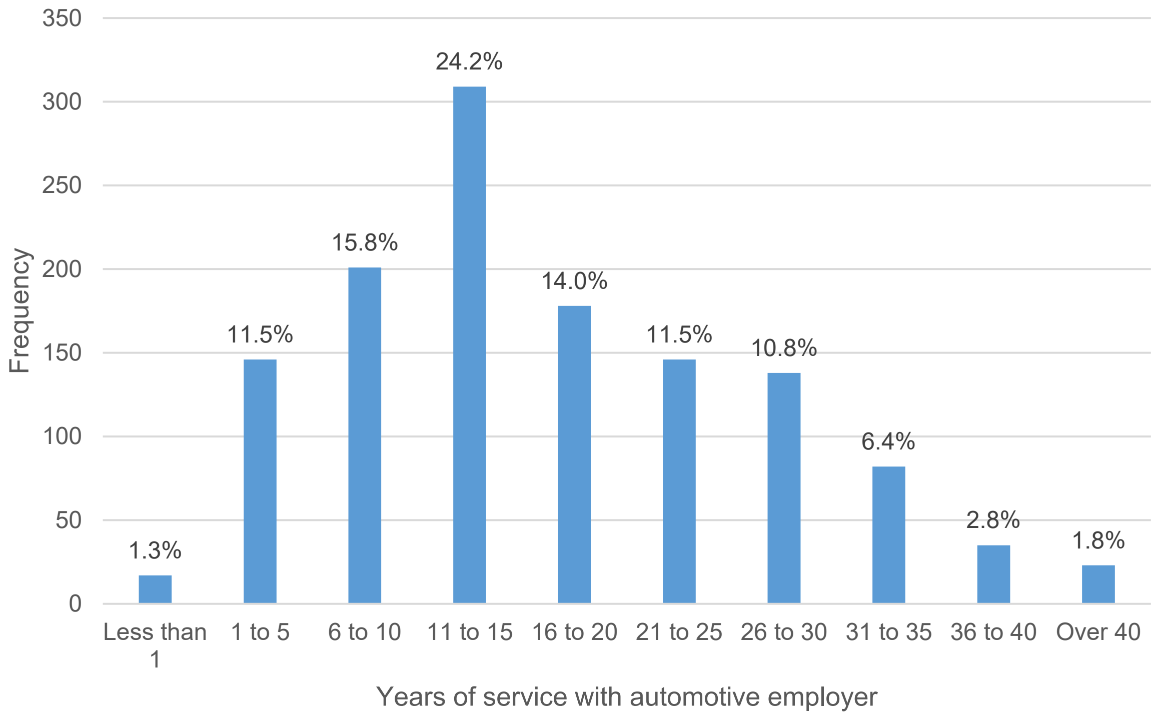

*Note: 1240 observations*

Figure 6. Year left automotive industry (automotive job)

## Length of service with automotive employer

*Survey question A3. How long, in terms of years or months, were you employed there? Please provide an estimate if you are not sure.*

The length of time respondents had spent with their previous employer in the automotive industry ranged from less than a year to over 40 years. 71.5 per cent of respondents had spent over 10 years with their employer (Figure 7).




*Note: 1275 observations*

Figure 7. Duration of employment (automotive job)

## Employment arrangement before retrenchment

*Survey question A9. Which of the following best describes your previous employment arrangement in the automotive industry?*

Respondents were asked about to describe the conditions of their employment contract in their job in the automotive industry. At the time before they finished their employment in the automotive industry, 90.6 per cent of respondents were in permanent positions with the remainder being a mix of casual, fixed term contracts, labour hire or agency, or other employment arrangements (Table 17).

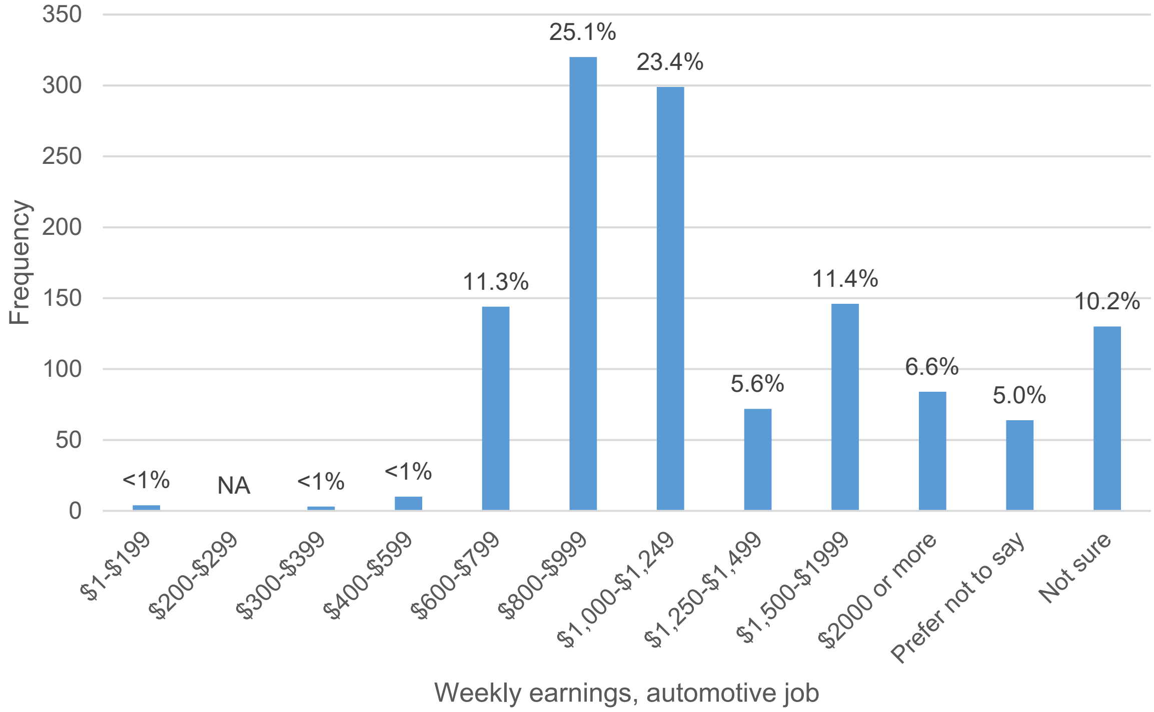
Table 17. Pre-retrenchment employment arrangement (automotive job)

| Which of the following best describes your previous employment arrangement in the automotive industry? | Frequency | Per cent (%) |
|---|---|---|
| Permanent | 1157 | 90.6 |
| Casual | 41 | 3.2 |
| Fixed term contract | 40 | 3.1 |
| Labour hire or agency | 30 | 2.4 |
| Other | 9 | 0.7 |
| Total | 1277 | 100.0 |

## Earnings before retrenchment

*Survey question A7. What was your weekly take home pay after tax when your employment contract finished at the company?*

Respondents were asked about their weekly after-tax income in their automotive job prior to retrenchment. In the orderly automotive labour market, their responses reflect occupation and skill relativities. Overall, 48.5 per cent of respondents reported a take home pay between $800 and $1249 per week. 12.6 per cent of respondents earned less than this and 23.6 per cent earned more (Figure 8).



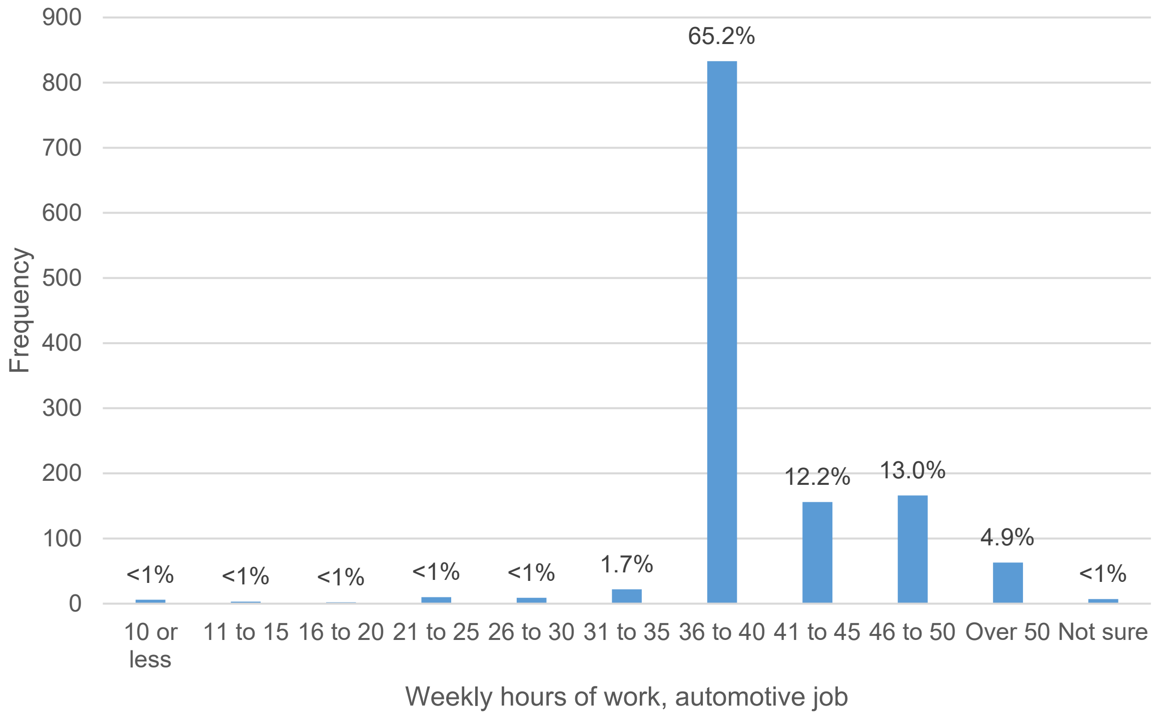

***Note: 1 case with missing data***

Figure 8. Weekly pay after tax before retrenchment (automotive job)

## Working hours before retrenchment

*Survey question A8. How many hours did you work in a typical week before your employment contract finished at the company?*

Respondents were asked about the number of hours they used to work in a typical week with their previous employer in the automotive industry. 65.2 per cent of respondents reported to having worked full time hours (36 to 40 hours) with approximately only 4 per cent reporting working hours less than this (Figure 9). The figure suggests that over-time was a regular feature of some workplaces with 30.1 per cent of respondents working more than 40 hours in a typical week.




*Note: 1277 observations*

Figure 9. Hours worked in a typical week (automotive job)

## Leadership roles in the automotive industry

*Survey question A6. Which, if any, of the following apply when you were employed there?*

Respondents were asked the above question to ascertain whether they had held some form of leadership role over their time with their previous employer in the automotive industry. Table 18 shows that 661 respondents, or over half of all respondents, held one of the following leadership roles with their previous employer:

- A team leader (370)
- A supervisor (197)
- A manager (251)
- A union delegate, shop steward or union representative (81)

Table 18. Leadership roles (automotive job)

| Which, if any, of the following apply when you were employed there? Were you...? | Frequency | Per cent (%) |
|---|---|---|
| A team leader | 370 | |
| A supervisor | 197 | |
| A manager | 251 | |
| A union delegate, shop steward or union representative | 81 | |
| Any leadership role | 661 | 48.2 |
| None of these apply | 616 | 51.8 |

*Note: Multiple response allowed, percentage is based on the sample total 1277*

## Adjustment assistance before leaving automotive employment

*Survey question A11a. Before you finished up at the company, did you undertake any training or educational courses to help you find work after the closure?*

Respondents were asked about the training or educational courses they had undertaken leading up to the automotive plant closures and before finishing with their employer. Overall, 52.8 per cent of respondents undertook training or educational courses to help them find work prior to finishing their automotive employment (Table 19). Of these, 87.3 per cent followed through and completed that program.

Table 19. Respondents who undertook training or educational courses (automotive job)

| Before you finished up at the company, did you undertake any training or educational courses to help you find work after the closure? | Frequency | Per cent (%) |
|---|---|---|
| Yes | 668 | 52.8 |
| No | 597 | 47.2 |
| Total | 1265 | 100.0 |

Pre and post retrenchment assistance questions have been moved to the Wave 2 survey to be commenced in mid-2021.

## Redundancy payments

*Survey question A13. Did you receive a lump-sum redundancy payment?*

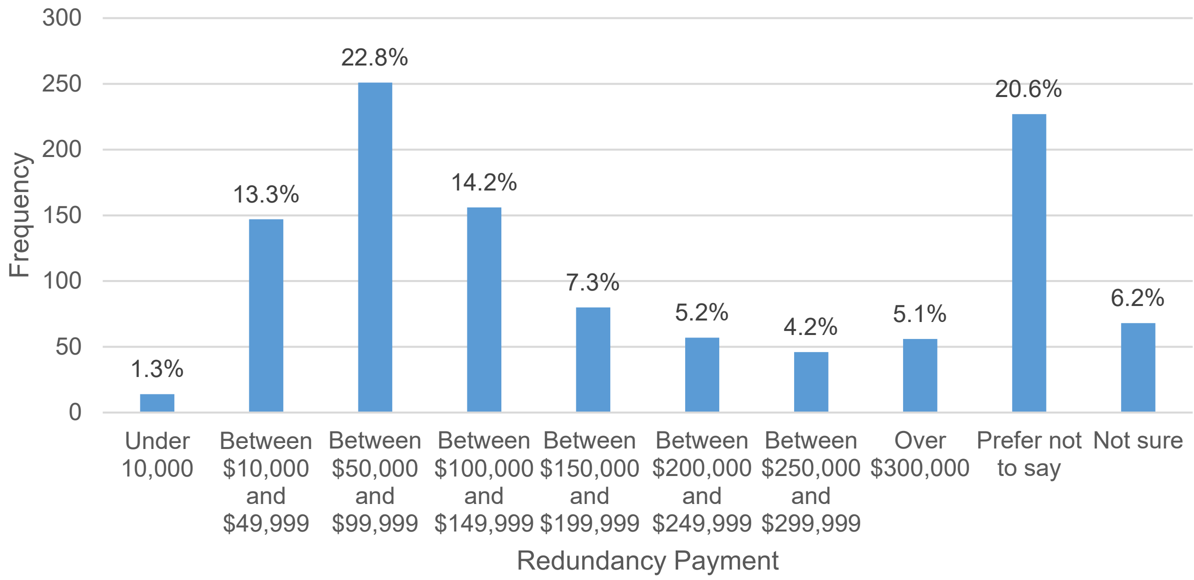
Respondents were surveyed on whether or not they had received a lump-sum redundancy payment on termination from their automotive employment. Table 20 shows that 87.7 per cent of respondents reported they had received a lump sum redundancy payment, consistent with their status as permanent, full-time employees.

Table 20. Respondents who received a lump-sum redundancy payment (automotive job)

| Did you receive a lump-sum redundancy payment? | Frequency | Per cent |
|---|---|---|
| Yes | 1109 | 87.7 |
| No | 156 | 12.3 |
| Total | 1265 | 100.0 |

*Survey question A14. What was the total value of your lump-sum redundancy payment?*

The median value lump sum redundancy payment was between $50,000 and $99,999, reported by 22.8 per cent of sample. In all 36.0 per cent received more and 14.6 per cent received less. However, a total of 26.8 per cent of respondents answered 'not sure' or preferred not to disclose the redundancy payment amount (Figure 10).

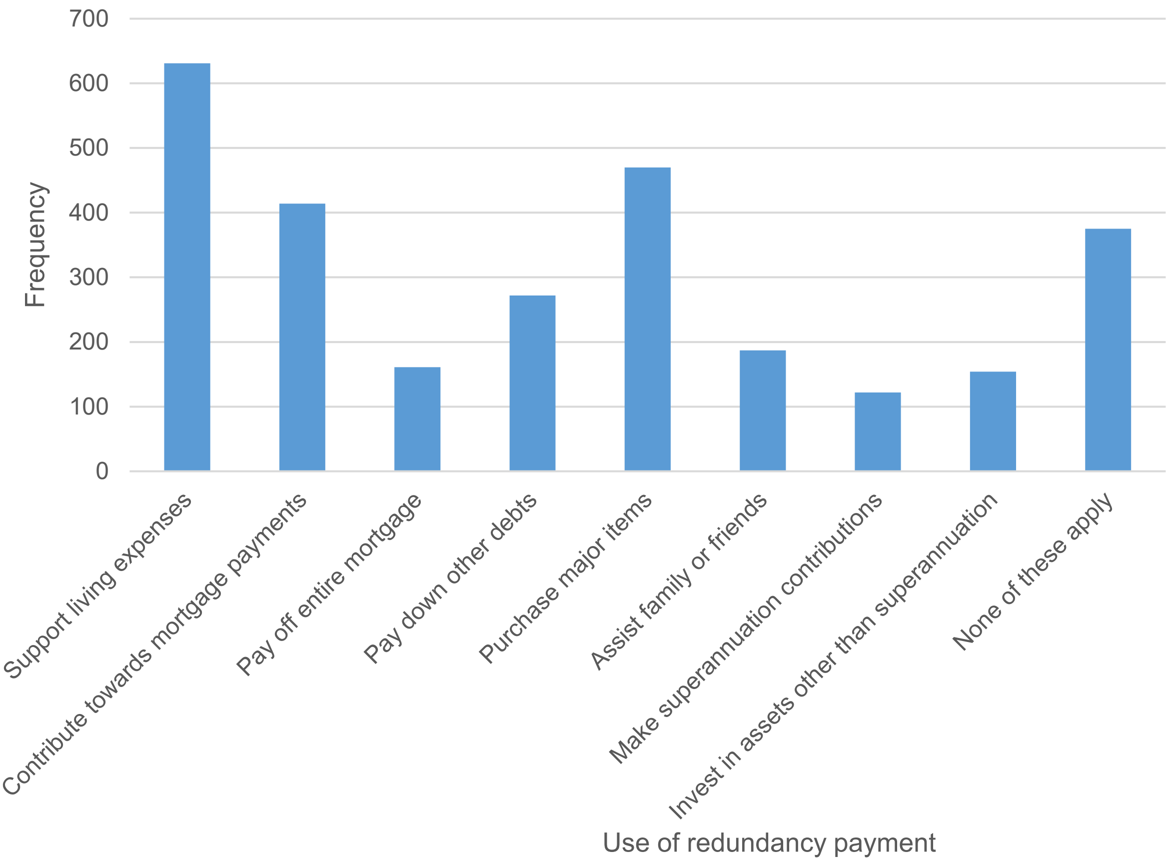



*Note: 1102 observations*

Figure 10. Value of redundancy payment (automotive job)

*Survey question A15. Did you use the lump-sum payment to…?*

Redundancy payments were used for a variety of purposes. Figure 11 shows the most dominant uses captured in the survey were to support living expenses; pay down debt, especially some of or all of respondent's mortgage; or, purchase major items such as a car or holiday.




***Note: 1109 observations***

Figure 11. Use of redundancy payments

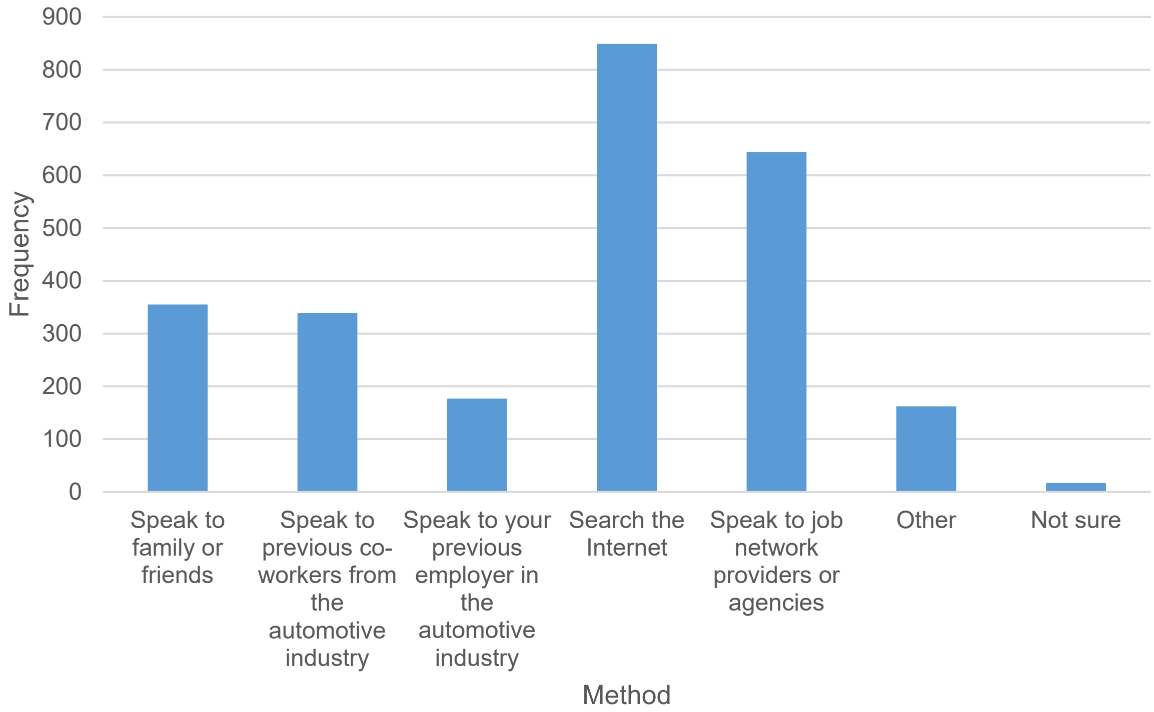
## 4.3 Job search

This section outlines some key responses to questions surrounding activity of job searching and applying for new employment since leaving the automotive sector. This section considers job searching after retrenchment, job searching activity at the Wave 1 interview, and job preferences at the Wave 1 interview.

### Job search methods

*Survey Question E3. What methods did you use to look for work? Did you...?*

The three most used methods to look for work since leaving the automotive industry were searching the Internet, speaking to job network providers or agencies and speaking to family or friends (Figure 12).

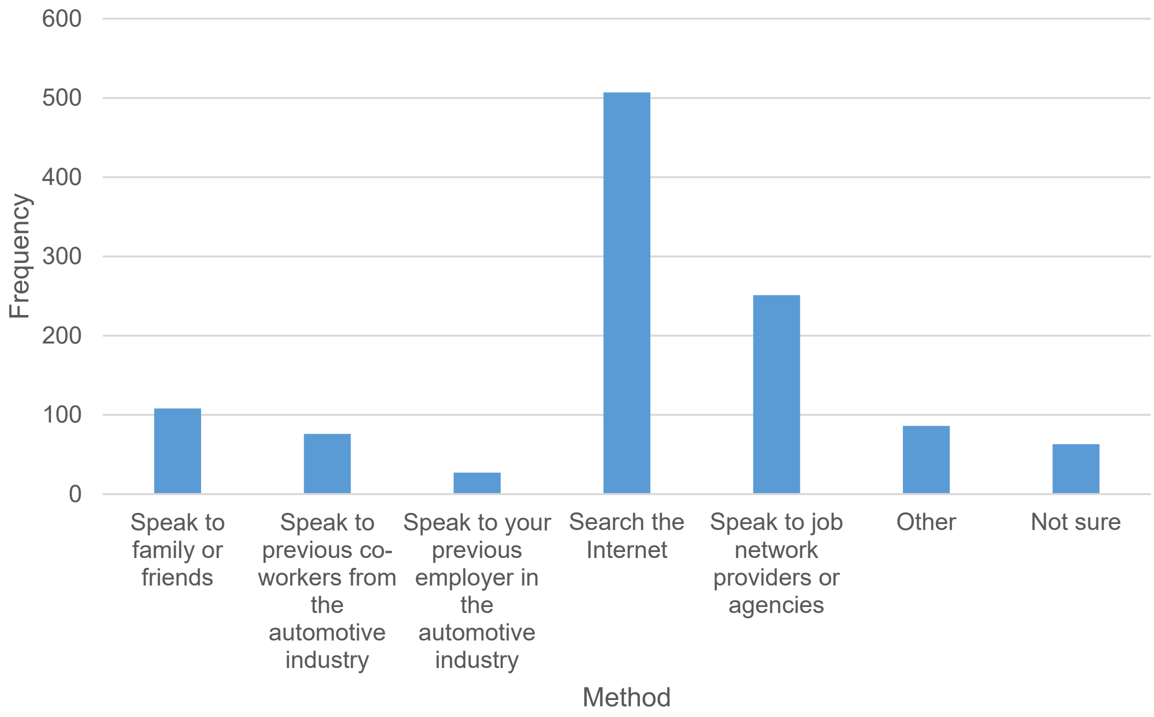



***Note: 1120 observations***

Figure 12. Methods used to look for work (all job searching history)

*Survey Question E4. Which of the following was most influential in helping you look for work?*

Figure 13 shows the most used methods (searching the Internet, speaking to job network providers or agencies and speaking to family or friends) were also the most influential methods used to look for work.



