

# ***JOB*utures/SAULWICK EMPLOYEE SENTIMENT SURVEY**

**No. 3: November 2001**

A STUDY CONDUCTED FOR

***JOB*utures**

by

**IRVING SAULWICK AND ASSOCIATES**

WITH

**DENIS MULLER AND ASSOCIATES**

# INTRODUCTION

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This study was conducted for *JOBfutures* by Irving Saulwick & Associates with Denis Muller & Associates.

It canvasses the views of employees -- wage and salary earners -- on:

- ❑ Job security;
- ❑ Job satisfaction;
- ❑ Treatment by employers;
- ❑ Fairness of pay;
- ❑ Workplace safety;
- ❑ Employer loyalty;
- ❑ Working hours;
- ❑ Stress at work;
- ❑ Entitlements of workers in the event of a firm's collapse, and
- ❑ The employment outlook.

It also canvasses the views of unemployed people. It obtains a snapshot of their level of confidence in finding a job, and analyses this against how long they have been out of work. Unemployed people are also asked their views about the entitlements of workers in the event of a firm's collapsing.

The study is based on a national survey of 1000 people who are either in the workforce or actively seeking work.

Field work for the study was conducted between 21<sup>st</sup> and 26<sup>th</sup> November, 2001.

This report was written by Irving Saulwick and Denis Muller.

IRVING SAULWICK & ASSOCIATES  
NOVEMBER 2001

# SUMMARY OF MAIN FINDINGS

## NOTES:

1. The sample for this survey consisted of 1006 randomly chosen people who were in the paid workforce or were looking for work or would like to work. A sample of this size yields a sampling variance of plus or minus 3.16 per cent. Therefore, when looking at the Total columns in the results, differences of this magnitude should be treated as falling within sampling variance.
2. All percentages have been rounded to the nearest whole number.
3. Where a percentage of less than one percent has been recorded, an \* has been used.

## THEME 1: EMPLOYMENT AND JOB SECURITY

### THE EMPLOYED

#### Perceptions of job security

A number of questions were devoted to this subject. The results may be summarised as follows:

*Question: How long have you been in your present job?*

**Table 1: TIME IN PRESENT JOB**

Time	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
	%	%	%	%	%	%	%	%
< 6 months	13	13	13	16	11	9	12	29
6-12 months	10	10	10	8	11	8	10	17
1-5 years	35	30	39	37	35	32	40	39
+5 years	42	47	38	39	43	51	37	15

There is some variation between men and women in job longevity – men tend to have been in their jobs longer than women.

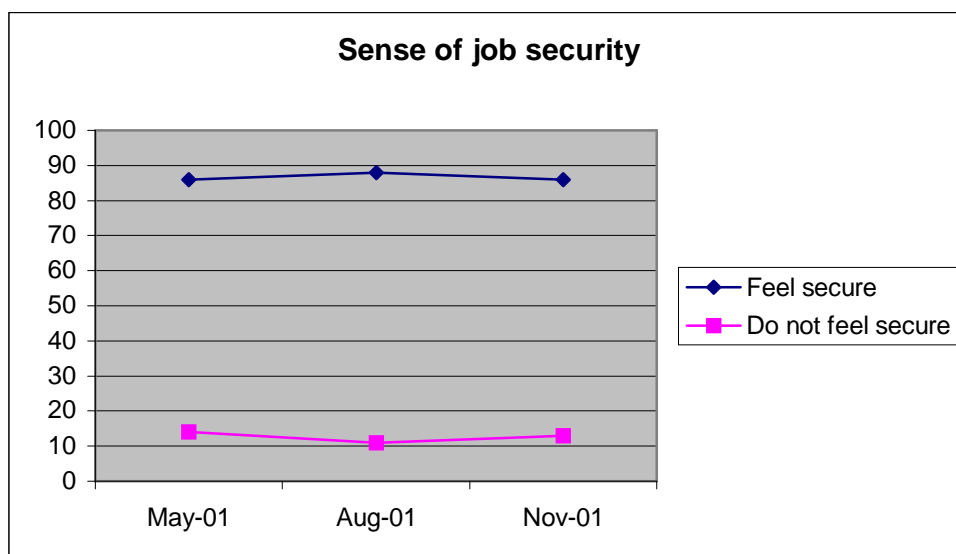
White-collar workers are more likely than blue-collar workers to have been in their jobs longer than five years.

