

Future Work, Future Communities

Wave 2 Report of the Longitudinal Survey of Retrenched Workers

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Acknowledgements

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Executive summary

This report has been developed for partner organisations and key stakeholders of the project. It presents univariate responses from Wave 2 of the UniSA Future Communities Future Work project's Longitudinal Workers Survey on the circumstances, household compositions and work histories of workers affected by the automotive plant closures. These data relate to workers' circumstances between June and August 2021, approximately four years after the closures, and one year after the Wave 1 survey was administered. It includes information about former employers from the Australian industry's three lead firms (Ford, GM Holden and Toyota) and from 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. 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 second year of data collection, as reported below, sought to document the experiences of workers leading to retrenchment, summarise participation in support services, and document changes in household and employment circumstances since workers were last interviewed in 2020. The survey, which was conducted over the period from June to August 2021 as a Computer Assisted Telephone Interview (CATI), collected data from 886 former automotive sector employees, achieving a response rate of 73 per cent of possible contacts. Overall, 96 per cent of respondents agreed to being contacted again in 2022 for wave three of the survey. There are in total five waves of data collection planned for this survey. Key findings from Wave 2 include:

Demographic profile and changes in household circumstances

- 502 respondents were from Victoria and 344 were from South Australia;
- 402 respondents were from leading vehicle production firms and 484 were from supply chain firms;
- Just over half of respondents were Australia-born (58%). The United Kingdom (7%) and the Vietnam (6%) born were the largest immigrant groups;
- 116 respondents identified changes in household circumstances. With some overlap, 55 households saw additional members come into the home, and 70 households saw household members leave the home.

Finances and assets

- Financial situation:
 - Since the Wave 1 survey, approximately 30 per cent of respondents reported their financial situation had improved; 53 per cent of respondents reported their financial situation was about the same; and 17 per cent of respondents reported their financial situation had deteriorated;
 - 86 per cent of respondents indicated they felt slightly to extremely secure about their finances, while 14 per cent indicated they did not feel very, or at all, secure.
- Housing, property and superannuation:
 - 88 per cent of respondents owned their own homes with approximately 50 per cent owing a mortgage and 39 per cent owning their properties outright;

- 30 per cent of homeowners owned at least one other property;
- 69 per cent of participants were slightly to extremely confident they had enough money in their superannuation and 29 per cent had little to no confidence.

Employment and labour market issues

- Current employment status at the Wave 2 interview:
 - 77 per cent of respondents were in paid work or self-employed;
 - Five per cent were unemployed but looking for work;
 - Three per cent were studying or taking a break from work, and intended to return at some point in the future; and,
 - 11 per cent were semi or fully retired.
- Job searching and training since Wave 1:
 - 25 per cent of respondents undertook training or educational courses to help them find work;
 - The two most used methods to look for work were speaking to family or friends and speaking to a previous employer in the automotive industry.
- Notice of retrenchment and redundancy payment:
 - 76 per cent of respondents were expecting their notice of retrenchment when the auto industry closed. However, 22 per cent reported the news to be somewhat or completely unexpected;
 - 65 per cent of respondents were informed of the amount of their redundancy payment within six months of retrenchment; and only 20 per cent of participants reported receiving greater notice.
- Transition services:
 - The majority of respondents accessed at least one type of transition support service before or after retrenchment:
 - 81 per cent accessed career guidance and planning services;
 - 65 per cent accessed job search services; and,
 - 61.7 per cent accessed skills training services.
 - 77 per cent of respondents rated the skills training services as good, very good or excellent, while 20 per cent rated them fair or poor.
- Quality of employment at Wave 2:
 - 84 per cent of those in employment held full-time positions;
 - 81 per cent indicated their current job uses knowledge or skills they gained in the automotive industry;
 - 81 per cent were satisfied in their current job; but,
 - 37 per cent were less satisfied than they were with their previous employer in the automotive industry;
 - 89 per cent of respondents reported some level of security in their main current job.
- Employment security at Wave 2:
 - 75 per cent of employed respondents had kept their job with the same employer from Wave 1 survey, while 25 per cent were with a new employer;
 - Of those working with the same employer as at Wave 1, 140 respondents reported changes in their work. Most reported an increase or no change in selected working conditions. However:
 - 12 per cent reported feeling less secure in their jobs;

- 12 per cent reported they have less time to complete tasks;
- 9 per cent reported a decrease in working hours;
- 4 per cent reported a decrease in their pay rate.
- Of the 25 per cent with a new employer:
 - 62 per cent were in permanent positions;
 - 69 per cent were happy with their work hours; and,
 - most respondents found their main current job by searching the Internet.
- Since Wave 1, 134 respondents had gained employment in positions in which they were no longer working. The most common reasons mentioned for leaving that job were that the respondent was no longer required by their employer (22%), the work was disrupted by COVID-19 (21%) or that they had found a better job (20%).
- At the time of the survey, 18.5 per cent of respondents (n=164) were searching for some, more, or different work with a/another employer. Of those:
 - 55 per cent had been searching for less than six months;
 - 27 per cent had been searching for six months to two years; and,
 - 18 per cent had been searching for two or more years.



Photos: Sandy Horne

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1. Introduction

The *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 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 four discrete analytical components:

- a longitudinal survey of affected workers;
- a program of qualitative interviews on topics of particular interest;
- a Discrete Choice Experiment (DCE) focussed 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 new knowledge to assist government agencies improve the design and delivery of assistance services to 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 in the communities in which they operate.

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, taking into account differences 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 provides data from the second wave of the longitudinal component of the data collection.

2. Longitudinal survey of retrenched workers

2.1 Introduction

This section presents information on Wave 2 of the longitudinal survey, including methodology and response rates. The reporting of Wave 2 results is organised into six main sections each examining a different aspect of respondents' experience regarding:

- demography and household structure;
- finances and assets;
- experiences leading up to retrenchment;
- job searching and training;
- current employment circumstances; and,
- job history since Wave 1.

Further analysis will be available on the project's dedicated website (www.fwfc.com.au) as it emerges. 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 2 questionnaire has been attached as Appendix A to this document.

2.2 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. All participants of Wave 2 had participated in Wave 1 of the longitudinal survey.

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. Questions were designed to track changes from Wave 1 circumstances, record new circumstances, and gain insights with new sets of questions.

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 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 administered 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 (which had conducted initial follow-up surveys after the plant closures). 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 for the Wave 1 survey 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 for the project.

Table 1. Summary of sampling frame

Population variables	Frequency	Per cent (%)
Age		
20-29	95	2.03
30-39	462	9.85
40-49	892	19.02
50-59	1,275	27.19
60+	557	11.88
Unknown	1,408	30.03
Total	4689	100
State		
South Australia	2,097	44.72
Victoria	2,503	53.38
Unknown	89	1.90
Total	4689	100
OEM / Supply Chain		
OEM	1,427	30.43
Supply chain	3,173	67.67
Unknown	89	1.90
Total	4689	100
Gender		
Female	651	13.88
Male	2,718	57.97
Unknown	1,320	28.15
Total	4,689	100

Response rate

The population able to be sampled – 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 and Wave 2 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

Population variables	2016 Auto sector Population (ABS)		FWFC Project Sampling frame		FWFC Wave 1 respondents		FWFC Wave 2 respondents	
	Frequency	Per cent (%)	Frequency	Per cent (%)	Frequency	Per cent (%)	Frequency	Per cent (%)
State								
Victoria	19574	56.7	2,097	44.7	729	57.1	502	56.7
South Australia	3860	11.2	2,503	53.4	473	37.0	344	38.8
Other	11059	32.1			64	5.0	40	4.5
Unknown			89	1.9				
Gender								
Female	5610	16.3	651	13.9	222	17.4	142	16.0
Male	28883	83.7	2718	58.0	1052	82.4	742	83.7
Other					3	0.2	2	0.2
Unknown			1320	28.2				
Total	34493	100.0	4689	100.0	1277	100.0	886	100

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

Population variables	2016 population		Sampling frame		Wave 1 respondents		Wave 2 respondents	
	Frequency	Per cent (%)	Frequency	Per cent (%)	Frequency	Per cent (%)	Frequency	Per cent (%)
Age								
20-29	5091	14.8	95	2.0	23	1.8	9	1.0
30-39	8080	23.4	462	9.9	162	12.7	98	11.1
40-49	9755	28.3	892	19.0	315	24.7	216	24.4
50-59	8288	24.0	1,275	27.2	482	37.7	327	36.9
60+	3279	9.5	557	11.9	276	21.6	228	25.7
Unknown			1,408	30.0	19	1.5	8	0.9
Total	34493	100.0	4689	100.0	1277	100.0	886	100.0

3. Univariate survey responses, Wave 2 survey

This section of univariate frequency tables and figures of Wave 2 survey responses provides the foundation alongside the Wave 1 responses for additional, more sophisticated analyses. Table 4 shows the number and percentage of respondents who have consented to be contacted for future waves of the longitudinal survey as 852 or 96.2 per cent.

Table 4. Consent provided for future contact

Are you happy to be contacted in the future?	Frequency	Per cent (%)
Yes	852	96.2
No	34	3.8
Total	866	100.0

This response puts the longitudinal project on a continued positive track because it suggests that the project will retain adequate sample numbers through to completion of the project.

3.1 Demography 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 (10) 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	876	98.9
B	Works in the same company in the auto industry	8	0.9
C	Works in the same company not in the auto industry (changed industries)	2	0.2
	Total	886	100.0

OEM versus supply chain

The ratio of respondents who had worked in OEM and supply chain firms with their previous employer in the automotive industry stayed consistent with Wave 1 within 0.2 of a per cent. The Wave 2 sample yielded 402 (45.4%) OEM respondents and 484 (54.6%) supply chain workers (Table 6).

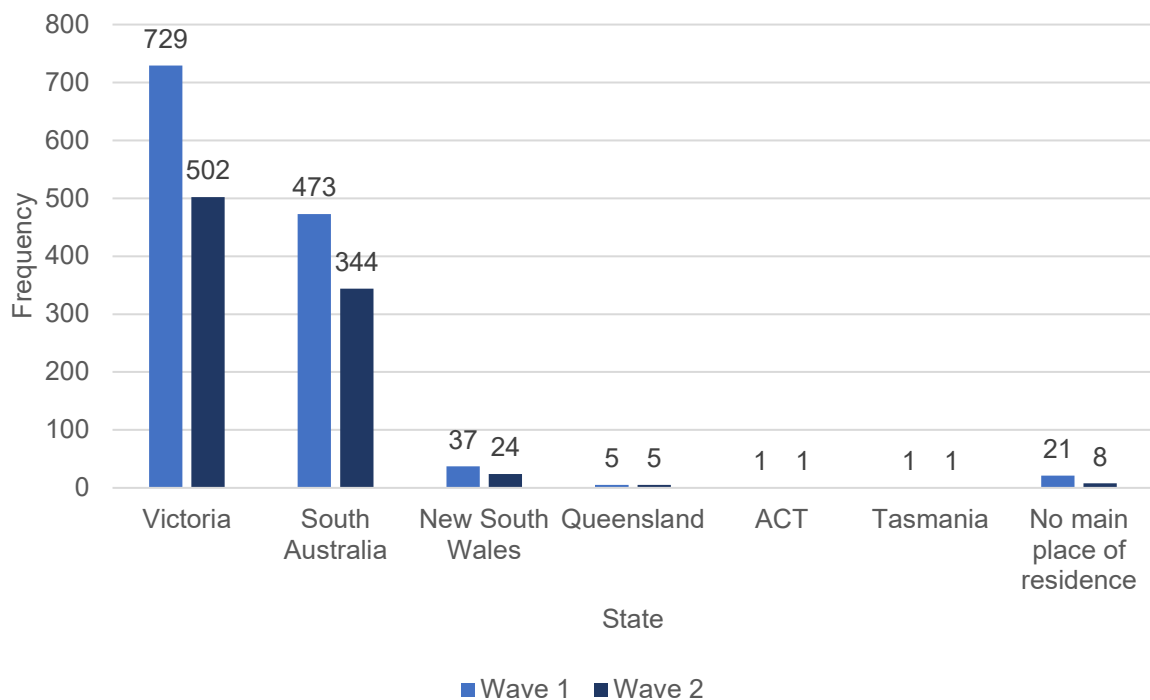
Table 6. Proportion of OEM to supply chain workers, sample respondents

OEM/Supply chain	Wave 1		Wave 2	
	Frequency	Per cent (%)	Frequency	Per cent (%)
OEM	577	45.2	402	45.4
Supply chain	700	54.8	484	54.6
Total	1277	100.0	886	100.0

Main place of residence

Survey Question F3b. 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 502 and 344 respondents respectively coming from each state in Wave 2 (Figure 1). 31 respondents were residents of New South Wales, Queensland, ACT or Tasmania collectively. Eight respondents reported not having a main place of residence. These numbers are very close in proportion to the Wave 1 figures shown below (Figure 1).



Note: missing data for 11 (Wave 1) and 1 (Wave 2) cases

Figure 1. Main place of residence by state, sample respondents

Gender composition

Wave 1 Survey Question F1. How would you describe your gender?

The gender proportions of respondents of the study are shown in Table 7. Men (83.7%) still made up the majority of our respondents in Wave2. The proportion of women respondents in Wave 2 dropped 1.4 per cent compared to Wave 1, but women continue to represent a significant percentage of the total sample at 16.0 per cent.

Table 7. Gender composition of sample respondents

How would you describe your gender?	Wave 1		Wave 2	
	Frequency	Per cent (%)	Frequency	Per cent (%)
Male	1052	82.4	742	83.7
Female	222	17.4	142	16.0
Other	3	0.2	2	.2
Total	1277	100.0	886	100.0

Age composition

Wave 1 Survey Question F2. How old are you?

Figure 2 below shows the age ranges of respondents across Waves 1 and 2. The majority of respondents were aged between 40 and 59 with very similar proportions to Wave 1. The minor changes in the sample are expected as respondents age. Nevertheless, a 4.1 per cent rise in the 60 years and older group is indicative of the older age structure of the survey respondents.

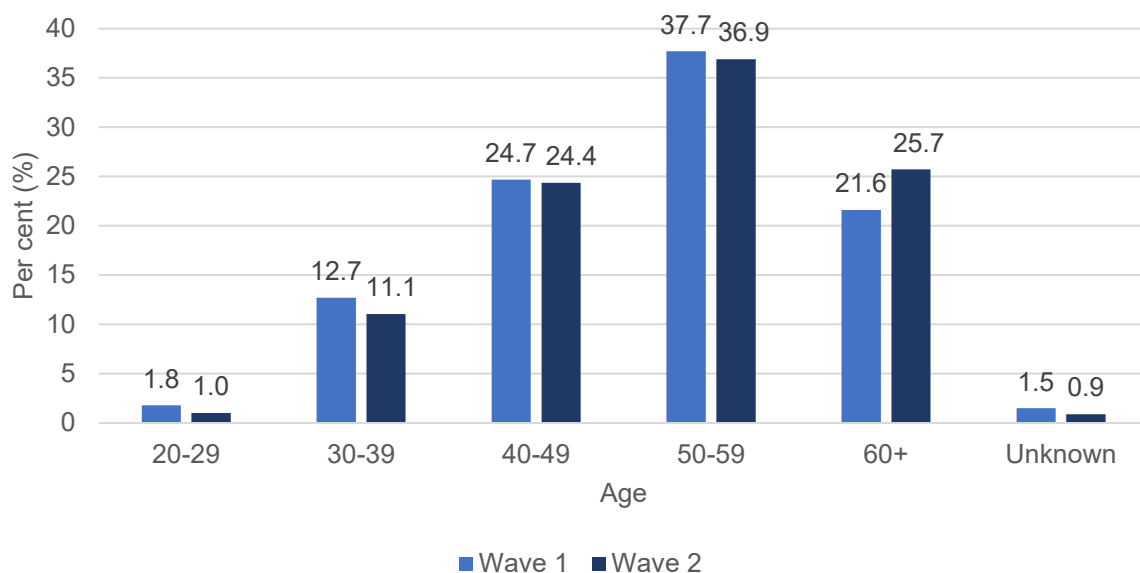


Figure 2. Age composition of sample respondents

Country of birth

Wave 1 Survey Question F6. What was your country of birth?

The representation of countries for place of birth at Wave 2 was approximately the same as Wave 1 in the second year of the survey. Australian born respondents made up 57.6 per cent of the sample in Wave 3, an increase of 2.9 per cent (Table 8). This was reflected in a slightly higher dropout rate for those born overseas.

Table 8. Country of birth, sample respondents

What was your country of birth?	Wave 1		Wave 2	
	Frequency	Per cent (%)	Frequency	Per cent (%)
Australia	698	54.7	510	57.6
Vietnam	104	8.1	53	6.0
United Kingdom	80	6.3	62	7.0
India	46	3.6	32	3.6
Sri Lanka	31	2.4	21	2.4
Philippines	24	1.9	12	1.4
New Zealand	20	1.6	12	1.4
China	19	1.5	16	1.8
Other	255	19.9	132	19.0
Total	1277	100.0	1277	100.0

Main language groups

Wave 1 Survey Question F7. What is the main language you speak at home?

Table 9 shows the main language spoken at home by respondents. The proportion of speakers of English as their main language at home was 83.0 per cent – an increase of 1.8 per cent from Wave 1. The next most significant main language spoken at home was Vietnamese (5.8%). Participants with a language other than English as the main language spoken at home decreased slightly.

Table 9. Main language spoken at home, sample respondents

What is the main language you speak at home?	Wave 1		Wave 2	
	Frequency	Per cent (%)	Frequency	Per cent (%)
English	1037	81.2	735	83.0
Vietnamese	97	7.6	51	5.8
Cantonese	20	1.6	16	1.8
Mandarin	21	1.6	17	1.9
Hindi	18	1.4	11	1.2
Tamil	13	1.0	12	1.4
Filipino	12	0.9	4	0.5
Sinhalese	12	0.9	9	1.0
Greek	6	0.5	4	0.5
Spanish	5	0.4	2	0.2
Macedonian	4	0.3	2	0.2
Arabic	4	0.3	2	0.2
German	3	0.2	3	0.3
Persian	3	0.2	2	0.2
Polish	3	0.2	3	0.3
Punjabi	3	0.2	2	0.2
Urdu	3	0.2	2	0.2
Turkish	2	0.2	1	0.1
Other	11	0.9	8	0.9
Total	1277	100.0	886	100.0

Changes in household composition

Wave 2 Survey Question F8b. Are the people and number of people living in your household the same as since we spoke in May/June of last year?

Respondents were asked about the changes in household composition that had occurred between the Wave 1 survey and Wave 2. The vast majority of respondents (86.7%, n=768) indicated there had been no changes while a small proportion (13.1%, n=116) indicated there had been some changes; 2 respondents (0.2%) preferred not to give an answer.

Wave 2 Survey Question F8c. Can you tell me how many have entered and left the household?

Of the 116 households to experience a change in composition, 55 had people enter the household, and 70 had people leave (Table 10). It is noted that for some respondents, people had both entered and left the household.

Table 10. Number of people who entered or left household

Can you tell me how many have entered and left the household?	Entered		Left	
	Frequency	Per cent (%)	Frequency	Per cent (%)
1	36	65.5	46	65.7
2	14	25.5	19	27.1
3	3	5.5	4	5.7
4	2	3.6	1	1.4
Total	55	100.0	70	100.0

Note: Some households had people both enter and leave. Hence, the sum of the totals is greater than 116 – the total number of households to experience a change in composition.

Relationship with household members entering and leaving

Wave 2 Survey question F9a. What is your relationship with this person?

Table 11 shows new household members were mostly non-partner family members of the respondent with children (35.4%) and parents (17.7%) being the most common. Some 12.7 per cent of new household members were a spouse or partner of the respondent; one person was a sibling (1.3%); and 32.9 per cent held another unspecified relation (Table 11).

Table 11. Relationship with persons who entered household

What is your relationship with this person?	Frequency	Per cent (%)
Spouse/de facto partner	10	12.7
Child	28	35.4
Parent	14	17.7
Sibling	1	1.3
Other	26	32.9
Total	79	100.0

Wave 2 Survey question F9f. What is, or was, your relationship with this person?

Table 12 shows that children (44.4%) made up the greatest number of people leaving households followed by parents (24.2%) and spouse or partners (12.1%).

Table 12. Relationship with persons who left household

What is, or was, your relationship with this person?	Frequency	Per cent (%)
Spouse/de facto partner	12	12.1
Child	44	44.4
Parent	24	24.2
Sibling	3	3.0
Other	13	13.1
Prefer not to say	3	3.0
Total	99	100.0

Changes in spouse/partner activity

Wave 2 Survey question F10. Since we last spoke, did your spouse or partner do any of the following?

Respondents were asked whether their spouses or partners changed employment activity since the Wave 1 survey in 2020. Table 13 shows that 202 spouses or partners changed their employment activity with the most common changes including:

- an increase in working hours (n=51);
- a change of job (n=47);
- a decrease in working hours (n=45); and,
- having stopped working (n=44).

Table 13. Change in spouse's work activity

Since we last spoke, did your spouse or partner do any of the following...?	Yes	No
Start working when previously they were not	27	659
Change jobs	47	639
Increase their working hours	51	635
Take an extra job	12	674
Stop working	44	642
Decrease their working hours	45	641
Other	22	664
None of these apply	473	213
Prefer not to say	11	675
At least one of these changes apply	202	484

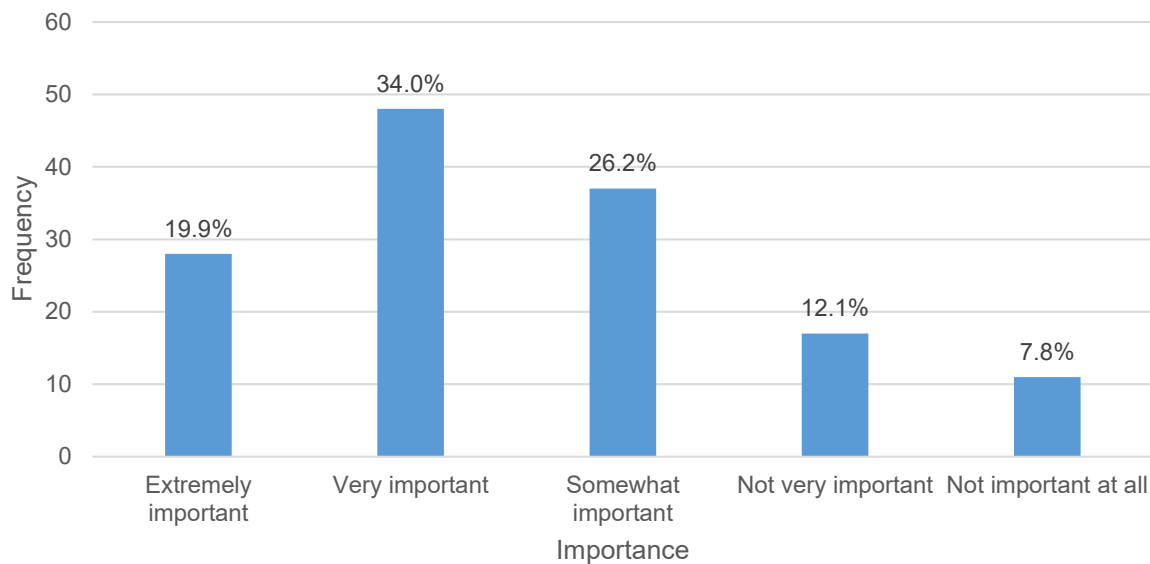
Note: Multiple responses allowed, 686 observations

Wave 2 Survey Question F14. How important was it to bring in money to support the household as part of your spouse or partner's decision to change work arrangements?

Where a change in employment activity by a spouse or partner could have been motivated by the goal of a greater household income (those whose spouse or partners started working, increased working hours, changed jobs or secured new ones), participants were asked a follow-up question to understand how important bringing extra money into the household was as part of that change.

Fully 53.9 per cent of respondents indicated bringing in money was either very or extremely important in making the decision; 26.2 per cent indicated it was somewhat important; and 19.9 per cent indicated it was either not very or not at all important (Figure 3).

This reveals that 141 of the 202 households (69.8%) to experience a change in the spouse or partner's work activity were under financial stress.