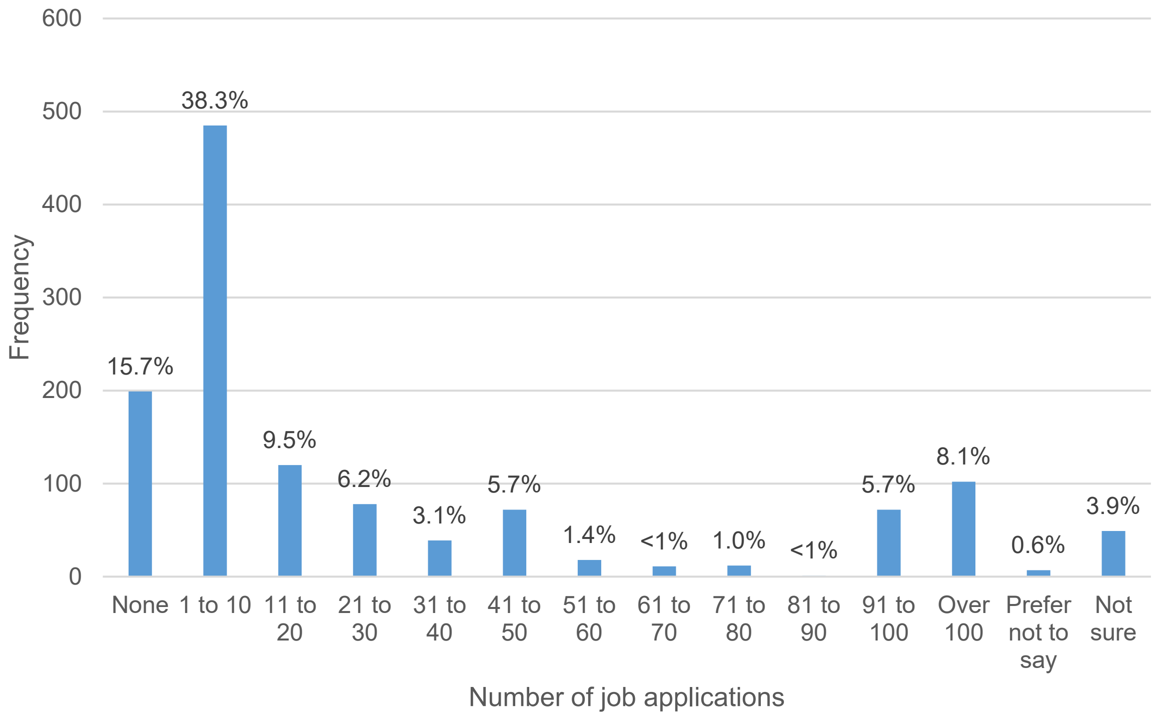

*Note: 1118 observations*

Figure 13. Most influential job search method (all job searching history)

## Number of job applications

*Survey Question E1. Approximately how many jobs have you applied for since finishing with your previous employer in the industry?*

Figure 14 shows that since leaving their last job in the automotive industry, 38.3 per cent of respondents had applied for 1 to 10 jobs; 25.9 per cent had applied for 11 to 50; and, 15.6 per cent had applied for more than 50 jobs. There is a small cluster of 13.8 per cent of respondents who reported to have applied for over 90 jobs.



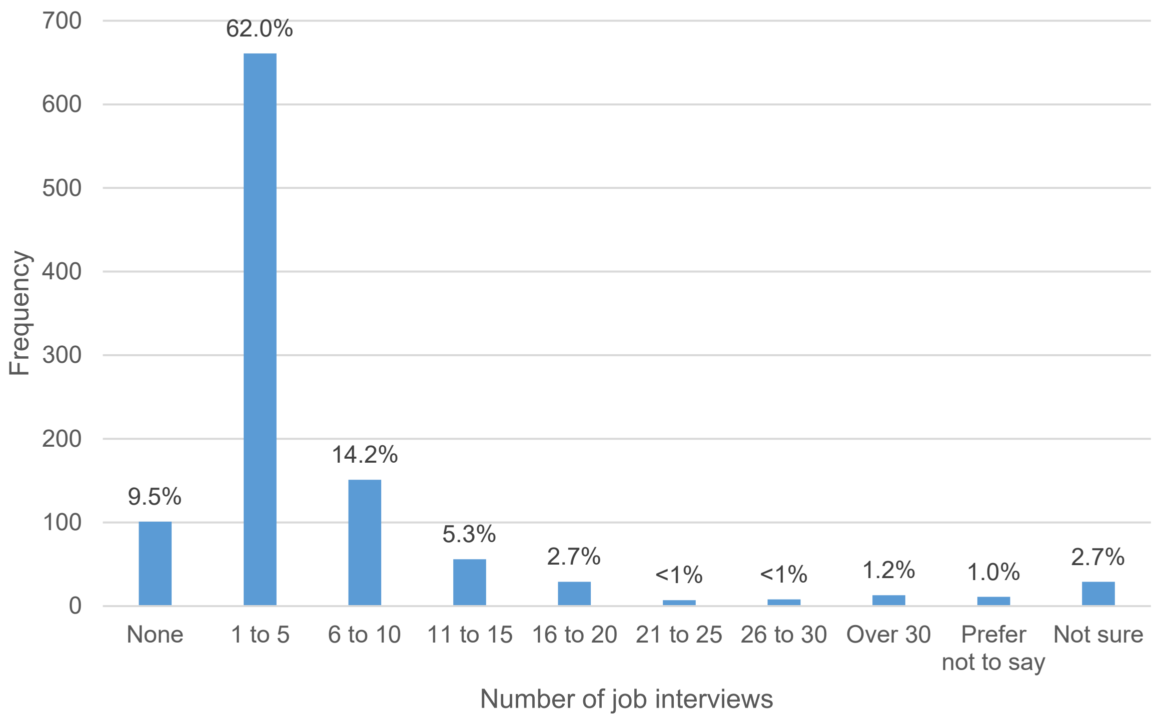

***Note: 1265 observations***

Figure 14. Jobs applied for since leaving the automotive industry

## Number of job interviews

*Survey Question E2. Approximately how many employers have you had interviews with since finishing with your previous employer in the industry?*

Overall, 76.2 per cent of respondents reported to have had job interviews with 10 or fewer employers, with a further 8.0 per cent reported to have had interview with 11 to 20 employers and 2.6 per cent indicated they have had interviews with more than 20 employers (Figure 15).




*Note 1066 observations*

Figure 15. Number of interviews with since leaving the automotive industry

## Job offers

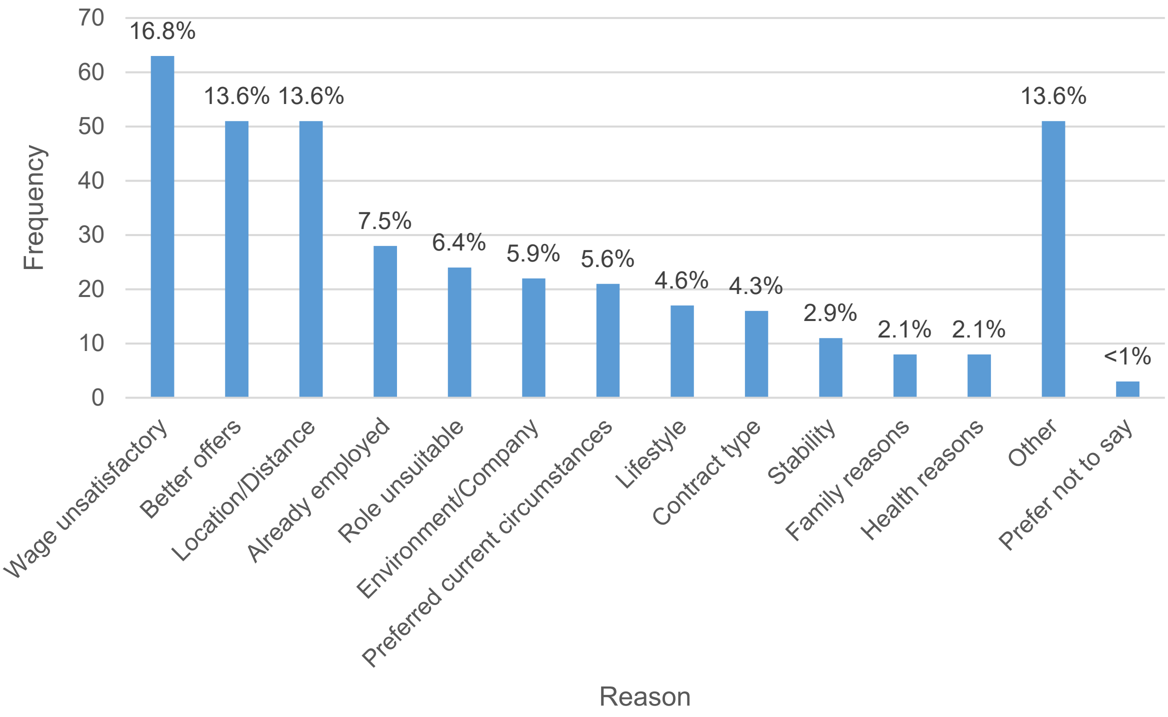
*Survey Question E5. Have you turned down any job offers?*

In all, 29.3 per cent (374) of respondents reported having turned down a job offer since retrenchment.

*Survey Question E6. For what reasons did you turn down these offers?*

Figure 16 shows that the most common reasons for turning down job offers were that:

- the wages were unsatisfactory;
- they had better job offers at the time; or,
- the location or distance was inappropriate/too far.




***Note: 374 observations***

Figure 16. Reason for turning down job offers (job searching)

## Job searching at Wave 1 interview

*Survey Question E7. Are you currently looking for a/another job?*

At the Wave 1 interview, 343 respondents, reported that they were looking for some, more or different work with another employer. Some of these people had been searching since leaving the automotive sector, others had recommenced their search to improve their employment status or conditions.

*Survey Question E8. How long have you been looking for another job?*

Table 21 shows that of these 343 respondents, 58.7 per cent had been looking for a job for less than six months; 11.7 per cent had been looking for a job for six months to a year; 12.0 per cent had been looking for a job for 1 to 2 years; and, 17.8 per cent had been looking for a job for over 2 years.

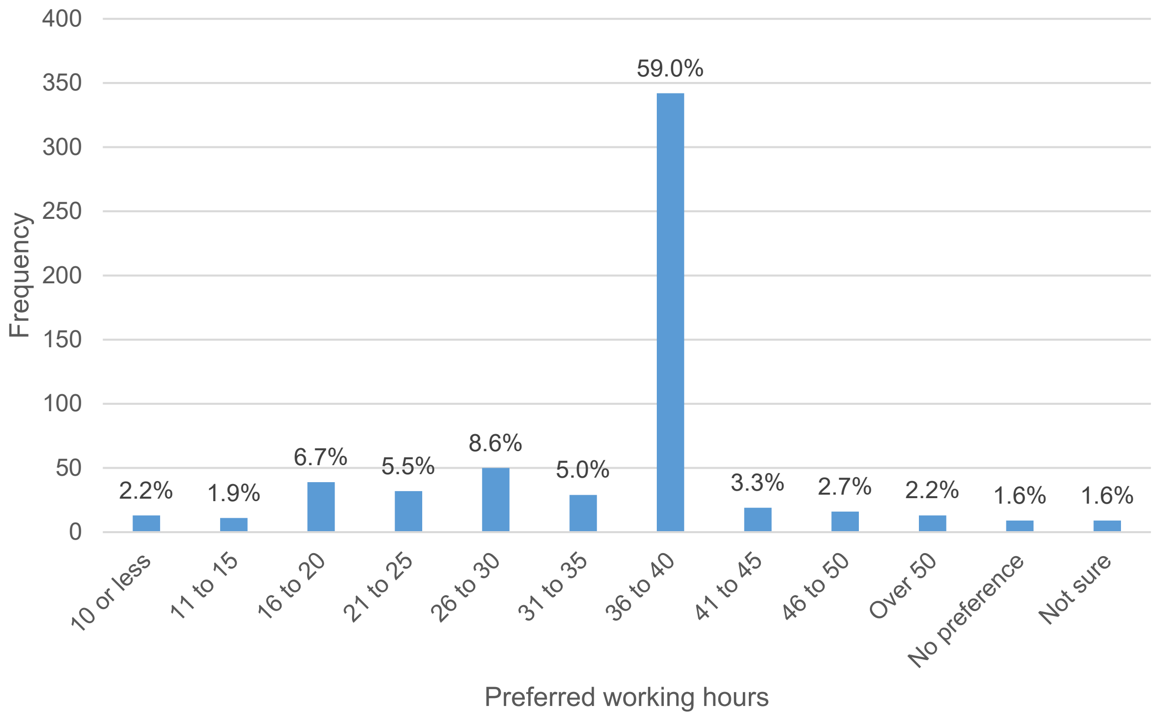
Table 21. Time spent looking for a/another job

| How long have you been looking for a/another job? | Frequency | Per cent (%) |
|---|---|---|
| Less than 1 month | 50 | 14.6 |
| 1 to less than 3 months | 88 | 25.7 |
| 3 to less than 6 months | 63 | 18.4 |
| 6 months to less than 1 year | 40 | 11.7 |
| 1 to less than 2 years | 41 | 12.0 |
| 2 or more years | 61 | 17.8 |
| Total | 343 | 100.0 |

## Preferred working hours (job searching)

*Survey Question E9. How many hours would you prefer to work each week?*

Figure 17 shows that there was a preference amongst respondents (342 or 59.0% of respondents) to work full-time, for 36 to 40 hours. 29.9 per cent of workers (174) preferred to work less than 36 hours a week and 8.2 per cent of workers (48) preferred to work overtime.



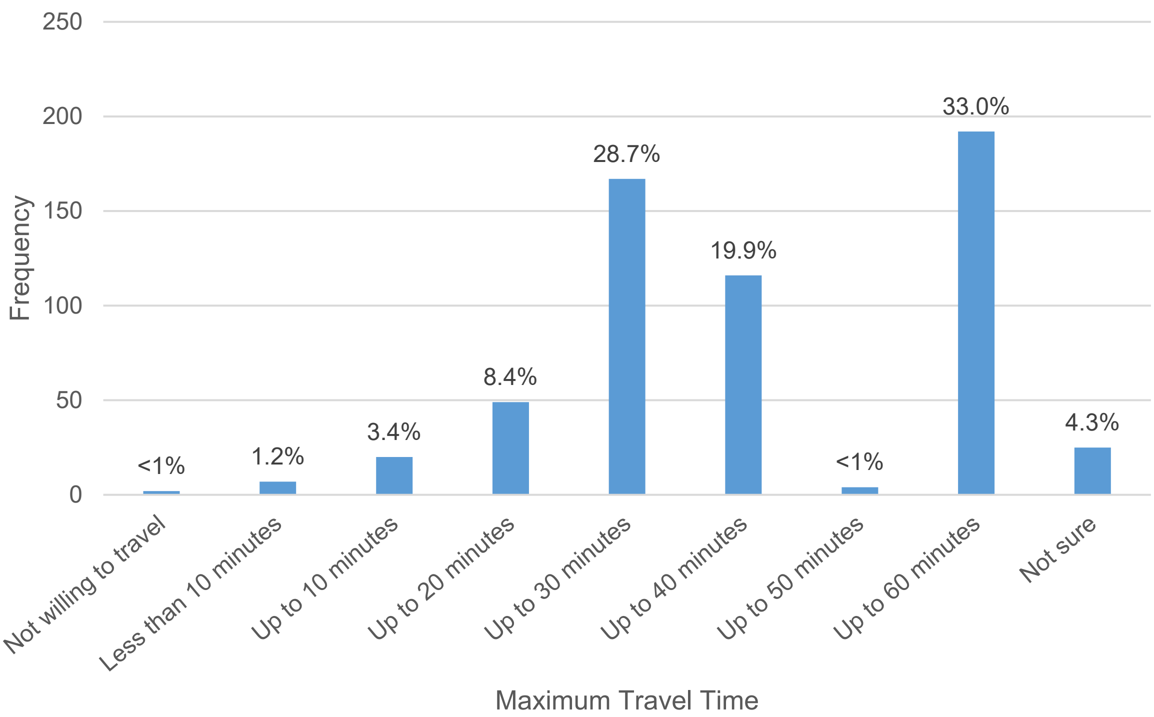

*Note: 582 observations*

Figure 17. Preferred working hours (job searching)

## Time prepared to travel to work

*Survey Question E10. What is the maximum time you are prepared to travel for work?*

Figure 18 shows that 33.0 per cent of workers were willing to travel up to an hour to work; 28.7 per cent were willing to only travel up to 30 minutes; and 3.4 per cent of workers were only willing to travel up to 10 minutes to work.




***Note:** 582 observations*

Figure 18. Maximum time prepared to travel to work (job searching)

## 4.4 Occupational status at Wave 1 interview

*Survey question B1. Which of the following best describes your current situation? Are you mainly...?*

Respondents were asked about their current occupational status at the Wave 1 interview. Table 22 indicates that:

- 70.8 per cent of respondents were in paid work or self-employed;
- 12.4 per cent were unemployed and looking for work;
- 3.9 per cent were either studying or taking a break but intended to return to work at some point; and,
- 9.0 per cent were semi or fully retired.

Table 22. Occupational status at Wave 1 interview

| Which of the following best describes your current situation? Are you mainly...? | Frequency | Per cent (%) |
|---|---|---|
| In paid employment | 826 | 64.7 |
| Self-employed | 78 | 6.1 |
| Unemployed but looking for a job | 158 | 12.4 |
| Fully retired from work | 82 | 6.4 |
| Semi-retired – in other words, doing paid work occasionally | 34 | 2.7 |
| Taking a break from paid work but intending to return at some point in the future | 39 | 3.1 |
| Studying but not doing paid work | 10 | 0.8 |
| Volunteering in unpaid work only | 9 | 0.7 |
| Other | 41 | 3.2 |
| Total | 1277 | 100.0 |

### Retirement

*Survey question D4. Would you say your retirement is voluntary or involuntary?*

Of the 116 respondents who indicated they were either semi or fully retired, 27.6 per cent have indicated that their move into retirement was involuntary (Table 23).

Table 23. Voluntary or involuntary retirement

| Would you say your retirement is voluntary or involuntary? | Frequency | Per cent (%) |
|---|---|---|
| Voluntary | 84 | 72.4 |
| Involuntary | 32 | 27.6 |
| Total | 116 | 100.0 |

# 4.5 Employment at Wave 1 Interview

## Number of jobs at Wave 1 Interview

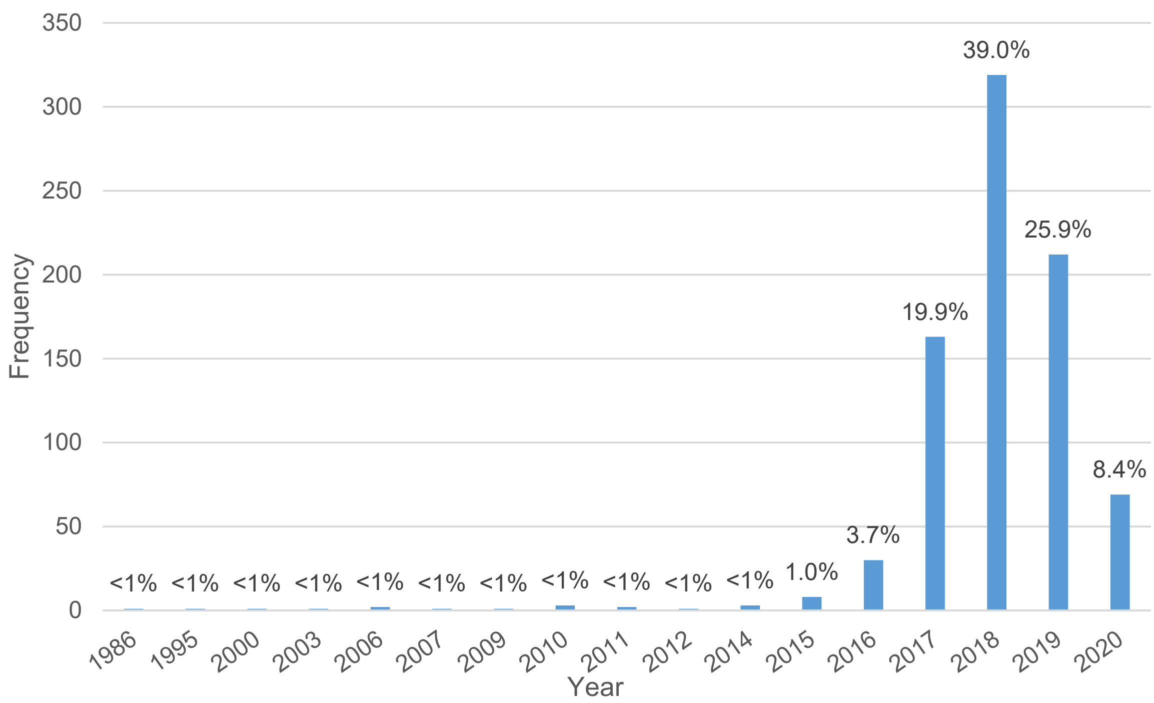
*Survey question C1. How many paid jobs do you currently have?*

Respondents in paid employment were asked how many jobs they held. 97.5 per cent of respondents reported holding one job only. Seventeen people, or 2.1 per cent held two jobs, and two people held three jobs. Information was collected on these additional jobs, but the next sections concentrate on the nominated 'main' job held at the Wave 1 interview.

## Wave 1 main current job – year of commencement

*Survey question C5. In what month and year did you start this job?*

Respondents were asked about the commencement date of their main current job. 58.9 per cent indicated that their employment began between 2017 and 2018 (Figure 19).



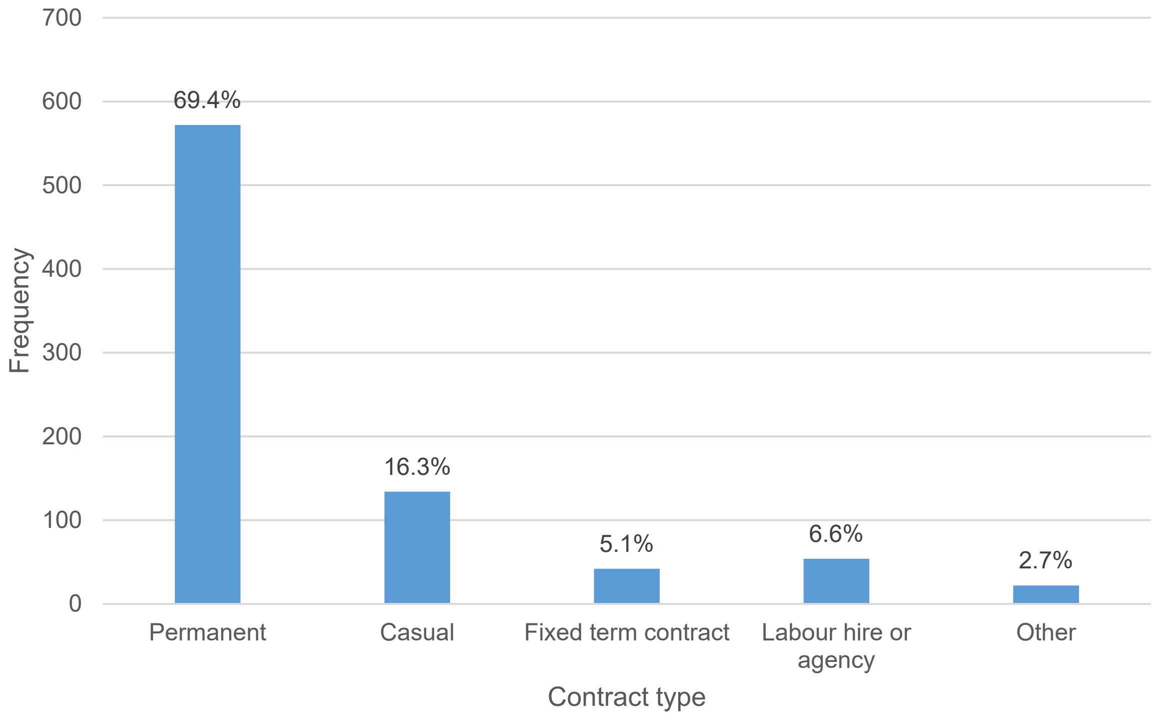

*Note: 818 observations*

Figure 19. Year respondent started work (Wave 1 main current job)

## Wave 1 main current job – employment arrangement

*Survey question C9. Which of the following best describes your employment arrangement?*

The employment arrangement for respondents' main job was predominately permanent at 572 respondents (69.4%), with 134 (16.3%) employed on a casual basis. There are also 42 (5.1%) on fixed term contracts, and 76 (9.3%) on labour hire or agency, or other employment arrangements (Figure 20).