Full-time workers are more likely than part-time workers to have been in their jobs longer than five years – and both full- and part-time workers have greater job longevity than casual workers.

*Question: How secure do you feel in your job?*

**Table 2: SECURITY IN JOB**

Degree of security	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
	%	%	%	%	%	%	%	%
Very secure	54	49	58	51	56	58	55	39
Quite secure	32	35	30	33	31	30	34	35
Not very secure	9	11	8	9	9	8	10	11
Not at all secure	4	5	4	5	3	3	1	14
Don't know	1	1	*	1	*	*	1	1



Eighty-six per cent of employees said they felt secure or very secure in their jobs (88% three months ago). Thirteen per cent said they felt insecure (previously 14%). More blue collar workers (14%) than white collar workers (12%) felt insecure, while many more casual workers (25%) felt insecure compared with full time employees (11%) and part time employees (11%).

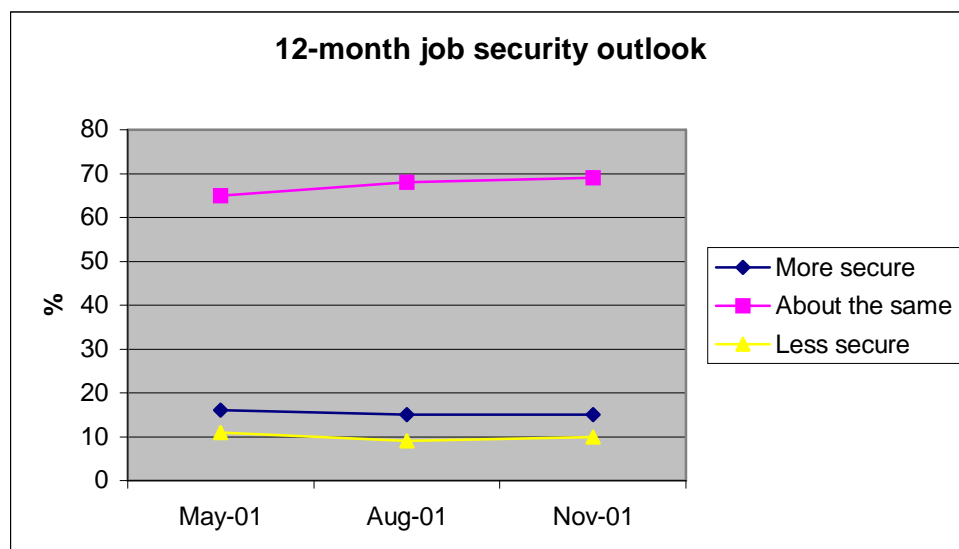
These patterns closely replicate those of the previous quarter.

Analysis of these responses with those to the previous question about job longevity shows that the longer a person has been in a job, the more secure he or she feels.

*Question: And how do you think you will feel in twelve months time?*

**Table 3: OUTLOOK FOR JOB SECURITY 12 MONTHS AHEAD**

Degree of security 12 months out	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
	%	%	%	%	%	%	%	%
More secure	15	14	15	18	13	14	14	15
About the same	69	65	72	64	72	70	73	63
Less secure	10	12	8	9	10	10	7	14
Will be retired	2	1	2	3	1	1	2	3
Don't know	5	7	3	6	4	5	3	5



A large proportion of the Australian workforce continues to enjoy a sense of job security. Over the past quarter there has been little change in the sense of job security workers feel, except among casuals, fewer of whom say they are likely to feel more secure.