Note: Question only asked to those whose spouse or partners started working, increased working hours, changed jobs or secured new ones; 141 observations

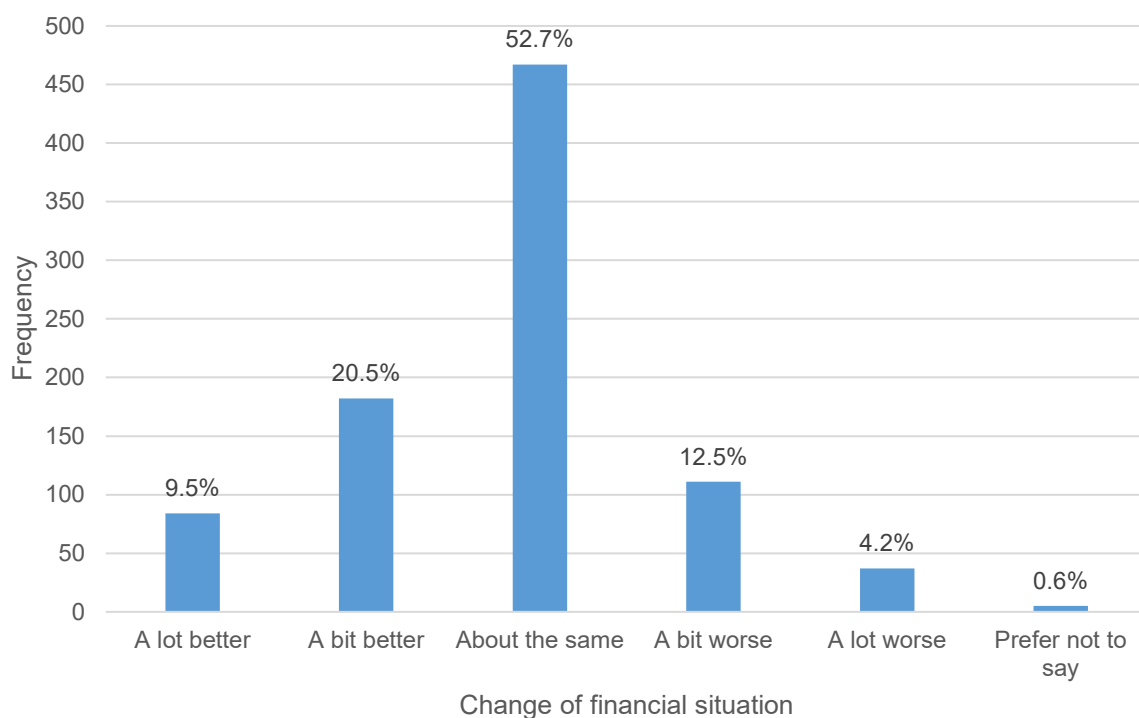
Figure 3. Change in spouse's work activity, financial motivation

3.2 Finances, security, stress, and assets

Change in financial situation

Wave 2 Survey Question F12a. How much better or worse off has your financial situation changed since we spoke last year?

Respondents were asked to provide an assessment of their financial situation since we had last spoken to them at the administration of the Wave 1 survey. 52.7 per cent reported that their circumstances were the same; 30.0 per cent reported that they were a bit or a lot better; and 16.7 per cent indicated that they were a bit or a lot worse (Figure 4).



Note: 886 observations

Figure 4. Financial situation compared to Wave 1

Financial security

Wave 2 Survey question F11. How secure do you feel about your overall financial situation?

Respondents were asked how they feel about their overall financial situation. 85.7 per cent of respondents indicated they feel slightly to extremely secure. 9.7 per cent reported not feeling very secure, and a further 3.8 per cent reported not feeling secure at all (Figure 5).

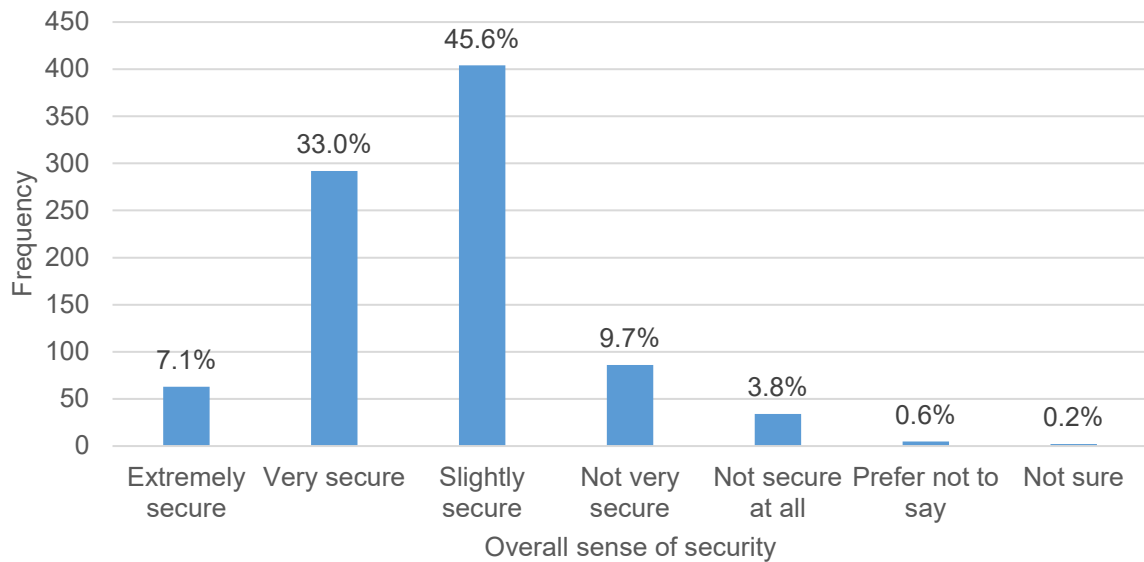


Figure 5. How secure respondents feel about their overall financial situation

Reliance on paid income

Wave 2 Survey Question B2 To what extent do you still rely on income from paid work to get by?

When asked about respondents' reliance on paid work to 'get by':

- 38.7 per cent indicated they rely on paid work to a very large extent;
- 23.8 per cent indicated to a large extent;
- 16.0 per cent indicated to a moderate extent;
- 6.4 per cent indicated to a small extent; and,
- 14.2 per cent indicated they did not rely on paid work at all (Table 14).

Table 14. The extent to which respondents rely on paid income

To what extent do you still rely on income from paid work to get by?	Frequency	Per cent (%)
To a very large extent	343	38.7
To a large extent	211	23.8
To a moderate extent	142	16.0
To a small extent	57	6.4
Not at all	126	14.2
Prefer not to say	7	0.8
Total	886	100.0

Financial stress, overall

Wave 2 Survey Question F17. Which of these statements best describes your household with regard to money?

Respondents were asked to choose a description of their household's financial situation in regard to discretionary and necessary expenditure. Table 15 shows:

- 22.1 per cent reported having enough money for anything they want;
- 41.0 per cent of households reported having enough money so long as they plan spending carefully;
- 19.0 per cent reported a balanced budget;
- 12.9 per cent reported only being able to afford necessary items; and,
- 3.6 per cent reported financial difficulties to afford basic expenditure.

Table 15. Respondent household's financial situation

Which of these statements best describes your household with regard to money?	Frequency	Per cent (%)
You normally have enough money for anything you want	196	22.1
You have enough money, so long as you plan spending carefully	363	41.0
You have a balanced budget of your household income and expenses	168	19.0
You have enough money for basic things, but can't afford anything unnecessary	114	12.9
Sometimes it is hard for you to afford even basic things	32	3.6
Other	5	0.6
Prefer not to say	8	0.9
Total	886	100.0

It is noted that the terms 'anything you want,' 'carefully,' 'balanced,' and 'basic' were not defined, so it was left up to the interpretation of the respondents when providing an answer.

Financial stress, since retrenchment

Wave 2 Survey Question F18a. Has your household experienced financial stress as a result of you finishing your job in the automotive industry?

Wave 2 Survey Question F18b. Due to financial stress, has your household...?

Some 225 respondents (25.4%) indicated their household had experienced financial stress as a result of finishing up in the automotive industry.

Respondents who indicated they had experienced financial stress between finishing up in the automotive industry and the administration of the Wave 2 survey were asked a follow-up question to ascertain some ways in which this financial stress had been realised in their lives.

Responses in Table 16 show that the most common effects were:

- seeking income from the government (n=96);
- not being able to pay bills on time (n=80);
- asking for financial help from family or friends (n=50); and,
- pawning or selling possessions (n=48).

Other effects included the inability to pay their rent or mortgage on time (n=39); being unable to heat their home (n=38); asking for help from community organisations (n=17); and going without meals (n=15).

Table 16. Effects of financial stress on respondent household

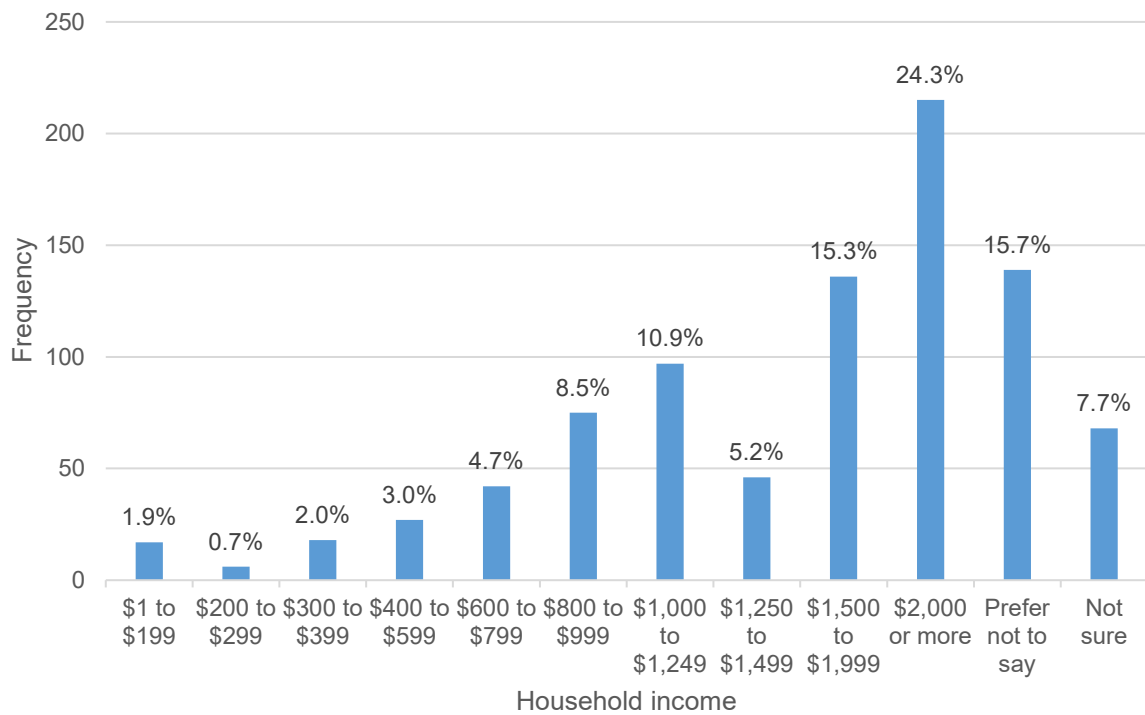
Due to financial stress, has your household...?	Yes	No	Prefer not to say
Not been able to pay your bills on time	80	142	3
Not been able to pay your rent or mortgage on time	39	184	2
Asked for financial help from family or friends	50	173	2
Been unable to heat your home	38	184	3
Gone without meals	15	208	2
Pawned or sold something	48	176	1
Asked for income support from government (e.g., Centrelink)	96	128	1
Asked for help (e.g., food parcels or vouchers) from community organisations	17	207	1

Note: Multiple responses allowed, 225 observations

Household income

Wave 2 Survey Question F16. Approximately, what is your weekly household income after tax?

As shown in Figure 6, most respondents (24.3%) reported a weekly household income after tax over \$2,000. The next two brackets with the greatest number of responses were \$1,500 to \$1,999 (15.3%) and \$1,000 to \$1,249 (10.9%). It is noted that a significant population either preferred not to give an answer (15.7%) or were uncertain what their weekly take home income was (7.7%).



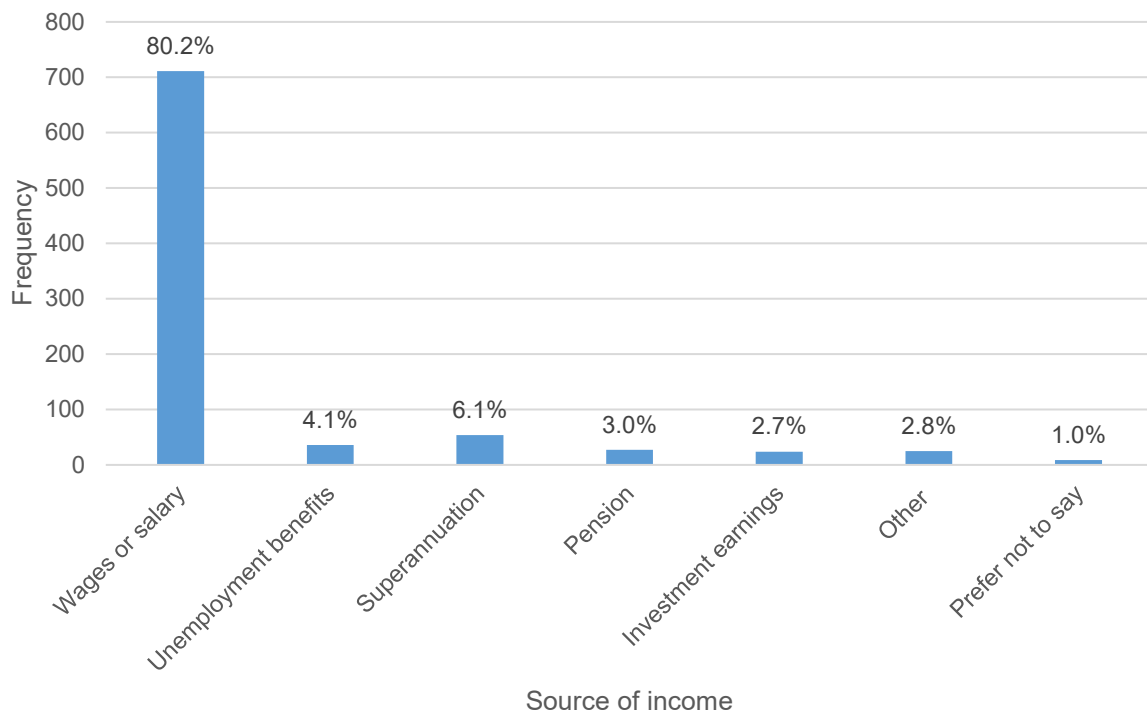
Note: 886 observations

Figure 6. Household weekly income after tax

Source of household income

Wave 2 Survey Question F15. What is your household's primary source of income?

Just over 80 per cent of respondents reported their household's primary source of income was from wages or salaries (Figure 7). An additional 6.1 per cent indicated superannuation was their primary source of income; 4.1 per cent – unemployment benefits; 3.0 per cent – pensions; 2.7% investment earnings; and the remainder either had another source of primary income (2.8%) or preferred not to answer (1.0%) (Figure 7).



Note: 886 observations

Figure 7. Household primary source of income

Housing tenure

Wave 2 Survey Question F19a. Thinking about the place that you currently live in, is this place...?

Respondents were asked about the place they currently live in. Table 17 shows 88.2 per cent of respondents owned their own homes with 49.5 per cent still owing a mortgage and 38.7 per cent owning their homes outright. Only 9.7 per cent of respondents rented and 2.0 per cent indicated they were living in other arrangements (Table 17).

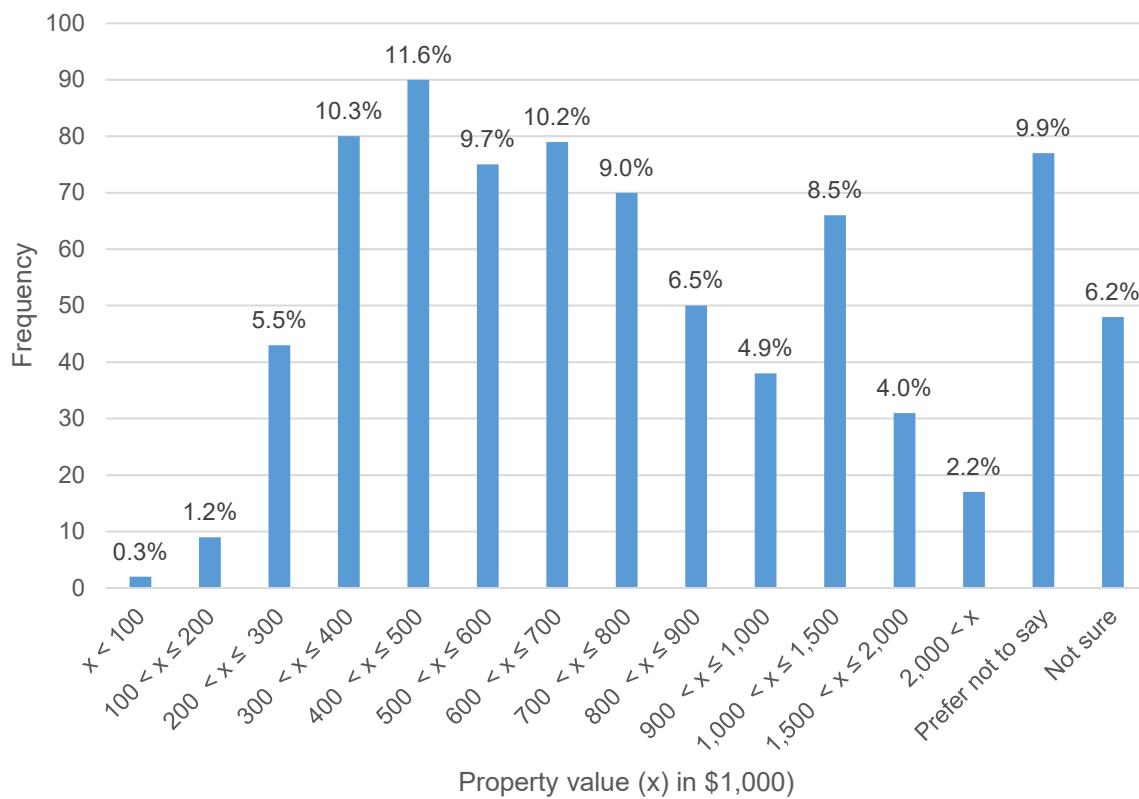
Table 17. Housing tenure

Thinking about the place that you currently live in, is this place...?	Frequency	Per cent (%)
Owned with a mortgage	439	49.5
Owned outright	343	38.7
Rented	86	9.7
Other	18	2.0
Total	886	100.0

Home value and financing

Wave 2 Survey Question F19b. How much is your home worth?

Figure 8 shows over half of respondents (50.8%) reported the value of their homes to be between \$300,001 and \$800,000 inclusive, with the median value range being \$400,001 to \$500,000. A further 7.0 per cent reported their homes to have a value lower than or equal to \$300,000; 26.1 per cent indicated their homes to have a value higher than or equal to \$800,001; and 16.1 per cent of respondents either preferred not to give an answer or were unsure of the value of their home (Figure 8).



Note: 775 observations

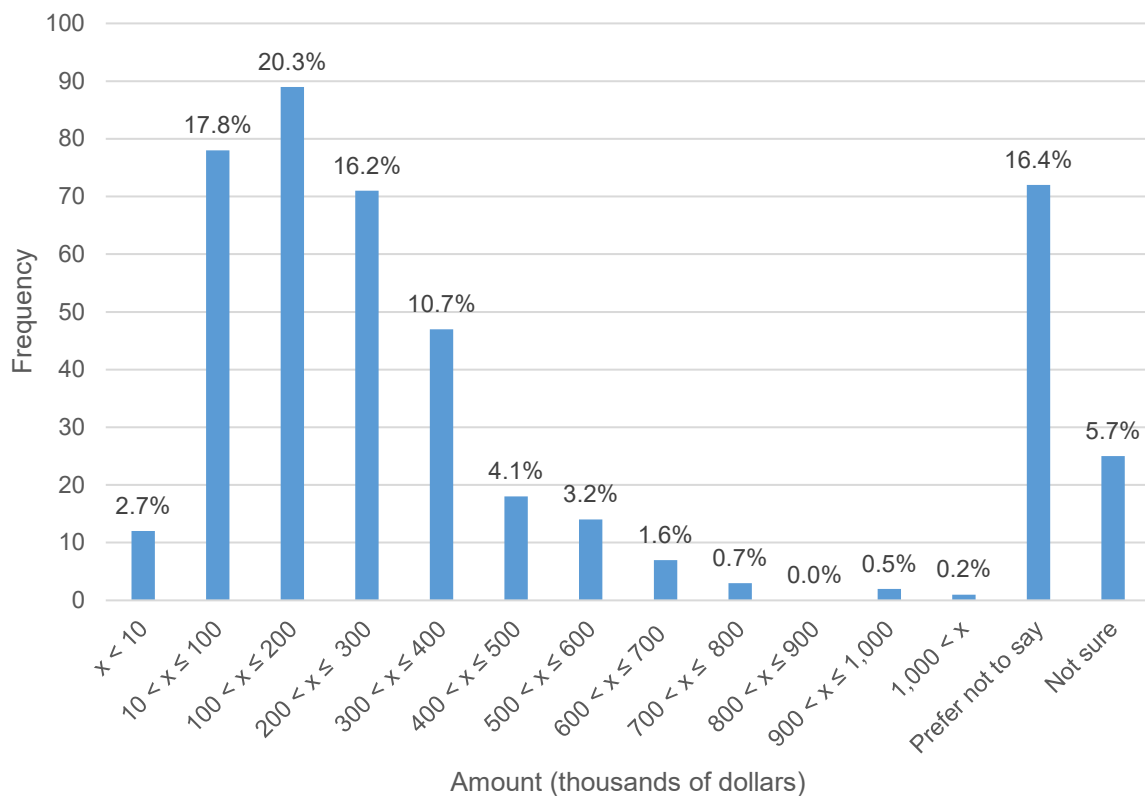
Figure 8. Value of Principal Place of Residence, homeowners

Wave 2 Survey Question F19c. How much do you have left to pay on your mortgage?

The 439 respondents who indicated they had a mortgage on the property they were living in were asked the amount left owing on this property as a dollar value. Amounts owing are shown in Figure 9 which reveals:

- 57 per cent of mortgagees owe less than or equal to \$300,000;
- 10.7 per cent owe between \$300,001 and \$400,000 inclusive; and,
- only 10.3 per cent owe more than \$400,000 on their mortgage.

Remaining respondents (22.1%) either preferred not to give answer or were uncertain how much they had left owing (Figure 9).



Note: 439 observations

Figure 9. Amount owing on mortgage, homeowners

Investment properties

Wave 2 Survey Question F19d. Do you own another property?

Wave 2 Survey Question F19e. Excluding the place that you currently live in, how many properties is this in total?

30.2 per cent of homeowners (n=236) also owned at least one other property. When asked the number of homes they owned in addition to the place in which they were currently living, most respondents reported one (n=134 or 56.8%) or two (n=60 or 25.4%) properties (Table 18). A small percentage of 13.9 per cent reported three, four, five or more properties that they owned (Table 18).

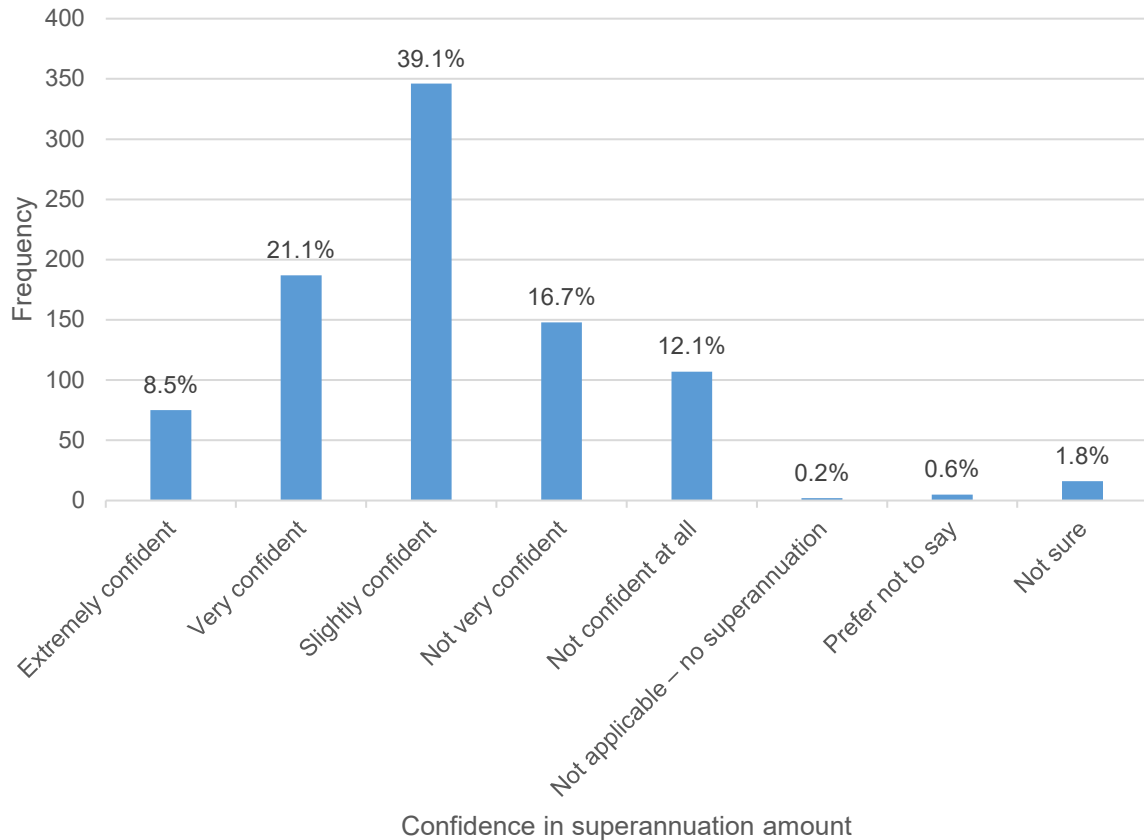
Table 18. Number of investment properties owned by respondents

Excluding the place that you currently live in, how many properties is this in total?	Frequency	Per cent (%)
1	134	56.8
2	60	25.4
3	23	9.7
4	7	3.0
5	1	0.4
More than 5	2	0.8
Prefer not to say	9	3.8
Total	236	100.0

Superannuation

Wave 2 Survey Question F20. How confident are you that you have enough money in your superannuation account to provide for your future needs?