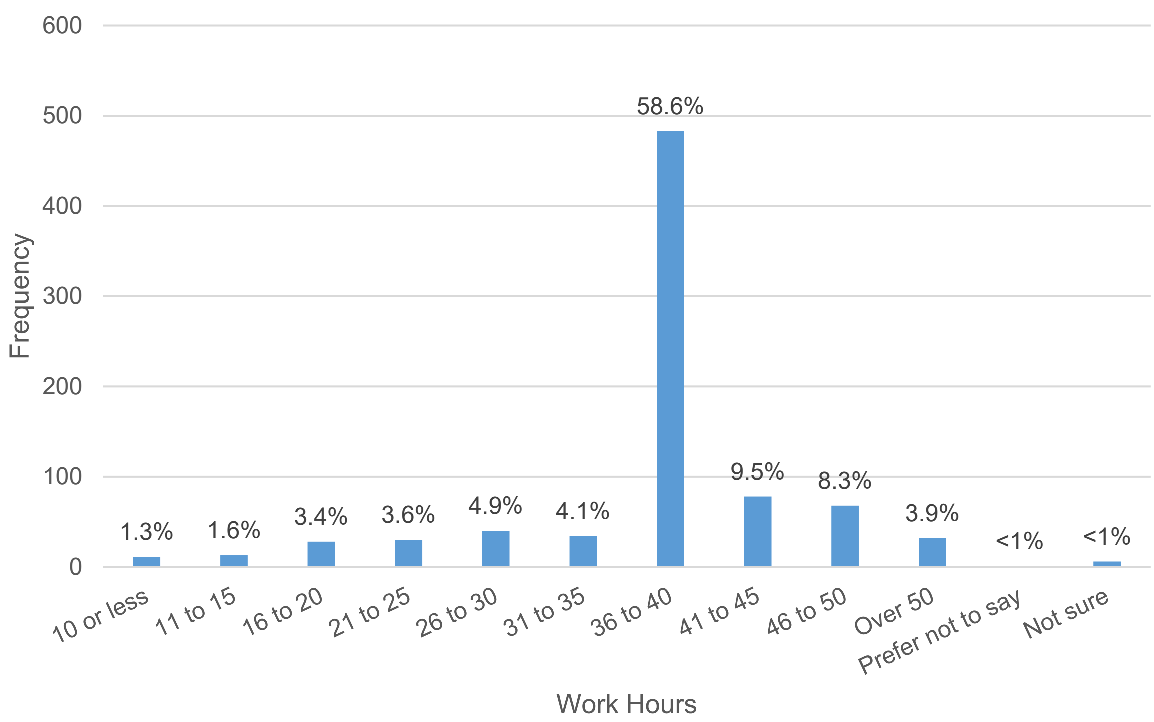

***Note: 824 observations***

Figure 20. Employment arrangement (Wave 1 main current job)

## Wave 1 main current job – work hours

*Survey Question C7. How many hours do you work in this job in a typical week? Please provide an estimate if you are not sure.*

59 per cent of respondents in paid work were employed for 36 to 40 hours a week with 18.9 per cent of respondents working less than this and 21.7% working more than this (Figure 21). Most of these workers were working full-time.



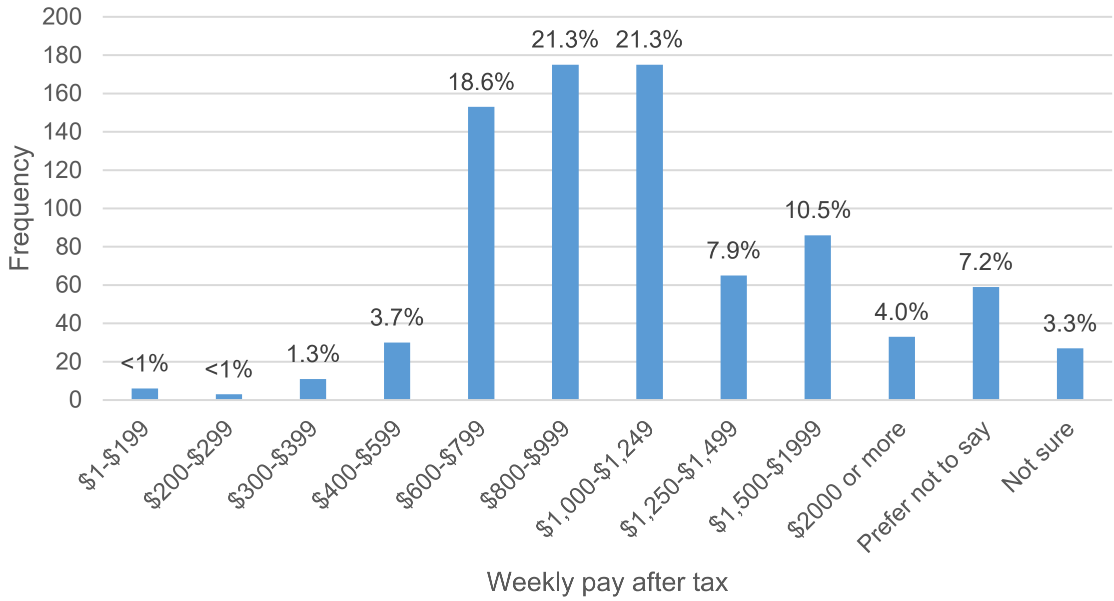

*Note: 824 observations*

Figure 21. Hours worked in a typical week (Wave 1 main current job)

## Wave 1 main current job – remuneration

*Survey Question C6. What is your weekly take home pay after tax from this job? Please provide an estimate if you are not sure.*

Figure 22 shows that most (61.1%) of respondents were earning a weekly pay after tax in the ranges of $600-$799; $800-$999; and $1,000-$1,249. 6.1 per cent of respondents were earning less than $600 a week, and 22.4 per cent were earning more than $1250 per week.




*Note: 823 observations*

Figure 22. Weekly pay after tax (Wave 1 main current job)

## Wave 1 main current job – satisfaction with work hours

*Survey Question C8. For this job, would you prefer?*

Table 24 indicates that 61.3 per cent of people were working their preferred number of hours a week, but 19.4 per cent reported they would prefer to work fewer hours and 19.3 per cent would prefer more hours.

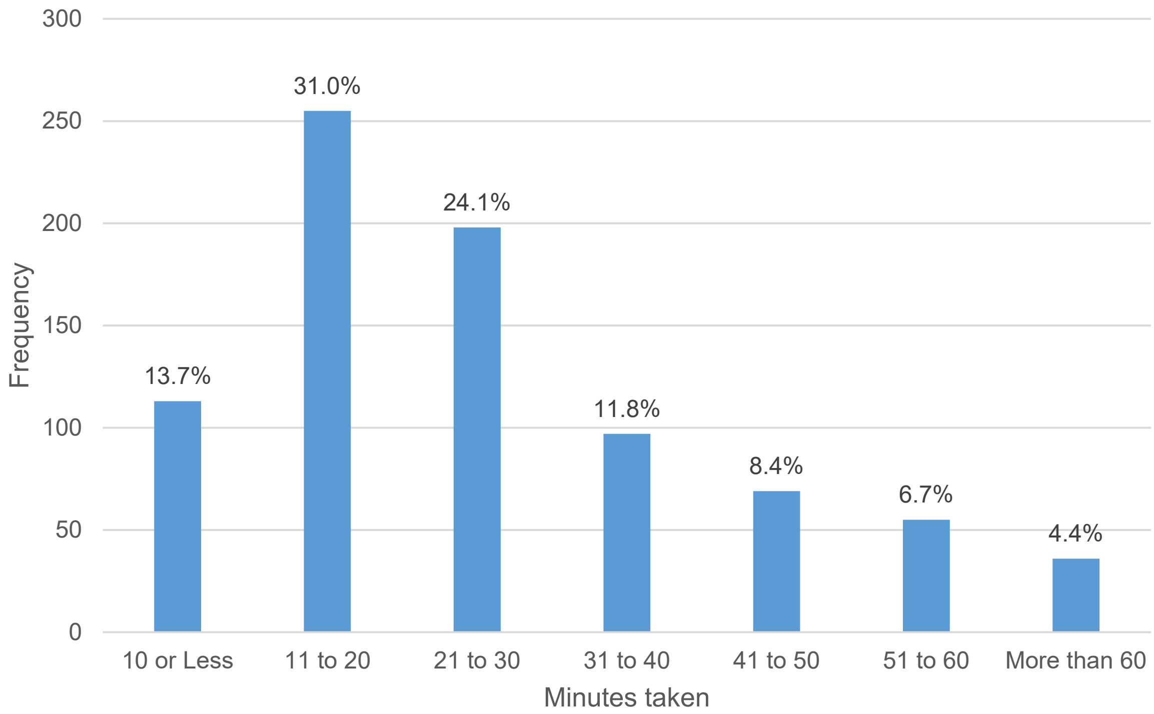
Table 24. Wave 1 main current job – satisfaction with work hours

| For this job, would you prefer...? | Frequency | Per cent (%) |
|---|---|---|
| More hours | 159 | 19.3 |
| About the same hours | 505 | 61.3 |
| Fewer hours | 160 | 19.4 |
| Total | 824 | 100.0 |

## Wave 1 main current job – time taken to travel to work

*Survey Question C10. How long does it take you to get to work on a typical day?*

Only 31.3 per cent of respondents were travelling longer than half an hour to get to work; 31.0 per cent were travelling 11 to 20 minutes; and, 13.7 per cent were travelling 10 minutes or less (Figure 23).



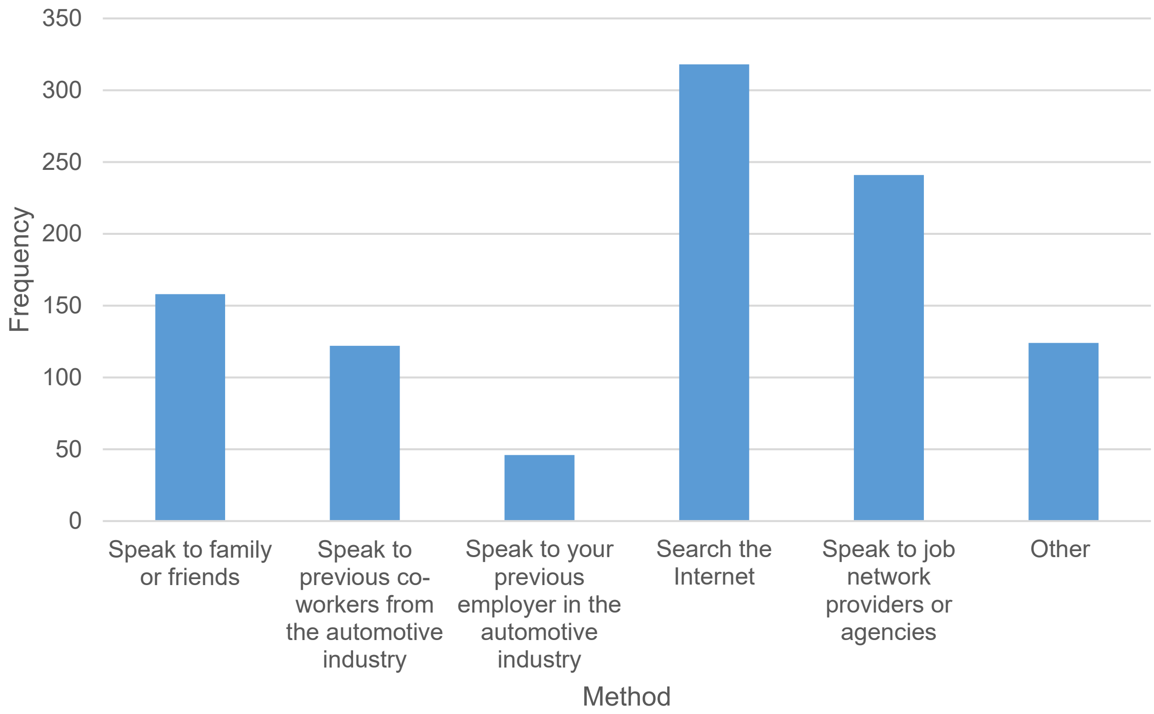

***Note: 823 observations***

Figure 23. Time taken to travel to work (Wave 1 main current job)

## Wave 1 main current job – how respondent found job

*Survey Question C11. How did you find out about this job? Did you…?*

The two most used methods to find respondents' main current job were searching the Internet and speaking to job network providers or agencies (Figure 24).

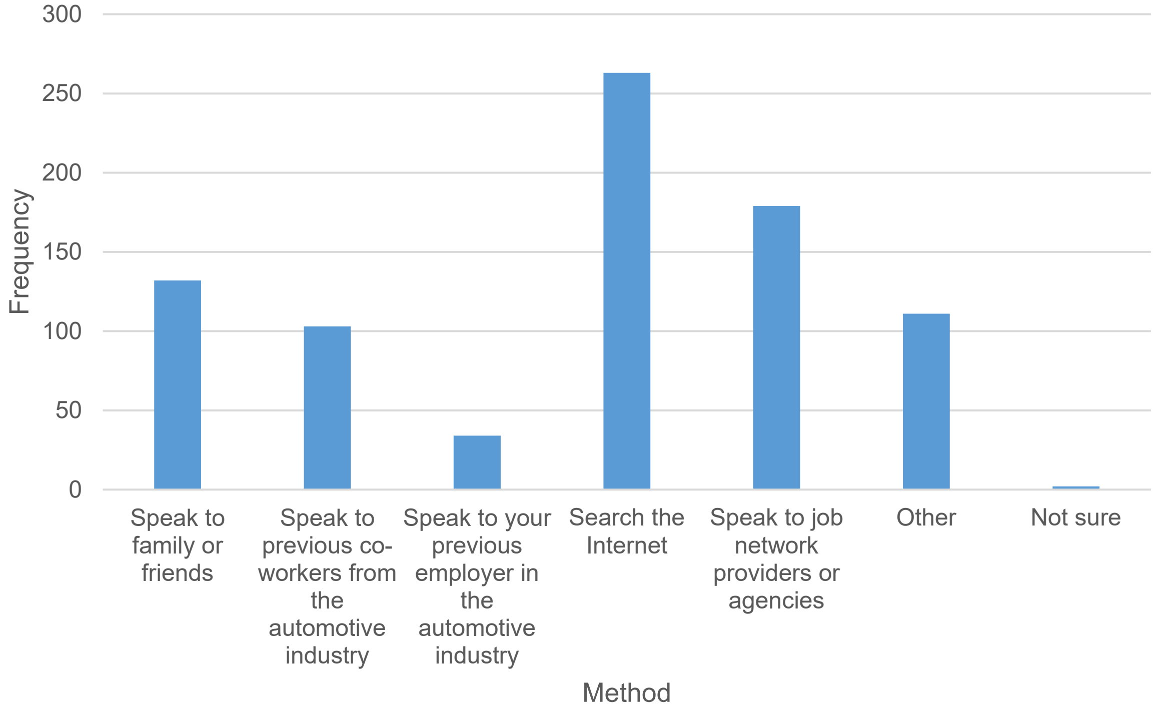



*Note: 824 observations*

Figure 24. Methods used to look for work (Wave 1 main current job)

*Survey Question C12. Which of the following was most influential in helping you get this job?*

The most influential method used to look for work was speaking to previous co-workers from the automotive industry, with speaking to job network providers or agencies being the second, and speaking to family or friends being the third most influential method (Figure 25).



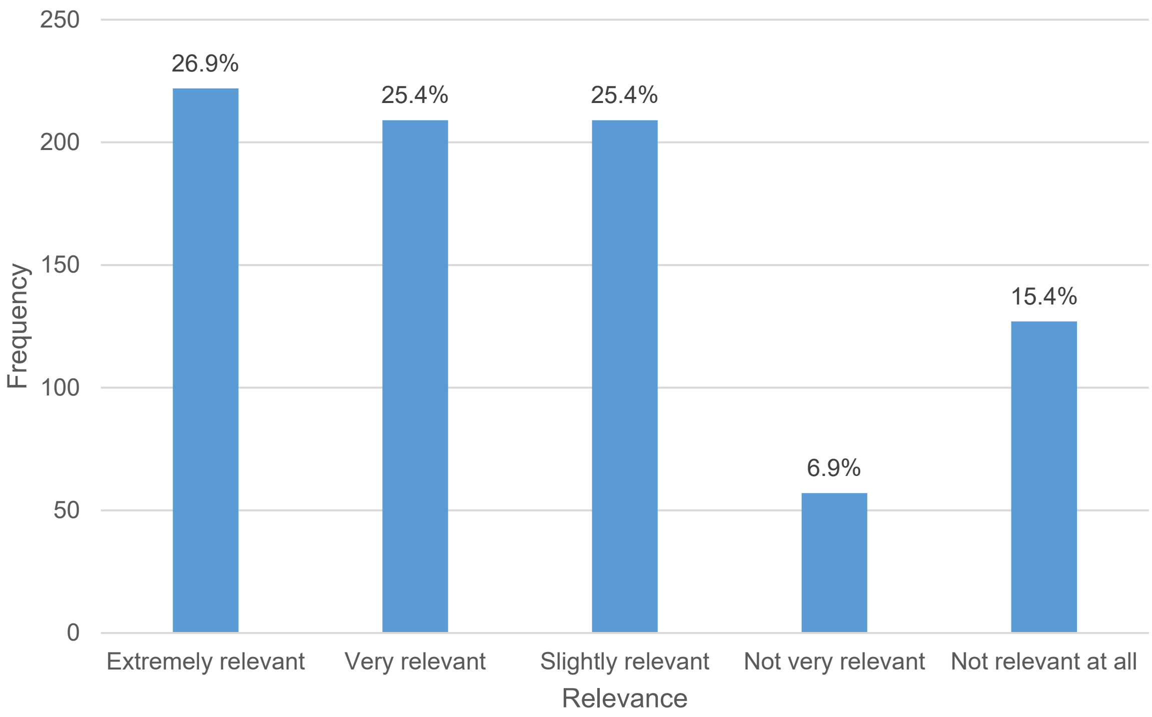

*Note: 824 observations*

Figure 25. Most influential search factor (Wave 1 main current job)

## Relevance of knowledge and skills from the automotive industry

*Survey Question C13. How relevant is the knowledge and skills you previously used in the automotive industry to the current job?*

77.7 per cent of respondents in paid work indicated that their current work is slightly to extremely relevant to their knowledge and skills used when working in the automotive industry; 6.9 per cent reported their current work to not be very relevant; and 15.4 per cent reported no relevance at all (Figure 26).



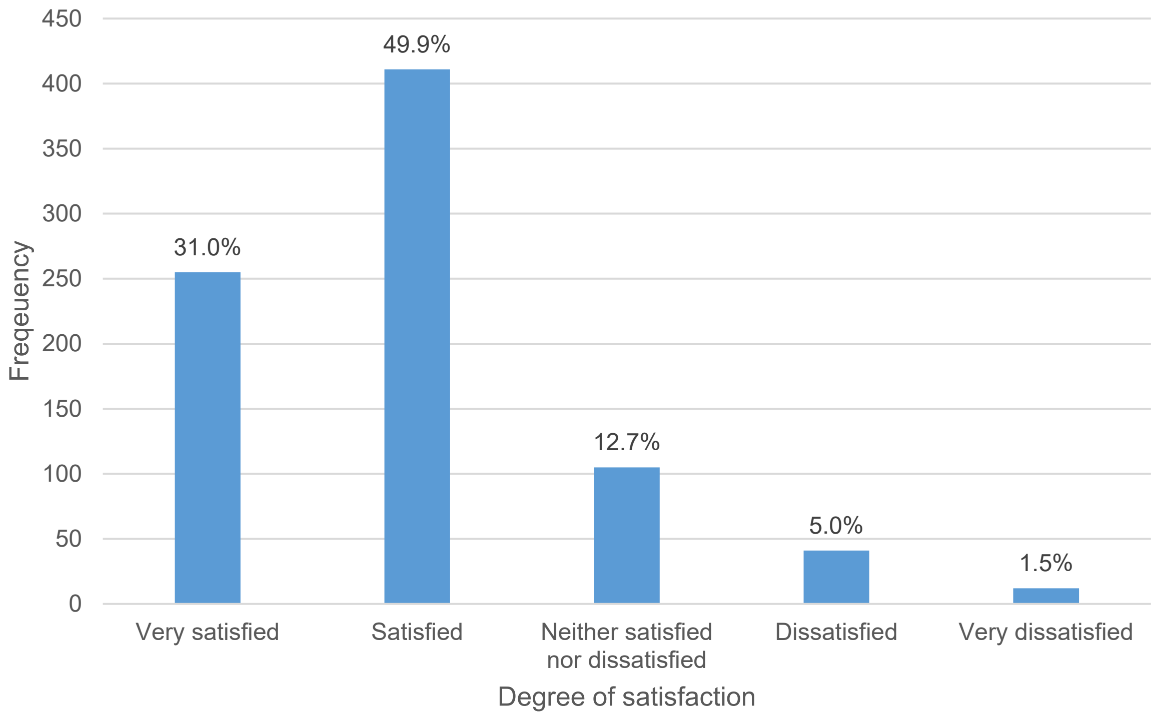

***Note: 824 observations***

Figure 26. Relevance of automotive job knowledge and skills (Wave 1 main current job)

## Wave 1 main current job - job satisfaction

*Survey Question C14. To what extent are you satisfied with this job overall? Are you...?*

80.9 per cent of respondents were satisfied or very satisfied in their main current job, 12.7 per cent were neither satisfied or dissatisfied, and 6.5 per cent were dissatisfied or very dissatisfied as seen in Figure 27. Although reading these numbers there is an impression of job satisfaction, Figure 28 on the following page shows there is a still a significant population who were less satisfied with their main current job than they were with their previous employer in the automotive industry.