Figure 10 shows that 68.7 per cent of respondents had at least some level of confidence they had enough money in their superannuation account to provide for their future needs. However, there was a significant proportion of respondents (28.8%) who indicated they had little to no confidence that their superannuation account was great enough (Figure 10).



Note: 886 observations

Figure 10. Confidence in superannuation amount

3.3 Retrenchment and transition services

Notice of retrenchment

Wave 2 Survey Question A17. How many months or weeks before leaving your previous job in the automotive industry did you know you were going to be finishing with that employer?

Respondents were asked how long before retrenchment they were given notice they would lose their jobs. Figure 11 shows that workers were informed about their upcoming retrenchments:

- 1 to 6 months prior (21.4%);
- 7 to 12 months prior (18.7%);
- 19 to 24 months prior (20.0%);
- 31 to 36 months prior (18.4%); or,
- over 36 months prior (9.7%).

Three per cent of participants were informed only within one month of being retrenched while 1.5 per cent of participants were not given any notice (Figure 11).

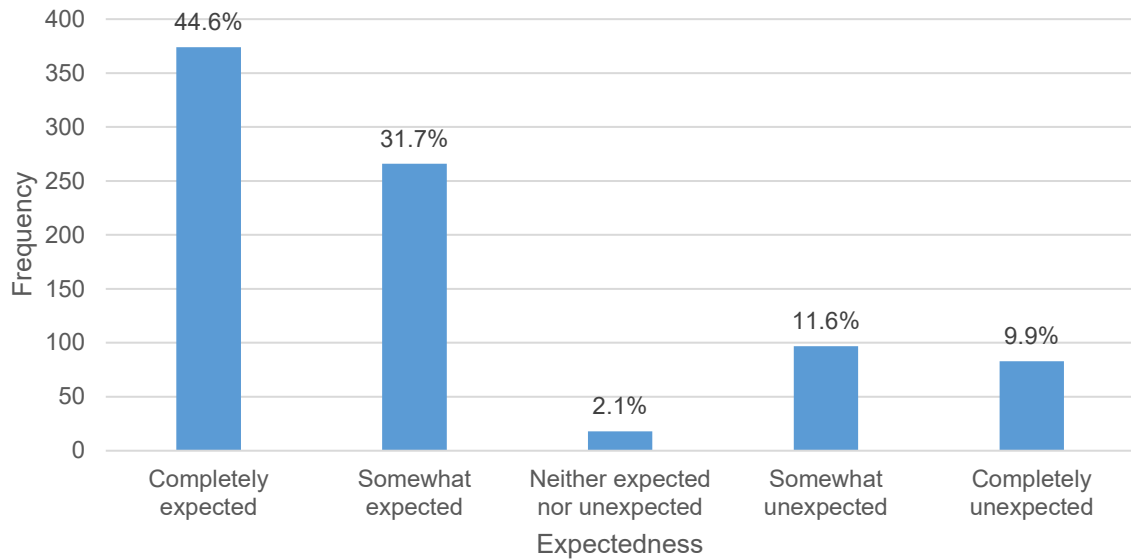


Note: 50 cases missing, 827 observations

Figure 11. Notice of retrenchments

Wave 2 Survey Question A18. Was the news that you were finishing with that employer ...?

When asked how expected the notice of retrenchment was, 76.3 per cent of respondents indicated it was either completely expected (44.6%) or somewhat expected (31.7%) (Figure 12). Nevertheless, a considerable proportion of respondents found the notice somewhat (11.6%) or completely (9.9%) unexpected (Figure 12).



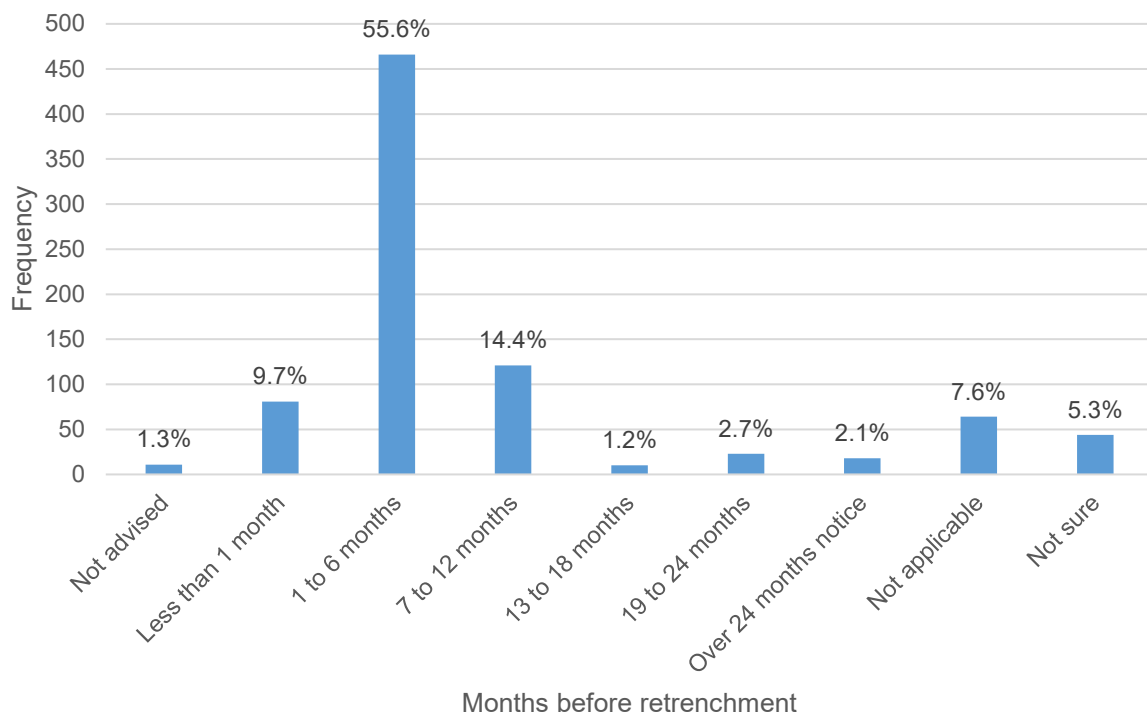
Note: 838 observations

Figure 12. Expectedness of retrenchment notice

Notice of redundancy packages

Wave 2 Survey Question A20a. How many months or weeks before you finished up were you advised about the amount of your redundancy payment?

Respondents were additionally asked about how long prior to retrenchment they knew what the amount of their redundancy packages would be. Figure 13 shows that most respondents did not know their redundancy amounts until one to six months before retrenchment (55.6%) and in some instances they were advised only within the last month (9.7%) or not at all (1.3%). Just 14.4 per cent of respondents were informed between seven and 12 months prior to retrenchment, and only 6.0 per cent were notified of their payouts more than a year before retrenchment (Figure 13).



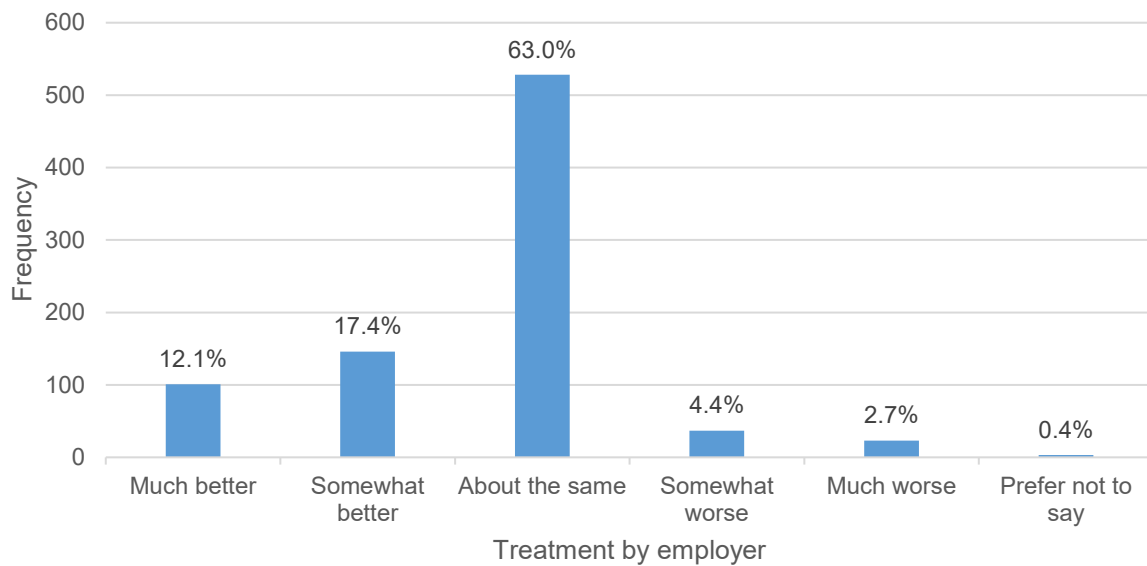
Note: 838 observations

Figure 13. Notice of redundancy package value

Treatment by employer following the announcements

Wave 2 Survey Question A19a. How did you feel your employer treated you since they announced you would be finishing up with them, as compared to the time before the announcement?

The survey asked respondents how differently they felt they were treated before and after the retrenchment announcements. Figure 14 shows that most did not notice a difference (63.0%), but a little over a quarter of respondents (29.5%) indicated they were treated better after the announcements. Only 7.1 per cent indicated being treated worse (Figure 14).



Note: 838 observations

Figure 14. Treatment by employer after closure announcement

Transition services

Respondents were asked about the support services and skills training services offered as part of the transition programs. They were asked specifically about their, and their families', use of these services, as well as the usefulness of these supports. Questions were also asked to ascertain how accessible these services were to respondents by gathering information regarding reasons for not accessing services and whether or not their employers had extended services to them prior to the closures.

Access of services, respondent

Wave 2 Survey Question A21a. Did you access any of the following support services before or after the plant closures?

Across Tables 19, 20 and 21, it can be observed that the majority of participants accessed **career guidance and planning services, job search services** and **skills training services**.

Career guidance and planning services were accessed most commonly with 80.8 per cent of respondents reporting they used the service and 48.8 per cent accessing them *before* the closures (Table 19).

Table 19. Access of career guidance and planning services by respondent

Did you access any of the following support services before or after the plant closures?... Career guidance and planning services	Frequency	Per cent (%)
Yes, before	432	48.8
Yes, after	110	12.4
Yes, before and after	174	19.6
No	164	18.5
Can't recall	6	0.7
Total	886	100.0

Job search services were used by 65.0 per cent of respondents with a slightly higher tendency to use the service before the plant closures (29.7%) (Table 20).

Table 20. Access of career guidance and planning services by respondent families

Did you access any of the following support services before or after the plant closures?... Job search services	Frequency	Per cent (%)
Yes, before	263	29.7
Yes, after	209	23.6
Yes, before and after	104	11.7
No	301	34.0
Can't recall	9	1.0
Total	886	100.0

Skills training services were used by 61.7 per cent of respondents with a greater proportion (37.1%) accessing these services before plant closures (Table 21).

Table 21. Access of skills training services by respondent

Did you access any of the following support services before or after the plant closures?... Skills training services	Frequency	Per cent (%)
Yes, before	329	37.1
Yes, after	132	14.9
Yes, before and after	86	9.7
No	327	36.9
Can't recall	12	1.4
Total	886	100.0

Access of services, respondent's family

Wave 2 Survey Question A21b. Did your family access any of the following support services before or after the plant closures?

After being asked about their personal use of services, respondents were asked about how their families had accessed support services. Families overall accessed these services at a much lower, but not insignificant, rate to the respondents themselves.

Overall, 8.5 per cent of respondents' families had accessed career guidance and planning services with most accessing them before the plant closures (5.3%) (Table 22).

Table 22. Access of skills training services by respondent family

Did your family access any of the following support services before or after the plant closures?... Career guidance and planning services	Frequency	Per cent (%)
Yes, before	47	5.3
Yes, after	12	1.4
Yes, before and after	16	1.8
No	809	91.3
Can't recall	2	0.2
Total	886	100.0

7.6 per cent of families accessed job search services with, again, the majority accessing the services before the closures (Table 23).

Table 23. Access of career guidance and planning services by respondent family

Did your family any of the following support services before or after the plant closures?... Job search services	Frequency	Per cent (%)
Yes, before	33	3.7
Yes, after	19	2.1
Yes, before and after	16	1.8
No	814	91.9
Can't recall	4	0.5
Total	886	100.0

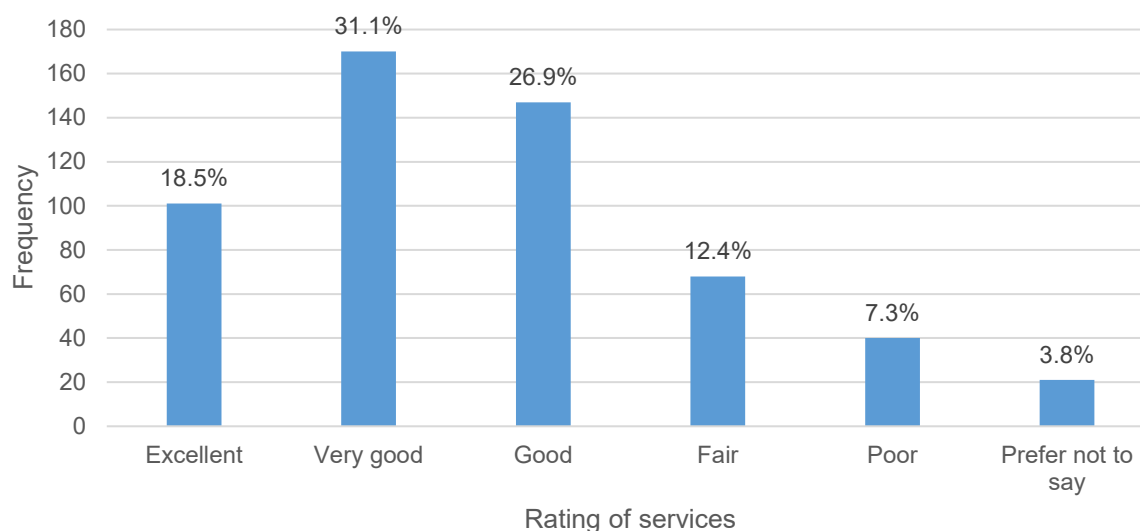
Transition services, personal assessment

Wave 2 Survey Question A8a. How would you rate the usefulness of skills training services that you have accessed overall?

When asked to rate the usefulness of the services overall, most respondents gave a positive review:

- 18.5 per cent rated the services as excellent;
- 31.1 per cent as very good; and,
- 26.9 per cent as good (Figure 15).

Nevertheless 12.4 per cent considered the services as fair and a further 7.3 per cent rated them as poor (Figure 15).



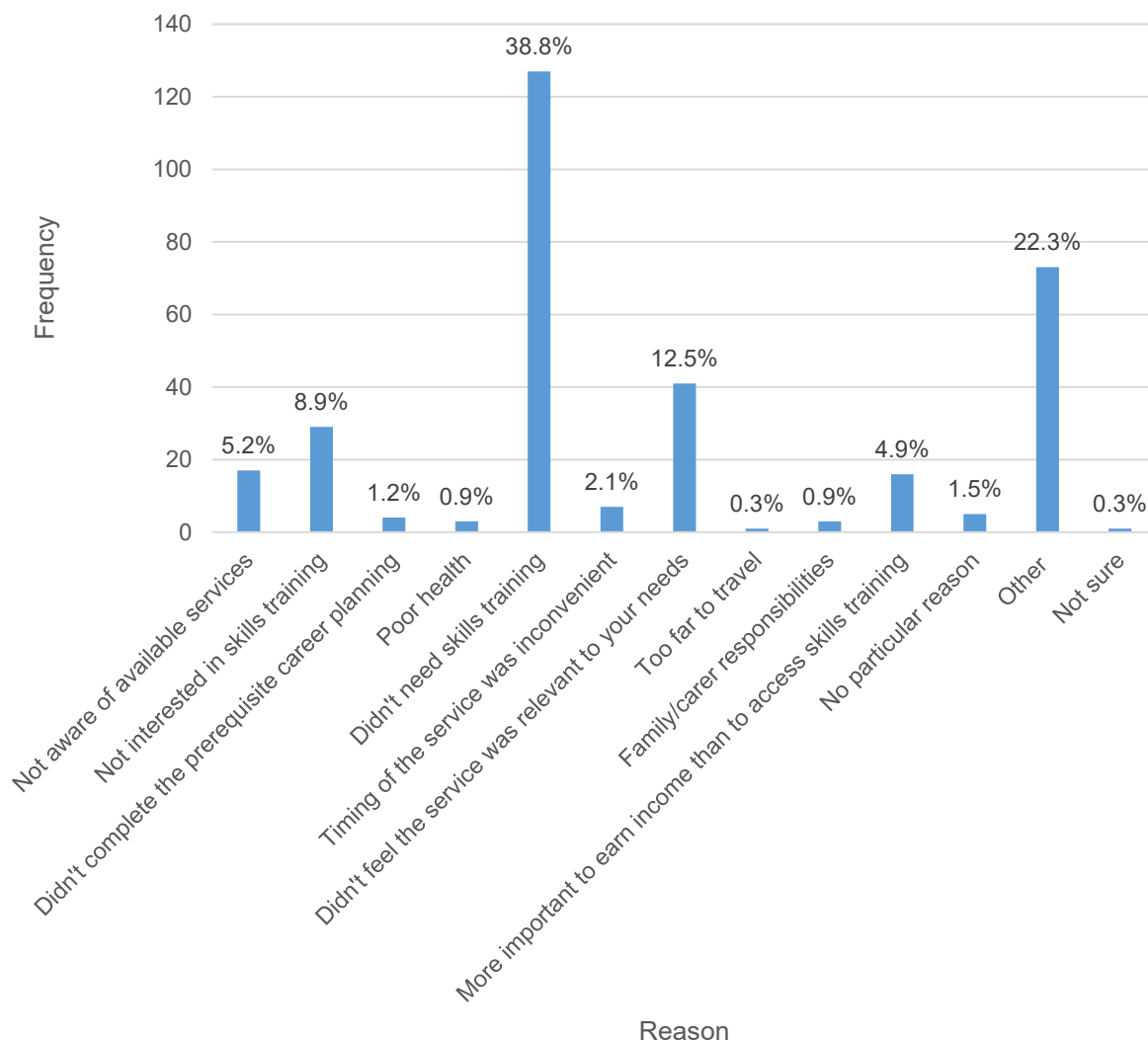
Note: 547 observations

Figure 15. Personal assessment of transition services overall

Transition services, non-utilisation

Wave 2 Survey Question A24a. What, if any, was the main reason to why you didn't access any skills training services?

Respondents who indicated they had not accessed skills training services (n=327) were asked why in particular they had not accessed them. When answering this question, most respondents provided the answer that they did not need the skills training (38.8%) or that it was not relevant to their needs (12.5%) (Figure 16). Significant responses can also be observed in 8.9 per cent of respondents indicating they were not interested; 4.9 per cent indicating that it was more important to be earning an income than accessing the services; and a noteworthy 5.2 per cent of people were not aware that skills training services were available to them (Figure 16). Some common reasons provided verbatim under 'other' included retirement, age and having already found a job.



Note: 327 observations

Figure 16. Reasons for not accessing transition services

Wave 2 Survey Question A25a. Did your previous employer in the automotive industry offer support services to workers before the plant closures?

Understanding whether or not employers offered assistance prior to the plant closures can also give some insight to why some respondents did not access these services. 17.0 per cent of respondents (n=151) indicated that their workplaces did not offer skills training services prior to the plant closures.

3.4 Job searching and training

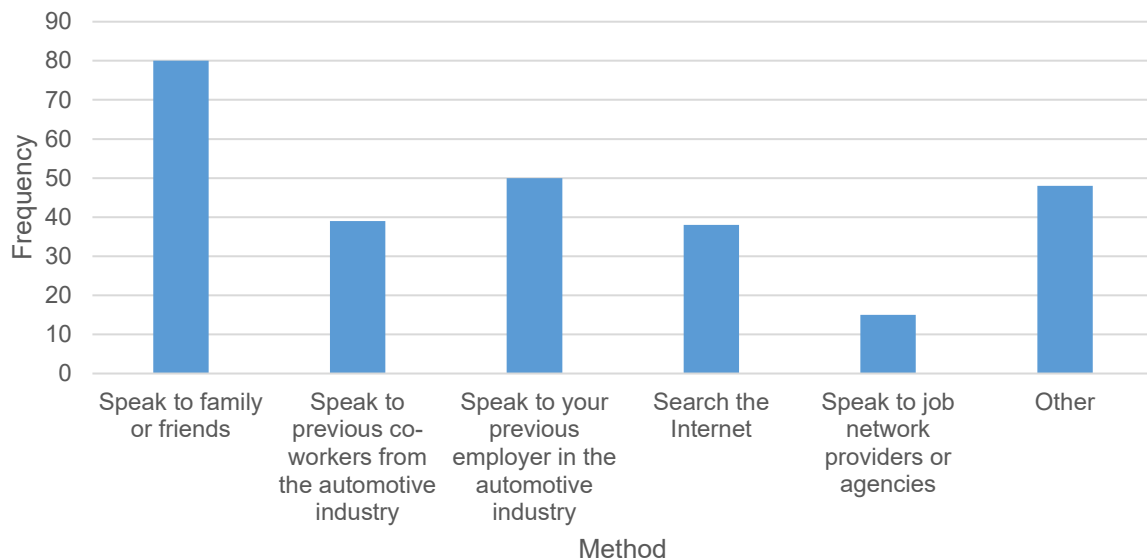
This section outlines responses to questions on job search and applying for new employment since the administration of the Wave 1 survey. This section considers job searching activity at the Wave 2 interview, and job preferences at the Wave 2 interview.

Significantly, 362 respondents had participated in some type of job searching activity between the Wave 1 and Wave 2 surveys.

Job search methods

Wave 2 Survey Question E3 What methods did you use to look for work? Did you...?

The most common method in looking for work since the Wave 1 survey was speaking to family or friends (Figure 17). In relatively equal representation, the next three most used methods were speaking to their previous employer in the automotive industry, speaking to previous co-workers from the automotive industry and searching the Internet (Figure 17).



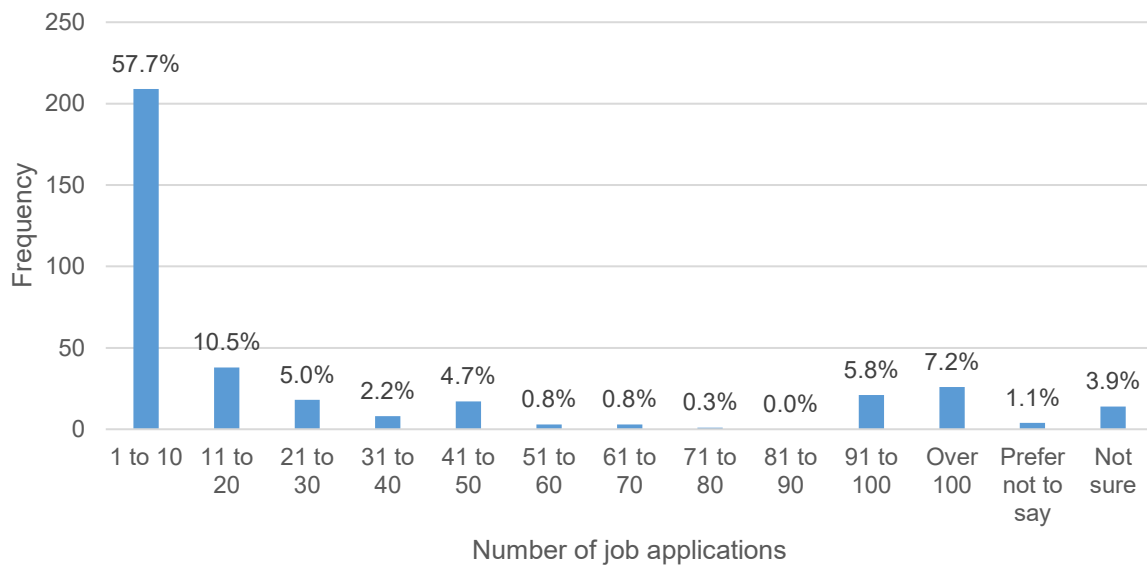
Note: Multiple responses allowed, 362 observations

Figure 17. Methods used to look for work (job searching since Wave 1)

Number of job applications

Wave 2 Survey Question E1. Approximately how many jobs have you applied for since we last spoke?

As shown in Figure 18, most respondents who had actively been looking for work between the Wave 1 and 2 surveys had applied for one to 10 jobs (57.7%); 10.5 per cent had applied for 11 to 20 jobs; 11.9 per cent applied for 21 to 50 jobs; and 1.9 per cent of respondents had applied for 51 to 90 jobs. A significant proportion of participants reported they applied for 91 to 100 jobs (5.8%) or more (7.2%) (Figure 18). These are likely Job Seeker welfare recipients who are required to submit numerous job applications as part of their income support.



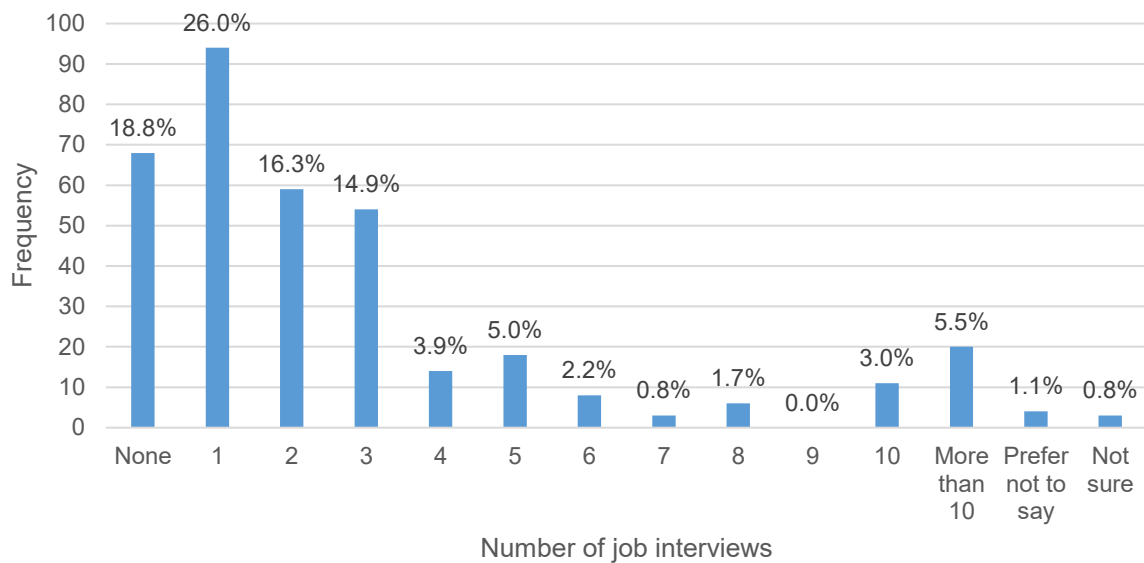
Note: 362 observations

Figure 18. Jobs applied for since Wave 1

Number of job interviews

Wave 2 Survey Question E2. With approximately how many employers have you had interviews with since we last spoke?

Overall, 57.2 per cent of respondents reported they had job interviews with 3 or fewer employers; 16.6 per cent reported to have had interviews with between 4 and 10 employers; 5.5 per cent reported having interviews with more than 10 employers and 18.8 per cent indicated they had not had any job interviews between the two surveys (Figure 19).



Note: 362 observations

Figure 19. Number of interviews with different employers since Wave 1

Job offers

Wave 2 Survey Question E5. Have you turned down any job offers?

In all, 29.6 per cent (n=107) of respondents reported having turned down a job offer between the Wave 1 and 2 surveys.

Job searching at Wave 2 interview

Wave 2 Survey Question E7. Are you currently looking for (a/another) job?

At the Wave 2 interview, 164 or 18.5 per cent of respondents reported they were looking for some, more or different work with a/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.

Wave 2 Survey Question E8. How long have you been looking for (a/another) job?

Table 24 shows that of these 164 respondents, 54.9 per cent had been looking for a job for less than six months; 15.9 per cent had been looking for a job for six months to a year; 11.0 per cent had been looking for a job for one to two years; and 18.3 per cent had been looking for a job for over two years.

Table 24. Time spent looking for a/another job

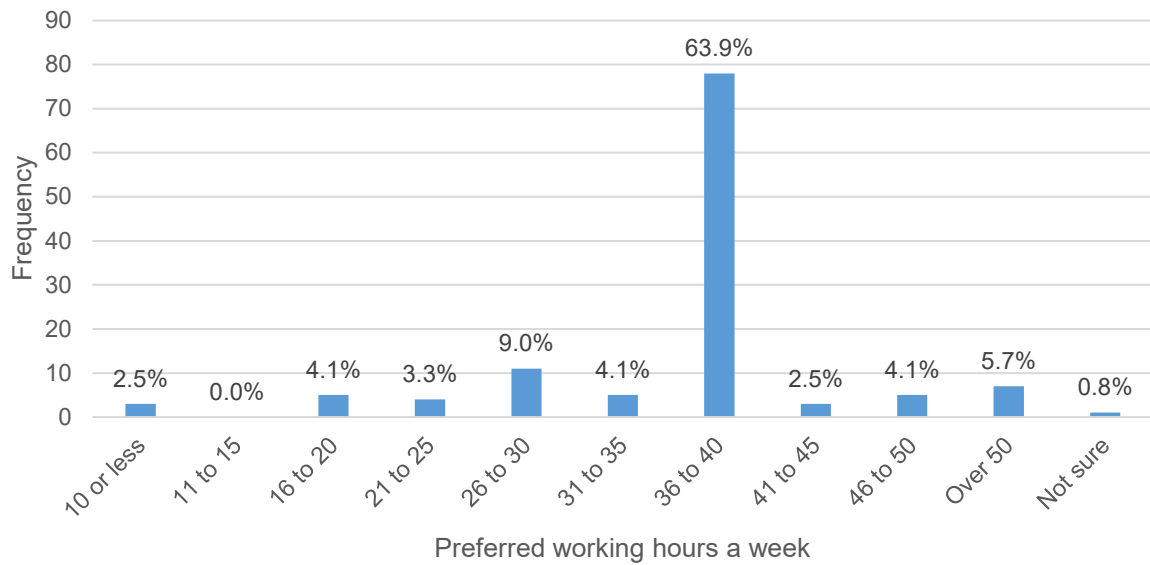
How long have you been looking for a/another job?	Frequency	Per cent (%)
Less than 1 month	27	16.5
1 to less than 3 months	34	20.7
3 to less than 6 months	29	17.7
6 months to less than 1 year	26	15.9
1 to less than 2 years	18	11.0
2 or more years	30	18.3
Total	164	100.0

Note: 164 observations

Preferred working hours (job searching)

Wave 2 Survey Question E9. How many hours would you prefer to work each week?

Respondents both in work and looking for work were asked their preference for working hours. Figure 20 shows that there was a preference amongst respondents (78 or 69.3% of respondents) to work full-time – 36 to 40 hours a week. 29.9 per cent of workers (28) preferred to work less than 36 hours a week and 8.2 per cent of workers (15) preferred to work overtime (Figure 20)



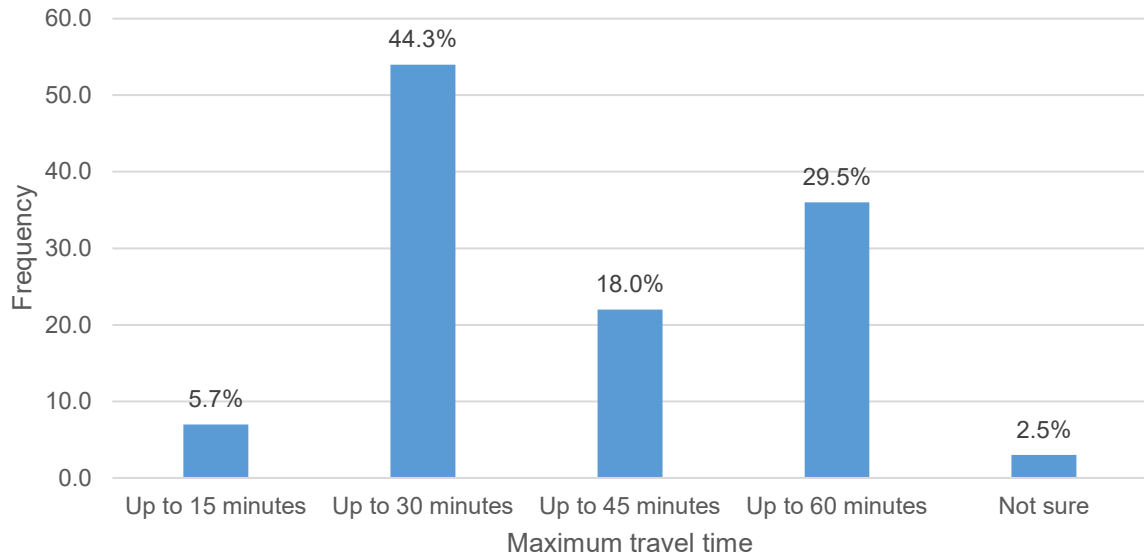
Note: 122 observations

Figure 20. Preferred working hours (job searching)

Time prepared to travel to work

Wave 2 Survey Question E10. What is the maximum time you are prepared to travel for work?

Figure 21 shows that 29.5 per cent of workers were willing to travel up to an hour to work; 18.0 per cent were willing to travel up to 45 minutes; 44.3 per cent were willing to travel up to 30 minutes; and 5.7 per cent of workers were only willing to travel up to 15 minutes to work.



Note: 122 observations

Figure 21. Maximum time prepared to travel to work (job searching)

Confidence in the labour market – finding work

Wave 2 Survey Question E12.

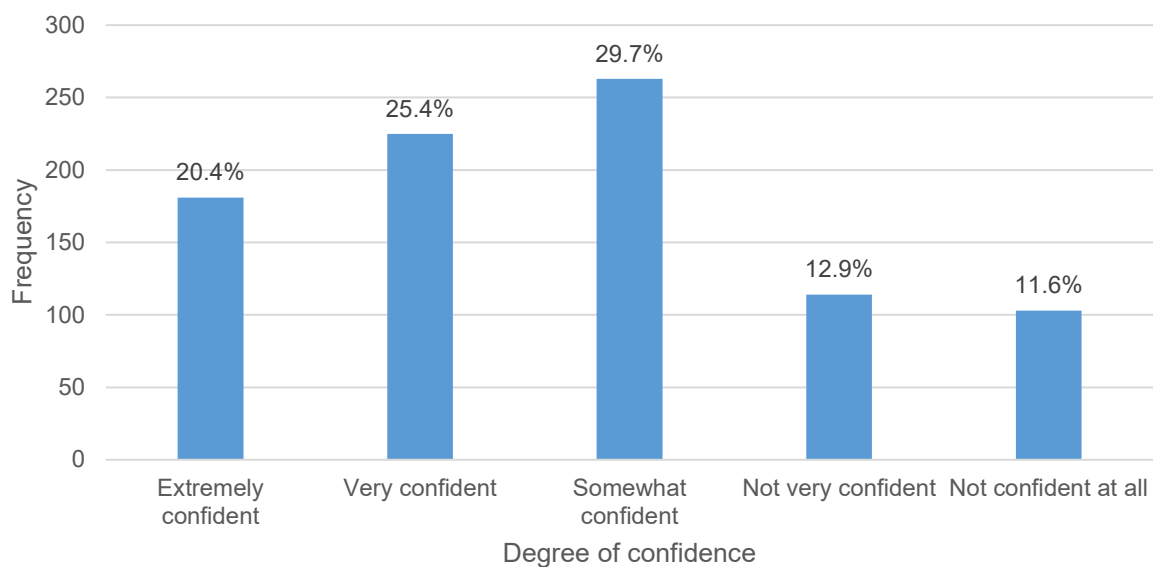
How confident are you that you will be able to find work within the next 6-12 months?

Alternative wording:

In the event you had to look for work, how confident are you that you would be able to find employment within 6-12 months?

Participants were asked about how confident they are that they would find work in the next six months. For those actively looking for work, this was posed as a question in concrete terms, but for those not looking for work, it was posed as a hypothetical.

Some 45.8 per cent of respondents reported being very to extremely confident they would find work in the next six months; 29.7 per cent indicated they were somewhat confident; and 24.5 per cent indicated they were either not very confident or not confident at all they would find work (Figure 22).



Note: 866 observations

Figure 22. Confidence respondent would find work within the next 6-12 months

Confidence in the labour market – utilising current skills

Wave 2 Survey Question E13.

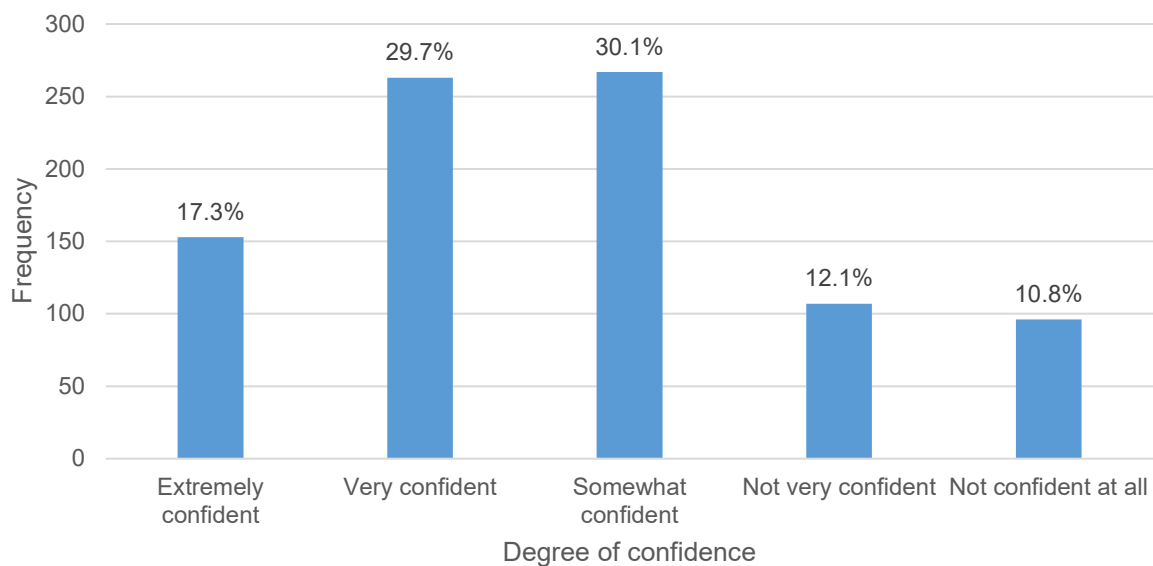
How confident are you that you will be able to find work, in which your current skills would be relevant?

Alternative wording:

In the event you had to look for work, how confident are you that you would find a job, in which your current skills would be relevant?

Respondents were asked about their confidence they would be able to find work that uses their current skills. Similarly to question E12, question E13 had two separate wordings, one concrete for those who were looking for work and one hypothetical for those who were not.

Forty-seven per cent of respondents reported being very to extremely confident they would find work in which their current skills were relevant; 30.1 per cent indicated they were somewhat confident; and 23.9 per cent indicated they were either not very confident or not confident at all they would be able to find work that utilised their current skills (Figure 23).



Note: 866 observations

Figure 23. Confidence respondent would find work within the next 6-12 months, current skills

Training and qualifications

Wave 2 Survey Question E14a. In the last 12 months, have you undertaken any new training, re-training or obtained new qualifications?

In the time between Wave 1 and 2 surveys, 220 participants (24.8%) had undertaken either training, re-training or obtained new qualifications (Table 25).

Table 25. Training, re-training or obtainment of new qualifications since Wave 1

In the last 12 months, have you undertaken any new training, re-training or obtained new qualifications?	Frequency	Per cent (%)
Yes	220	24.8
No	666	75.2
Total	886	100.0

Wave 2 Survey Question E15a. Have you considered undertaking any new training, re-training or obtaining new qualifications?

Of the 666 participants not to undertake any training, re-training or obtain new qualifications, 168 had considered doing so (Table 26).

Table 26. Considered training, re-training or obtainment of new qualifications since Wave 1

Have you considered undertaking any new training, re-training or obtaining new qualifications?	Frequency	Per cent (%)
Yes	168	25.2
No	498	74.8
Total	666	100.0

Note: 666 observations

3.5 Occupational status at Wave 2 Interview

Wave 2 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 2 interview. Table 27 indicates that:

- 76.6 per cent of respondents were in paid work or self-employed;
- 5.1 per cent were unemployed and looking for work;
- 2.9 per cent were either studying or taking a break but intended to return to work at some point;
- 1.6 per cent were volunteering in paid work and,
- 10.8 per cent were semi or fully retired.

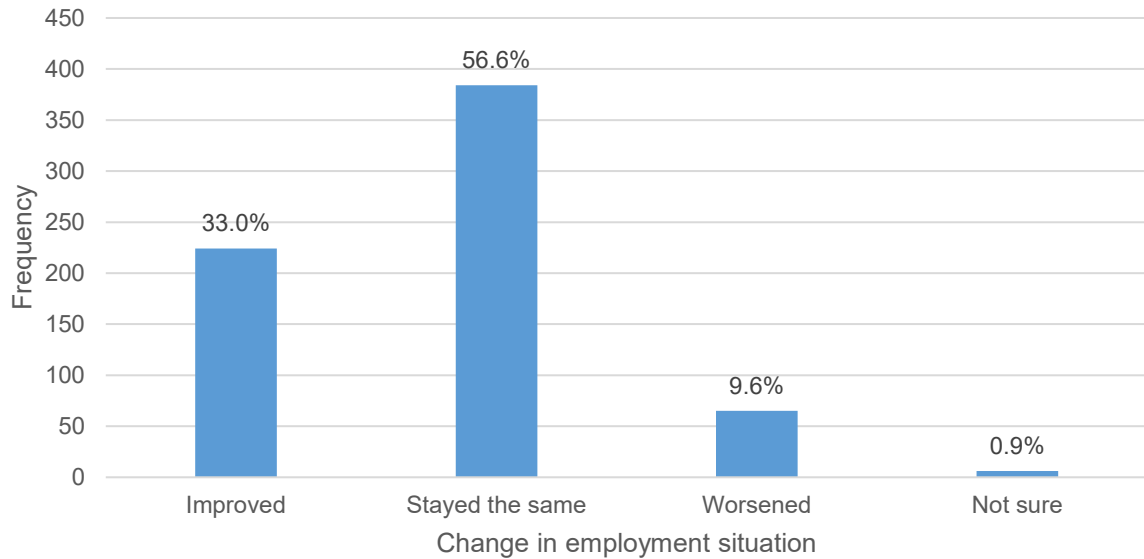
Table 27. Occupational status at Wave 1 interview

Which of the following best describes your current situation? Are you mainly...?	Frequency	Per cent (%)
In paid employment	631	71.2
Self-employed	48	5.4
Unemployed but looking for a job	45	5.1
Fully retired from work	66	7.4
Semi-retired – in other words, doing paid work occasionally	30	3.4
Taking a break from paid work but intending to return at some point in the future	18	2
Studying but not doing paid work	8	0.9
Volunteering in unpaid work only	14	1.6
Other	26	2.9
Total	886	100

Change to overall employment situation

Wave 2 Survey Question C29. Overall, has your employment situation improved, stayed the same or worsened since we last spoke?

Just over half of respondents reported that their employment situation had stayed the same overall (56.6%); almost a third (33.0%) reported improved circumstances; 9.6 per cent indicated their employment situation had worsened; and 0.9 per cent were not sure (Figure 24).



Note: 679 observations

Figure 24. Change to overall employment situation (Wave 2 main current job)

3.6 Employment at Wave 2 Interview

3.6.1 All respondents in employment

Number of jobs at Wave 1 Interview

Wave 2 Survey Question C1. How many paid jobs do you currently have?

Respondents in paid employment were asked how many jobs they held. 95.0 per cent of respondents reported holding one job only; 31 people (3.5%) held two jobs; and three people held three or more jobs (<1%). Information was collected on these additional jobs, but the next sections report on the nominated 'main' job held at the Wave 2 interview.

Wave 2 main current job – continued employment since Wave 1

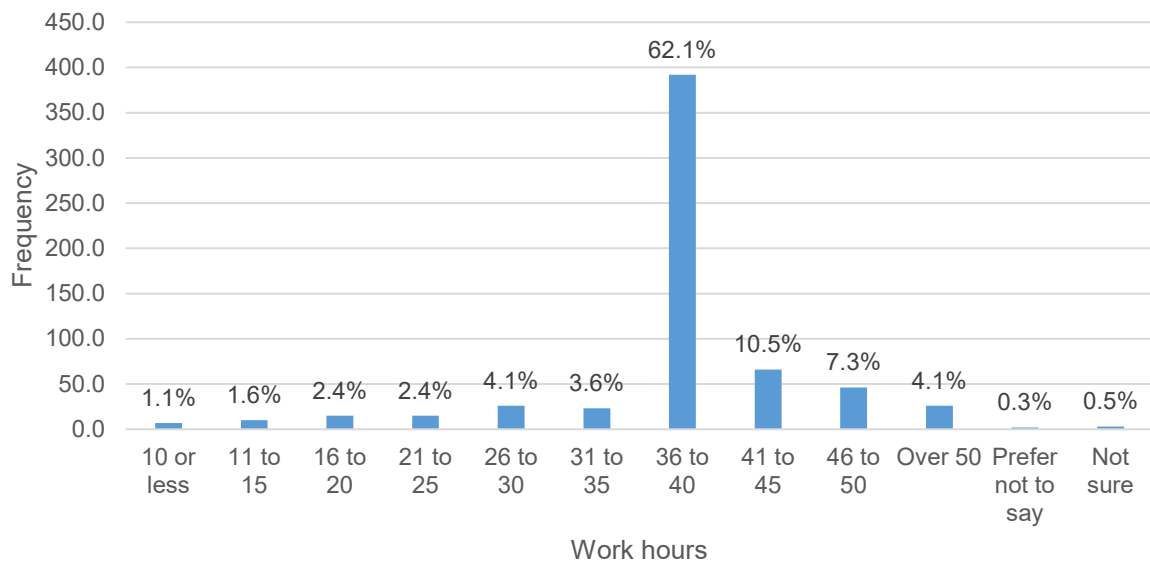
Wave 2 Survey Question C21a. Is this job with the same employer that you worked for when we spoke in May/June of last year?

Just over 74 per cent of respondents had kept their job with the same employer as at the administration of the Wave 1 survey and 24.9 per cent of respondents were with a new employer.

Wave 2 main current job – work hours

Wave 2 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.

Sixty-two per cent of respondents in paid work were employed for 36 to 40 hours a week with 12.8 per cent of respondents working less than this and 21.9% working more than this (Figure 25). Most of these workers were working full-time.



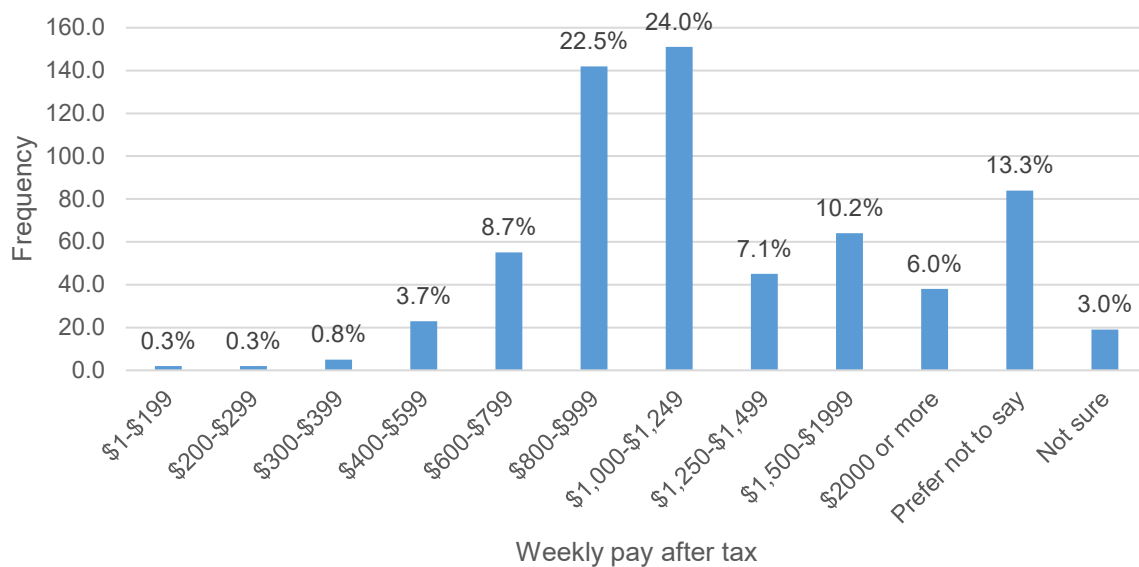
Note: 631 observations

Figure 25. Hours worked in a typical week (Wave 2 main current job)

Wave 2 main current job – weekly remuneration

Wave 2 Survey Question C6. What is your weekly take home pay after tax from this job?