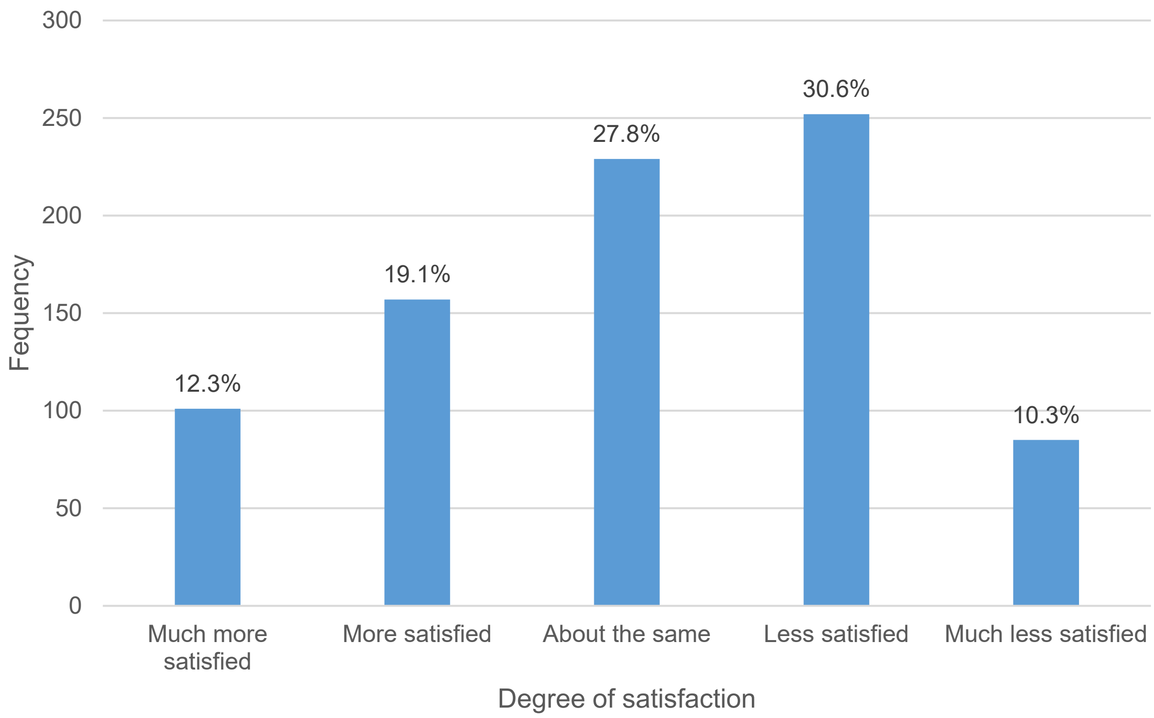

***Note: 824 observations***

Figure 27. Job satisfaction (Wave 1 main current job)

## Wave 1 main current job - job satisfaction compared to automotive job

*Survey Question C15. How much more or less satisfied are you with this job compared to your previous job in the automotive industry? Would you say you are...?*

Almost a third of respondents (12.3% plus 19.1% = 31.4%) were more satisfied with their new employment than the job held in the automotive sector before retrenchment. A little less than a third reported their job satisfaction was 'about the same' (27.8%), and more than a third (30.6% plus 10.3% = 40.9%) were less satisfied or much less satisfied.



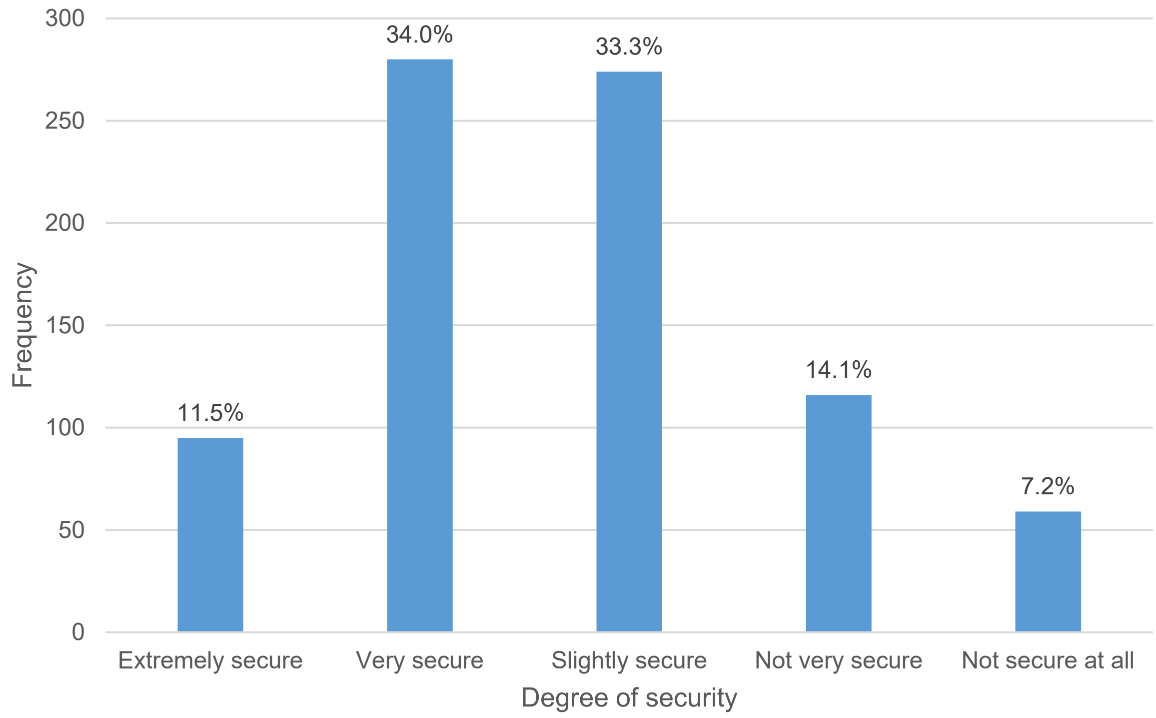

*Note: 824 observations*

Figure 28. Job satisfaction compared to automotive job (Wave 1 main current job)

## Wave 1 main current job – job security

*Survey Question C16. How secure do you feel about this job?*

45.5 per cent of respondents felt very to extremely secure in their main current job; 33.3 per cent felt slightly secure and 21.3 per cent felt not very secure to not secure at all (Figure 29).




*Note: 824 observations*

Figure 29. How secure respondent feels in employment (Wave 1 main current job)

# 4.6 Business owners at Wave 1 interview

*Survey Question C18. Are you currently running a business;*
*Survey Question C19. Are you earning any income from your business?*

84 respondents were identified as being business owners at the time of the Wave 1 survey. Of this population, 70 respondents indicated they were earning an income from this business (Table 25).

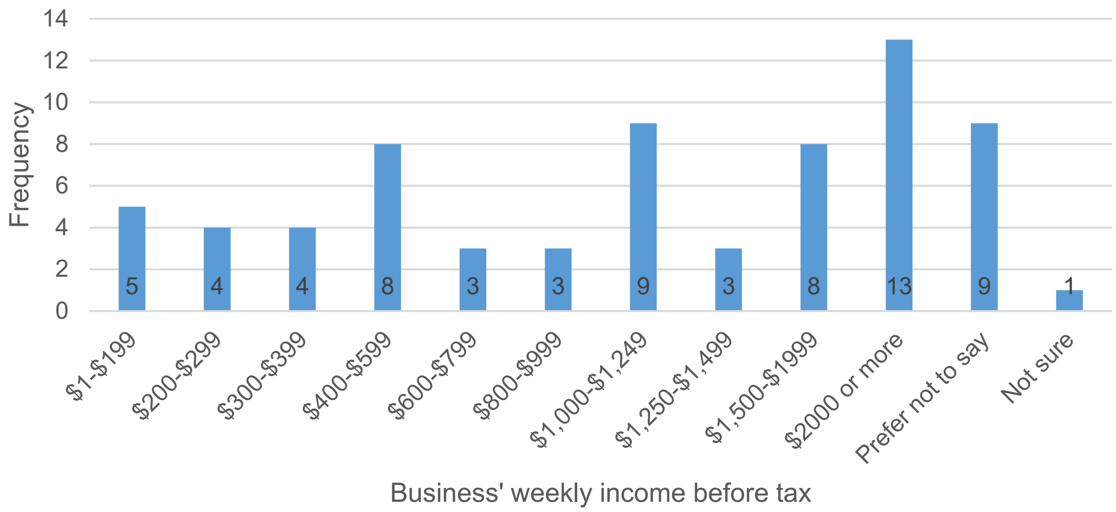
*Table 25. Respondents earning income from their business (Wave 1 current business)*

| Are you earning any income from your business? | Frequency | Per cent (%) |
|---|---|---|
| Yes | 70 | 83.3 |
| No | 14 | 16.7 |
| OBSERVATIONS | 84 | 100.0 |

## Wave 1 interview business owners – remuneration

*Survey Question C20. What is your business' average weekly income before tax? Please provide an estimate if you are not sure.*

Respondents earning an income from their business were asked about the typical weekly income of their businesses before tax. 24 businesses were earning less than $800 before tax, 12 businesses were earning between $800 and $1,249 before tax, another 12 businesses were earning between $1,250 and $1999 before tax, and 13 respondents reported their businesses to be earning $2000 or more a week before tax (Figure 30).




*Note: 70 observations*

Figure 30. Business average weekly income before tax (Wave 1 current business)

## 4.7 Job history since retrenchment

This section reports the job histories of workers since retrenchment other than what they are currently doing. This section does not include information on respondents' main current job.

### Finished work with another employer since retrenchment

*Survey Question D1a. Other than what you are currently doing, have you previously held any other paid jobs since finishing with your previous employer in the industry? Please think about jobs you previously held but are no longer working in.*

Table 26 indicates that that approximately half of the respondents (628) transitioned into a spell of employment since retrenchment that was no longer current at the Wave 1 survey.

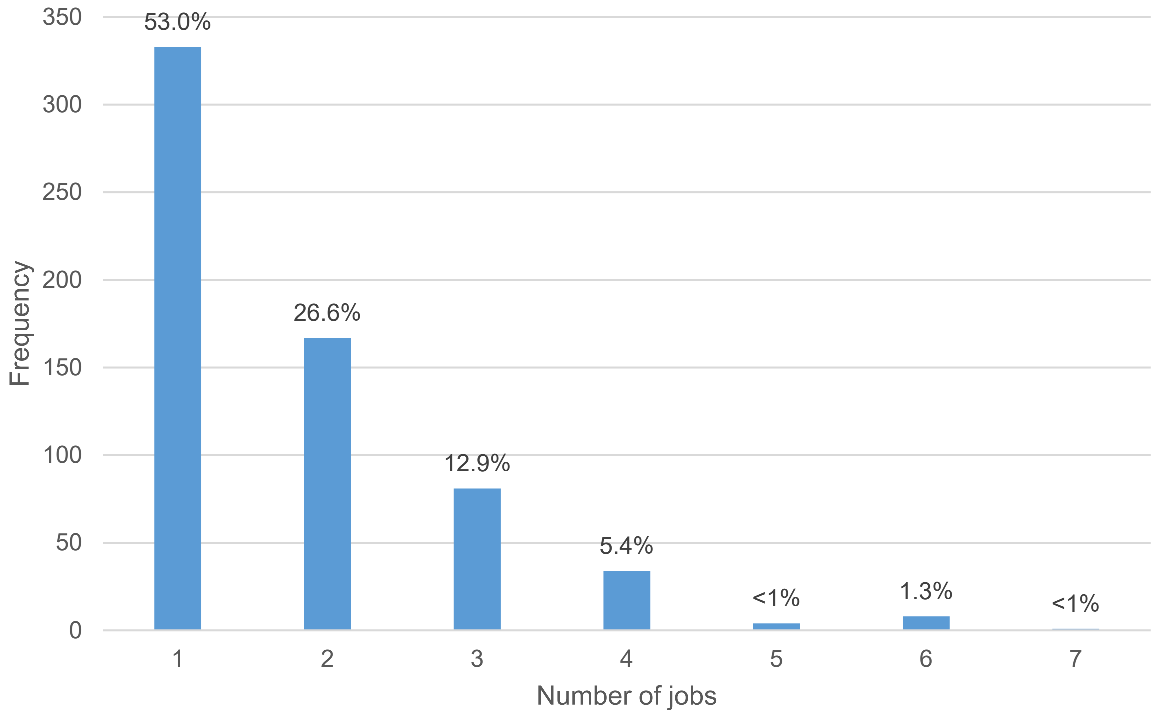
Table 26. Work history since retrenchment

| Other than what you are currently doing, have you previously held any other paid jobs since finishing with your previous employer in the industry? | Frequency | Per cent (%) |
|---|---|---|
| Yes | 628 | 49.6 |
| No | 637 | 50.3 |
| Total | 1265 | 100.0 |

## Number of jobs since retrenchment

*Survey Question D1b. How many paid jobs did you previously have?*

Figure 31 shows that of the 628 respondents who answered 'Yes' in Table 19, 26.6 per cent have gone on to leave a second job, 12.9 per cent to leave a third job, and 5.4 per cent to leave a fourth job. 2.1 per cent have left five or more jobs since retrenchment.




***Note: 628 observations***

Figure 31. Number of jobs previously held since finishing in the automotive industry

## 4.8 First completed job after retrenchment (Job 1)

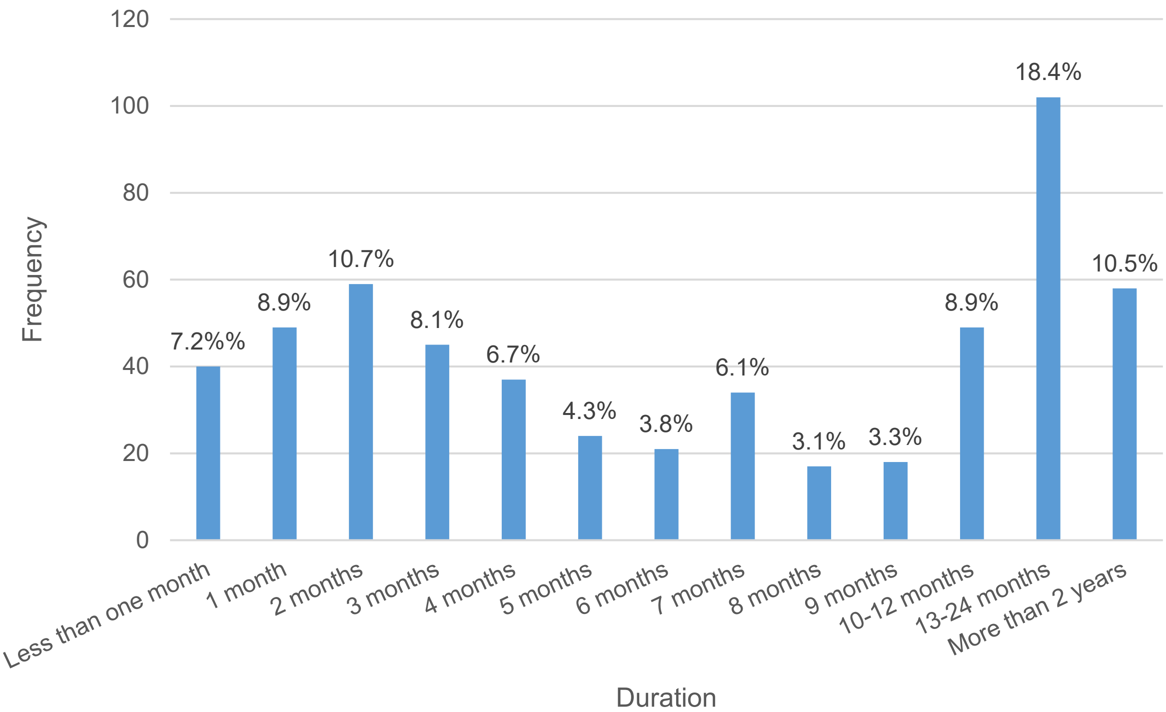
Section 4.8 presents the responses to questions of the survey regarding respondents' first job since leaving the automotive industry. This is 'Job 1' in the longitudinal data set. This section includes information about completed first jobs. First jobs that that were still held at the time of the survey are included in the 'current job' section. By Wave 2, some of these will have become a completed 'Job 1', and a new job will be the 'current job'.

### First completed job after retrenchment (Job 1) – duration of employment

*Survey Question D2c. In what month and year did you start this job? Please provide an estimate if you are not sure;*

*Survey Question D2d. In what month and year did you finish this job? Please provide an estimate if you are not sure.*

Respondents were asked about the start and finish dates of their first job since retrenchment to understand the durations of that employment. There are a few notable peaks in the responses for durations of two months, seven months and 13-24 months of employment before ceasing with that employer (Figure 32).




*Note: 553 observations*

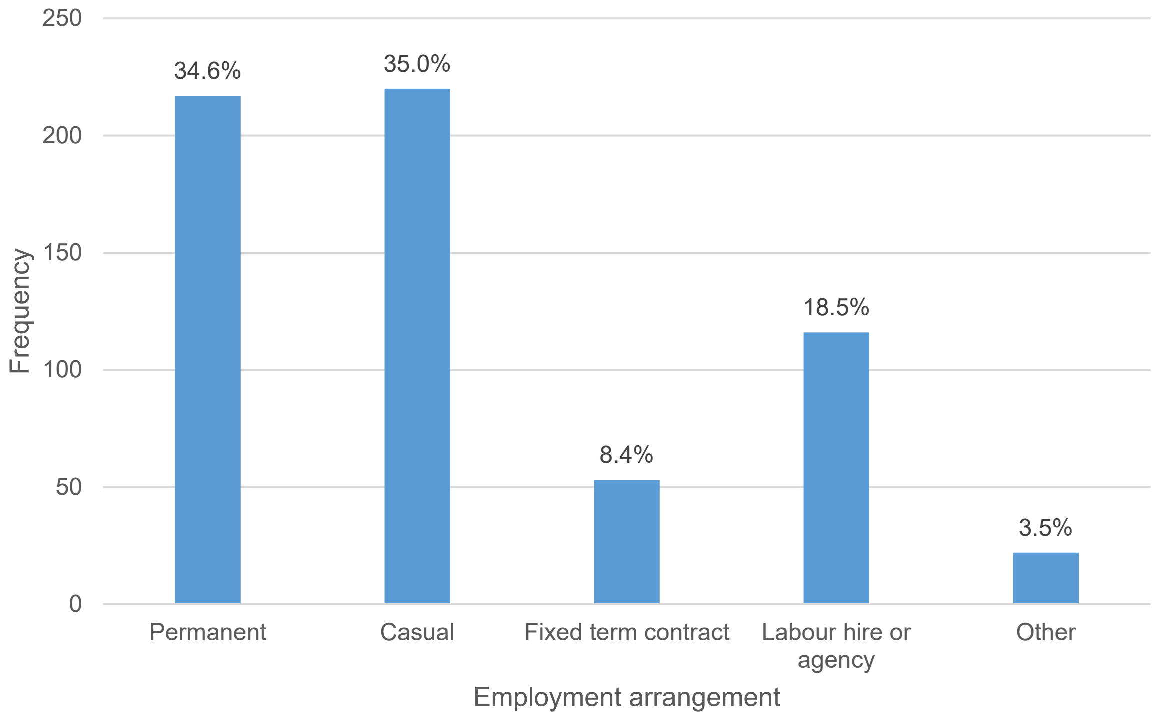
Figure 32. Duration of first completed job after retrenchment (Job 1)

## First completed job after retrenchment (Job 1) – employment arrangement

*Survey Question D2g. Which of the following best describes your employment arrangement?*

Most employment arrangements for workers' first jobs since finishing in the automotive industry were casual (35.0%) and permanent (34.6%). The remaining 30.4 per cent was a mix of fixed term contracts, labour hire or agency and other employment arrangements (Figure 33).

What can be noted in comparison to Table 17 (p. 31) which shows the employment arrangement of respondents before retrenchment, is that there is a noticeable rise in the proportion of other employment arrangements to permanent positions. Permanent positions decreased from a prevalence of approximately 91 per cent to 35 per cent.



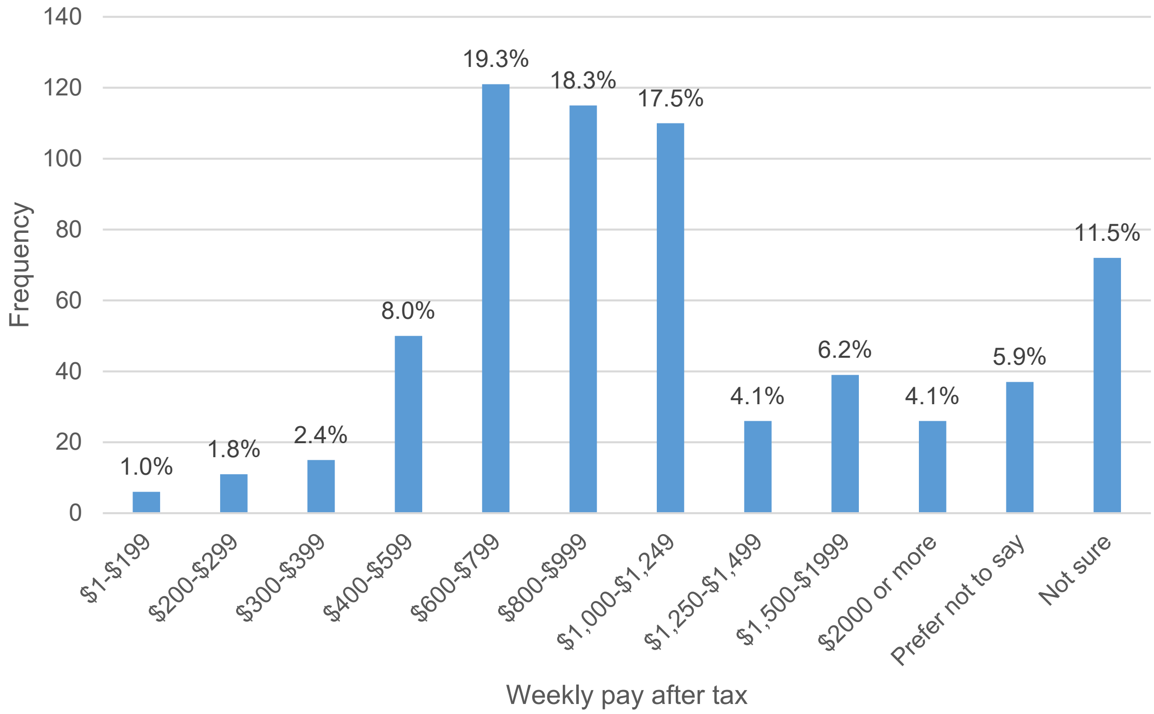

*Note: 628 observations*

Figure 33. Employment arrangement of first completed job after retrenchment (Job 1)

## First completed job after retrenchment (Job 1) – remuneration

*Survey Question D2f. What was your weekly take home pay after tax from this job? Please provide an estimate if you are not sure.*

55.1 per cent of respondents had a take home pay between $6OO and $1249 with 13.2 per cent earning less than this and 14.4 per cent earning more (Figure 34).



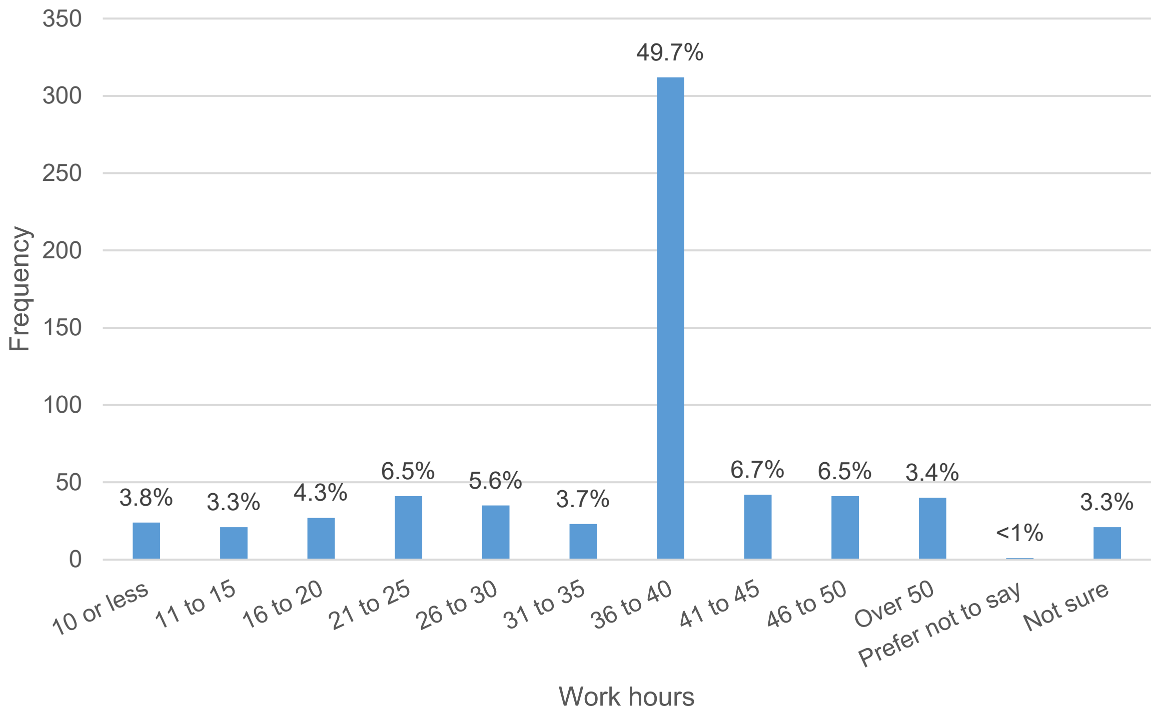

*Note: 628 observations*

Figure 34. Weekly pay after tax of first completed job after retrenchment (Job 1)

## First completed job after retrenchment (Job 1) – work hours

*Survey Question D2e. How many hours did you work in this job in a typical week? Please provide an estimate if you are not sure.*

49.7 per cent of respondents were employed 36 to 40 hours a week in their first job since retrenchment with 27.2 per cent of respondents working less than this and 16.6 per cent working more than this (Figure 35). When comparing this to the working hours for respondents before retrenchment in Figure 9 (p. 33), as a proportion there are fewer people working full time hours and fewer working overtime.




*Note: 628 observations*

Figure 35. Hours worked in a week of first completed job after retrenchment (Job 1)

## First completed job after retrenchment (Job 1) – reason for finishing with that employer

*Survey Question D3a. For what reasons did you leave this job?*

Respondents' first job since leaving the automotive industry finished up for a variety of reasons (Table 27). Most notably respondents reported that:

- they were no longer required by their employer (134);
- the job was not suitable (138); and,
- they had found a better job (179).

Table 27. First completed job since retrenchment (Job 1) – Reason for leaving

| For what reasons did you leave this job? | Applies | Per cent (%) |
|---|---|---|
| Temporary job | 84 | 13.3 |
| Fixed-term contract expired | 50 | 7.9 |
| Business closed down | 23 | 3.6 |
| No longer required by the employer | 134 | 21.2 |
| Job wasn't suitable | 138 | 21.8 |
| Found a better job | 179 | 28.3 |
| Other | 204 | 32.3 |

*Note: Multiple answers allowed; percentage based on 632 observations*

## 4.9 Effects of COVID-19

The effects of COVID-19 have been observable in our survey responses from their answers to why they had left previous employers.

*Survey Question D3b. Was the reason you left this job due to COVID-19?*

Within the 'other' category from Table 27 (p. 65), 29 respondents specified that they had to leave their first job since leaving the automotive industry due to COVID-19 as shown in Table 28 below.

Table 28. First completed job since retrenchment – finished due to COVID-19

| Was the reason you left this job due to COVID-19? | Frequency | Per cent (%) |
|---|---|---|
| Yes | 29 | 4.6 |
| No | 594 | 94.6 |
| Prefer not to say | 3 | 0.5 |
| Not sure | 2 | 0.3 |
| Total | 628 | 100.0 |

As an additional finding from this question across all jobs since retrenchment, 61 respondents in total had to leave their most recent job due to COVID-19 (Table 29).

Table 29. Most recent job lost due to COVID-19

| Whether participants left their latest job due to COVID-19 | Frequency | Per cent (%) |
|---|---|---|
| Yes | 61 | 9.7 |
| No | 567 | 90.3 |
| Total | 628 | 100.0 |

# 4.10 Health and wellbeing

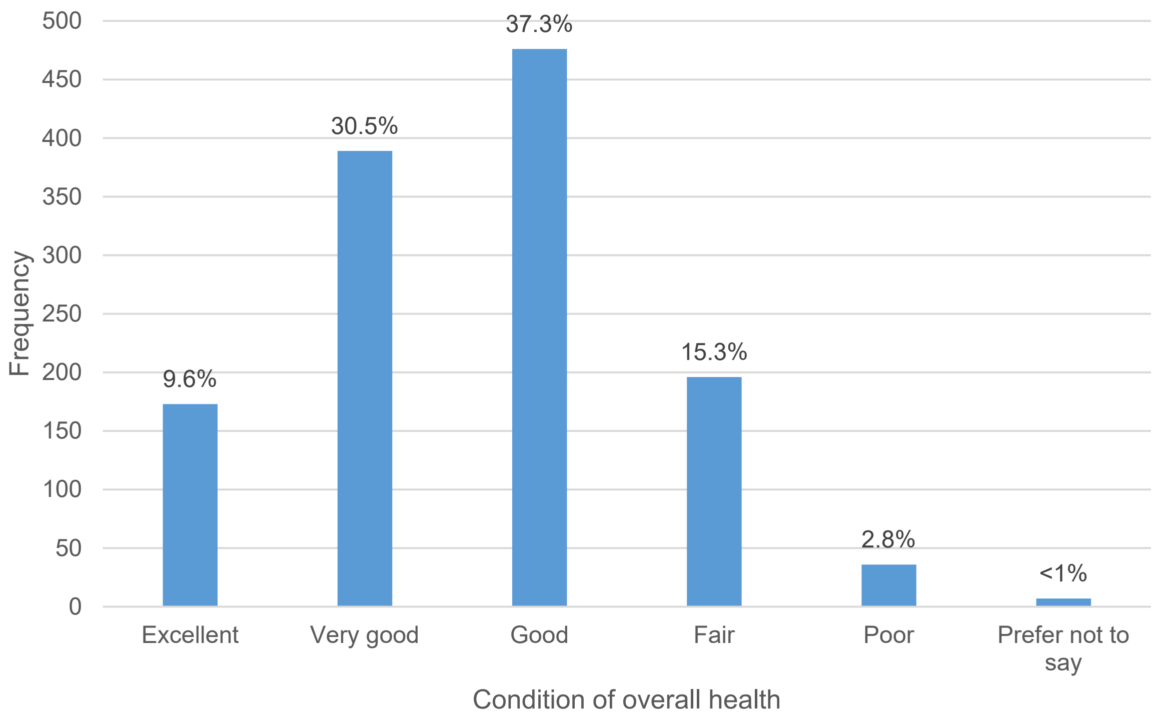
To assess the health of the survey respondents, the FWFC project purchased the 12 item Short Form Health Survey (SF-12v2) licensed out by *Optum Insights*. This survey has been chosen for its standard use in health studies internationally which gives the project team a wealth of comparable literature.

The purpose of these health questions is to provide a snapshot of respondents' health circumstances at the time of each interview, and how this might change over time. Questions were asked about respondents' overall health and wellbeing, their physical health, and their emotional wellbeing. Responses are the self-reported perceptions.

## Overall health and wellbeing

*Survey Question G1. In general, would you say your health is...?*

37.3 per cent of respondents reported their health as being good, 40.1 per cent reported their health to be very good or excellent, and 18.1 per cent have reported their health as being fair or poor (Figure 36).



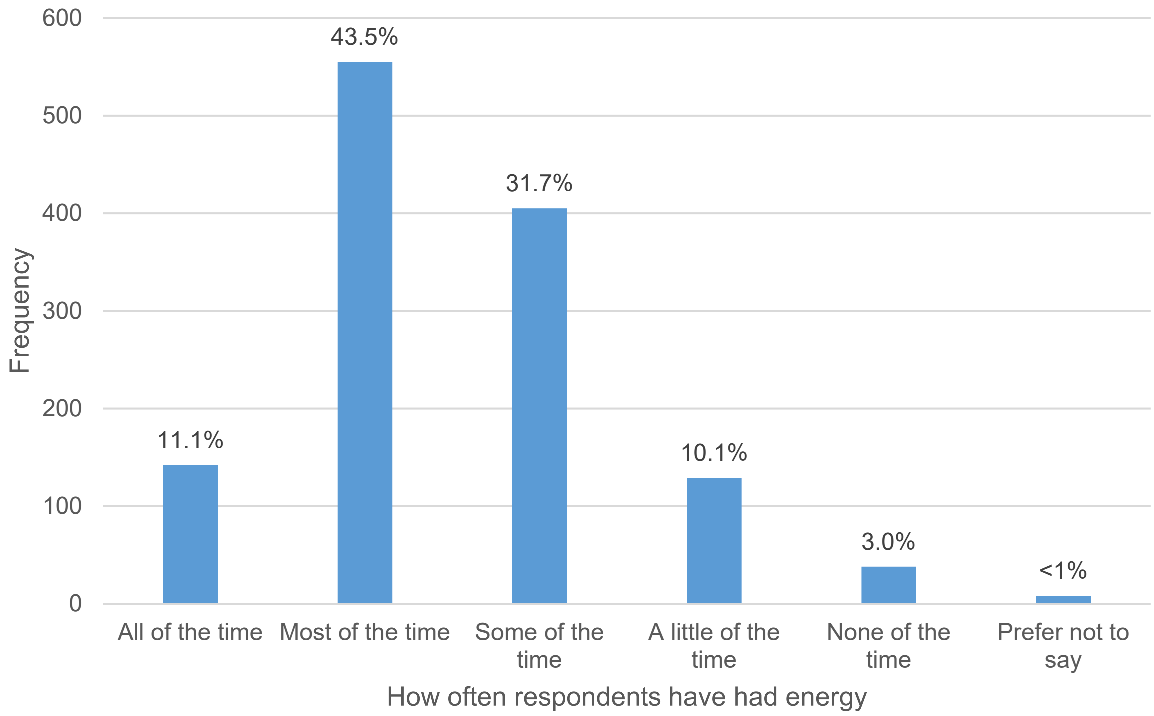

*Note: 1277 observations*

Figure 36. Self-reported overall health – Wave 1

## Overall health and wellbeing – energy levels

*Survey Question G6, part 2. How much of the time during the past four weeks did you have a lot of energy?*

Over half of respondents, 54.6 per cent, indicated that in the previous four weeks they had a lot of energy most, to all of the time; 31.7 per cent reported having had energy some of the time; and 13.1 per cent indicated having had energy a little, to none of the time (Figure 37).



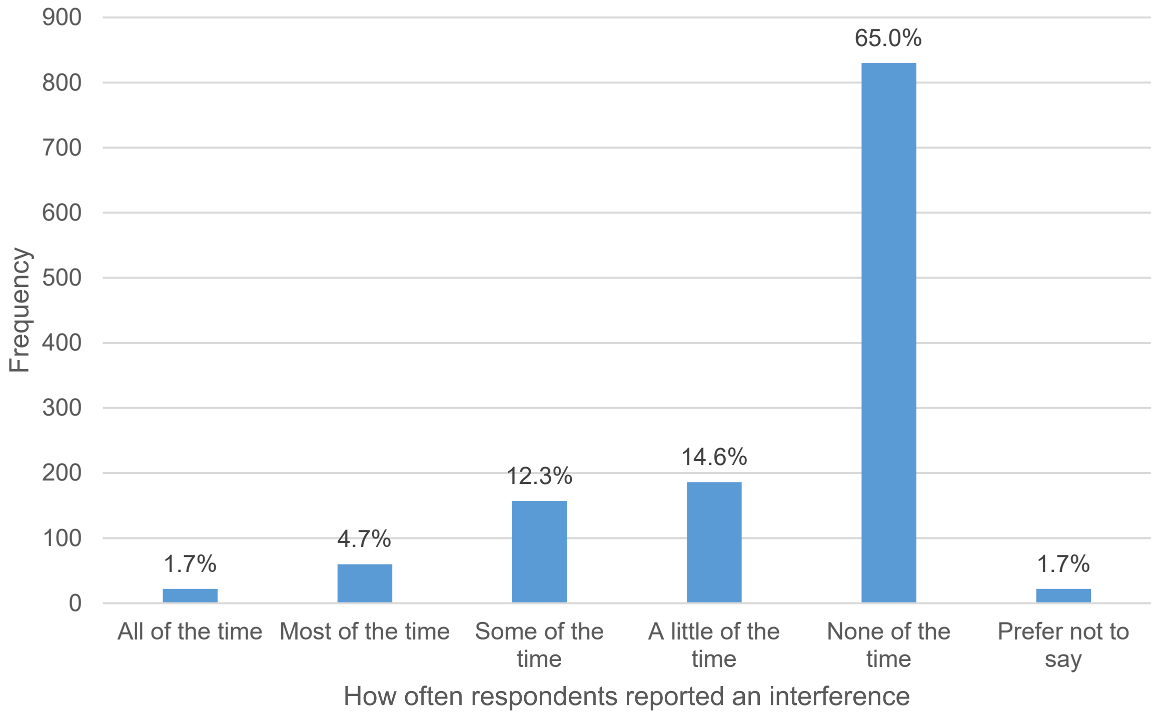

*Note: 1277 observations*

Figure 37. Self-reported energy levels – Wave 1

## Overall health and wellbeing – social activities

*Survey Question G7. During the past four weeks, how much of the time has your physical health or emotional problems interfered with your social activities like visiting with friends or relatives? Has it interfered...?*

65.0 per cent of respondents reported no impact on their social activities from physical health or emotional problems in the previous four weeks (Figure 38). 26.9 per cent of respondents indicated that their social activities were affected a little to some of time, with the remaining 6.4 per cent indicating that their social activities were affected 'most of the time', or 'all of the time' by their physical or emotional wellbeing.



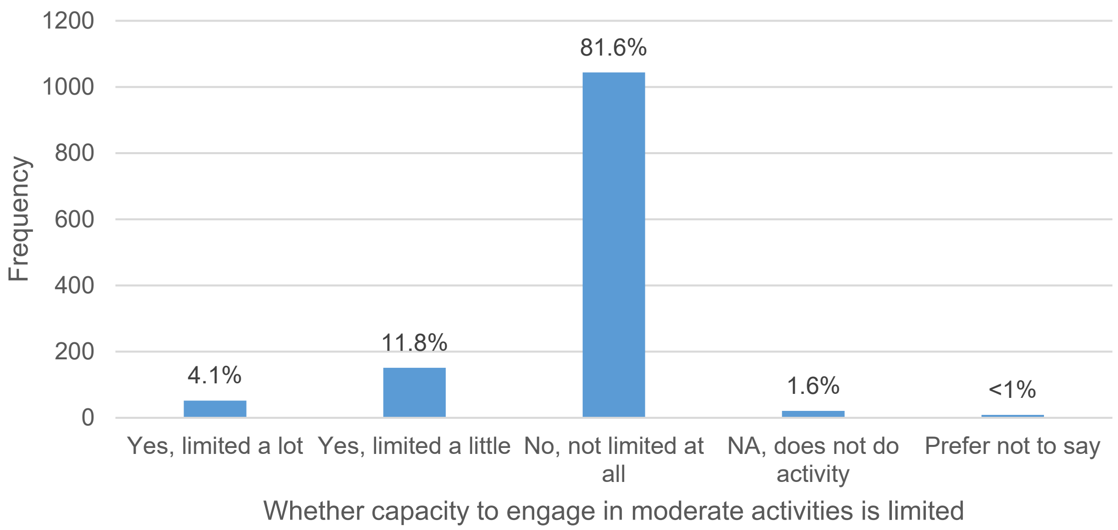

*Note: 1277 observations*

Figure 38. Problems interfering with social activities – Wave 1

## Physical health – moderate activities

*Survey Question G2, part 1. Please tell me if your health now limits you a lot, limits you a little, or does not limit you at all in these activities – Moderate activities, such as moving a table, pushing a vacuum cleaner, bowling, or playing golf.*

Figure 39 shows that most respondents' (81.6%) capacity to engage in everyday moderate activities such as moving a table or vacuum cleaning had not been limited at all, with 15.9 per cent indicating some limitations in these tasks.




*Note: 1277 observations*

Figure 39. Health limiting moderate activities – Wave 1

*Survey Question G2a. You mentioned that you do not do moderate activities, such as moving a table, pushing a vacuum cleaner, bowling, or playing golf? Is that because of your health?*

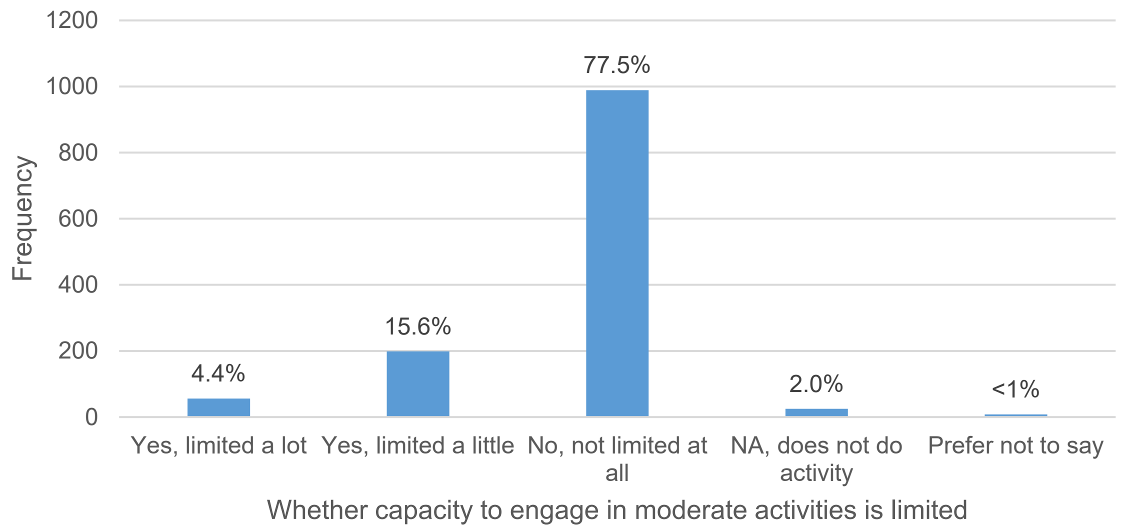
As can be seen in Figure 39, 1.6 per cent of the population indicated that they did not engage in moderate activities such as moving a table or vacuum cleaning. Only two people indicated their health was a reason for this (Table 30).

Table 30. Health as a factor for not engaging in moderate activities 1 – Wave 1

| You mentioned that you do not do moderate activities, such as moving a table, pushing a vacuum cleaner, bowling, or playing golf? Is that because of your health? | Frequency | Per cent (%) |
|---|---|---|
| Yes | 2 | 9.5 |
| No | 9 | 42.9 |
| Prefer not to say | 10 | 47.6 |
| Total | 21 | 100.0 |

*Survey Question G2, part 2. Please tell me if your health now limits you a lot, limits you a little, or does not limit you at all in these activities – Moderate activities, such as climbing several flights of stairs.*

When asked about slightly more taxing activities such as climbing a flight of stairs, Figure 40 shows that 20.0 per cent then indicated some limitations in their capacity, compared to 15.9 per cent in Figure 39 representing slightly less strenuous moderate activities. 77.5 per cent of respondents indicate no limitations at all to activities such as climbing a flight of stairs.




*Note: 1277 observations*

Figure 40. Health limiting everyday activities – Wave 1

*Survey Question G2b. You mentioned that you do not climb several flights of stairs. Is that because of your health?*

As can be seen in Figure 40, 2.0 per cent of the population indicated that they did not engage in moderate activities such as climbing a flight of stairs. Only one person indicated their health was a reason for this (Table 31).

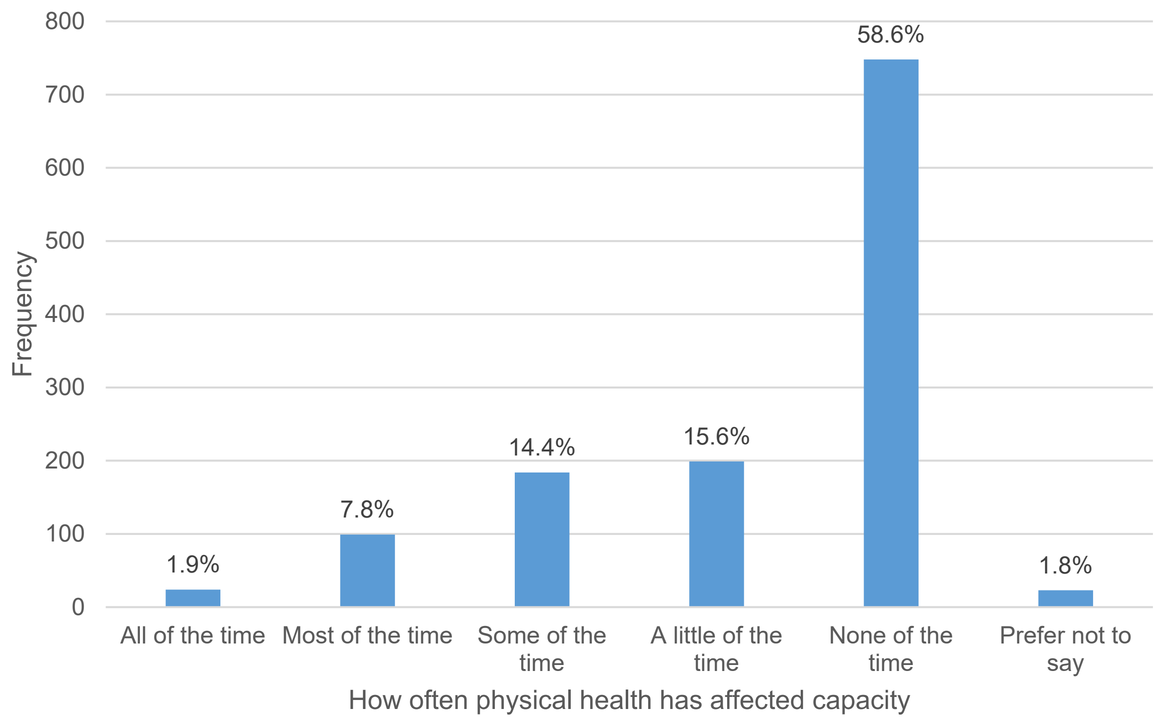
Table 31. Health as a factor for not engaging in moderate activities 2 – Wave 1

| You mentioned that you do not climb several flights of stairs. Is that because of your health? | Frequency | Per cent (%) |
|---|---|---|
| Yes | 1 | 4.0 |
| No | 17 | 68.0 |
| Prefer not to say | 7 | 28.0 |
| OBSERVATIONS | 25 | 100.0 |

## Physical health - volume of work

*Survey question G3a. During the past four weeks, how much of the time have you accomplished less than you would like as a result of your physical health?*

Respondents were asked how specifically their physical health had affected their capacity to accomplish the volume of work they would like. Figure 41 shows that a 58.6 per cent majority of respondents indicated that their physical health had not affected their day to day performance to accomplish as much as they would like in the previous four weeks. 40 per cent indicated their health had affected their capacity to accomplish what they would like to some degree, including 9.7 per cent reporting that this is the case 'most of the time' or 'all of the time'.



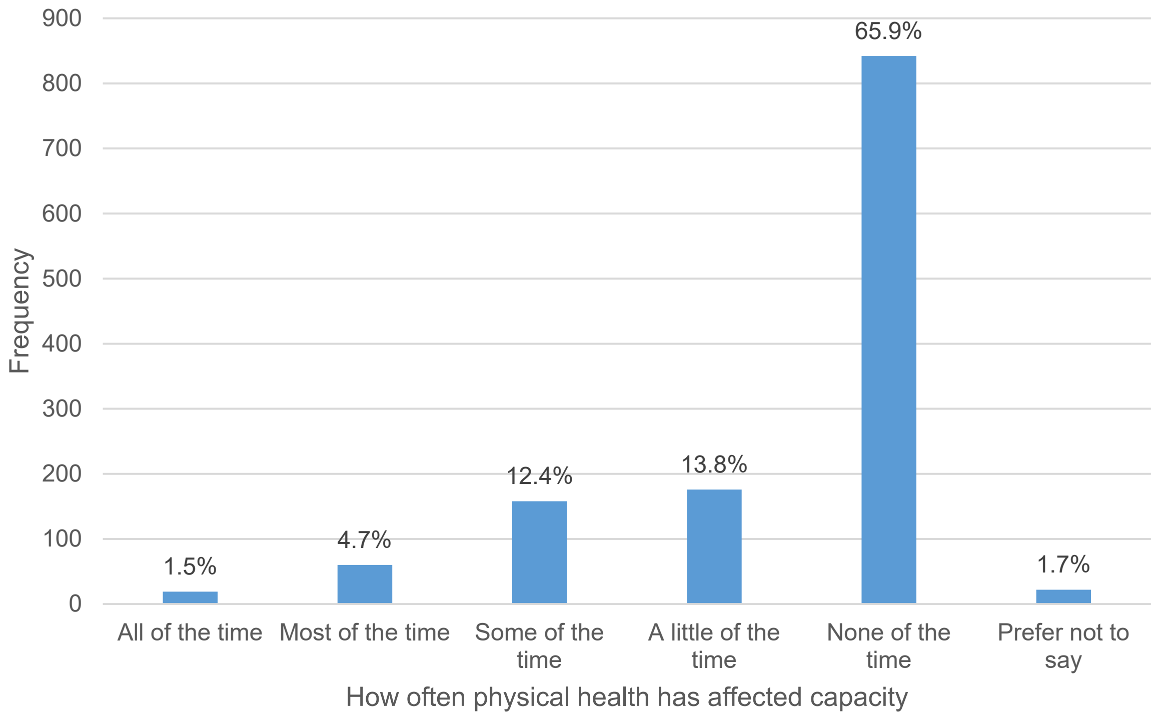

*Note: 1277 observations*

Figure 41. Physical health affecting capacity to accomplish – Wave 1

## Physical health - kind of work

*Survey Question G3b. During the past four weeks, how much of the time were you limited in the kind of work or other regular daily activities you do as a result of your physical health?*

Respondents were asked how specifically their physical health had affected their capacity to accomplish the kind of work they would like. Figure 42 shows that in the previous four weeks two thirds of respondents (65.9%) did not see their physical health as being a limiting factor in the kind of work or regular daily activities they do. 32.4 per cent did, however, indicate some limitations with 6.2 per cent reporting their capacity to accomplish the kind of work they would like was affected most to all of the time by their physical health.