Figure 26 shows that the median weekly pay after tax was in the range of \$1,000-\$1,249 (24.0%) and the next highest frequency of income was between \$800-\$999 a week (22.5%). 13.8 per cent of respondents were earning \$799 or less a week and 23.3 per cent were earning \$1,250 or more a week (Figure 25). A significant proportion of people in this year’s administration of the survey preferred not to provide information regarding their weekly income at 13.3 per cent (Figure 25), compared to the 7.2 per cent in Wave 1 ¹.



Note: 631 observations

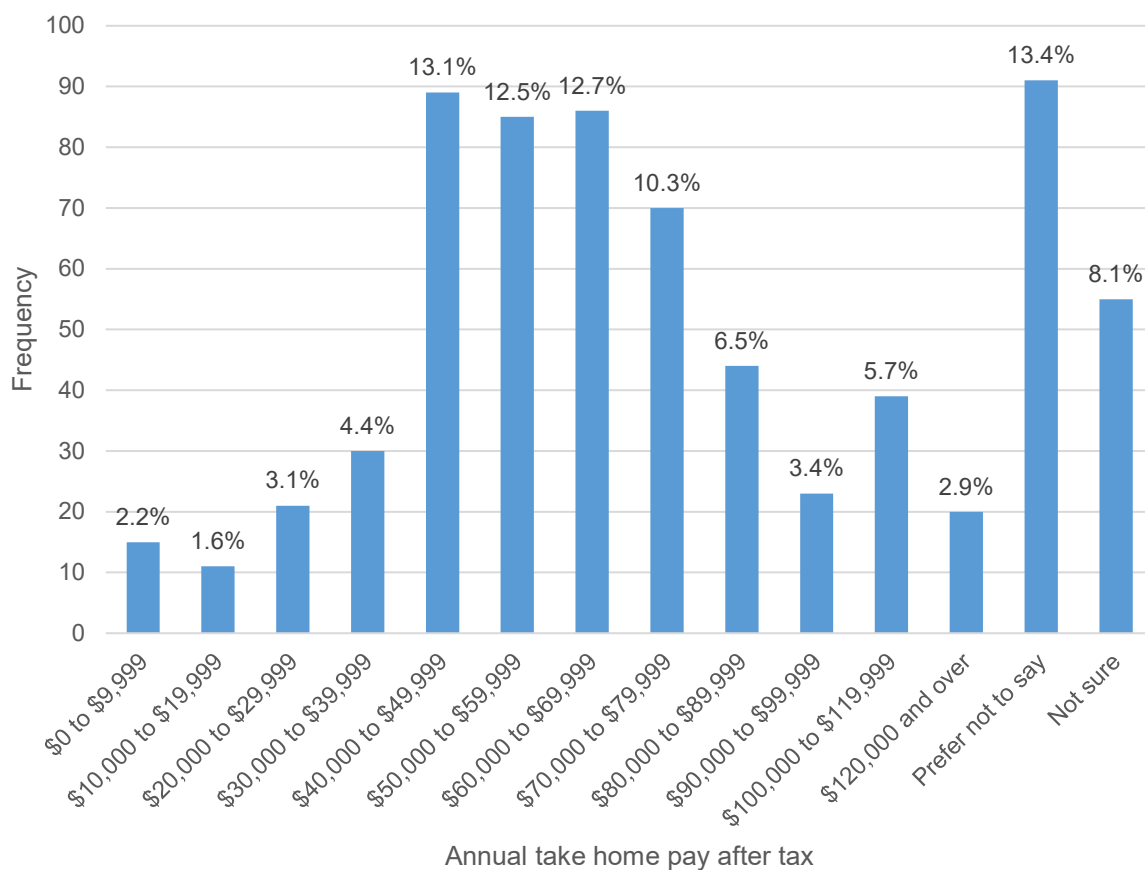
Figure 26. Weekly pay after tax (Wave 2 main current job)

¹ Please see the login section of “fwfc.com.au” for the Wave 1 report, Figure 22, p. 50.

Annual remuneration – all sources of income

Wave 2 Survey Question C27. Over the last 12 months, what was your annual take home pay after tax?

Respondents were asked to provide their yearly take home pay to provide a wholistic understanding of their financial income. Figure 27 shows just under half of respondents (48.6%) had an annual take home pay between \$40,000 and \$79,999; 11.3 per cent of people earned less than this and 18.5 per cent earned more than this. More than 13 per cent of respondents said they preferred not to provide an answer and 8.1 per cent said they were not sure (Figure 27).



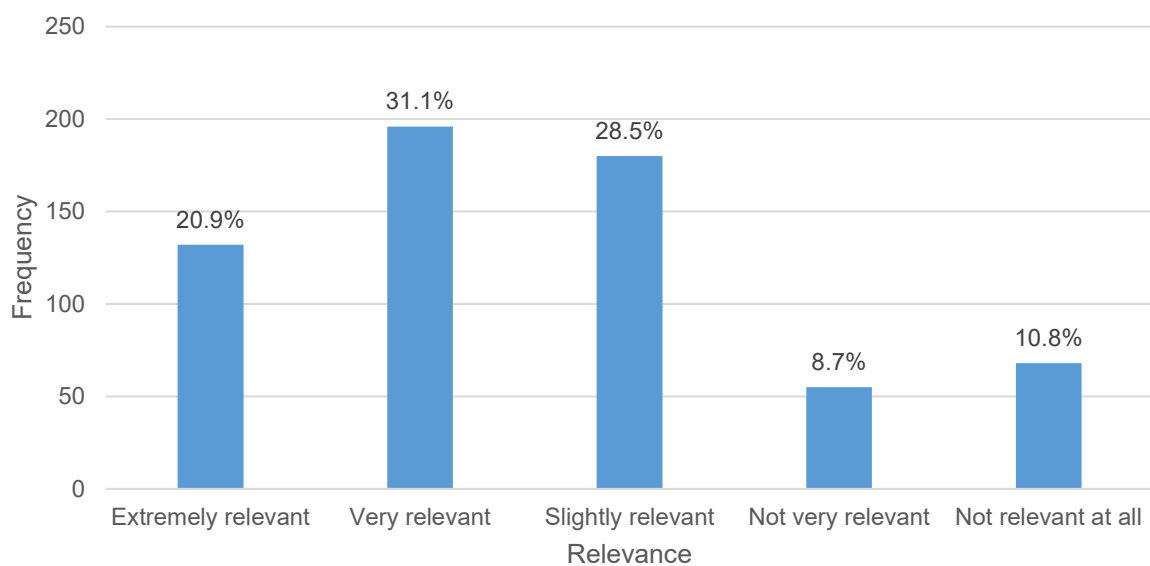
Note: 679 observations

Figure 27. Annual pay after tax (all sources of income)

Wave 2 main current job – relevance of knowledge and skills from the automotive industry

Wave 2 Survey Question C13. How relevant is the knowledge and skills you previously used in the automotive industry before the major plant closures to the current job?

Some 80.5 per cent of respondents in paid work indicated their current work is slightly to extremely relevant to their knowledge and skills used when working in the automotive industry; 8.7 per cent reported their current work not to be very relevant; and 10.8 per cent reported no relevance at all (Figure 28).



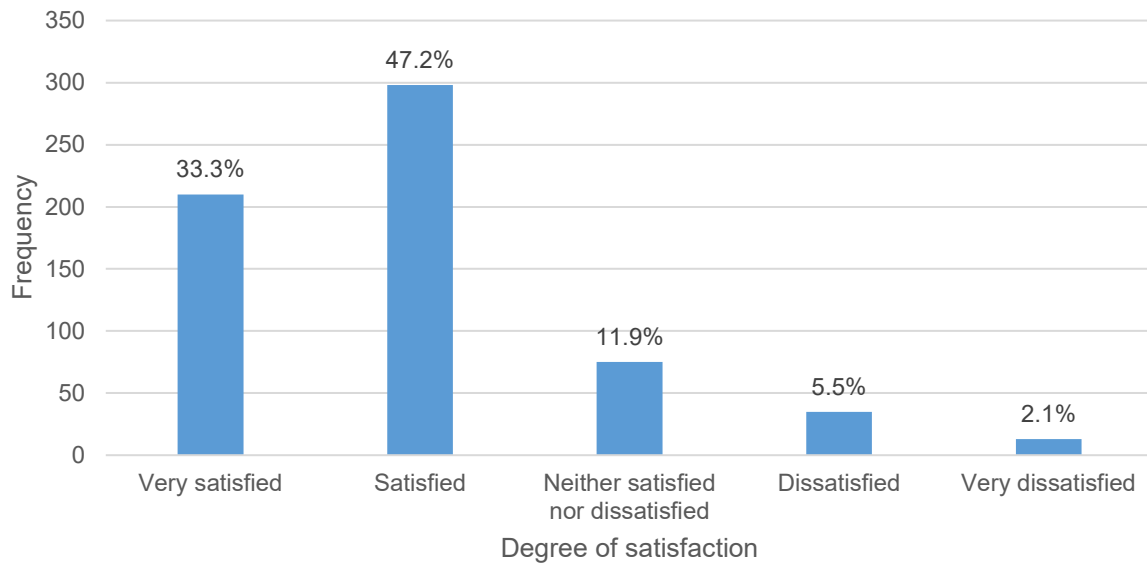
Note: 631 observations

Figure 28. Relevance of automotive job knowledge and skills (Wave 2 main current job)

Wave 2 main current job – job satisfaction

Wave 2 Survey Question C14. To what extent are you satisfied with this job overall? Are you...?

Over 80 per cent of respondents were satisfied or very satisfied in their main current job, 11.9 per cent were neither satisfied or dissatisfied, and 7.6 per cent were dissatisfied or very dissatisfied as seen in Figure 29. Although there is an impression of job satisfaction, Figure 30 shows there is still a significant population who were less satisfied with their main current job than they were in their jobs in the automotive industry.



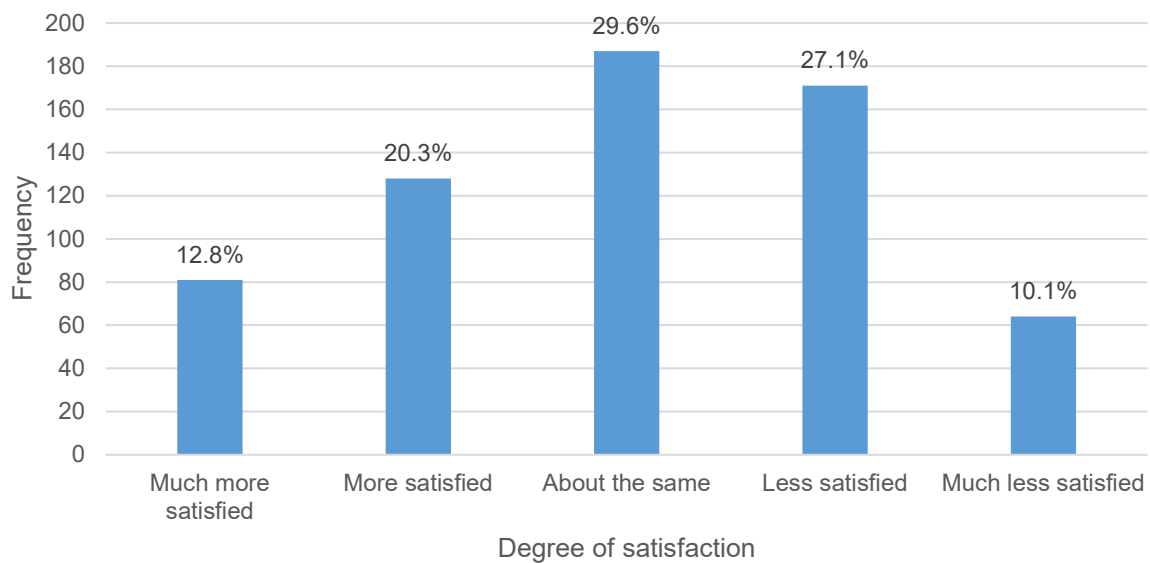
Note: 631 observations

Figure 29. Job satisfaction (Wave 2 main current job)

Wave 2 main current job – job satisfaction compared to automotive job

Wave 2 Survey Question C15. How much more or less satisfied are you with this job compared to your job before the major plant closures? Would you say you are...?

Almost a third of respondents (33.1%) were more satisfied with their new employment than the job held in the automotive sector before retrenchment (Figure 30). A little less than a third reported their job satisfaction was 'about the same' (29.6%), and more than a third (37.2%) were less satisfied or much less satisfied (Figure 30).



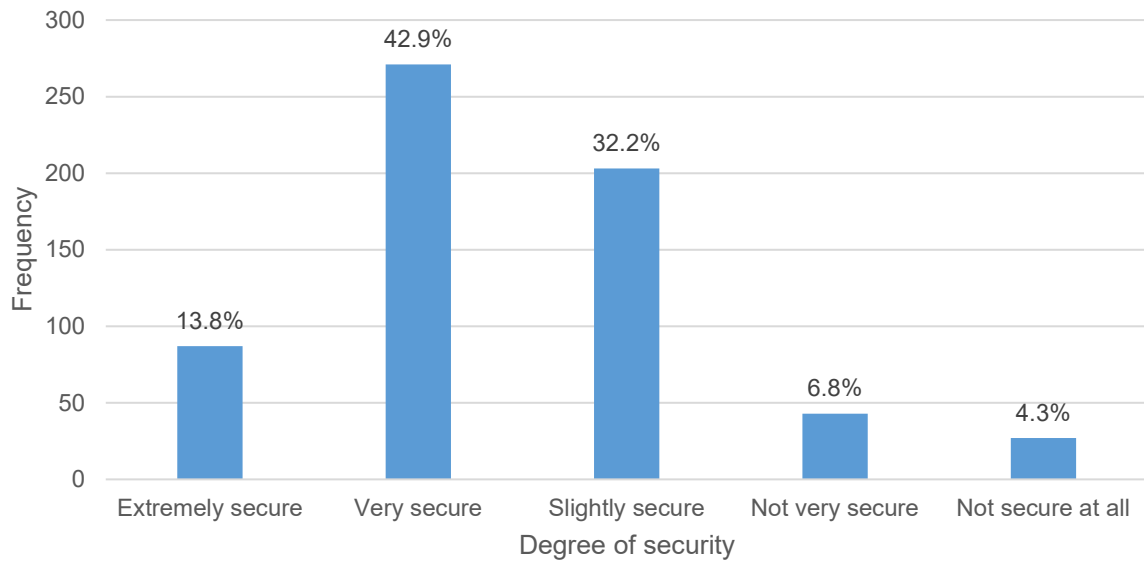
Note: 631 observations

Figure 30. Job satisfaction compared to automotive job (Wave 2 main current job)

Wave 2 main current job – job security

Wave 2 Survey Question C16. How secure do you feel about this job?

Fifty-six per cent of respondents felt very to extremely secure in their main current job; 32.2 per cent felt slightly secure and 13.1 per cent felt not very secure to not secure at all (Figure 31).



Note: 631 observations

Figure 31. How secure respondent feels in employment (Wave 2 main current job)

Wave 2 main current job – suggestions to current workplace

Respondents were asked a set of questions to understand the nature and incidence of workers suggesting changes in their main current job.

Wave 2 Survey Question:

- *C25a Have you suggested any changes to work practices in your current workplace, based on your work in the automotive industry?*
- *C25b. To whom did you first suggest changes?*
- *C25c. What type of changes did you suggest?*
- *C25d. Have any of your suggestions been adopted in your current workplace?*
- *C25e. Which of the following suggested changes were adopted?*

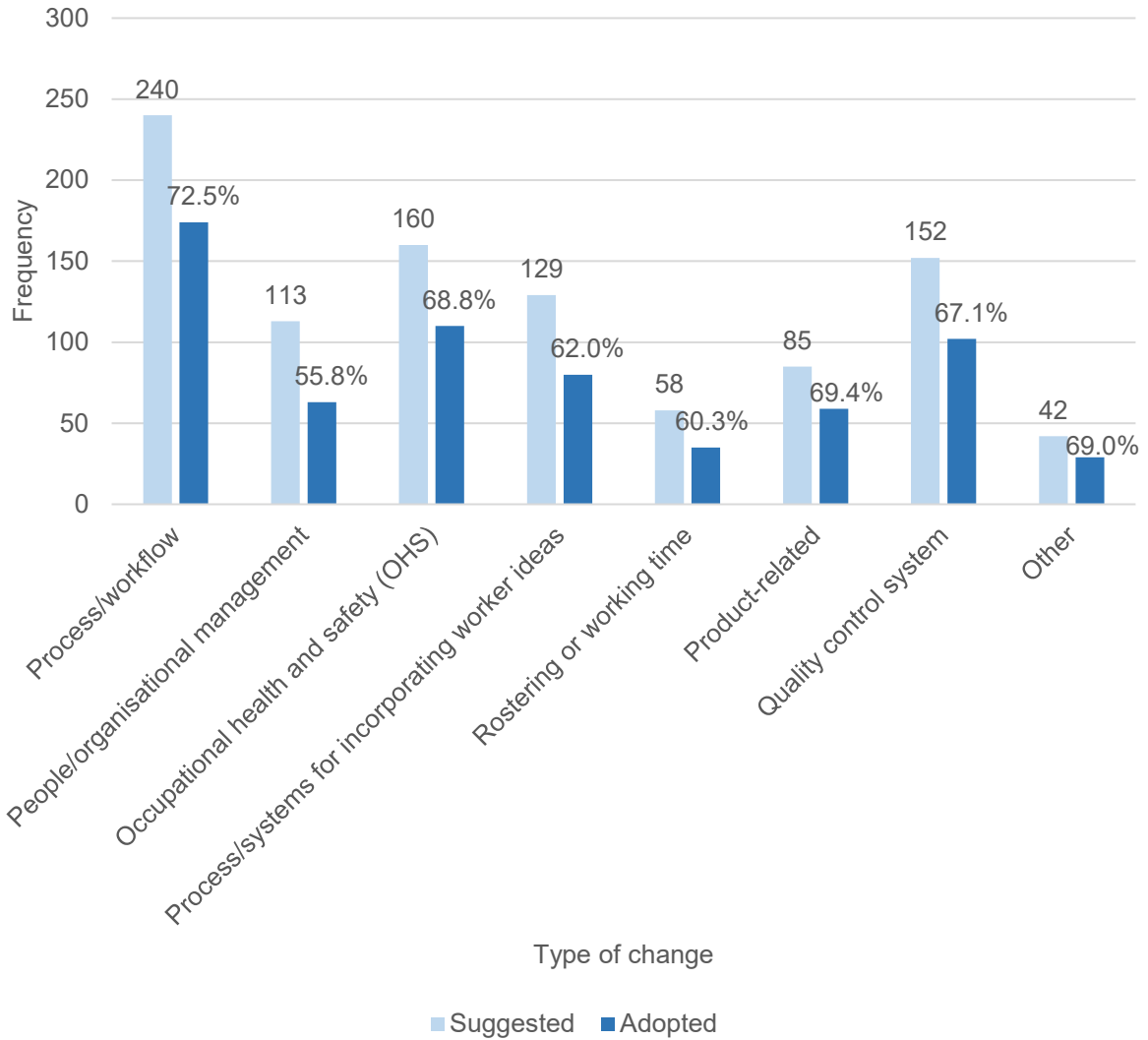
Three hundred and nineteen of 631 respondents in work made suggestions to their current workplaces. Over 70 per cent of these changes were suggested to either immediate supervisors or higher-level management. The remainder of suggestions were made to co-workers (19.1%); a union/workplace representative (0.3%); or through formal feedback processes (1.9%).

Two hundred and sixty of the 319 respondents to suggest changes had at least one of their suggestions adopted. Figure 32 (p. 57) below shows the number of suggestions for each category asked and the implementation rate for each category as a percentage. Most suggestions related to:

- process/workflow (n=240);
- occupational health and safety (n=160); and,
- quality control systems (n=152).

The types of suggestions with the greatest implementation rate were:

- process/workflow (72.5%);
- product-related (69.4%);
- occupational health and safety (68.8%); and,
- quality control systems (67.1%).



Note: Multiple responses allowed, 319 observations

Figure 32. Workplace suggestions and implementation rates (Wave 2 main current job)

Wave 2 Survey Question C25f. Have of these changes been implemented as a formal change, informal change, or both?

The changes identified in Figure 32 were adopted either as formal changes (29.6%), informal changes (30.4%) or both as formal and informal changes (40.0%).

3.6.2 Respondents in jobs with the same employer as at Wave 1

Changes in job

Wave 2 Survey Question C22. Now thinking about the work you do for this employer, has your work changed in any way, including your conditions of employment since we spoke in May/June of last year?

Of the 471 people who had continued in their job recorded at Wave 1, fully 29.7 per cent (n=140) reported a change in the work they do at that employer.

Change in job position

Wave 2 Survey Question C23a. Has this change included a new job position?

Wave 2 Survey Question C23b. What was the main reason for the change in position?

For 41.4 per cent of the 140 respondents (n=58), changes to their job included a new job position. As shown in Table 28, the most common reason for the change in position was the respondent had been promoted to a higher position in a similar area of expertise (n=19, or 32.8%).

Table 28. Change in job position with employer since Wave 1

What was the main reason for the change in position?	Frequency	Per cent (%)
Applied for an internal vacancy that better suited your skills	5	8.6
Asked to be moved to a position that better suited your skills	4	6.9
Promoted to a higher position in similar area of expertise	19	32.8
Promoted to a higher position in other area of expertise	4	6.9
Employer moved you to fill a vacancy	7	12.1
Other (please specify)	19	32.8
Total	58	100.0

Note: 58 observations

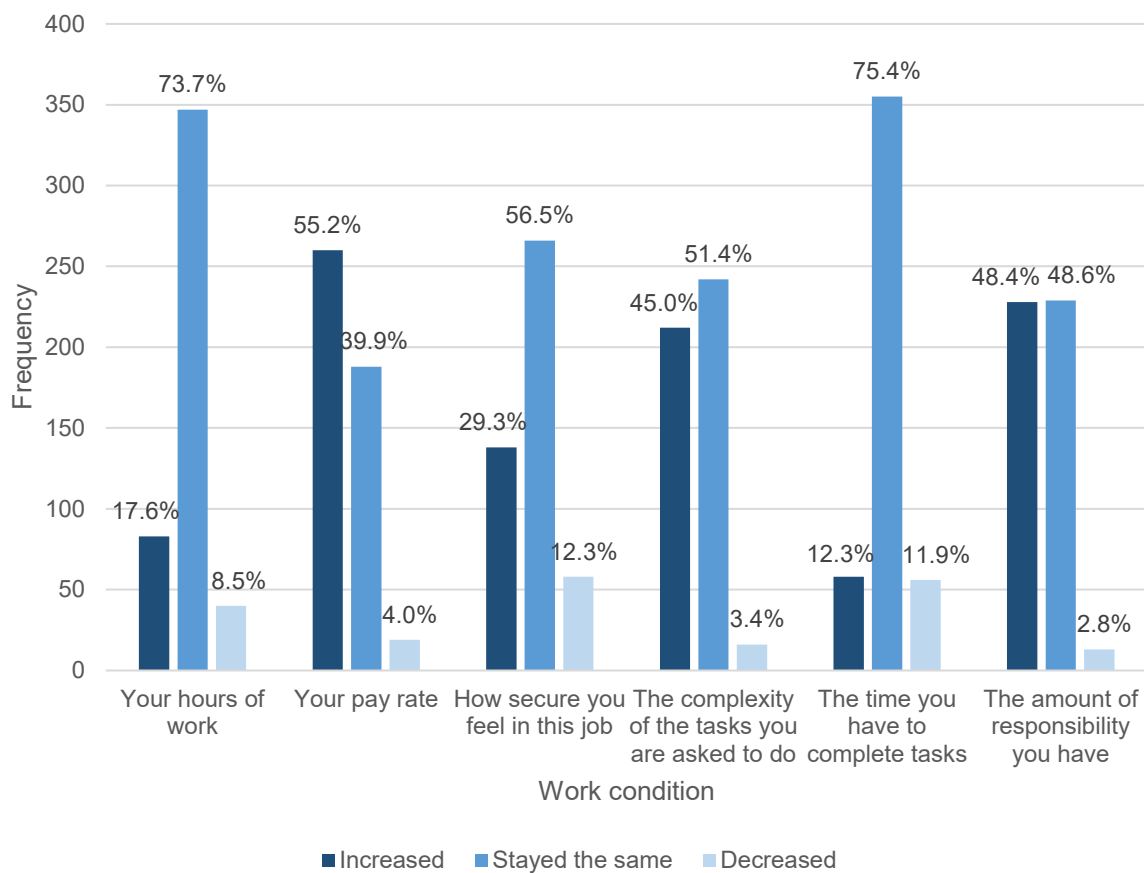
Changes in work conditions

Wave 2 Survey Question C24. I am now going to read out a number of statements about your job. Please tell me whether each one has increased, stayed the same, or decreased since we spoke in May/June of last year. Firstly...

Respondents were read several aspects of their job and asked to indicate whether they had increased, stayed the same, or decreased.

Figure 33 illustrates the responses to the statements read to them and shows that:

- the hours of work and the time respondents have to complete tasks had mostly stayed the same (73.7% and 75.4% respectively);
- respondents' pay rate had increased for more than half who reported change (55.2%);
- how secure respondents felt in their job mostly had a positive shift (29.3%);
- the complexity of tasks had increased for 45.0% of respondents; and,
- the amount of responsibilities respondents had, increased by 48.4%.



Note: 140 observations

Figure 33. Change in work conditions with employer since Wave 1

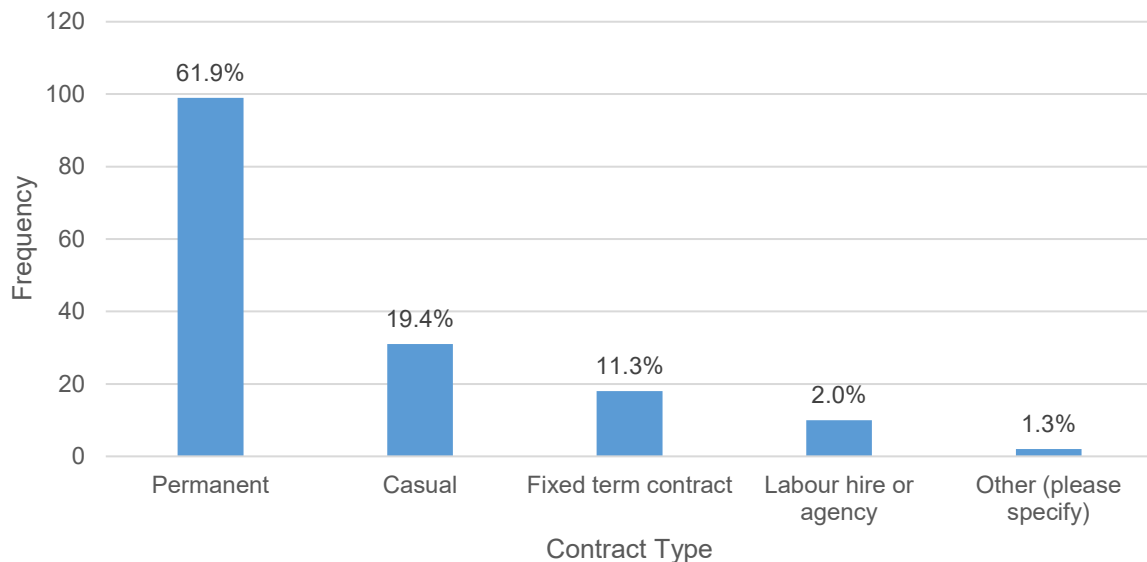
3.6.3 Respondents with a new and different job to work at Wave 1

Participants who were employed at Wave 2 in a different job to the job at Wave 1, were asked some basic questions around their employment as well as understanding how they found their job, how related the job was to their automotive work and their levels of satisfaction in their job.

New job at Wave 2, main current job – employment arrangement

Wave 2 Survey Question C9. Which of the following best describes your employment arrangement?

Respondents who acquired a job different from that at Wave 1 were mostly in permanent positions (61.9%); 19.4 per cent were in casual positions; 11.3 per cent were in fixed term contracts; and 2.0 per cent were hired as labour hire or through agencies (Figure 34).

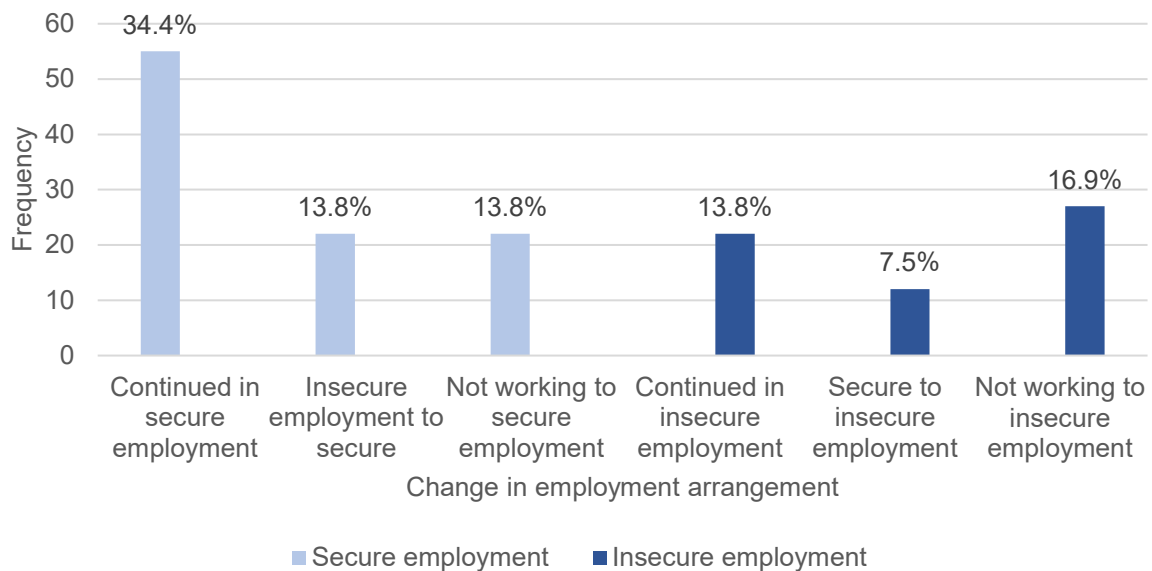


Note: 160 observations

Figure 34. Employment arrangement (new job at Wave 2, main current job)

Figure 35 shows the change in employment arrangement for respondents identified in Figure 34 (p. 60) who had changed jobs since Wave 1. ‘Secure’ employment is considered jobs in permanent positions and ‘insecure’ employment is all other types of employment arrangements.

Thirty-four per cent of respondents to change jobs continued in secure employment; 13.8 per cent continued in insecure employment; 13.8 per cent changed from not working to working in insecure employment; and 13.8 per cent changed from not working to secure employment. Almost twice as many workers moved from insecure to secure positions (13.8%) than the reverse (7.5%), suggesting that for this cohort insecure work is more a ‘bridge’ than a ‘trap’ (Burgess and Campbell, 1998², see also Gash, 2008³).



Note: 160 observations

Figure 35. Employment arrangement (new job at Wave 2, main current job)

² Burgess, J, and Campbell, I (1998). "Casual employment in Australia: growth, characteristics, a bridge or a trap?." *Economic and Labour Relations Review*, 9(1): 31-54.

³ Gash, V (2008) "Bridge or trap? Temporary workers' transitions to unemployment and to the standard employment contract." *European Sociological Review*, 24(5): 651-668.

New job at Wave 2, main current job – satisfaction with work hours

Wave 2 Survey Question C8. For this job, would you prefer?

Table 29 shows that most respondents were happy with the number of hours they had secured in their new jobs (69.4%). Nevertheless, 14.4 per cent preferred they were working more hours and 16.3 per cent preferred they were working fewer hours (Table 29).

Table 29. Satisfaction with work hours (new job at Wave 2, main current job)

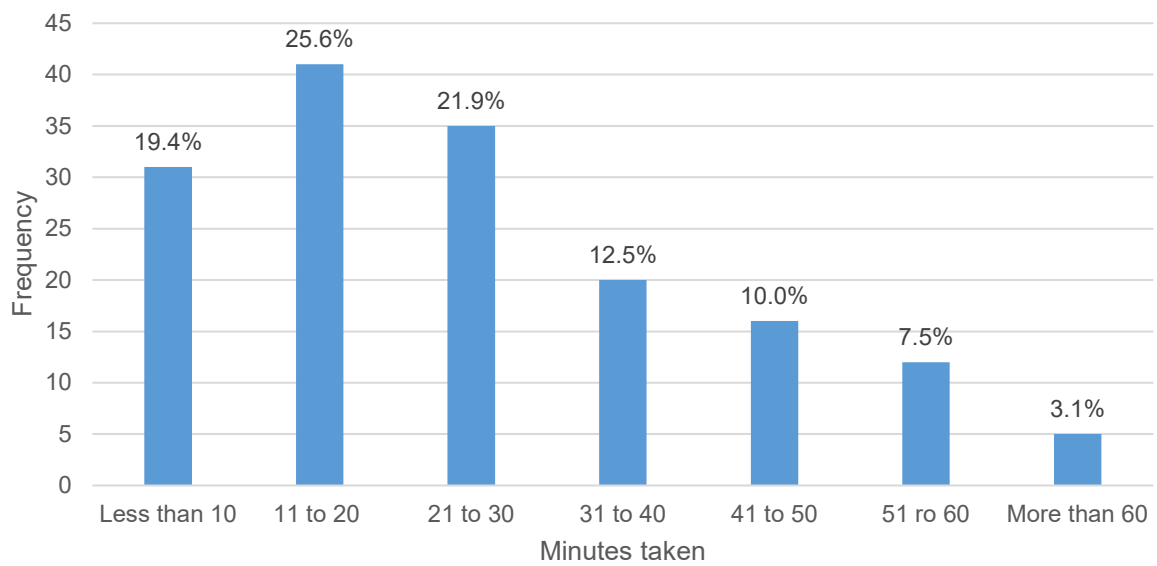
For this job, would you prefer...?	Frequency	Per cent (%)
More hours	23	14.4
About the same hours	111	69.4
Fewer hours	26	16.3
Total	160	100.0

Note: 160 observations

New job at Wave 2, main current job – time taken to travel to work

Wave 2 Survey Question C10. How long does it take you to get to work on a typical day?

Most respondents were travelling less than 30 minutes to work (66.9%) as shown in Figure 36. A further 12.5 per cent were travelling 31 to 40 minutes; 10.0 per cent were traveling 21 to 50 minutes; 7.5 per cent were travelling 51 to 60 minutes; and 3.1 per cent were travelling more than 60 minutes (Figure 36).



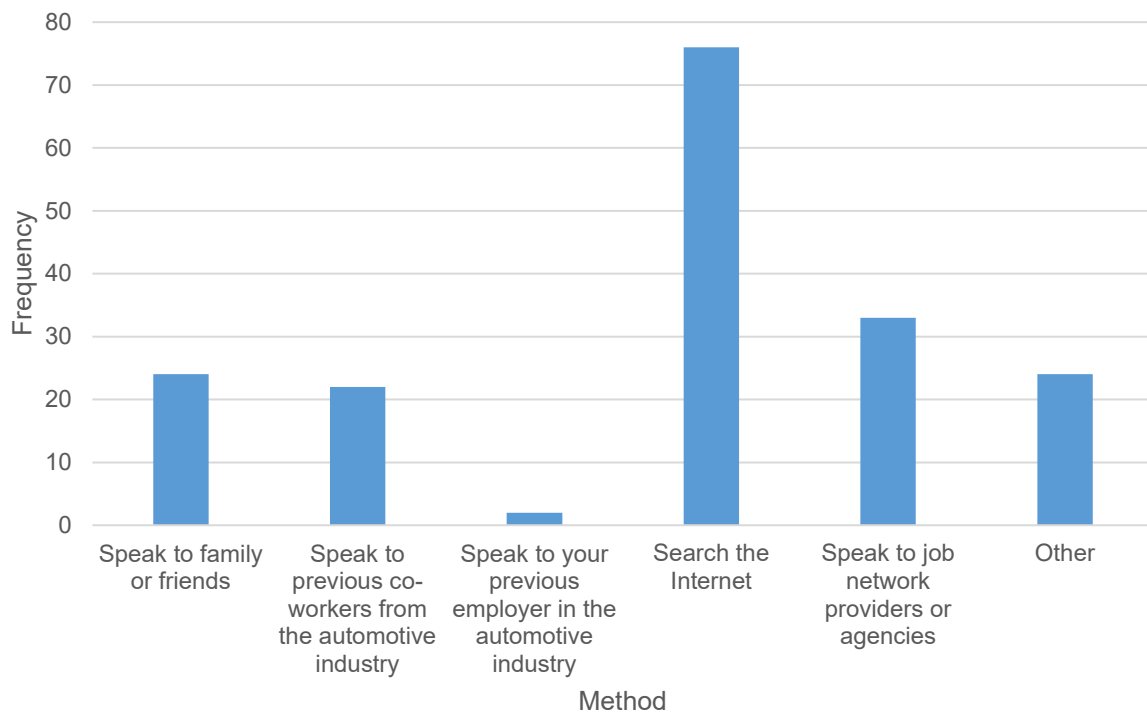
Note: 160 observations

Figure 36. Time taken to travel to work (new job at Wave 2, main current job)

New job at Wave 2, main current job – how respondent found job

Wave 2 Survey Question C11. How did you find out about this job? Did you...?

The two most used methods by respondents to find their new job were searching the Internet and speaking to job network providers or agencies (Figure 37). This is notably different from the most common methods for all participants looking for work since Wave 1 (Figure 16, p. 37) which shows that the most common methods overall were speaking to family or friends and previous employers in the automotive industry. This suggests a gap between what people do, and what is successful.



Note: Multiple responses allowed, 160 observations

Figure 37. Methods used to look for work (new job at Wave 2, main current job)

3.7 Business owners at Wave 1 interview

Wave 2 Survey Question C18. Are you currently running a business?

Wave 2 Survey Question C19. Are you earning any income from your business?

Seventy-two respondents were identified as being business owners at the time of the Wave 2 survey. Of this population, 63 respondents indicated they were earning an income from this business (Table 30).

Table 30. Respondents earning income from their business (Wave 2 current business)

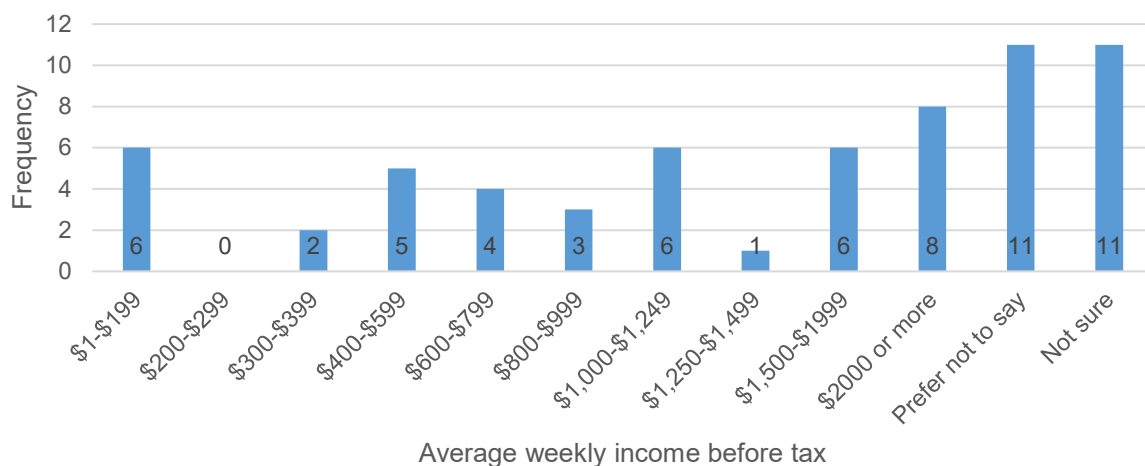
Are you earning any income from your business?	Frequency	Per cent (%)
Yes	63	87.5
No	9	12.5
Total	72	100.0

Note: 72 observations

Business owners – weekly earnings

Wave 2 Survey Question C20. What is your business' average weekly income before tax?

Respondents earning an income from their business were asked the typical weekly income of their businesses before tax. Seventeen businesses were earning less than \$800 before tax; 9 businesses were earning between \$800 and \$1,249 before tax; 7 businesses were earning between \$1,250 and \$1999 before tax; and 8 respondents reported their businesses to be earning \$2000 or more a week before tax (Figure 38). A significant number of 22 of the 63 respondents to answer this question either preferred not to give an answer or were unsure (Figure 38).



Note: 63 observations

Figure 38. Business average weekly income before tax (Wave 2 current business)

Business owners – same business as at Wave 1

Wave 2 Survey Question C28. Is the business that you are running now the same business as the one you were running when we spoke in May/June of last year?

39 respondents were identified as having owned a business in Wave 1 as well as Wave 2 and were asked if this was the same business across the two surveys. Thirty-three participants, or 92.3 per cent, indicated that it was the same business with only 3 persons, or 7.7 per cent, indicating they were running a different business (Table 31).

Table 31. Retained same business from Wave 1 (Wave 2 current business)

Is the business that you are running now the same business as the one you were running when we spoke in May/June of last year?	Frequency	Per cent (%)
Yes	36	92.3
No	3	7.7
Total	39	100.0

Note: 39 observations

3.8 Job history between Wave 1 and Wave 2 surveys

Section 3.8 presents responses to questions regarding work that the participant has gained AND exited between the Wave 1 and 2 interviews. In other words, these are responses to questions regarding work in which they were working in-between but not during the administrations of either the Wave 1 or Wave 2 surveys.

Number of jobs since Wave 1

Wave 2 Survey Question D1a. Since we spoke in May/June of last year, have you held any other paid or unpaid jobs that you are no longer working in?

Wave 2 Survey Question D1b. Of these jobs that you are no longer working in, how many paid or unpaid jobs did you previously have?

One hundred and thirty-four, or 15.1 per cent, of respondents had held jobs between the Wave 1 and Wave 2 surveys in which they were no longer working. 68.7 per cent held only one job between this time; 25.4 per cent held two jobs; 4.5 per cent held three jobs; 1 person (0.7%) held 4 jobs and 1 person (0.7%) held five jobs (Table 32).

Table 32. Number of jobs held between Waves 1 and 2

Since we spoke in May/June of last year, have you held any other paid or unpaid jobs that you are no longer working in?	Frequency	Per cent (%)
1.00	92	68.7
2.00	34	25.4
3.00	6	4.5
4.00	1	0.7
5.00	1	0.7
Total	134	100.0

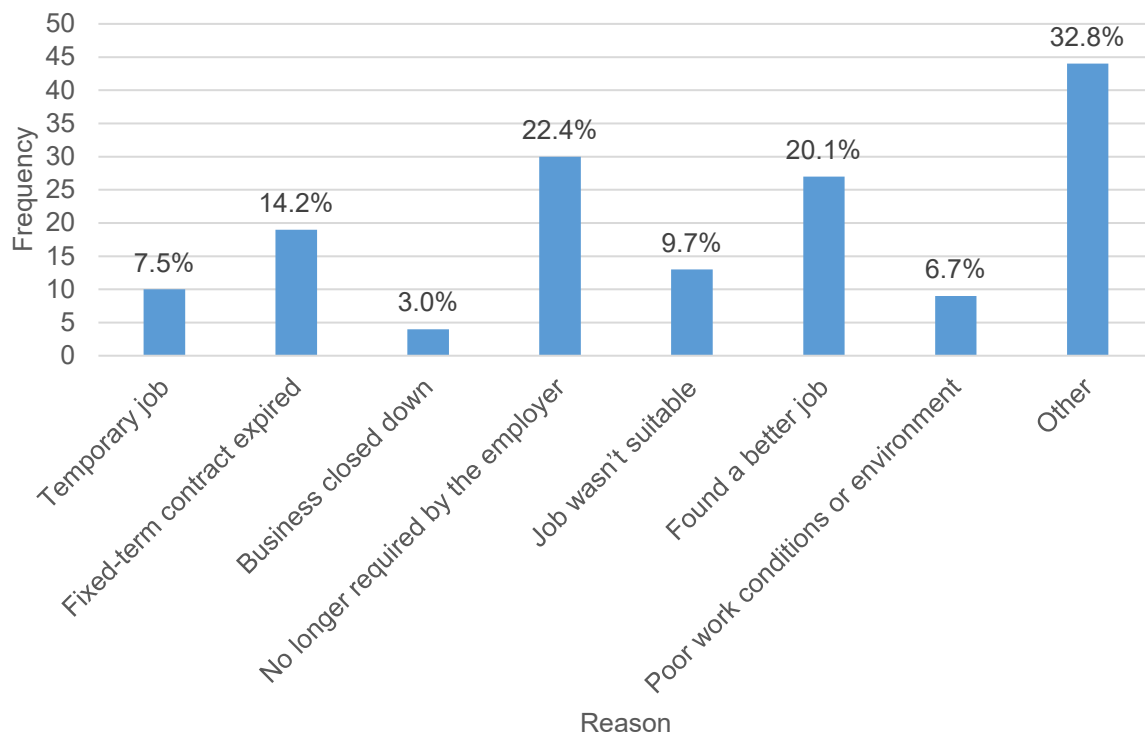
Note: 134 observations

Reason for leaving employer from first job since Wave 1

Wave 2 Survey Question D3a. For what reasons did you finish this job?

Respondents were asked why they finished the **first job held** after the Wave 1 survey. In order of frequency, Figure 39 shows that:

- 22.4 per cent finished their jobs because they were no longer required by their employer;
- 20.1 per cent found a better job;
- 14.2% had their fixed-term contract expire;
- 9.7 per cent indicated their job was not suitable;
- 7.5 per cent were in temporary jobs;
- 6.7 per cent finished due to poor work conditions or environment; and,
- 3.0 per cent finished their jobs due to business closing down.



Note: Multiple response allowed, 134 observations

Figure 39. Reason for leaving job (first job since Wave 1)

Effects of COVID-19

Wave 2 Survey Question D3b. Was the reason you finished this job due to COVID-19?

'Other' factors played a part in many workers finishing up with their employment, and this reflected the complexity of personal circumstances. Some 14 people of those who answered 'other' indicated COVID-19 as a contributing factor. However, when directly asked whether COVID-19 played a role in losing their job, a further 14 people indicated COVID-19 had played a role, resulting in a total of 20.9 per cent of participants (n=28) who had lost work partly because of COVID-19.

Beyond Wave 2 of the Longitudinal Survey of Retrenched Workers

The next part of the longitudinal survey will commence in May 2022. It aims to document changes that have occurred since the Wave 2 survey.

The Wave 3 survey will cover the following topics:

- Changes in employment since Wave 2;
- Job searching and training activity since Wave 2; and,
- Changes in personal and household circumstances since Wave 2.

Some useful links

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/>



CATI – Future Work, Future Communities Stream 1 – Wave 2 Survey

Study No.	31413
Client	University of South Australia
Version	Version 5 – 2 June 2021
Research Consultant	Adeline Ong, Nick Croese

INTRODUCTION

Good morning/afternoon/evening. My name is (... ..) from EY Sweeney. We are calling you in regard to the telephone survey you took part in last year regarding the automotive plant closures. The project is the Future Work Future Communities project run by the University of South Australia. EY Sweeney conducted these interviews last year

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

IF YES CONTINUE. IF NO SET AN APPOINTMENT.

We recently contacted you [by email/SMS] inviting you to take part in this survey to get an update on your circumstances since we last spoke to you. The survey will take 30 minutes and is completely confidential and anonymous. Your name and contact details will always be kept separate from your survey responses.

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

You will receive a \$50 GiftPay gift card as a thank you for your time.

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>

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://researchsociety.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/participation/. Alternatively, we can email or send you a copy of participant information sheet if preferred.

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 humanethics@unisa.edu.au.

IF ASKED ABOUT POTENTIAL RISKS, INFORM RESPONDENT THAT:

The survey asks personal information about your employment, household and life situation, some of which you might find sensitive and which could potentially cause psychological or emotional stress. It is not anticipated that the risks to participation 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.

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 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 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 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 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/>.

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

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/>. Only the University of South Australia Research Team will have access to your personal information or be able to identify you for the strict purpose of contacting you for further participation in the project.

De-identified electronic data will be stored on password protected computers and documents for up to seven years after the project on University of South Australia 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	<input type="radio"/> 1
	Cantonese	Record as LOTE	<input type="radio"/> 2
	Mandarin	Record as LOTE	<input type="radio"/> 3
	Vietnamese	Record as LOTE	<input type="radio"/> 4
	Macedonian	Record as LOTE	<input type="radio"/> 5
	Tagalog	Record as LOTE	<input type="radio"/> 6
	Other non-English (specify)	Record as LOTE	<input type="radio"/> 97
	Not sure	Record as LOTE	<input type="radio"/> 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.

<p>QS1. Before we proceed, I would like to clarify that:</p> <ul style="list-style-type: none"> 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 risks to participation are not beyond those encountered during everyday life. If you do experience psychological or emotional stress as a result of participation, we can refer you to a suitable support service 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 your responses, we may assess your suitability to participate in other parts of the project While data is deidentified, a password protected digital key will allow the University to re-identify you for the sole purpose of contacting you for further participation. <p>On this basis, are you happy to proceed with this survey?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	<p>Yes <u>Continue</u> <input type="radio"/> 1</p>
	<p>No <u>Terminate</u> <input type="radio"/> 2</p>

<p>QS2c. RECORD PARTICIPANT STATUS</p> <p>SINGLE RESPONSE</p>	<p>Participant has finished in the automotive industry <input type="radio"/> 1</p>
	<p>Participant works in a different company in the automotive industry <input type="radio"/> 2</p>
	<p>Participant works in the same company <input type="radio"/> 3</p>

PROGRAMMER NOTE: INCLUDE CODEFRAME OF REASON FOR REFUSAL TO EFFECTIVELY IDENTIFY SELECTED PARTICIPANTS FOR FURTHER FOLLOW UP IF REQUIRED.