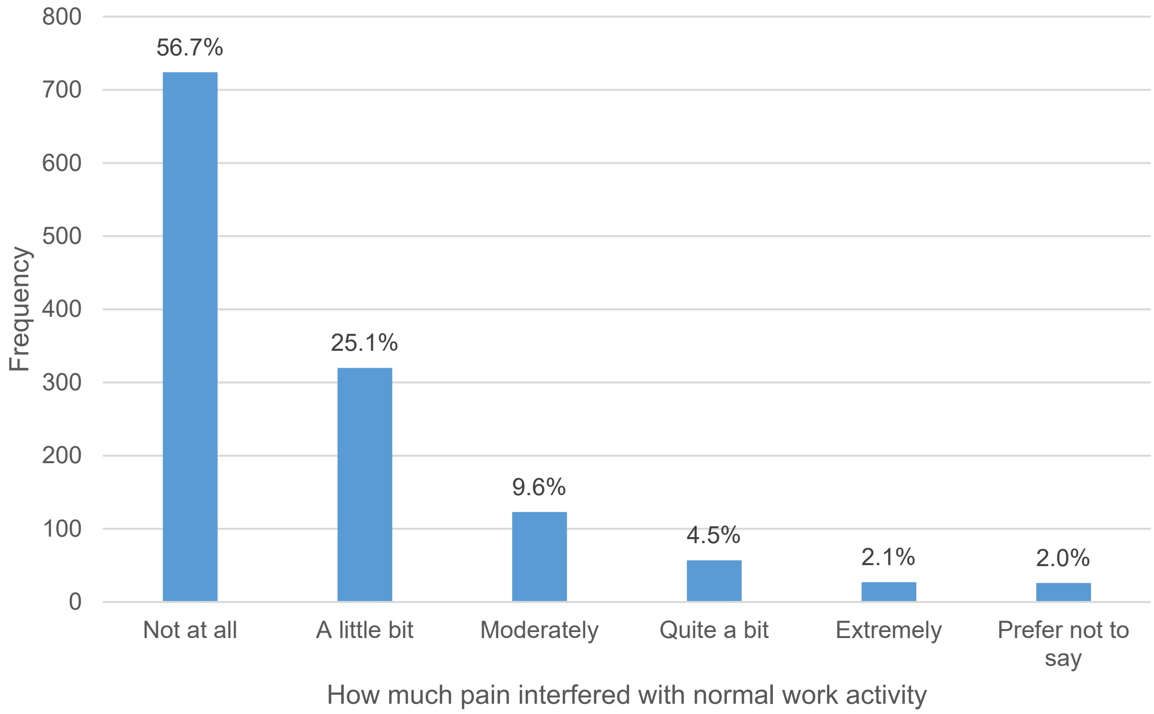

***Note: 1277 observations***

Figure 42. How often physical health affecting work capacity – Wave 1

## Physical health – interference of pain with work and housework

*Survey Question G5. During the past four weeks, how much did pain interfere with your normal work, including both work outside the home and housework? Did it interfere...?*

56.7 per cent of respondents reported that over the previous four weeks pain did not interfere with their work, including housework, and 25.1 per cent indicated that it affected them a little (Figure 43). 16.2 per cent of respondents report a moderate to extreme interference of pain with their work.



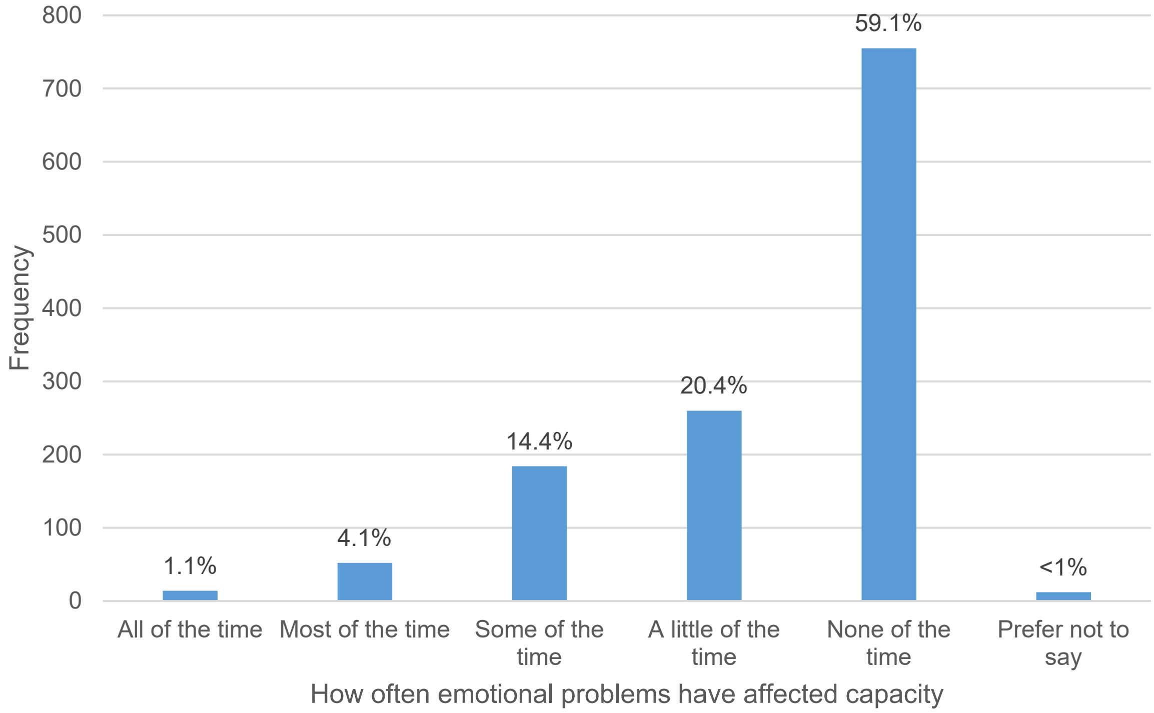

***Note: 1277 observations***

Figure 43. Pain interfering with work capacity – Wave 1

## Emotional wellbeing – volume of work

*Survey Question G4a. During the past four weeks, how much of the time have you accomplished less than you would like as a result of any emotional problems, such as feeling depressed or anxious?*

Respondents were asked whether any emotional problems were factors in limiting the volume of work they would like to accomplish day to day. Figure 44 shows that a 59.1 per cent majority of respondents reported that their emotional health had not affected their day to day performance to accomplish as much as they would like in the previous four weeks. 40.0 per cent indicated emotional problems did affect their capacity to accomplish as much as they would like to some degree. 5.2 per cent reported their capacity to be affected 'most of the time' or 'all of the time'.



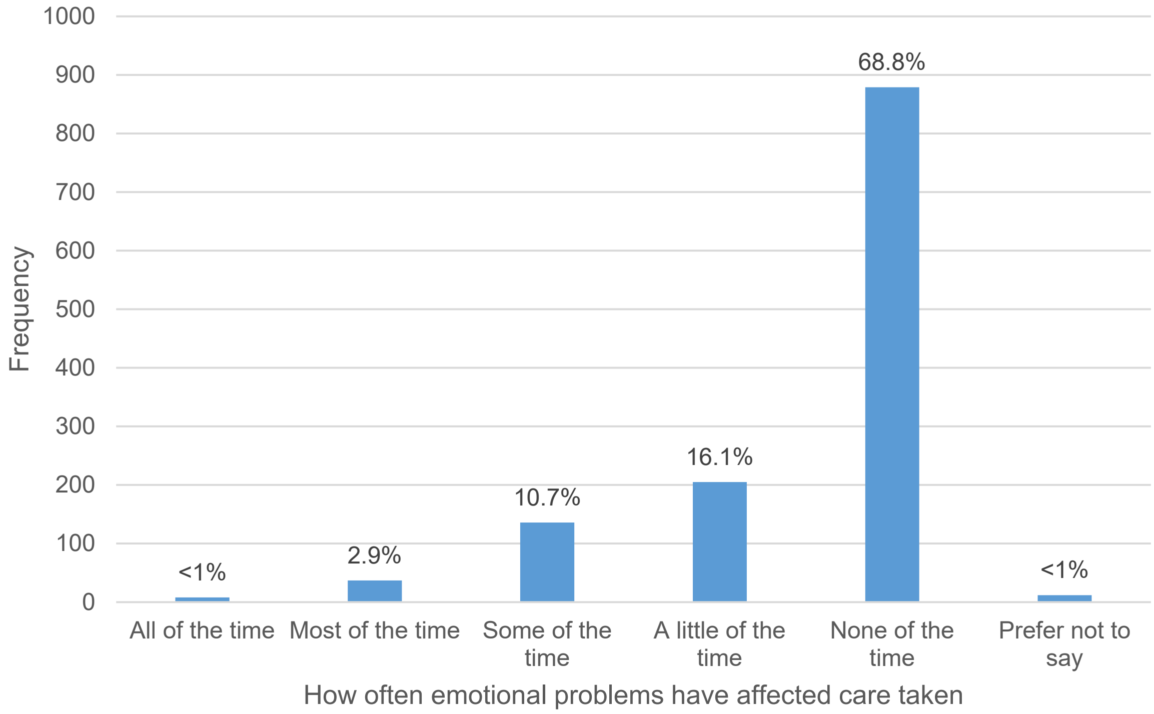

*Note: 1277 observations*

Figure 44. Emotional problems affecting capacity to accomplish – Wave 1

## Emotional wellbeing – care taken in daily activities

*Survey Question G4b. During the past four weeks, how much of the time did you do work or other regular daily activities less carefully than usual as a result of any emotional problems, such as feeling depressed or anxious?*

Respondents were asked whether any emotional problems were factors in limiting the care taken in carrying out regular daily activities. Figure 45 shows 68.8 per cent of respondents indicated that over the previous four weeks they did not perform daily activities less carefully than usual as a result of any emotional problems. However, 26.8 per cent reported having performed activities less carefully a little, to some of the time, and 3.5 per cent report having performed activities less carefully most, to all of the time due to emotional problems.



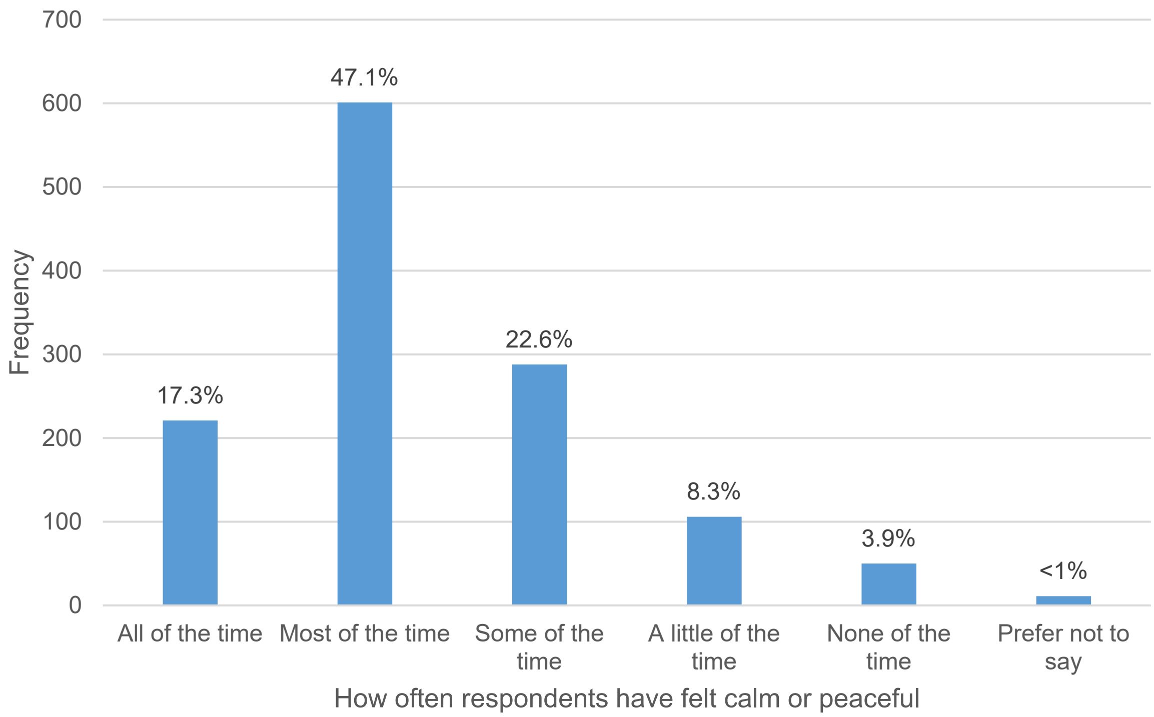

***Note: 1277 observations***

Figure 45. Emotional problems affecting work performance – Wave 1

## Emotional wellbeing – feeling calm and peaceful

*Survey Question G6, part 1. How much of the time during the past four weeks have you felt calm and peaceful?*

64.14 per cent of respondents indicated that over the previous four weeks they had felt calm and peaceful most, to all of the time; 22.6 per cent indicated feeling calm and peaceful some of the time, with a remaining 12.2 per cent who only felt calm and peaceful 'a little of the time' or 'none of the time' (Figure 46).



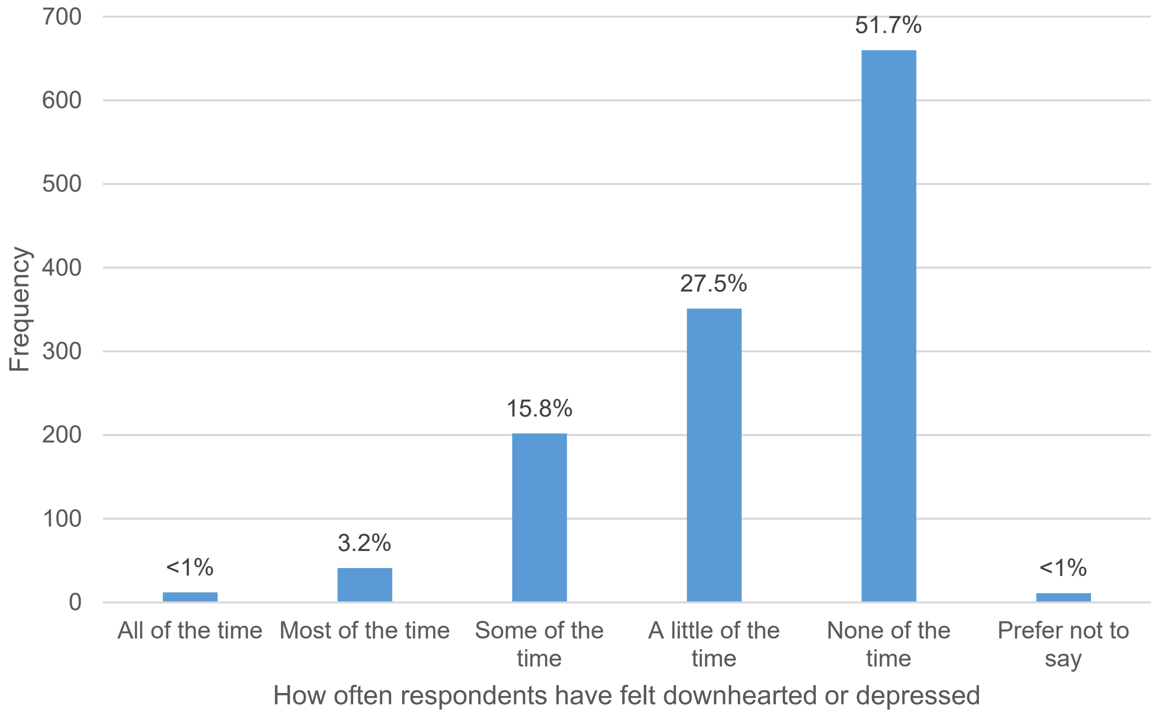

***Note: 1277 observations***

Figure 46. Feeling calm or peaceful – Wave 1

## Emotional wellbeing – feeling downhearted or depressed

*Survey Question G6, part 3. How much of the time during the past four weeks have you felt downhearted or depressed?*

Figure 47 shows that 51.7 per cent of respondents reported not having felt downhearted or depressed at all in the previous four weeks; 43.3 per cent reported having felt downhearted or depressed 'a little of the time' or 'some of the time'; and 4.2 per cent reported having felt downhearted or depressed 'most of the time' or 'all of the time'.




***Note: 1277 observations***

Figure 47. Feeling downhearted or depressed – Wave 1

# Beyond Wave 1 of the Longitudinal Survey of Retrenched Workers

The next part of the longitudinal survey will commence in May 2021. It aims to document changes that have occurred between the two surveys as well as to investigate aspects that the Wave 1 survey did not cover.

The Wave 2 survey will cover the following topics:

- Accessing services before and after retrenchment;
- Changes in employment since Wave 1;
- Job searching activity since Wave 1;
- Changes in household composition since Wave 1; and,
- Finance, housing and assets.

## Some useful links

Latest newsletter – https://fwfc.com.au/newsletter-winter-2020/

Findings and publications – https://fwfc.com.au/findings-publications/

Information about the project – https://fwfc.com.au/about/project-background/

Information about the team – https://fwfc.com.au/about/team/

# APPENDIX A: CATI – Future Work, Future Communities Survey Year 1

| | |
|---|---|
| Study No. | 30948 |
| Client | University of South Australia |
| Version | Version 18 – 2 July 2020 |
| Research Consultant | Adeline Ong, Nick Croese |

## INTRODUCTION

| | |
|---|---|
| QS2c. **RECORD PARTICIPANT STATUS**<br>**SINGLE RESPONSE** | Participant has finished in the automotive industry O 1<br>Participant works in a different company in the automotive industry O 2<br>Participant works in the same company O 3 |

**IF QS2c=1 AND IF FIRST CONTACT:** Good morning/afternoon/evening. My name is (… … … … … …) from EY Sweeney. We recently sent you an email inviting you take part in a study for which you would receive a $50 EFTPOS (or digital Visa) gift card.

**IF QS2c=1 AND IF RECONTACTING SOFT REFUSAL:** Good morning/afternoon/evening. My name is (… … … … … …) from EY Sweeney. We recently contacted you regarding a survey on the closure of the automotive industry. When we spoke to you on **[DATE]** you were unable to assist, but we were hopeful that you may be able to now.

**IF QS2c=2 OR 3:** Good morning/afternoon/evening. My name is (… … … … … …) from EY Sweeney. We recently contacted you on **[DATE]** regarding a survey on the closure of the automotive industry and you mentioned that you're still working in the industry or with the same company as you were when the major automotive assembly plants closed. We are still interested in your views about the closure of the motor manufacturing industry. We are hopeful that you may be able to help us now.

**IF ASKED, INFORM RESPONDENT THAT:** The email came from surveys@au.ey.com, and could be in your spam folder.

Am I speaking with (***PROGRAMMER NOTE: Insert name***)?

**IF YES CONTINUE. IF NO SET AN APPOINTMENT.**

**IF QS2c=2 OR 3:** We are conducting a survey on behalf of the Future Work, Future Communities project to understand the impacts of the closure of the major automotive assembly plants. You may have participated in an earlier project, asking for your feedback on these events. We recognise that it is currently a very challenging time for many Australians and we appreciate you sparing your time to help us.

**IF QS2c=1:** We are conducting a survey on behalf of the Future Work, Future Communities project to understand your experiences since finishing in the automotive industry. You may have participated in an earlier project, asking for your feedback since the closure of the industry. We recognise that it is currently a very challenging time for many Australians and we appreciate you sparing your time to help us.

**FOR ALL:** This is the first survey of a new five-year project. The survey will take about 20 to 30 minutes and is completely confidential and anonymous. Your name and contact details will always be kept separate from your survey responses.

To thank you for your continued participation, we will offer you a $50 EFTPOS (or digital Visa) gift card.

Would you be able to help us now? **IF NOT NOW, ARRANGE CALL BACK OR THANK AND CLOSE. OTHERWISE CONTINUE**

This call will be monitored for quality control purposes.

If there is a question you prefer not to answer, please let me know and we will move on. If you would like to stop the survey, you may also do so at any time.

This survey is conducted in accordance with the EY Sweeney Privacy Policy which can be viewed on the EY Sweeney website. **READ OUT IF REQUIRED:** https://eysweeney.com.au/privacy-policy

**IF ASKED, INFORM RESPONDENT THAT:**

**IF SAMPLE FROM ORIGINAL CLIENT LIST:** Your contact details have been provided by ***[PROGRAMMER NOTE: If "GMH" or "TMC", say "your previous employer". For "FED", say "the Federal/Commonwealth Government". For "DIS", say "the Department for Innovation and Skills – South Australian State Government". For "HUD", say "Hudson Global".]***

**IF SAMPLE FROM DECRA CLIENT LIST:** You may recall participating in a survey in the last two years that was mailed out to you by your trade union. The survey was conducted by Dr Tom Barnes at the Australian Catholic University. You provided your name and contact details to Dr Barnes, who is part of the Future Work, Future Communities project.

The Australian Market and Social Research Society has a website, the Research Company Directory, which can be accessed if you wish to confirm our credentials. **READ OUT IF REQUIRED:** The address is https://www.amsrs.com.au/research-company-directory, or you can email them. **READ OUT IF REQUIRED:** amsrs@amsrs.com.au.

As a market & social research organisation, we are exempt from the Do Not Call Register. We are not trying to sell or market anything to you and your decision to participate in this survey is voluntary. By choosing to participate you consent to participate for the next five years but may withdraw from the study at any time.

**IF ASKED FOR FURTHER INFORMATION ABOUT THE SURVEY, INFORM RESPONDENT THAT**:

Information about the survey, including a copy of the participant information sheet, can be found on the project website. **READ OUT IF REQUIRED:** The website is fwfc.com.au/stream-1-information-sheet/. Alternatively, we can email or send you a copy of participant information sheet if preferred.

The ethical aspects of this study have been approved by the University of South Australia's Human Research Ethics Committee under project number 202579. If you have any ethical concerns about the project or questions about your rights as a participant, please contact the Executive Officer of the University of South Australia's Human Research Ethics Committee on 08 8302 3118 or via email vicki.allen@unisa.edu.au.

**IF ASKED ABOUT POTENTIAL RISKS, INFORM RESPONDENT THAT**:

Participation in the study will involve the collection of personal and sensitive information and may also involve psychological or emotional stress as a result of the sensitive nature of the topics discussed. It is not anticipated that the risks to participation in this study are beyond those encountered during everyday life. However, if you do experience psychological or emotional stress as a result of participation, we can refer you to a suitable support service, which we encourage you to do so.