SECTION A1: PREVIOUS JOB-IN THE AUTOMOTIVE INDUSTRY

ASK THIS SECTION IF QS2C=1 (FINISHED IN INDUSTRY). OTHERWISE GO TO SECTION A2

PROGRAMMER NOTE: SWITCH OFF A1a TO A16 FOR WAVE 2, BUT DO NOT DELETE

READ OUT: Let us start with some questions about the job you held before the closure of the major automotive assembly plants.

<p>A17. How many months or weeks before leaving your previous job in the automotive industry did you know you were going to be finishing with that employer? Please provide an estimate if you are not sure.</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;"></td> <td style="width: 10%; text-align: right;">Months</td> <td style="width: 30%; border: 1px solid black; height: 20px;"></td> </tr> <tr> <td></td> <td style="text-align: right;">Weeks</td> <td style="border: 1px solid black; height: 20px;"></td> </tr> <tr> <td><u>Not applicable</u></td> <td style="text-align: center;">Go to A21a</td> <td style="text-align: right;"><input type="radio"/> 96</td> </tr> <tr> <td><u>Not sure</u></td> <td></td> <td style="text-align: right;"><input type="radio"/> 99</td> </tr> </table>		Months			Weeks		<u>Not applicable</u>	Go to A21a	<input type="radio"/> 96	<u>Not sure</u>		<input type="radio"/> 99
	Months												
	Weeks												
<u>Not applicable</u>	Go to A21a	<input type="radio"/> 96											
<u>Not sure</u>		<input type="radio"/> 99											
<p>A18. Was the news that you were finishing with that employer ...?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;"><u>Completely expected</u></td> <td style="width: 40%; text-align: right;"><input type="radio"/> 1</td> </tr> <tr> <td><u>Somewhat expected</u></td> <td style="text-align: right;"><input type="radio"/> 2</td> </tr> <tr> <td><u>Neither expected nor unexpected</u></td> <td style="text-align: right;"><input type="radio"/> 3</td> </tr> <tr> <td><u>Somewhat unexpected</u></td> <td style="text-align: right;"><input type="radio"/> 4</td> </tr> <tr> <td><u>Completely unexpected</u></td> <td style="text-align: right;"><input type="radio"/> 5</td> </tr> </table>	<u>Completely expected</u>	<input type="radio"/> 1	<u>Somewhat expected</u>	<input type="radio"/> 2	<u>Neither expected nor unexpected</u>	<input type="radio"/> 3	<u>Somewhat unexpected</u>	<input type="radio"/> 4	<u>Completely unexpected</u>	<input type="radio"/> 5		
<u>Completely expected</u>	<input type="radio"/> 1												
<u>Somewhat expected</u>	<input type="radio"/> 2												
<u>Neither expected nor unexpected</u>	<input type="radio"/> 3												
<u>Somewhat unexpected</u>	<input type="radio"/> 4												
<u>Completely unexpected</u>	<input type="radio"/> 5												

<p>A19a. How did you feel your employer treated you since they announced you would be finishing up with them, as compared to the time before the announcement?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	Much better	<input type="radio"/>	1
	Somewhat better	<input type="radio"/>	2
	About the same	<input type="radio"/>	3
	Somewhat worse	<input type="radio"/>	4
	Much worse	<input type="radio"/>	5
	Prefer not to say	<input type="radio"/>	DO NOT READ OUT

ASK IF A19a=1,2,4 OR 5 (DIFFERENT TREATMENT)

A19b. In what ways were you treated differently?

PROBE FULLY. RECORD VERBATIM.

<p>A20a. How many months or weeks before you finished up were you advised about the amount of money your redundancy and termination payment? Please provide an estimate if you are not sure.</p>	Months	<input type="text"/>	
	Weeks	<input type="text"/>	
	Not applicable	<input type="radio"/>	96
	Not sure	<input type="radio"/>	99

A20b. Did this knowledge influence your decision to stay or leave your employer or influence your future plans?

PROBE FULLY. RECORD VERBATIM.

SECTION A2: ACCESSING SERVICES

READ OUT: Thinking about the support services that may have been offered as part of the closure of the major automotive assembly plants.

A21a. Did you access any of the following support services before or after the plant closures?

SINGLE RESPONSE

READ OUT.

	Yes, before	Yes, after	No	Can't recall
1. Career guidance and planning services	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 99
2. Job search services	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 99
3. Skills training services	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 99

A21b. Did your family access any of the following support services before or after the plant closures?

SINGLE RESPONSE

READ OUT.

	Yes, before	Yes, after	No	Not sure
1. Career guidance and planning services	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 99
2. Job search services	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 99

ASK IF A21a(3)=1 OR 2 (ACCESSED SKILLS TRAINING SERVICES)

A23a. What was the **most recent** skills training service you accessed?

PROBE FULLY. RECORD VERBATIM.

ASK IF A21a(3)=1 OR 2 (ACCESSED SKILLS TRAINING SERVICES)

A23b. How would you rate the usefulness of that skills training service?

SINGLE RESPONSE

READ OUT

- Excellent 1
- Very good 2
- Good 3
- Fair 4
- Poor 5
- Prefer not to say 98 **DO NOT READ OUT**

ASK IF A21a(3)=1 OR 2 (ACCESSED SKILLS TRAINING SERVICES)

A23c. Why do you say that?

PROBE FULLY. RECORD VERBATIM.

ASK IF A21a(3)=1 OR 2 (ACCESSED SKILLS TRAINING SERVICES)

A8a. How would you rate the usefulness of skills training services that you have accessed overall?

SINGLE RESPONSE

READ OUT

- Excellent 1
- Very good 2
- Good 3
- Fair 4
- Poor 5
- Prefer not to say 98 **DO NOT READ OUT**

ASK IF A21a(3)=1 OR 2 (ACCESSED SKILLS TRAINING SERVICES)

A8b. Why do you say that?

PROBE FULLY. RECORD VERBATIM.

<p>ASK IF A21a(3)=3 (DIDN'T ACCESS SKILLS TRAINING SERVICES)</p> <p>A24a. What, if any, was the main reason to why you didn't access any skills training services?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	<p>Not aware of available <input type="radio"/> 01</p> <p>Not interested in skills training <input type="radio"/> 02</p> <p>Didn't complete the prerequisite career guidance and planning (to help identify relevant skills training needed) <input type="radio"/> 03</p> <p>Poor health <input type="radio"/> 04</p> <p>Didn't need skills training <input type="radio"/> 05</p> <p>Timing of the service was inconvenient <input type="radio"/> 06</p> <p>Didn't feel the service was relevant to your needs <input type="radio"/> 07</p> <p>Didn't have access to car or transport <input type="radio"/> 08</p> <p>Too far to travel <input type="radio"/> 09</p> <p>Family/carer responsibilities <input type="radio"/> 10</p> <p>More important to earn income than to access skills training <input type="radio"/> 11</p> <p>Other (please specify) <input type="radio"/> 97</p> <p>No particular reason <input type="radio"/> 96</p> <p>Not sure <input type="radio"/> 99</p>
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<p>ASK IF A24a≠96 OR 99 (REASON MENTIONED)</p> <p>A24b. Were there are any other reasons?</p> <p>MULTIPLE RESPONSE</p> <p>DO NOT READ OUT</p>	<p>Not aware of available <input type="checkbox"/> 01</p> <p>Not interested in skills training <input type="checkbox"/> 02</p> <p>Didn't complete the prerequisite career guidance and planning (to help identify relevant skills training needed) <input type="checkbox"/> 03</p> <p>Poor health <input type="checkbox"/> 04</p> <p>Didn't need skills training <input type="checkbox"/> 05</p> <p>Timing of the service was inconvenient <input type="checkbox"/> 06</p> <p>Didn't feel the service was relevant to your needs <input type="checkbox"/> 07</p> <p>Didn't have access to car or transport <input type="checkbox"/> 08</p> <p>Too far to travel <input type="checkbox"/> 09</p> <p>Family/carer responsibilities <input type="checkbox"/> 10</p> <p>More important to earn income than to access skills training <input type="checkbox"/> 11</p> <p>Other (please specify) <input type="checkbox"/> 97</p> <p>No other reason <input type="checkbox"/> 96</p> <p>Not sure <input type="checkbox"/> 99</p>
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<p>A25a. Did your previous employer in the automotive industry offer support services to workers before the plant closures?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p> <p>INTERVIEWER NOTE: PROMPT IF REQUIRED. TYPES OF SUPPORT SERVICES MAY INCLUDE CONNECTING WORKERS WITH EMPLOYMENT SERVICES, JOB OPPORTUNITIES, TRAINING ETC</p>	<p>Yes <input type="radio"/> 1</p> <hr/> <p>No <input type="radio"/> 2</p> <hr/> <p>Not sure <input type="radio"/> 99</p>
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<p>ASK IF A25a=1 (ASSISTANCE OFFERED)</p> <p>A25b. What types of services were offered?</p> <p>PROBE FULLY. RECORD VERBATIM.</p>

SECTION B: CURRENT SITUATION

READ OUT: Now thinking about your current situation.

<p>B1. Which of the following best describes your current situation? Are you mainly...?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	In paid employment	<input type="radio"/> 1
	Self-employed	<input type="radio"/> 2
	Unemployed but looking for a job	<input type="radio"/> 3
	Fully retired from work	<input type="radio"/> 4
	Semi-retired – in other words, doing paid work occasionally	<input type="radio"/> 5
	Taking a break from paid work but intending to return at some point in the future	<input type="radio"/> 6
	Studying but not doing paid work	<input type="radio"/> 7
	Volunteering in unpaid work only	<input type="radio"/> 8
	Other (please specify)	<input type="radio"/> 97

<p>B2. To what extent do you still rely on income from paid work to get by?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	To a very large extent	<input type="radio"/> 1
	To a large extent	<input type="radio"/> 2
	To a moderate extent	<input type="radio"/> 3
	To a small extent	<input type="radio"/> 4
	Not at all	<input type="radio"/> 5
	Prefer not to say	DO NOT READ OUT <input type="radio"/> 98

SECTION C: CURRENT EMPLOYMENT

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

<p>C1. How many paid jobs do you currently have?</p>	<p style="text-align: right;">Number of jobs</p> <div style="border: 1px solid black; width: 150px; height: 30px; margin-left: auto;"></div>
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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.

PART A (C21a TO C25g) (ASK ALL AS PART OF LOOP)

<p>ASK IF B1=1 (PAID EMPLOYMENT)</p> <p>C21a. Is this job with the same employer that you worked for when we spoke in May/June of last year?</p> <p>SINGLE RESPONSE DO NOT READ OUT</p>	<p>Yes <input type="radio"/> 1</p> <p>No <input type="radio"/> 2</p> <p>Not sure <input type="radio"/> 99</p>
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<p>C21b. Which company is this with?</p>	<p style="text-align: right;">Company name</p> <div style="border: 1px solid black; width: 150px; height: 20px; margin-left: auto;"></div> <p>Prefer not to say <input type="radio"/> 98</p>
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<p>C21c. In which suburb is your workplace located? By workplace, we mean the location in which you are mainly based.</p>	<p style="text-align: right;">Suburb</p> <div style="border: 1px solid black; width: 150px; height: 20px; margin-left: auto;"></div> <p>Prefer not to say <input type="radio"/> 98</p>
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<p>C6. What is your weekly take home pay after tax from this job? Please provide an estimate if you are not sure.</p> <p>INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> PAY</p>	<p style="text-align: right;">\$ per week</p> <div style="border: 1px solid black; width: 150px; height: 20px; margin-left: auto;"></div> <p>Prefer not to say <input type="radio"/> 98</p> <p>Not sure <input type="radio"/> 99</p>
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<p>C7. How many hours do you work in this job in a typical week? Please provide an estimate if you are not sure.</p> <p>INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> HOURS</p>	<p style="text-align: right;">Hours</p> <div style="border: 1px solid black; width: 150px; height: 20px; margin-left: auto;"></div> <p>Prefer not to say <input type="radio"/> 98</p> <p>Not sure <input type="radio"/> 99</p>
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<p>C25a. Have you suggested any changes to work practices in your current workplace, based on your work in the automotive industry?</p> <p>SINGLE RESPONSE DO NOT READ OUT</p>	<p>Yes <input type="radio"/> 1</p> <p>No <input type="radio"/> 2</p>
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<p>ASK IF C25a=1 (MADE SUGGESTIONS)</p>	<p>Co-workers <input type="checkbox"/> 1</p>
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<p>C25b. To whom did you first suggest changes?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	Immediate supervisor(s) <input type="checkbox"/> 2
	Higher level manager(s) <input type="checkbox"/> 3
	Union/workplace representative <input type="checkbox"/> 4
	Through a formal feedback process to offer improvements/suggestions <input type="checkbox"/> 5
	Other (please specify) <input type="checkbox"/> 97

<p>ASK IF C25a=1 (MADE SUGGESTIONS)</p> <p>C25c. What type of changes did you suggest?</p> <p>MULTIPLE RESPONSE</p> <p>READ OUT</p>	Process/workflow <input type="checkbox"/> 1
	People/organisational management <input type="checkbox"/> 2
	Occupational health and safety (OHS) <input type="checkbox"/> 3
	Process/systems for incorporating worker ideas <input type="checkbox"/> 4
	Rostering or working time <input type="checkbox"/> 5
	Product-related <input type="checkbox"/> 6
	Quality control system <input type="checkbox"/> 7
	Other (please specify) <input type="checkbox"/> 97

<p>ASK IF C25a=1 (MADE SUGGESTIONS)</p> <p>C25d. IF C25c=SINGLE RESPONSE: Has your suggestion been adopted in your current workplace?</p> <p>IF C25c=MULTIPLE RESPONSE: Have any of your suggestions been adopted in your current workplace?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	Yes <input type="radio"/> 1
	No <input type="radio"/> 2

<p>ASK IF C25d=1 (SUGGESTIONS ADOPTED) AND C25c=MULTIPLE RESPONSES. SHOW RESPONSES AT C25c</p> <p>C25e. Which of the following suggested changes were adopted?</p> <p>MULTIPLE RESPONSE</p> <p>READ OUT</p>	Process/workflow <input type="checkbox"/> 1
	People/organisational management <input type="checkbox"/> 2
	Occupational health and safety (OHS) <input type="checkbox"/> 3
	Process/systems for incorporating worker ideas <input type="checkbox"/> 4
	Rostering or working time <input type="checkbox"/> 5
	Product-related <input type="checkbox"/> 6
	Quality control system <input type="checkbox"/> 7
	Other (please specify) <input type="checkbox"/> 8

<p>ASK IF C25d=1 (SUGGESTIONS ADOPTED)</p> <p>C25f. IF C25c=SINGLE RESPONSE: Has this change been implemented as a formal change, informal change, or both?</p> <p>IF C25c=MULTIPLE RESPONSE: How have these changes been implemented by your workplace as a formal change, informal change, or both?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	Yes, formal change <input type="radio"/> 1
	Yes, informal change <input type="radio"/> 2
	Yes, both <input type="radio"/> 3
	No <input type="radio"/> 4

ASK FOR EACH RESPONSE AT C19e

C19f. How has this change been implemented by your workplace? For example, has it been an informal change, a formalised change or both?

PROBE FULLY. RECORD VERBATIM.

ASK IF C25f=1 OR 2 (CHANGES IMPLEMENTED)

C25g. Can you tell me more about how the changes were implemented?

PROBE FULLY. RECORD VERBATIM.

PART B (C22 TO C24) (ONLY ASK IF C21a=1 (CURRENT JOB WITH SAME EMPLOYER))

C22. Now thinking about the work you do for this employer, has your work changed in any way, including your conditions of employment since we spoke in May/June of last year?

SINGLE RESPONSE

DO NOT READ OUT

- | | |
|-----|---------------------|
| Yes | ○ 1 |
| No | See note ○ 2 |

PROGRAMMER NOTE:

- IF C22=2 (JOB NOT CHANGED) AND C1=1, GO TO PART E (C27 TO C29)
- IF C22=2 (JOB NOT CHANGED) AND C1>1, CONTINUE WITH LOOP
- IF C22=1 (JOB CHANGED), CONTINUE WITH LOOP

ASK IF C22=1 (CHANGED WORK CONDITIONS)

C23a. Has this change included a new job position?

SINGLE RESPONSE

DO NOT READ OUT

- | | |
|-----|----------------------|
| Yes | ○ 1 |
| No | Go to C24 ○ 2 |

ASK IF C23a=1 (NEW JOB POSITION)

C23b. What was the **main** reason for the change in position?

SINGLE RESPONSE

DO NOT READ OUT

- | | |
|--|-----------------------------|
| Applied for an internal vacancy that better suited your skills | ○ 1 |
| Asked to be moved to a position that better suited your skills | ○ 2 |
| Promoted to a higher position in similar area of expertise | ○ 3 |
| Promoted to a higher position in other area of expertise | ○ 4 |
| Employer moved to fill a vacancy | ○ 5 |
| Other (please specify) | □ 97 |
| Not sure | DO NOT READ OUT ○ 99 |

C24. I am now going to read out a number of statements about your job. Please tell me whether each one has increased, stayed the same, or decreased since we spoke in May/June of last year. Firstly...

READ OUT. ROTATE ORDER

	Increased	Stayed the same	Decreased	Prefer not to say DO NOT READ OUT	Not sure DO NOT READ OUT
1. Your hours of work	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 98	<input type="radio"/> 99
2. Your pay rate	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 98	<input type="radio"/> 99
3. How secure you feel in this job	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 98	<input type="radio"/> 99
4. The complexity of the tasks you are asked to do	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 98	<input type="radio"/> 99
5. The time you have to complete tasks	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 98	<input type="radio"/> 99
6. The amount of responsibility you have	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 3	<input type="radio"/> 98	<input type="radio"/> 99

PART C (C26 TO C12) (ONLY ASK IF C21a=2 OR 99 (CURRENT JOB WITH NEW EMPLOYER OR DK))

ASK IF WAVE 1 D3b=1 (JOB LOSS DUE TO COVID-19)

Yes 1
No 2

C26. Last time we spoke, you said you lost a paid job due to COVID-19. Is the current job that you have with that same employer?

**SINGLE RESPONSE
DO NOT READ OUT**

C4. What does the company do or make?

PROBE FULLY. RECORD VERBATIM

INTERVIEWER NOTE: PROBE FOR DETAILS. E.G., IF PRODUCTION/MANUFACTURER-RELATED, PROBE FOR ASPECTS SUCH AS TYPE OF PRODUCT, MATERIALS THE PRODUCT IS MADE FROM, WHOLESALE OR RETAIL ETC. IF SERVICES-RELATED, PROBE FOR ASPECTS SUCH AS TYPE OF SERVICE, WHO THE SERVICE IS PROVIDED TO ETC.

C5. In what month and year did you start this job? Please provide an estimate if you are not sure.

ASK FOR SPECIFIC MONTH (E.G., 4 FOR "APRIL") AND YEAR (E.G., 2019)

PROBE FULLY FOR BOTH MONTHS AND YEARS

Month
Year

Not sure 99

C2. What is your job title?

PROBE FOR ACTUAL TITLE. RECORD VERBATIM

Job title

C3. What are the main tasks you perform in this job?
PROBE FULLY. RECORD VERBATIM
INTERVIEWER NOTE: CLARIFY IF YOU'RE NOT SURE WHAT THE JOB ENTAILS BASED ON THEIR DESCRIPTION OF THE MAIN TASKS. PROBE AS REQUIRED

<p>C9. Which of the following best describes your employment arrangement? SINGLE RESPONSE READ OUT</p>	Permanent	<input type="radio"/> 1
	Casual	<input type="radio"/> 2
	Fixed term contract	<input type="radio"/> 3
	Labour hire or agency	<input type="radio"/> 4
	Other (please specify)	<input type="radio"/> 97

<p>C8. For this job, would you prefer? SINGLE RESPONSE READ OUT</p>	More hours	<input type="radio"/> 1
	About the same hours	<input type="radio"/> 2
	Fewer hours	<input type="radio"/> 3

<p>C10. How long does it take you to get to work on a typical day? RECORD RESPONSE IN MINUTES</p>	Minutes	<input style="width: 150px; height: 30px;" type="text"/>
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<p>C11. How did you find out about this job? Did you...? MULTIPLE RESPONSE READ OUT</p>	Speak to family or friends	<input type="checkbox"/> 1
	Speak to previous co-workers from the automotive industry	<input type="checkbox"/> 2
	Speak to your previous employer in the automotive industry	<input type="checkbox"/> 3
	Search the Internet	<input type="checkbox"/> 4
	Speak to job network providers or agencies	<input type="checkbox"/> 5
	Other (please specify)	<input type="checkbox"/> 97
	Not sure	DO NOT READ OUT <input type="radio"/> 99

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

PART D (C13 TO C16) (ASK ALL AS PART OF LOOP)

<p>C13. How relevant is the knowledge and skills you previously used in the automotive industry before the major plant closures to the current job?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Extremely relevant <input type="radio"/> 1</p> <p>Very relevant <input type="radio"/> 2</p> <p>Slightly relevant <input type="radio"/> 3</p> <p>Not very relevant <input type="radio"/> 4</p> <p>Not relevant at all <input type="radio"/> 5</p>
<p>C14. To what extent are you satisfied with this job overall? Are you...?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Very satisfied <input type="radio"/> 1</p> <p>Satisfied <input type="radio"/> 2</p> <p>Neither satisfied nor dissatisfied <input type="radio"/> 3</p> <p>Dissatisfied <input type="radio"/> 4</p> <p>Very dissatisfied <input type="radio"/> 5</p>
<p>C15. How much more or less satisfied are you with this job compared to your job before the major plant closures? Would you say you are...?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Much more satisfied <input type="radio"/> 1</p> <p>More satisfied <input type="radio"/> 2</p> <p>About the same <input type="radio"/> 3</p> <p>Less satisfied <input type="radio"/> 4</p> <p>Much less satisfied <input type="radio"/> 5</p>
<p>C16. How secure do you feel about this job?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Extremely secure <input type="radio"/> 1</p> <p>Very secure <input type="radio"/> 2</p> <p>Slightly secure <input type="radio"/> 3</p> <p>Not very secure <input type="radio"/> 4</p> <p>Not secure at all <input type="radio"/> 5</p>

PROGRAMMER NOTE: IF C1>1, APPLY THE FOLLOWING LOOPS. ASK UP TO THREE JOBS.

- IF C21a=1 (CURRENT JOB WITH SAME EMPLOYER): LOOP PART A (C21b TO C25g) AND PART B (C22 TO C24) AND PART D (C13 TO C16),
- IF C21a=2 OR 99 (CURRENT JOB WITH NEW EMPLOYER OR DK): LOOP PART A (C21b TO C25g) AND PART C (C26 TO C12) AND PART D (C13 TO C16)

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.

IF C1=1, GO TO PART E (C27 TO C29)

PART E (END OF LOOP HEREON FROM C27 TO END OF SECTION) (ASK ALL)

<p>C27. Over the last 12 months, what was your annual take home pay after tax? Please provide an estimate if you are not sure</p> <p>INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>ANNUAL</u> PAY</p>	<p style="text-align: right;">\$ per annum <input style="width: 150px; height: 20px;" type="text"/></p> <p>Prefer not to say <input type="radio"/> 98</p> <p>Not sure <input type="radio"/> 99</p>
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<p>C18. Are you currently running a business?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	Yes ○ 1
	No Go to D1a ○ 2

ASK IF C18=1 (RUNNING A BUSINESS)

C21. What does your business do or make?

PROBE FULLY. RECORD VERBATIM

<p>ASK IF C18=1 (RUNNING A BUSINESS)</p> <p>C19. Are you earning any income from your business?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	Yes ○ 1
	No Go to C28, C29 or D1a ○ 2
	Prefer not to say Go to C28, C29 or D1a ○ 98

<p>ASK IF C19=1 (EARNING INCOME)</p> <p>C20. What is your business' average weekly income before tax? Please provide an estimate if you are not sure.</p> <p>INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> INCOME</p>	\$ per week <input style="width: 150px; height: 20px;" type="text"/>
	Prefer not to say ○ 98
	Not sure ○ 99

<p>ASK IF C18=1 (RUNNING A BUSINESS) AND WAVE 1 C18=1 (RUNNING A BUSINESS)</p> <p>C28. Is the business that you are running now the same business as the one you were running when we spoke in May/June of last year?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	Yes ○ 1
	No ○ 2

<p>ASK ALL IF B1=1 OR 2 (PAID EMPLOYMENT OR SELF-EMPLOYED)</p> <p>C29. Overall, has your employment situation improved, stayed the same or worsened since we last spoke?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	Improved ○ 1
	Stayed the same ○ 2
	Worsened ○ 3
	Prefer not to say ○ 98
	Not sure ○ 99

SECTION D: PREVIOUS POST- WAVE 1 EMPLOYMENT

READ OUT: I will now ask you about jobs you held in the last year, but may no longer have.

<p>D1a.</p> <p>Since we spoke in May/June of last year, have you held any other paid or unpaid jobs that you are no longer working in?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	Yes	<input type="radio"/> 1
	No	<input type="radio"/> 2

Go to D6 or E1

<p>ASK IF D1a=1 (OTHER JOBS NO LONGER WORKING IN)</p> <p>D1b. Of these jobs that you are no longer working in, how many paid or unpaid jobs did you previously have?</p>	<p>Number of jobs</p>	<input style="width: 100%; height: 30px;" type="text"/>
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IF D1b=1: READ OUT: When answering the following questions, please think about the job you held, but are no longer working in.

IF D1b>1: READ OUT: When answering the following questions, please think about the first job you held, but are no longer working in.

<p>D2b. What did the company do or make?</p> <p>PROBE FULLY. RECORD VERBATIM</p> <p>INTERVIEWER NOTE: PROBE FOR DETAILS. E.G., IF PRODUCTION/MANUFACTURER-RELATED, PROBE FOR ASPECTS SUCH AS TYPE OF PRODUCT, MATERIALS THE PRODUCT IS MADE FROM, WHOLESALE OR RETAIL ETC. IF SERVICES-RELATED, PROBE FOR ASPECTS SUCH AS TYPE OF SERVICE, WHO THE SERVICE IS PROVIDED TO ETC</p>	
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<p>D2c. In what month and year did you start this job? Please provide an estimate if you are not sure.</p> <p>ASK FOR SPECIFIC MONTH (E.G., 4 FOR “APRIL”) AND YEAR (E.G., 2019)</p> <p>PROBE FULLY FOR BOTH MONTHS AND YEARS</p>	<p>Month <input type="text"/></p> <p>Year <input type="text"/></p> <p>Not sure _____ <input type="radio"/> 99</p>
<p>D2d. In what month and year did you finish this job? Please provide an estimate if you are not sure.</p> <p>ASK FOR SPECIFIC MONTH (E.G., 4 FOR “APRIL”) AND YEAR (E.G., 2019)</p> <p>PROBE FULLY FOR BOTH MONTHS AND YEARS</p>	<p>Month <input type="text"/></p> <p>Year <input type="text"/></p> <p>Not sure _____ <input type="radio"/> 99</p>
<p>D2a. What was your job title?</p> <p>PROBE FOR ACTUAL TITLE. RECORD VERBATIM</p>	<p>Job title <input type="text"/></p>
<p>D2f. What was your weekly take home pay after tax from this job? Please provide an estimate if you are not sure.</p> <p>INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> PAY</p>	<p>\$ per week <input type="text"/></p> <p>Prefer not to say _____ <input type="radio"/> 98</p> <p>Not sure _____ <input type="radio"/> 99</p>
<p>D2e. How many hours did you work in this job in a typical week? Please provide an estimate if you are not sure.</p> <p>INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> HOURS</p>	<p>Hours <input type="text"/></p> <p>Prefer not to say _____ <input type="radio"/> 98</p> <p>Not sure _____ <input type="radio"/> 99</p>
<p>D2g. Which of the following best describes your employment arrangement?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Permanent _____ <input type="radio"/> 1</p> <p>Casual _____ <input type="radio"/> 2</p> <p>Fixed term contract _____ <input type="radio"/> 3</p> <p>Labour hire or agency _____ <input type="radio"/> 4</p> <p>Self-employed _____ <input type="radio"/> 5</p> <p>Other (please specify) _____ <input type="radio"/> 97</p>

<p>D3a. For what reasons did you finish this job?</p> <p>MULTIPLE RESPONSE</p> <p>DO NOT READ OUT</p>	Temporary job	<input type="checkbox"/> 1
	Fixed-term contract expired	<input type="checkbox"/> 2
	Business closed down	<input type="checkbox"/> 3
	No longer required by the employer	<input type="checkbox"/> 4
	Job wasn't suitable	<input type="checkbox"/> 5
	Found a better job	<input type="checkbox"/> 6
	Other (please specify)	<input type="checkbox"/> 97
Prefer not to say	<input type="radio"/> 98	

<p>D3b. Was the reason you finished this job due to COVID-19?</p> <p>SINGLE RESPONSE</p>	Yes	<input type="radio"/> 1
	No	<input type="radio"/> 2
	Prefer not to say	<input type="radio"/> 98
	Not sure	<input type="radio"/> 99

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

IF D1b>1: READ OUT: Now please think about the second job you held, but are no longer working in.

IF D1b>1: READ OUT: Now please think about the third job you held, but are no longer working in.

ASK IF B1=4 OR 5 (RETIRED)

D6. Why did you decide to retire when you did?

PROBE FULLY. RECORD VERBATIM

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: Now thinking about any job searching you may have done since we spoke in May/June of last year

<p>E1. Approximately how many jobs have you applied for since we last-spoke?</p>	<p>Number of applications <input style="width: 150px; height: 20px;" type="text"/></p> <p>Prefer not to say <input type="radio"/> 98</p> <p>Not sure <input type="radio"/> 99</p>
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<p>ASK IF E1≠0 (APPLIED FOR JOBS)</p> <p>E2. With approximately how many employers have you had interviews with since we last spoke?</p> <p>_____</p>	<p>Number of interviews <input style="width: 150px; height: 20px;" type="text"/></p> <p>Prefer not to say <input type="radio"/> 98</p> <p>Not sure <input type="radio"/> 99</p>
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<p>ASK IF E1≠0 (APPLIED FOR JOBS)</p> <p>E3. What methods did you use to look for work? Did you...?</p> <p>MULTIPLE RESPONSE</p> <p>READ OUT</p>	<p>Speak to family or friends <input type="checkbox"/> 1</p> <p>Speak to previous co-workers from the automotive industry <input type="checkbox"/> 2</p> <p>Speak to your previous employer in the automotive industry <input type="checkbox"/> 3</p> <p>Search the Internet <input type="checkbox"/> 4</p> <p>Speak to job network providers or agencies <input type="checkbox"/> 5</p> <p>Other (please specify) <input type="checkbox"/> 97</p> <p>Not sure DO NOT READ OUT <input type="radio"/> 99</p>
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<p>ASK IF E3=MULTIPLE RESPONSES. SHOW RESPONSES SELECTED AT E3</p> <p>E4. Which of the following was most influential in helping you look for work?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Speaking to family or friends <input type="radio"/> 1</p> <p>Speaking to previous co-workers from the automotive industry <input type="radio"/> 2</p> <p>Speaking to your previous employer in the automotive industry <input type="radio"/> 3</p> <p>Searching the Internet <input type="radio"/> 4</p> <p>Speaking to job network providers or agencies <input type="radio"/> 5</p> <p>Other (please specify) <input type="radio"/> 97</p> <p>Not sure DO NOT READ OUT <input type="radio"/> 99</p>
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ASK IF E1≠0 (APPLIED FOR JOBS) E5. Have you turned down any job offers? SINGLE RESPONSE READ OUT	Yes	○ 1
	No	○ 2

Go to E7 or E12

ASK IF E5=1 (TURNED DOWN JOBS)

E6. For what reasons did you turn down these offers?
PROBE FULLY. RECORD VERBATIM

DO NOT ASK IF B1=4 (FULLY RETIRED) E7. IF B1=1, 2 OR 5 (IN PAID WORK OR SELF EMPLOYED): Are you currently looking for another job? IF B1=3, 6, 7, 8 OR 97 (NOT IN PAID WORK): Are you currently looking for a job? SINGLE RESPONSE DO NOT READ OUT	Yes	○ 1
	No	○ 2

Go to E12

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

ASK IF B1=1, 2 OR 5 (IN PAID WORK OR SELF EMPLOYED) E9. How many hours would you prefer to work each week? RECORD RESPONSE IN HOURS	Hours	<input style="width: 150px; height: 20px;" type="text"/>
	No preference	○ 98
	Not sure	○ 99

ASK IF B1=1, 2 OR 5 (IN PAID WORK OR SELF EMPLOYED) E10. What is the maximum time you are prepared to travel for work? RECORD RESPONSE IN MINUTES OR HOURS AS APPROPRIATELY	Minutes	<input style="width: 150px; height: 20px;" type="text"/>
	Hours	<input style="width: 150px; height: 20px;" type="text"/>
	No preference	○ 98
Not sure	○ 99	

ASK IF E7=1 (LOOKING FOR ANOTHER JOB)

E11. Have you experienced any problems looking for work?

PROBE FULLY. RECORD VERBATIM

E12. **IF E7=1 (LOOKING FOR ANOTHER JOB):** How confident are you that you will find work within the next 6-12 months?

IF E7=2 (NOT LOOKING FOR ANOTHER JOB) OR B1=4 (FULLY RETIRED): In the event you had to look for work, how confident are you that you would be able to find employment within 6-12 months?

SINGLE RESPONSE

READ OUT

- Extremely confident 1
- Very confident 2
- Somewhat confident 3
- Not very confident 4
- Not confident at all 5

E13. **IF E7=1 (LOOKING FOR ANOTHER JOB):** How confident are you that you will find work, in which your current skills would be relevant?

IF E7=2 (NOT LOOKING FOR ANOTHER JOB) OR B1=4 (FULLY RETIRED): In the event you had to look for work, how confident are you that you would find a job, in which your current skills would be relevant ?

SINGLE RESPONSE

READ OUT

- Extremely confident 1
- Very confident 2
- Somewhat confident 3
- Not very confident 4
- Not confident at all 5

E14a. In the last 12 months, have you undertaken any new training, re-training or obtained new qualifications?

SINGLE RESPONSE

READ OUT

- Yes 1
- No 2

ASK IF E14a=1 (UNDERTOOK TRAINING)

E14b. What was the course or qualification?

Course/Qualification 1	
Course/Qualification 2	
Course/Qualification 3	

ASK IF E14a=2 (DIDN'T UNDERTAKE TRAINING) E15a. Have you considered undertaking any new training, re-training or obtaining new qualifications? SINGLE RESPONSE READ OUT	Yes <input type="radio"/>	1
	No <input type="radio"/>	2

ASK IF E15a=1 (CONSIDERED TRAINING) E15b. What is the course or qualification that you have considered?	Course/Qualification 1	<input type="text"/>
	Course/Qualification 2	<input type="text"/>
	Course/Qualification 3	<input type="text"/>

SECTION F: PERSONAL CIRCUMSTANCES

READ OUT: I now have some questions about you and your household. 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.

F3a. Has your main place of residence changed since we spoke in May/June of last year ?	Yes <input type="radio"/>	1
	No <input type="radio"/>	Go to F8b 2

ASK IF F3a=1 (CHANGED RESIDENCE) F3b. What is the postcode of your main place of residence, that is the place where you usually live?	Postcode	<input type="text"/>
	None, no main place of residence <input type="radio"/>	96

F8b. Are the people and number of people living in your household the same as since we spoke in May/June of last year ?	Yes <input type="radio"/>	1
	No <input type="radio"/>	Go to F10 2
	Prefer not to say <input type="radio"/>	Go to F10 98

ASK IF F8b=1 (CHANGED NUMBER OF RESIDENTS) F8c. Can you tell me how many have entered and left the household? INTERVIEWER NOTE: IF THE RESPONDENT DESCRIBES A FAMILY BREAKDOWN E.G., DIVORCE, PLEASE RECORD VERBATIM OF HOW THE RESPONDENT DESCRIBES THE SITUATION. DO NOT PROBE UNLESS RAISED BY PARTICIPANT PROGRAMMER NOTE: PLEASE SET UP COMMENT BOXES FOR THIS PURPOSE	Number that entered household	<input type="text"/>
	Number that left household	<input type="text"/>
	Prefer not to say <input type="radio"/>	Go to F10 98

PROGRAMMER NOTE: IF F8c>1 ENTERED, LOOP F9a AND F9d FOR EACH PERSON WHO HAS ENTERED THE HOUSEHOLD AT F8c. ASK UP TO THREE PERSONS

IF F8c=1 ENTERED: READ OUT: Thinking about the person who has started living with you...

IF F8c>1 ENTERED: READ OUT: Thinking about the first additional person who has started living with you...

IF F8c>1 ENTERED: READ OUT: Now please think about the second additional person who has started living with you...

IF F8c>1 ENTERED: READ OUT: Now please think about the third additional person who has started living with you...

<p>F9a. What is your relationship with this person?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	Spouse/de facto partner	<input type="radio"/> 1
	Child	<input type="radio"/> 3
	Parent	<input type="radio"/> 4
	Grandparent	<input type="radio"/> 5
	Sibling	<input type="radio"/> 6
	Other	<input type="radio"/> 97
	Prefer not to say	<input type="radio"/> 98

<p>F9d. What percentage of the household budget does this person contribute? Please provide an estimate if you are not sure.</p>	%	<input style="width: 100px; height: 20px;" type="text"/>
	Prefer not to say	<input type="radio"/> 98
	Not sure	<input type="radio"/> 99

PROGRAMMER NOTE: IF F8c>1 LEFT, LOOP F9f AND F9g FOR EACH PERSON WHO HAS LEFT THE HOUSEHOLD AT F8c. ASK UP TO THREE PERSONS

IF F8c=1 LEFT: READ OUT: Thinking about the person who is no longer living with you...

IF F8c>1 LEFT: READ OUT: Thinking about the first person who is no longer living with you...

IF F8c>1 LEFT: READ OUT: Now please think about the second person who is no longer living with you...

IF F8c>1 LEFT: READ OUT: Now please think about the second person who is no longer living with you...

<p>F9f. What is, or was, your relationship with this person?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	Spouse/de facto partner	<input type="radio"/> 1
	Child	<input type="radio"/> 3
	Parent	<input type="radio"/> 4
	Grandparent	<input type="radio"/> 5
	Sibling	<input type="radio"/> 6
	Other	<input type="radio"/> 97
	Prefer not to say	<input type="radio"/> 98

<p>F9g. What percentage of the household budget did this person contribute, if any? Please provide an estimate if you are not sure.</p>	%	<input style="width: 100px; height: 20px;" type="text"/>
	Prefer not to say	<input type="radio"/> 98
	Not sure	<input type="radio"/> 99

<p>ASK IF WAVE 1 F9a=1 (SPOUSE/PARTNER MENTIONED) AND</p> <ul style="list-style-type: none"> F8b=2 OR 98 (NO CHANGE OR REFUSED); OR F8c=98 (REFUSED); OR F9f≠1 (SPOUSE/PARTNER HASN'T LEFT HOUSEHOLD) <p>F10. Since we last spoke, did your spouse or partner do any of the following?</p> <p>MULTIPLE RESPONSE</p>	Start working (that is, he/she was not previously working)	<input type="checkbox"/> 1
	Stop working	<input type="checkbox"/> 5
	Change jobs	<input type="checkbox"/> 2
	Increase their working hours	<input type="checkbox"/> 3
	Decrease their working hours	<input type="checkbox"/> 6
	Take an extra job	<input type="checkbox"/> 4
	None of these apply	<input type="checkbox"/> 96
	Other (please specify)	<input type="checkbox"/> 97
	Prefer not to say	<input type="checkbox"/> 98
		DO NOT READ OUT

READ OUT	
<p>ASK IF F10=1, 2, 3, OR 6 (SOURCED FOR MORE INCOME)</p> <p>F14. How important was it to bring in money to support the household as part of your spouse or partner's decision to change work arrangements?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Extremely important <input type="radio"/> 1</p> <p>Very important <input type="radio"/> 2</p> <p>Somewhat important <input type="radio"/> 3</p> <p>Not very important <input type="radio"/> 4</p> <p>Not important at all <input type="radio"/> 5</p>

<p>F15. What is your household's primary source of income?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Wages or salary <input type="radio"/> 1</p> <p>Unemployment benefits <input type="radio"/> 2</p> <p>Superannuation <input type="radio"/> 3</p> <p>Pension (e.g., age, service, disability) <input type="radio"/> 4</p> <p>Investment earnings <input type="radio"/> 5</p> <p>Other (please specify) <input type="radio"/> 97</p> <p>Prefer not to say DO NOT READ OUT <input type="radio"/> 98</p> <p>Not sure DO NOT READ OUT <input type="radio"/> 99</p>
<p>F16. Approximately, what is your weekly household income after tax? Please provide your best estimate if you are not sure.</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT.</p> <p>INTERVIEWER NOTE: THE QUESTION ASKS FOR <u>WEEKLY</u> INCOME</p>	<p>\$1 to \$200 <input type="radio"/> 1</p> <p>\$200 to \$299 <input type="radio"/> 2</p> <p>\$300 to \$399 <input type="radio"/> 3</p> <p>\$400 to \$599 <input type="radio"/> 4</p> <p>\$600 to \$799 <input type="radio"/> 5</p> <p>\$800 to \$899 <input type="radio"/> 6</p> <p>\$1,000 to \$1,249 <input type="radio"/> 7</p> <p>\$1,250 to \$1,499 <input type="radio"/> 8</p> <p>\$1,500 to \$1,999 <input type="radio"/> 9</p> <p>\$2,000 or more <input type="radio"/> 10</p> <p>Prefer not to say DO NOT READ OUT <input type="radio"/> 98</p> <p>Not sure DO NOT READ OUT <input type="radio"/> 99</p>
<p>F17. Which of these statements best describes your household with regard to money?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>You normally have enough money for anything you want <input type="radio"/> 1</p> <p>You have enough money, so long as you plan spending carefully <input type="radio"/> 2</p> <p>You have a balanced budget of your household income and expenses <input type="radio"/> 3</p> <p>You have enough money for basic things, but can't afford anything unnecessary <input type="radio"/> 4</p> <p>Sometimes it is hard for you to afford even basic things <input type="radio"/> 5</p> <p>Other (please specify) <input type="radio"/> 97</p> <p>Prefer not to say <input type="radio"/> 98</p>
<p>F18a. Has your household experienced financial stress as a result of you finishing your job in the automotive industry?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	<p>Yes <input type="radio"/> 1</p> <p>No <input type="radio"/> 2</p> <p>Prefer not to say <input type="radio"/> 98</p>

ASK IF F18a=1 (EXPERIENCED FINANCIAL STRESS)

F18b. Due to financial stress, has your household...?

SINGLE RESPONSE

READ OUT.

	Yes	No	Prefer not to say DO NOT READ OUT
1. Not been able to pay your bills on time	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 98
2. Not been able to pay your rent or mortgage on time	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 98
3. Asked for financial help from family or friends	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 98
4. Been unable to heat your home	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 98
5. Gone without meals	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 98
6. Pawned or sold something	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 98
7. Asked for income support from government (e.g., Centrelink)	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 98
8. Asked for help (e.g., food parcels or vouchers) from community organisations	<input type="radio"/> 1	<input type="radio"/> 2	<input type="radio"/> 98

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<p>F19a. Thinking about the place that you currently live in, is this place...?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	Owned with a mortgage	<input type="radio"/> 1
	Owned outright	<input type="radio"/> 2
	Rented	<input type="radio"/> 3
	Other (please specify)	<input type="radio"/> 97

<p>ASK IF F19a=1 OR 2 (OWNED)</p> <p>F19b. How much is your home worth? Please provide an estimate if you are not sure.</p>	<p style="text-align: right;">\$ <input style="width: 150px; height: 20px;" type="text"/></p> <p>Prefer not to say ○ 98</p> <p>Not sure ○ 99</p>
<p>ASK IF F19a=1 (OWNED WITH MORTGAGE)</p> <p>F19c. How much do you have left to pay on your mortgage? Please provide an estimate if you are not sure.</p>	<p style="text-align: right;">\$ <input style="width: 150px; height: 20px;" type="text"/></p> <p>Prefer not to say ○ 98</p> <p>Not sure ○ 99</p>
<p>ASK IF F19a=1 OR 2 (OWNED)</p> <p>F19d. Do you own another property?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Yes ○ 1</p> <p>No ○ 2</p> <p>Prefer not to say ○ 98</p>
<p>ASK IF F19d=1 (OWN OTHER PROPERTY)</p> <p>F19e. Excluding the place that you currently live in, how many properties is this in total?</p>	<p style="text-align: right;">Number of other properties <input style="width: 150px; height: 20px;" type="text"/></p> <p>Prefer not to say ○ 98</p> <p>Not sure ○ 99</p>
<p>F20. How confident are you that you have enough money in your superannuation account to provide for your future needs?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Extremely confident ○ 1</p> <p>Very confident ○ 2</p> <p>Slightly confident ○ 3</p> <p>Not very confident ○ 4</p> <p>Not confident at all ○ 5</p> <p>Prefer not to say DO NOT READ OUT ○ 98</p> <p>Not sure DO NOT READ OUT ○ 99</p>
<p>F11. How secure do you feel about your overall financial situation?</p> <p>SINGLE RESPONSE</p> <p>READ OUT</p>	<p>Extremely secure ○ 1</p> <p>Very secure ○ 2</p> <p>Slightly secure ○ 3</p> <p>Not very secure ○ 4</p> <p>Not secure at all ○ 5</p> <p>Prefer not to say DO NOT READ OUT ○ 98</p> <p>Not sure DO NOT READ OUT ○ 99</p>
<p>F12a. How much better or worse off has your financial situation changed since we spoke last year?</p>	<p>A lot better ○ 1</p> <p>A bit better ○ 2</p> <p>About the same ○ 3</p> <p>A bit worse ○ 4</p>

SINGLE RESPONSE READ OUT	A lot worse	<input type="radio"/> 5
	Prefer not to say	<input type="radio"/> 98

ASK IF F12a=1, 2, 4 OR 5 (CHANGED FINANCIAL SITUATION)

F12b. What have been the reasons for this change?

PROBE FULLY. RECORD VERBATIM

SECTION H: FUTURE CONTACT

<p>H1. 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.</p> <p>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.</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	<p>Yes <input type="radio"/> 1</p>
	<p>No <input type="radio"/> 2</p> <p style="text-align: right;">Go to H4a</p>

<p>H3. If we lose contact on this number is there a back-up phone number we could use for future contact?</p>	<p>Phone number 1 <input style="width: 150px; height: 20px;" type="text"/></p> <p>Phone number 2 <input style="width: 150px; height: 20px;" type="text"/></p> <p>Phone number 3 <input style="width: 150px; height: 20px;" type="text"/></p>
	<p>None, no other phone number <input type="radio"/> 96</p> <p>Prefer not to say <input type="radio"/> 98</p> <p style="text-align: right;">Go to H2a</p>

<p>ASK IF EMAIL CAN BE PIPED IN FROM SAMPLE FILE</p> <p>H2a. Could I confirm if <i>[INSERT EMAIL ADD]</i> is the best email address we could use for future contact?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	<p>Yes <input type="radio"/> 1</p> <p>No <input type="radio"/> 2</p>
	<p>Prefer not to say <input type="radio"/> 98</p> <p>Prefer not to be contacted via email <input type="radio"/> 99</p> <p style="text-align: right;">Go to H4a</p>

<p>ASK IF H2a=2 (NO)</p> <p>H2b. What then would be the best email address we could use in the future?</p>	<p>Email address 1 <input style="width: 150px; height: 20px;" type="text"/></p> <p>Email address 2 <input style="width: 150px; height: 20px;" type="text"/></p> <p>Email address 3 <input style="width: 150px; height: 20px;" type="text"/></p>
	<p>None, no email address <input type="radio"/> 96</p> <p>Prefer not to say <input type="radio"/> 98</p> <p>Prefer not to be contacted via email <input type="radio"/> 99</p> <p style="text-align: right;">Go to H4a</p>

<p>ASK IF NO EMAIL IN SAMPLE FILE</p> <p>H2c. Is there an email address we could use for future contact?</p>	<p>Email address 1 <input style="width: 150px; height: 20px;" type="text"/></p> <p>Email address 2 <input style="width: 150px; height: 20px;" type="text"/></p> <p>Email address 3 <input style="width: 150px; height: 20px;" type="text"/></p>
	<p>None, no email address <input type="radio"/> 96</p> <p style="text-align: right;">Go to H4a</p>

	Prefer not to say	Go to H4a	<input type="radio"/> 98
	Prefer not to be contacted via email	Go to H4a	<input type="radio"/> 99

<p>H4a. Lastly, we will be sending you a \$50 digital gift card via GiftPay. Did you prefer for us to send it to you via email or your mobile number?</p> <p>SINGLE RESPONSE</p> <p>DO NOT READ OUT</p>	Digital e-card (via email)	<input type="radio"/> 1
	Digital e-card (via mobile)	<input type="radio"/> 2
	Do not want a gift card	<input type="radio"/> 98

<p>ASK IF H4a=1 OR 2 (RECEIVING GIFT CARD)</p> <p>H4b. IF H4a=1 (VIA EMAIL): Could you please confirm the best email address to send you the \$50 gift card?</p> <p>IF H4a=2 (VIA MOBILE): Could you please confirm the best mobile number to send you the \$50 gift card?</p>	<p>IF H4a=1 (VIA EMAIL), ASK FOR:</p> <p>Email address <input type="text"/></p> <p>IF H4a=2 (VIA MOBILE), ASK FOR:</p> <p>Mobile number <input type="text"/></p>
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End of interview.

Thank you.

IF H4a=1 OR 2 (RECEIVING GIFT CARD), INFORM RESPONDENT THAT: We'll be sending the gift cards over the coming weeks. Please keep an eye out for an ("email/SMS") from GiftPay.

That is the end of the interview. This study has been conducted on behalf of the University of South Australia 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 Society's Company Directory at <https://researchsociety.com.au/research-company-directory>.

If no:

Thank and close.

Date of interview:	
Respondent's name:	
Phone number:	
Email address (non-mandatory):	
"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."	
Signed:	Interviewer:

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