**READ OUT IF REQUIRED:** You can contact the following support services if you experience or are experiencing any psychological or emotional stress:

| Organisation | Phone and URL | About |
|---|---|---|
| **Beyond Blue** | **1300 22 4636**<br>https://www.beyondblue.org.au/ | Beyond Blue provides information and support to help everyone in Australia achieve their best possible mental health, whatever their age and wherever they live. |
| **Lifeline** | **13 11 14**<br>http://www.lifeline.org.au/ | Lifeline is a national charity providing all Australians experiencing a personal crisis with access to 24 hour crisis support and suicide prevention services. |
| **MensLine Australia** | **1300 7899 78**<br>http://www.mensline.org.au/ | A telephone and online support, information and referral service, helping men to deal with relationship problems in a practical and effective way. |
| **Carers Australia** | **1800 242 636**<br>https://www.carersaustralia.com.au/ | Short-term counselling and emotional and psychological support services for carers and their families in each state and territory. |

For more support services, Beyond Blue has listed several other providers on their webpage. **READ OUT IF REQUIRED:** https://www.beyondblue.org.au/the-facts/suicide-prevention/get-support-now.

In an emergency, please call 000, the emergency help line.

Participation in this study may not directly benefit you. However, our research will have an impact on policy makers and the services provided in the event of future industry closures.

**IF ASKED FOR FURTHER INFORMATION ABOUT HOW THE DATA WILL BE REPORTED/USED/STORED, INFORM RESPONDENT THAT**:

The collected data will be only be used for the purpose of this research. The progress of the project and findings will be published on the project website https://www.fwfc.com.au/. No one will have access to your personal information or be able to identify you.

De-identified electronic data will be stored on password protected computers and documents for up to seven years after the project on UniSA servers. Data will be coded for longitudinal study and only non-identifiable aggregate data will be distributed to project partners and in published journal articles.

| PS1. <RECORD MAIN LANGUAGE> | | | |
|---|---|---|---|
| | English | **Continue** | ○ 1 |
| | Cantonese | **Record as LOTE** | ○ 2 |
| | Mandarin | **Record as LOTE** | ○ 3 |
| | Vietnamese | **Record as LOTE** | ○ 4 |
| | Macedonian | **Record as LOTE** | ○ 5 |
| | Tagalog | **Record as LOTE** | ○ 6 |
| | Other non-English **(specify)** | **Record as LOTE** | ○ 97 |
| | Not sure | **Record as LOTE** | ○ 99 |

**IF LOTE RESPONDENT, RECORD LANGUAGE AND END INTERVIEW:**

Thank you for your time today. Our multicultural research partner will be in touch with you soon.

| QS1. Before we proceed, I wanted to clarify that: | | | |
|---|---|---|---|
| | Yes | **Continue** | ○ 1 |
| | No | **Terminate** | ○ 2 |

- You are free to withdraw from the survey at any stage without prejudice
- There are some questions that will be asked during this survey which may collect sensitive personal information. You have the option of choosing not to answer these
- The collected data will only be used for the purpose of this research
- No one outside of the University project team will have access to your personal information or be able to identify you
- The de-identified data will be stored for up to seven years after the project on the University servers
- Based on de-identified data, we may assess your suitability to participate in other parts of the project

On this basis, are you happy to proceed with this survey?

**SINGLE RESPONSE**

**DO NOT READ OUT**

| | |
|---|---|
| QS2a. As this is the first survey of a new five-year project, the University may want to contact you again to get an update on your experiences. As a thank you for your continued participation, we will offer you a $50 EFTPOS (or digital Visa) gift card for each survey you complete. You may also be invited to participate in other parts of the project based on your responses.<br><br>Should you agree to participate in the project in the future, the University will receive your contact details to enable future contact. Again, we assure that your personal information and responses will be held in separate files to ensure your survey responses remain anonymous.<br><br>On this basis, are you happy to be contacted for future research?<br><br>**SINGLE RESPONSE**<br><br>**DO NOT READ OUT** | Yes **Go to A1a** ○ 1<br>No **Go to QS2b** ○ 2 |

| | |
|---|---|
| ***ASK IF QS2a=2 (NO)***<br><br>QS2b. That is ok. Are you still interested in proceeding with this first survey? Your insights would be very much valued.<br><br>**SINGLE RESPONSE**<br><br>**DO NOT READ OUT** | Yes **Continue** ○ 1<br>No **Terminate** ○ 2 |

## SECTION A: BACKGROUND IN THE AUTOMOTIVE INDUSTRY

**READ OUT: Let us start with some questions about your background in the automotive industry.**

| | |
|---|---|
| ***ASK IF COMPANY NAME CAN BE PIPED IN FROM SAMPLE FILE***<br><br>A1a. ***IF QS2c=1:*** Could I confirm that you worked for ***[INSERT COMPANY NAME]*** when you were employed in the automotive industry?<br><br>***IF QS2c=2:*** Could I confirm that you worked for ***[INSERT COMPANY NAME]*** in the automotive industry before the closure of the major automotive assembly plants?<br><br>***IF QS2c=3:*** Could I confirm that you have been working for ***[INSERT COMPANY NAME]*** since before the closure of the major automotive assembly plants?<br><br>**SINGLE RESPONSE**<br><br>**DO NOT READ OUT** | Yes **Go to A10** ○ 1<br>No **Go to A1b** ○ 2<br>Prefer not to say **Go to A10** ○ 98 |

| | |
|---|---|
| ***ASK IF A1a=2 (NO)***<br><br>A1b. Which company would this have been with then? | Company name |

| | |
|---|---|
| ***ASK IF COMPANY NAME MISSING IN SAMPLE FILE***<br>A1c. ***IF QS2c=1:*** Which company did you work for when you were employed in the automotive industry?<br>***IF QS2c=2:*** Which company did you previously work for in the automotive industry?<br>***IF QS2c=3:*** Which company are you working for?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Ford ○ 1<br>Holden ○ 2<br>Toyota ○ 3<br>Other **(please specify)** ○ 97<br>Prefer not to say ○ 98 |

| | |
|---|---|
| A10. ***IF QS2c=1 OR 2:*** In which suburb was your workplace located? By workplace, we mean the location at which you spend most of your time while working.<br>***IF QS2c=3:*** In which suburb was your workplace located just before the closure of the major automotive assembly plants? By workplace, we mean the location at which you spend most of your time while working. | Suburb |

| | |
|---|---|
| ***ASK IF QS2c=1 OR 2***A2.In what month and year did you finish working at ***[INSERT RESPONSE FROM A1]***? Please provide an estimate if you are not sure.<br>**ASK FOR SPECIFIC MONTH (E.G., 4 FOR "APRIL") AND YEAR (E.G., 2019)**<br>**PROBE FULLY FOR BOTH MONTHS AND YEARS** | Month<br>Year<br>Not sure ○ 99 |

| | |
|---|---|
| A3. ***IF QS2c=1 OR 2:*** How long, in terms of years or months, were you employed there? Please provide an estimate if you are not sure.<br>***IF QS2c=3:*** How long, in terms of years or months, have you been employed by this company. Please provide an estimate if you are not sure.<br>**ASK FOR TIME PERIOD AND PROMPT FOR RESPONSE IN YEARS OR IF LESS THAN A YEAR, IN MONTHS. IF LESS THAN A MONTH, RECORD "< 1 MONTH"** | Months<br>Years<br>Not sure ○ 99 |

| | |
|---|---|
| A4. ***IF QS2c=1 OR 2:*** What was your last job title there?<br>***IF QS2c=3:*** What was your job title just before the closure of major automotive assembly plants? | Job title |

| | | |
|---|---|---|
| A5. | What were the main tasks you performed in this job?<br><br>**PROBE FULLY. RECORD VERBATIM** | |

| | | |
|---|---|---|
| A6. | ***IF QS2c=1 OR 2:*** Which, if any, of the following apply when you were employed there? Were you…?<br><br>***IF QS2c=3:*** Which, if any, of the following apply to you just before the closure of the major automotive assembly plants? Were you …?<br><br>**MULTIPLE RESPONSE**<br><br>**READ OUT** | A team leader ☐ 1<br>A supervisor ☐ 2<br>A manager ☐ 3<br>A union delegate, shop steward or union representative ☐ 4<br>None of these apply ○ 96 |
| A7. | ***IF QS2c=1 OR 2:*** What was your **weekly** take home pay after tax when your employment contract finished at the company? Please provide an estimate if you are not sure.<br><br>***IF QS2c=3:*** What was your **weekly** take home pay after tax just before the closure of major automotive assembly plants? Please provide an estimate if you are not sure.<br><br>**INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> PAY** | $ per week<br><br>Prefer not to say ○ 98<br>Not sure ○ 99 |
| A8. | ***IF QS2c=1 OR 2:*** How many hours did you work in a typical **week** before your employment contract finished at the company? Please provide an estimate if you are not sure.<br><br>***IF QS2c=3:*** How many hours did you work in a typical week just before the closure of the major automotive assembly plants? Please provide an estimate if you are not sure.<br><br>**INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> HOURS** | Hours<br><br>Prefer not to say ○ 98<br>Not sure ○ 99 |
| A9. | ***IF QS2c=1 OR 2:*** Which of the following best describes your previous employment arrangement in the automotive industry?<br><br>***IF QS2c=3:*** Which of the following best describes your employment arrangement just before the closure of the major automotive assembly plants?<br><br>**SINGLE RESPONSE**<br><br>**READ OUT** | Permanent ○ 1<br>Casual ○ 2<br>Fixed term contract ○ 3<br>Labour hire or agency ○ 4<br>Other **(please specify)** ○ 97 |

| | |
|---|---|
| ***ASK IF QS2c=1 OR 2***<br>A11a. Before you finished up at the company, did you undertake any training or educational courses to help you find work after the closure?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes **Continue** O 1<br>No **Go to A13** O 2 |
| ***ASK IF A11a=1 (YES)***<br>A11b. Did you eventually complete the training or educational course?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes **Continue** O 1<br>No **Go to A13** O 2 |
| ***ASK IF A11b=1 (YES)***<br>A12. What qualification did you obtain? | Qualification 1 ___<br>Qualification 2 ___<br>Qualification 3 ___<br>Qualification 4 ___<br>Qualification 5 ___ |
| ***ASK IF QS2c=1 OR 2***<br>A13. Did you receive a lump-sum redundancy payment?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes **Continue** O 1<br>No **Go to B1** O 2 |
| ***ASK IF A13=1 (YES)***<br>A14. What was the total value of your lump-sum redundancy payment? | $ ___<br>Prefer not to say O 98<br>Not sure O 99 |

| | |
|---|---|
| ***ASK IF QS2c=1 OR 2***<br>A15. Did you use the lump-sum payment to…?<br>**MULTIPLE RESPONSE**<br>**READ OUT**<br>***PROGRAMMER NOTE: ROTATE ORDER*** | Support your living expenses ☐ 1<br>Pay down some of your mortgage ☐ 2<br>Pay off all your mortgage ☐ 3<br>Pay down other debts (other than a mortgage) ☐ 4<br>Purchase major items (e.g., car, a holiday) ☐ 5<br>Assist family or friends ☐ 6<br>Contribute to your superannuation ☐ 7<br>Invest in assets other than your superannuation (e.g., shares or property) ☐ 8<br>Other 1 **(please specify)** ☐ 97<br>Other 2 **(please specify)** ☐ 97<br>Other 3 **(please specify)** ☐ 97<br>Other 4 **(please specify)** ☐ 97<br>Other 5 **(please specify)** ☐ 97<br>Prefer not to say **DO NOT READ OUT** ○ 98 |

| | | |
|---|---|---|
| ***SHOW CODES SELECTED AT A15. DO NOT ASK IF A15=98 (PREFER NOT TO SAY). ENSURE RESPONSES ADD TO 100%***<br>***SHOW CODES SELECTED AT A15. ALWAYS SHOW 'UNSPENT'. DO NOT ASK IF A15=98 (PREFER NOT TO SAY). ENSURE RESPONSES ADD TO 100%***<br>A16. Of the total amount of redundancy you received, what percentage did you spend on the following?<br>**READ OUT** | Support your living expenses | % |
| | Pay down/off your mortgage | % |
| | Pay down other debts (other than a mortgage) | % |
| | Purchase major items | % |
| | Assist family or friends | % |
| | Contribute to your superannuation | % |
| | Invest in assets other than your superannuation (e.g. shares or property) | % |
| | Other 1 ***(please specify)*** | % |
| | Other 2 ***(please specify)*** | % |
| | Other 3 ***(please specify)*** | % |
| | Other 4 ***(please specify)*** | % |
| | Other 5 ***(please specify)*** | % |
| | Unspent | % |
| | Prefer not to say | ○ 98 |

## SECTION B: CURRENT SITUATION

**READ OUT:** ***IF QS2c=1:*** **Now thinking about your current situation since finishing in the automotive industry.**

***IF QS2c=2 OR 3:*** **Now thinking about your current employment.**

| | | | |
|---|---|---|---|
| B1. Which of the following best describes your current situation? Are you mainly…? **SINGLE RESPONSE** **READ OUT** | In paid employment | **Go to C1** | ○ 1 |
| | Self-employed | **Go to C18** | ○ 2 |
| | Unemployed but looking for a job | **Go to D1** | ○ 3 |
| | Fully retired from work | **Go to D1** | ○ 4 |
| | Semi-retired – in other words, dong paid work occasionally | **Go to D1** | ○ 5 |
| | Taking a break from paid work but intending to return at some point in the future | **Go to D1** | ○ 6 |
| | Studying but not doing paid work | **Go to D1** | ○ 7 |
| | Volunteering in unpaid work only | **Go to D1** | ○ 8 |
| | Other **(please specify)** | **Go to D1** | ○ 97 |

## SECTION C: CURRENT EMPLOYMENT

***ASK THIS SECTION IF B1=1 OR 2 (PAID EMPLOYMENT OR SELF-EMPLOYED)***
***ASK C1 TO C16 IF B1=1 (PAID EMPLOYMENT)***

| | | |
|---|---|---|
| C1. How many paid jobs do you currently have? | Number of jobs | |

***IF C1=1:*** **READ OUT: When answering the following questions, please think about the paid job you currently hold.**

***IF C1>1:*** **READ OUT: When answering the following questions, please think about the main paid job you currently hold.**

| |
|---|
| C4. What does the company do or make? **PROBE FULLY. RECORD VERBATIM** |
| |
| |

| | |
|---|---|
| C5. ***IF QS2c= 1 OR 2:*** In what month and year did you start this job? Please provide an estimate if you are not sure.<br><br>***IF QS2c=3:*** In what month and year did you commence your current role? Please think about any changes to your role title or role description since the closure of the major automotive assembly plants.<br><br>**ASK FOR SPECIFIC MONTH (E.G., 4 FOR "APRIL") AND YEAR (E.G., 2019)**<br><br>**PROBE FULLY FOR BOTH MONTHS AND YEARS** | Month<br>Year<br>Not sure ○ 99 |

| | |
|---|---|
| C2. What is your job title? | Job title |

| |
|---|
| C3. What are the main tasks you perform in this job?<br><br>**PROBE FULLY. RECORD VERBATIM** |
| |
| |

| | |
|---|---|
| C6. What is your **weekly** take home pay after tax from this job? Please provide an estimate if you are not sure.<br><br>**INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> PAY** | $ per week<br>Prefer not to say ○ 98<br>Not sure ○ 99 |

| | |
|---|---|
| C7. How many hours do you work in this job in a typical **week**? Please provide an estimate if you are not sure.<br><br>**INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> HOURS** | Hours<br>Prefer not to say ○ 98<br>Not sure ○ 99 |

| | |
|---|---|
| C8. For this job, would you prefer?<br><br>**SINGLE RESPONSE**<br><br>**READ OUT** | More hours ○ 1<br>About the same hours ○ 2<br>Fewer hours ○ 3 |

| | |
|---|---|
| C9. Which of the following best describes your employment arrangement?<br><br>**SINGLE RESPONSE**<br><br>**READ OUT** | Permanent ○ 1<br>Casual ○ 2<br>Fixed term contract ○ 3<br>Labour hire or agency ○ 4<br>Other **(please specify)** ○ 97 |

| | |
|---|---|
| C10. How long does it take you to get to work on a typical day?<br><br>**RECORD RESPONSE IN MINUTES** | Minutes |

| | |
|---|---|
| | |

| | | |
|---|---|---|
| **C11.** How did you find out about this job? Did you…? **MULTIPLE RESPONSE** **READ OUT** | Speak to family or friends | ☐ 1 |
| | Speak to previous co-workers from the automotive industry | ☐ 2 |
| | Speak to your previous employer in the automotive industry | ☐ 3 |
| | Search the Internet | ☐ 4 |
| | Speak to job network providers or agencies | ☐ 5 |
| | Other **(please specify)** | ☐ 97 |
| | Not sure **DO NOT READ OUT** | ○ 99 |

| | | |
|---|---|---|
| ***ASK IF C11=MULTIPLE RESPONSES. SHOW RESPONSES SELECTED AT C11*** C12. Which of the following was most influential in helping you get this job? **SINGLE RESPONSE** **READ OUT** | Speaking to family or friends | ○ 1 |
| | Speaking to previous co-workers from the automotive industry | ○ 2 |
| | Speaking to your previous employer in the automotive industry | ○ 3 |
| | Searching the Internet | ○ 4 |
| | Speaking to job network providers or agencies | ○ 5 |
| | Other **(please specify)** | ○ 97 |
| | Not sure **DO NOT READ OUT** | ○ 99 |

| | | |
|---|---|---|
| C13. How relevant is the knowledge and skills you previously used in the automotive industry to the current job? **SINGLE RESPONSE** **READ OUT** | Extremely relevant | ○ 1 |
| | Very relevant | ○ 2 |
| | Slightly relevant | ○ 3 |
| | Not very relevant | ○ 4 |
| | Not relevant at all | ○ 5 |

| | | |
|---|---|---|
| C14. To what extent are you satisfied with this job overall? Are you…? **SINGLE RESPONSE** **READ OUT** | Very satisfied | ○ 1 |
| | Satisfied | ○ 2 |
| | Neither satisfied nor dissatisfied | ○ 3 |
| | Dissatisfied | ○ 4 |
| | Very dissatisfied | ○ 5 |

| | | |
|---|---|---|
| C15. How much more or less satisfied are you with this job compared to your previous job in the automotive industry? Would you say you are…? **SINGLE RESPONSE** **READ OUT** | Much more satisfied | ○ 1 |
| | More satisfied | ○ 2 |
| | About the same | ○ 3 |
| | Less satisfied | ○ 4 |
| | Much less satisfied | ○ 5 |

| | | |
|---|---|---|
| C16. How secure do you feel about this job? **SINGLE RESPONSE** **READ OUT** | Extremely secure | ○ 1 |
| | Very secure | ○ 2 |
| | Slightly secure | ○ 3 |
| | Not very secure | ○ 4 |
| | Not secure at all | ○ 5 |

***PROGRAMMER NOTE: IF C>1, LOOP C2-C7 AND C13 FOR EACH JOB AT C1. ASK UP TO THREE JOBS***

| |
|---|
| *IF C1>1:* **READ OUT: Now please think about the second paid job you currently hold.** |

| |
|---|
| *IF C1>1:* **READ OUT: Now please think about the third paid job you currently hold.** |

| | | | |
|---|---|---|---|
| ***ASK IF B1=1 (PAID EMPLOYMENT) OR 2 (SELF-EMPLOYED)***<br>C18. Are you currently running a business?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes | **Continue** | ○ 1 |
| | No | **Go to D1** | ○ 2 |

| |
|---|
| ***ASK IF C18=1***<br>C21. What does your business do or make?<br>**PROBE FULLY. RECORD VERBATIM** |
| |
| |

| | | | |
|---|---|---|---|
| ***ASK IF C18=1 (YES)***<br>C19. Are you earning any income from your business?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes | **Continue** | ○ 1 |
| | No | **Go to D1** | ○ 2 |
| | Prefer not to say | **Go to D1** | ○ 98 |

| | | |
|---|---|---|
| ***ASK IF C19=1 (YES)***<br>C20. What is your business' average **weekly** income before tax? Please provide an estimate if you are not sure.<br>**INTERVIEWER NOTE: THE QUESTION ASKS FOR WEEKLY INCOME** | $ per week | |
| | Prefer not to say | ○ 98 |
| | Not sure | ○ 99 |

## SECTION D: PREVIOUS POST-ENTRENCHMENT EMPLOYMENT

***PROGRAMMER NOTE: ASK THIS SECTION IF QS2c=1 OR 2***

**READ OUT:** ***IF QS2c=1:*** **Thinking now about what you've done in the time between the time you finished in the automotive industry and your current situation.**

***IF QS2c=2:*** **Thinking now about what you've done in the time between the time you finished with your previous employer in the automotive industry and your current situation.**

| | | | |
|---|---|---|---|
| D1a. ***IF QS2c=1:*** Other than what you are currently doing, have you previously held any other paid jobs since finishing in the industry? Please think about jobs you previously held but are no longer working in.<br>***IF QS2c=2:*** Other than what you are currently doing, have you previously held any other paid jobs since finishing with your previous employer in the industry? Please think about jobs you previously held but are no longer working in.<br>**SINGLE RESPONSE**<br>**READ OUT** | Yes | **Continue** | O 1 |
| | No | **Go to D4** | O 2 |

| | | |
|---|---|---|
| ***ASK IF D1a=1 (YES)***<br>D1b. How many paid jobs did you previously have? | Number of jobs | |

***IF D1b=1 AND IF QS2c=1:*** **READ OUT: When answering the following questions, please think about the paid job you held after finishing in the industry.**

***IF D1b>1 AND IF QS2c=1:*** **READ OUT: When answering the following questions, please think about the first paid job you held after finishing in the industry.**

***IF D1b=1 AND IF QS2c=2:*** **READ OUT: When answering the following questions, please think about the paid job you held after finishing with your previous employer in the industry.**

***IF D1b>1 AND IF QS2c=2:*** **READ OUT: When answering the following questions, please think about the first paid job you held after finishing with your previous employer in the industry.**

| |
|---|
| D2b. What did the company do or make?<br>**PROBE FULLY. RECORD VERBATIM** |
| |
| |

| | | |
|---|---|---|
| D2c. In what month and year did you start this job? Please provide an estimate if you are not sure.<br>**ASK FOR SPECIFIC MONTH (E.G., 4 FOR "APRIL") AND YEAR (E.G., 2019)**<br>**PROBE FULLY FOR BOTH MONTHS AND YEARS** | Month | |
| | Year | |
| | Not sure | O 99 |

| | |
|---|---|
| D2d. In what month and year did you finish this job? Please provide an estimate if you are not sure.<br>**ASK FOR SPECIFIC MONTH (E.G., 4 FOR "APRIL") AND YEAR (E.G., 2019)**<br>**PROBE FULLY FOR BOTH MONTHS AND YEARS** | Month ____<br>Year ____<br>Not sure ○ 99 |
| D2a. What was your job title? | Job title ____ |
| D2f. What was your **weekly** take home pay after tax from this job? Please provide an estimate if you are not sure.<br>**INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> PAY** | $ per week ____<br>Prefer not to say ○ 98<br>Not sure ○ 99 |
| D2e. How many hours did you work in this job in a typical week? Please provide an estimate if you are not sure. | Hours ____<br>Prefer not to say ○ 98<br>Not sure ○ 99 |
| D2g. Which of the following best describes your employment arrangement?<br>**SINGLE RESPONSE**<br>**READ OUT** | Permanent ○ 1<br>Casual ○ 2<br>Fixed term contract ○ 3<br>Labour hire or agency ○ 4<br>Self-employed ○ 5<br>Other **(please specify)** ○ 97 |
| D3a. For what reasons did you leave this job?<br>**MULTIPLE RESPONSE**<br>**DO NOT READ OUT** | Temporary job ☐ 1<br>Fixed-term contract expired ☐ 2<br>Business closed down ☐ 3<br>No longer required by the employer ☐ 4<br>Job wasn't suitable ☐ 5<br>Found a better job ☐ 6<br>Other **(please specify)** ☐ 97<br>Prefer not to say ○ 98 |
| D3b. Was the reason you left this job due to COVID-19?<br>**SINGLE RESPONSE** | Yes ○ 1<br>No ○ 2<br>Prefer not to say ○ 98<br>Not sure ○ 99 |

***PROGRAMMER NOTE: IF D1b>1, LOOP D2a-D3b FOR EACH JOB AT D1b. ASK UP TO FIVE JOBS***

***IF D1b>1 AND IF QS2c=1:*** **READ OUT: Now please think about the second paid job you held after finishing in the industry.**

***IF D1b>1 AND IF QS2c=2:*** **READ OUT: Now please think about the second paid job you held after finishing with your previous employer in the industry.**

***IF D1b>1 AND IF QS2c=1:*** **READ OUT: Now please think about the third paid job you held after finishing in the industry.**

***IF D1b>1 AND IF QS2c=2:*** **READ OUT: Now please think about the third paid job you held after finishing with your previous employer in the industry.**

***IF D1b>1 AND IF QS2c=1:*** **READ OUT: Now please think about the fourth paid job you held after finishing in the industry.**

***IF D1b>1 AND IF QS2c=2:*** **READ OUT: Now please think about the fourth paid job you held after finishing with your previous employer in the industry.**

***IF D1b>1 AND IF QS2c=1:*** **READ OUT: Now please think about the fifth paid job you held after finishing in the industry.**

***IF D1b>1 AND IF QS2c=2:*** **READ OUT: Now please think about the fifth paid job you held after finishing with your previous employer in the industry.**

***ASK IF B1=4 OR 5 (RETIRED)***

D4. Would you say your retirement is voluntary or involuntary?

**SINGLE RESPONSE**

**DO NOT READ OUT**

| | |
|---|---|
| Voluntary | O 1 |
| Involuntary | O 2 |

***ASK IF B1=4 OR 5 (RETIRED)***

D5. What do you mainly do with your time these days?

**PROBE FULLY. RECORD VERBATIM**

## SECTION E: LOOKING FOR WORK

**READ OUT:** ***IF QS2c=1:*** **Now looking at any job searching you may have done since finishing in the automotive industry.**

***IF QS2c=2:*** **Now looking at any job searching you may have done since finishing with your previous employer in the automotive industry, that is the job from which you were retrenched.**

***IF QS2c=3:*** **Now looking at any job searching you may be doing.**

| | |
|---|---|
| ***ASK IF QS2c=1 OR 2*** <br> E1. ***IF QS2c=1:*** Approximately how many jobs have you applied for since finishing in the industry? <br> ***IF QS2c=2:*** Approximately how many jobs have you applied for since finishing with your previous employer in the industry? <br> **PROGRAMMER NOTE: IF E1=0 SKIP TO E7** | Number of applications ☐ <br> Prefer not to say ○ 98 <br> Not sure ○ 99 |

| | |
|---|---|
| ***ASK IF E1≠0 (APPLIED FOR JOBS)*** <br> E2. ***IF QS2c=1:*** Approximately how many employers have you had interviews with since finishing in the industry? <br> ***IF QS2c=2:*** Approximately how many employers have you had interviews with since finishing with your previous employer in the industry? | Number of interviews ☐ <br> Prefer not to say ○ 98 <br> Not sure ○ 99 |

| | |
|---|---|
| ***ASK IF E1≠0 (APPLIED FOR JOBS)*** <br> E3. What methods did you use to look for work? Did you…? <br> **MULTIPLE RESPONSE** <br> **READ OUT** | Speak to family or friends ☐ 1 <br> Speak to previous co-workers from the automotive industry ☐ 2 <br> Speak to your previous employer in the automotive industry ☐ 3 <br> Search the Internet ☐ 4 <br> Speak to job network providers or agencies ☐ 5 <br> Other **(please specify)** ☐ 97 <br> Not sure **DO NOT READ OUT** ○ 99 |

| | |
|---|---|
| ***ASK IF E3=MULTIPLE RESPONSES. SHOW RESPONSES SELECTED AT E3*** <br> E4. Which of the following was most influential in helping you look for work? <br> **SINGLE RESPONSE** <br> **READ OUT** | Speaking to family or friends ○ 1 <br> Speaking to previous co-workers from the automotive industry ○ 2 <br> Speaking to your previous employer in the automotive industry ○ 3 <br> Searching the Internet ○ 4 <br> Speaking to job network providers or agencies ○ 5 <br> Other **(please specify)** ○ 97 <br> Not sure **DO NOT READ OUT** ○ 99 |

| | |
|---|---|
| ***ASK IF E1≠0 (APPLIED FOR JOBS)***<br>E5. Have you turned down any job offers?<br>**SINGLE RESPONSE**<br>**READ OUT** | Yes — **Continue** — ○ 1<br>No — **Go to E7** — ○ 2 |

| |
|---|
| ***ASK IF E5=1 (YES)***<br>E6. For what reasons did you turn down these offers?<br>**PROBE FULLY. RECORD VERBATIM** |
| |
| |

| | |
|---|---|
| ***DO NOT ASK IF B1=4 (FULLY RETIRED)***<br>E7. ***IF B1=11, 2 OR 5 (IN PAID WORK OR SELF EMPLOYED):*** Are you currently looking for another job?<br>***IF B1=3, 6, 7, 8 OR 97 (NOT IN PAID WORK):*** Are you currently looking for a job?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes — **Continue** — ○ 1<br>No — **Go to F1** — ○ 2 |

| | |
|---|---|
| ***ASK IF E7=1 (YES)***<br>E8. ***IF B1=1, 2 OR 5 (IN PAID WORK OR SELF EMPLOYED):*** How long have you been looking for another job?<br>***IF B1=3, 6, 7, 8 OR 97 (NOT IN PAID WORK):*** How long have you been looking for a job?<br>**SINGLE RESPONSE**<br>**READ OUT** | Less than 1 month ○ 1<br>1 to less than 3 months ○ 2<br>3 to less than 6 months ○ 3<br>6 months to less than 1 year ○ 4<br>1 to less than 2 years ○ 5<br>2 or more years ○ 6 |

| | |
|---|---|
| E9. How many hours would you prefer to work each week?<br>**RECORD RESPONSE IN HOURS** | Hours [ ]<br>No preference ○ 98<br>Not sure ○ 99 |

| | |
|---|---|
| E10. What is the maximum time you are prepared to travel for work?<br>**RECORD RESPONSE IN MINUTES** | Minutes [ ]<br>No preference ○ 98<br>Not sure ○ 99 |

| E11. Have you experienced any-problems looking for work? **PROBE FULLY. RECORD VERBATIM** |
|---|
| |
| |

## SECTION F: PERSONAL CIRCUMSTANCES

**READ OUT: I now have some questions about you and your household. Your answers to these questions will be used to reflect the demographic profile of respondents. Please let me know if you prefer not to answer any question. Based on your profile, you may be invited to participate in other parts of the project.**

| | | |
|---|---|---|
| F1. How would you describe your gender? **SINGLE RESPONSE** **READ OUT** | Male | O 1 |
| | Female | O 2 |
| | Other | O 3 |
| F2. How old are you? | Age | |
| | Prefer not to say | O 98 |
| F3. What is the postcode of your main place of residence, that is the place where you usually live? | Postcode | |
| | None, no main place of residence | O 96 |
| F4. What is your highest level of education you have completed? **SINGLE RESPONSE** **DO NOT READ OUT** | No formal schooling | O 1 |
| | Year 10 or below | O 2 |
| | Year 11 or equivalent | O 3 |
| | Year 12 or equivalent | O 4 |
| | Certificate or Diploma | O 5 |
| | Bachelor degree or equivalent | O 6 |
| | Postgraduate degree or equivalent | O 7 |
| | Other **(please specify)** | O 97 |
| F5. Do you have a technical or trade qualification? If so, what qualifications do you hold? **SINGLE RESPONSE** **DO NOT READ OUT** | Yes **(please specify)** | O 1 |
| | No | O 2 |

| | | |
|---|---|---|
| F6. What was your country of birth?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Australia | ○ 01 |
| | China | ○ 02 |
| | Germany | ○ 03 |
| | Greece | ○ 04 |
| | Hong Kong | ○ 05 |
| | India | ○ 06 |
| | Italy | ○ 07 |
| | Malaysia | ○ 08 |
| | Netherlands | ○ 09 |
| | New Zealand | ○ 10 |
| | Pakistan | ○ 11 |
| | Philippines | ○ 12 |
| | Poland | ○ 13 |
| | South Africa | ○ 14 |
| | Sri Lanka | ○ 15 |
| | United Kingdom | ○ 16 |
| | Vietnam | ○ 17 |
| | Other **(please specify)** | ○ 97 |

| | | |
|---|---|---|
| F7. What is the main language you speak at home?<br>**MULTIPLE RESPONSE**<br>**DO NOT READ OUT** | English | ☐ 01 |
| | Arabic | ☐ 02 |
| | Cantonese | ☐ 03 |
| | Filipino/Tagalog | ☐ 04 |
| | German | ☐ 05 |
| | Greek | ☐ 06 |
| | Hindi | ☐ 07 |
| | Italian | ☐ 08 |
| | Macedonian | ☐ 09 |
| | Mandarin | ☐ 10 |
| | Persian/Dari | ☐ 11 |
| | Polish | ☐ 12 |
| | Punjabi | ☐ 13 |
| | Sinhalese | ☐ 14 |
| | Spanish | ☐ 15 |
| | Tamil | ☐ 16 |
| | Turkish | ☐ 17 |
| | Urdu | ☐ 18 |
| | Vietnamese | ☐ 19 |
| | Other **(please specify)** | ☐ 97 |

| | |
|---|---|
| F8. Excluding yourself, how many people, including adults and children under 18 years usually live in your household? | Adults [ ]<br>Children (< 18 years) [ ]<br>No other person apart from participant **Go to F11** O 96<br>Prefer not to say **Go to F11** O 98 |

***IF F8=1 ADULT:*** **READ OUT: Thinking about this adult in your household.**

***IF F8>1 ADULT:*** **READ OUT: Please think about one of the adults in your household, starting with your spouse or partner if applicable.**

| | |
|---|---|
| F9a. What is your relationship with this person?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Spouse/de facto partner O 1<br>Child O 3<br>Parent O 4<br>Grandparent O 5<br>Sibling O 6<br>Other O 97<br>Prefer not to say O 98 |

| | |
|---|---|
| F9b. How old is this person? | Age [ ]<br>Prefer not to say O 98 |

| | |
|---|---|
| F9c. Does this person earn income from paid work?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes O 1<br>No O 2<br>Prefer not to say O 98 |

| | |
|---|---|
| F9d. What percentage of the household budget does this person contribute? Please provide an estimate if you are not sure. | % [ ]<br>Prefer not to say O 98<br>Not sure O 99 |

***PROGRAMMER NOTE: IF F8>1 ADULT, LOOP F9a-F9d FOR EACH ADULT AT F8. ASK UP TO THREE ADULTS***

***IF F8>1 ADULT:*** **READ OUT: Now thinking about another adult in your household.**

***IF F8=1 CHILD:*** **READ OUT: Thinking about this child under 18 years old in your household.**

***IF F8>1 CHILD:*** **READ OUT: Please think about one of your children under 18 years old in your household.**

| | |
|---|---|
| F9e. How old is this child? | Age [ ]<br>Prefer not to say O 98 |

***PROGRAMMER NOTE: IF F8>1 CHILD, LOOP F9e FOR EACH CHILD AT F8. ASK UP TO THREE CHILDREN***

***IF F8>1 CHILD:*** **READ OUT: Now thinking about another child under 18 years old in your household.**

| | |
|---|---|
| ***ASK IF QS2c=1 OR 2 AND IF F9a=1 (SPOUSE/PARTNER MENTIONED)***<br>F10. ***IF QS2c=1:*** After you finished work in the automotive industry, did your spouse or partner do any of the following to source for more income…?<br>***IF QS2c=2:*** After you finished working with your previous employer in the automotive industry, did your spouse or partner do any of the following to source for more income…?<br>**MULTIPLE RESPONSE**<br>**READ OUT** | Start working (that is, he/she was not previously working) ☐ 1<br>Change jobs ☐ 2<br>Increase their working hours ☐ 3<br>Take an extra job ☐ 4<br>None of these apply ☐ 96<br>Prefer not to say ○ 98 |

| | |
|---|---|
| F11. How secure do you feel about your overall financial situation?<br>**SINGLE RESPONSE**<br>**READ OUT** | Extremely secure ○ 1<br>Very secure ○ 2<br>Slightly secure ○ 3<br>Not very secure ○ 4<br>Not secure at all ○ 5<br>Prefer not to say ○ 98 |

| | |
|---|---|
| ***ASK IF QS2c=1 OR 2***<br>F12. ***IF QS2c=1:*** How much better or worse off has your financial situation changed since you finished in the automotive industry?<br>***IF QS2c=2:*** How much better or worse off has your financial situation changed since you finished with your previous employer in the automotive industry?<br>**SINGLE RESPONSE**<br>**READ OUT** | A lot better ○ 1<br>A bit better ○ 2<br>About the same ○ 3<br>A bit worse ○ 4<br>A lot worse ○ 5<br>Prefer not to say ○ 98 |

| | |
|---|---|
| ***ASK IF QS2c=1 OR 2***<br>F13. ***IF QS2c=1:*** How much better or worse off has your life as a whole changed since you finished in the automotive industry?<br>***IF QS2c=2:*** How much better or worse off has your life as a whole changed since you finished with you previous employer in the automotive industry?<br>**SINGLE RESPONSE**<br>**READ OUT** | A lot better ○ 1<br>A bit better ○ 2<br>About the same ○ 3<br>A bit worse ○ 4<br>A lot worse ○ 5<br>Prefer not to say ○ 98 |

## SECTION G: HEALTH AND WELLBEING

**READ OUT: This final section of the survey asks about your health and wellbeing. Please let me know if you prefer not to answer any question.**

| | |
|---|---|
| G1. In general, would you say your health is…?<br>**SINGLE RESPONSE**<br>**READ OUT** | Excellent ○ 1<br>Very good ○ 2<br>Good ○ 3<br>Fair ○ 4<br>Poor ○ 5<br>Prefer not to say ○ 98 |

G2. Now I'm going to read a list of activities that you might do during a typical day. As I read each item, please tell me if your health now limits you a lot, limits you a little, or does not limit you at all in these activities.
**READ OUT**

| | Yes, limited a lot | Yes, limited a little | No, not limited at all | NA, does not do activity | Prefer not to say |
|---|---|---|---|---|---|
| 1. Moderate activities, such as moving a table, pushing a vacuum cleaner, bowling, or playing golf | ○ 1 | ○ 2 | ○ 3 | ○ 4 **Go to G2a** | ○ 98 |
| 2. Climbing several flights of stairs | ○ 1 | ○ 2 | ○ 3 | ○ 4 **Go to G2b** | ○ 98 |

| | |
|---|---|
| ***ASK IF G2(1)=4 (NA)***<br>G2a. You mentioned that you do not do moderate activities, such as moving a table, pushing a vacuum cleaner, bowling, or playing golf? Is that because of your health?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes ○ 1<br>No ○ 2<br>Prefer not to say ○ 98 |

| | |
|---|---|
| ***ASK IF G2(2)=4 (NA)***<br>G2b. You mentioned that you do not climb several flights of stairs. Is that because of your health?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes ○ 1<br>No ○ 2<br>Prefer not to say ○ 98 |

**READ OUT: The following two questions ask you about your physical health and your daily activities.**

| | |
|---|---|
| G3a. During the past four weeks, how much of the time have you accomplished less than you would like as a result of your physical health?<br>**SINGLE RESPONSE**<br>**READ OUT** | All of the time ○ 1<br>Most of the time ○ 2<br>Some of the time ○ 3<br>A little of the time ○ 4<br>None of the time ○ 5<br>Prefer not to say ○ 98 |

| | |
|---|---|
| G3b. During the past four weeks, how much of the time were you limited in the kind of work or other regular daily activities you do as a result of your physical health?<br><br>**SINGLE RESPONSE**<br><br>**READ OUT** | All of the time ○ 1<br>Most of the time ○ 2<br>Some of the time ○ 3<br>A little of the time ○ 4<br>None of the time ○ 5<br>Prefer not to say ○ 98 |

**READ OUT: The following two questions ask about your emotions and your daily activities.**

| | |
|---|---|
| G4a. During the past four weeks, how much of the time have you accomplished less than you would like as a result of any emotional problems, such as feeling depressed or anxious?<br><br>**SINGLE RESPONSE**<br><br>**READ OUT** | All of the time ○ 1<br>Most of the time ○ 2<br>Some of the time ○ 3<br>A little of the time ○ 4<br>None of the time ○ 5<br>Prefer not to say ○ 98 |

| | |
|---|---|
| G4b. During the past four weeks, how much of the time did you do work or other regular daily activities less carefully than usual as a result of any emotional problems, such as feeling depressed or anxious?<br><br>**SINGLE RESPONSE**<br><br>**READ OUT** | All of the time ○ 1<br>Most of the time ○ 2<br>Some of the time ○ 3<br>A little of the time ○ 4<br>None of the time ○ 5<br>Prefer not to say ○ 98 |

| | |
|---|---|
| G5. During the past four weeks, how much did pain interfere with your normal work, including both work outside the home and housework? Did it interfere…?<br><br>**SINGLE RESPONSE**<br><br>**READ OUT** | Not at all ○ 1<br>A little bit ○ 2<br>Moderately ○ 3<br>Quite a bit ○ 4<br>Extremely ○ 5<br>Prefer not to say ○ 98 |

**READ OUT: The next questions are about how you feel and how things have been with you during the past four weeks. As I read each statement, please give me the one answer that comes closest to the way you have been feeling – is it all of the time, most of the time, some of the time, a little of the time, or none of the time?**

G6. How much of the time during the past four weeks…?
**READ OUT**

| | All of the time | Most of the time | Some of the time | A little of the time | None of the time | Prefer not to say |
|---|---|---|---|---|---|---|
| 1. Have you felt calm and peaceful | ○ 1 | ○ 2 | ○ 3 | ○ 4 | ○ 5 | ○ 98 |
| 2. Did you have a lot of energy | ○ 1 | ○ 2 | ○ 3 | ○ 4 | ○ 5 | ○ 98 |
| 3. Have you felt downhearted and depressed | ○ 1 | ○ 2 | ○ 3 | ○ 4 | ○ 5 | ○ 98 |

| G7. During the past four weeks, how much of the time has your physical health or emotional problems interfered with your social activities like visiting with friends or relatives? Has it interfered…? **SINGLE RESPONSE** **READ OUT** | | |
|---|---|---|
| | All of the time | ○ 1 |
| | Most of the time | ○ 2 |
| | Some of the time | ○ 3 |
| | A little of the time | ○ 4 |
| | None of the time | ○ 5 |
| | Prefer not to say | ○ 98 |

G8. Have there been any significant events in your life in the last 6 ~~months~~ that may have affected how you answered the questions we just covered relating to your health and wellbeing? If so, could you tell me more?

**PROBE FULLY. RECORD VERBATIM**

| | |
|---|---|
| None, no significant recent events | ○ 2 |
| Prefer not to say | ○ 98 |

## SECTION H: FUTURE CONTACT

***ASK IF QS2a=1 (YES)***

H1a. Thank you for your time today. Are you still happy for the University to contact you to participate in future surveys and other parts of the project? Your insights would be very much valued.

Should you agree to participate in the project in the future, the University will receive your contact details to enable future contact. Again, we assure that your personal information and responses will be held in separate files to ensure your survey responses remain anonymous.

**SINGLE RESPONSE**

**DO NOT READ OUT**

| | | |
|---|---|---|
| Yes | **Continue** | ○ 1 |
| No | **Go to H4** | ○ 2 |

***ASK IF QS2a=2 (NO)***

H1b. Thank you for your time today. You mentioned at the start of the survey that you would prefer not to be contacted to participate in future surveys and other parts of the project. Is this still the case or are you happy to be contacted in the future? Your insights would be very much valued.

Should you agree to participate in the project in the future, the University will receive your contact details to enable future contact. Again, we assure that your personal information and responses will be held in separate files to ensure your survey responses remain anonymous.

**SINGLE RESPONSE**

**DO NOT READ OUT**

| | | |
|---|---|---|
| Agree to be contacted | **Continue** | ○ 1 |
| Do not agree to be contacted | **Go to H4** | ○ 2 |

| | |
|---|---|
| H3. If we lose contact on this number is there a back-up phone number we could use for future contact? | Phone number 1 ____<br>Phone number 2 ____<br>Phone number 3 ____<br>None, no other phone number — **Go to H2a** — ○ 96<br>Prefer not to say — **Go to H2a** — ○ 98 |

| | |
|---|---|
| ***ASK IF EMAIL CAN BE PIPED IN FROM SAMPLE FILE***<br>H2a. Could I confirm if ***[INSERT EMAIL ADD]*** is the best email address we could use for future contact?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes — **Go to H5** — ○ 1<br>No — **Go to H2b** — ○ 2<br>Prefer not to say — **Go to H4** — ○ 98<br>Prefer not to be contacted via email — **Go to H4** — ○ 99 |

| | |
|---|---|
| ***ASK IF H2a=2 (NO)***<br>H2b. What then would be the best email address we could use in the future? | Email address 1 ____<br>Email address 2 ____<br>Email address 3 ____<br>None, no email address — **Go to H4** — ○ 96<br>Prefer not to say — **Go to H4** — ○ 98<br>Prefer not to be contacted via email — **Go to H4** — ○ 99 |

| | |
|---|---|
| ***ASK IF NO EMAIL IN SAMPLE FILE***<br>H2c. Is there an email address we could use for future contact? | Email address 1 ____<br>Email address 2 ____<br>Email address 3 ____<br>None, no email address — **Go to H4** — ○ 96<br>Prefer not to say — **Go to H4** — ○ 98<br>Prefer not to be contacted via email — **Go to H4** — ○ 99 |

| | |
|---|---|
| H5. Would you be interested in completing the survey online if this was available in the future?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Yes — ○ 1<br>No — ○ 2 |

| | |
|---|---|
| H4a. Lastly, did you prefer to receive the $50 EFTPOS (or digital Visa) gift card physically via mail or a digital e-gift card via email?<br>**SINGLE RESPONSE**<br>**DO NOT READ OUT** | Physical gift card (via mail) — ○ 1<br>Digital e-card (via email) — ○ 2<br>Do not want a gift card — ○ 98 |

<table>
<tr><td rowspan="2">ASK IF H4a = 1 OR 2 (WANT A GIFT CARD)<br>H4b. IF H4a=1 (VIA MAIL): Could you please confirm your address so we may mail you the $50 gift card?<br>IF H4a=2 (VIA EMAIL): Could you please confirm your email address so we may email you the $50 gift card?</td><td>IF H4a=1 (VIA MAIL), ASK FOR:<br>Stress address (number and name) ____<br>Suburb/town ____<br>State/Territory ____<br>Postcode ____</td></tr>
<tr><td>IF H4a=2 (VIA EMAIL), ASK FOR:<br>Email address ____</td></tr>
</table>

**End of interview.**

Thank you.

**IF RECEIVING GIFT CARD, INFORM RESPONDENT THAT:** We'll be sending gift cards over the coming weeks.

That is the end of the interview. This study has been conducted on behalf of the Future Work, Future Communities project. Once again my name is (… … …) from EY Sweeney. Should you need to contact us again please call us on 1800 35 77 39.

As a market research firm, we comply with the requirements of the Privacy Act. The information you have provided will be used only for market research purposes.

Would you like me to give you any more details about how we comply?

**If yes then say:**

Once we have completed our validation and processing of information, please be assured that your name and contact details will be removed from your responses to this survey. After that time, we will no longer be able to identify the responses provided by you. However for the period of time that your name and contact details remain with your survey responses, which will be approximately (one month) you can contact us to request access to your information and/or ask us to delete some or all of your information.

Once again, thank you for your time. My name is (… … …) and I'm calling from EY Sweeney. If you have any queries or if you wish to check the bona fides of EY Sweeney, you can do so online at the Research Company Directory at https://www.amsrs.com.au/research-company-directory, or you can email them on amsrs@amsrs.com.au.

**If no:**

Thank and close.

<table>
<tr><td colspan="2">Date of interview:</td></tr>
<tr><td colspan="2">Respondent's name:</td></tr>
<tr><td colspan="2">Phone number:</td></tr>
<tr><td colspan="2">Email address (non-mandatory):</td></tr>
<tr><td colspan="2">"I certify that this interview was conducted in accordance with briefing instructions, the Code of Professional Behaviour ICC/ESOMAR and in accordance with international standards (ISO 20252), the information gathered is true and accurate, and the respondent's and clients confidentiality will be maintained at all times."</td></tr>
<tr><td>Signed:</td><td>Interviewer:</td></tr>
</table>