Eighty-four per cent of workers say they will be as secure or more secure in 12 months' time (previously 83%).

Among casual employees, 14 per cent say they think they will be less secure (previously 15%). This is a little higher than for full-time or part-time employees.

## THE UNEMPLOYED

Seven per cent of our sample of people who defined themselves as being in the workforce said they were currently looking for work, and another two per cent said they had given up looking, but would still like to work if they could find any.

*Question: How long have you been unemployed?*

**Table 4: LENGTH OF TIME UNEMPLOYED**

Time unemployed	Total	Gender		Age			
		Men	Women	18-24	25-39	40-54	55+
Base	83	38	45	32	26	18	7
	%	%	%	%	%	%	%
Less than 6 months	41	50	33	31	50	50	29
Six to twelve months	24	26	22	44	8	11	29
One to two years	7	8	7	6	4	6	29
Two to five years	12	11	13	9	19	6	14
More than five years	14	5	22	6	19	28	-
Don't know	1	-	2	3	-	-	-

While 41 per cent (previously 44%) of the unemployed had been out of work less than six months, more than a quarter – 26 per cent (previously 28%) – had had been out of work longer than two years.

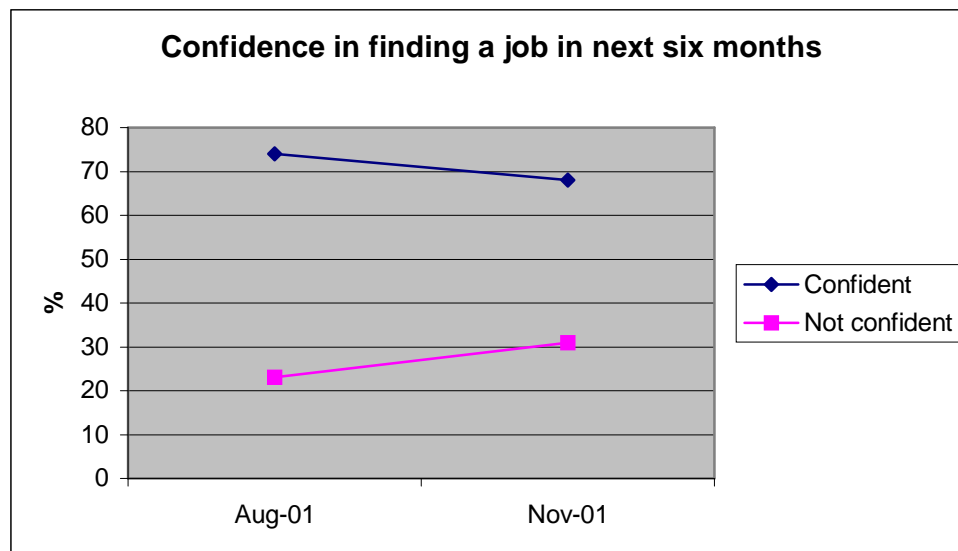
Although the numbers are small and should be read with caution, the pattern appears to be that long-term unemployment is more prevalent among workers aged over 40.

Of the women who have been unemployed for more than two years, 94 per cent have spent their time mainly caring for children.

*Question: How confident are you that you will find a job in the next six months?*

**Table 5: CONFIDENCE IN FINDING A JOB IN NEXT SIX MONTHS**

Confidence	Total	Gender		Age			
		Men	Women	18-24	25-39	40-54	55+
Base	83	38	45	32	26	18	7
	%	%	%	%	%	%	%
Very confident	29	42	18	25	31	39	14
Reasonably confident	39	29	47	44	46	28	14
Not very confident	25	21	29	31	19	22	29
Not at all confident	6	5	7	-	4	11	29
Don't know	1	3	2	-	-	-	14



Of all those who are unemployed, 68% (previously nearly three-quarters) are confident that they will find a job in the next six months, and 31% (previously about one quarter) are not confident of doing so.

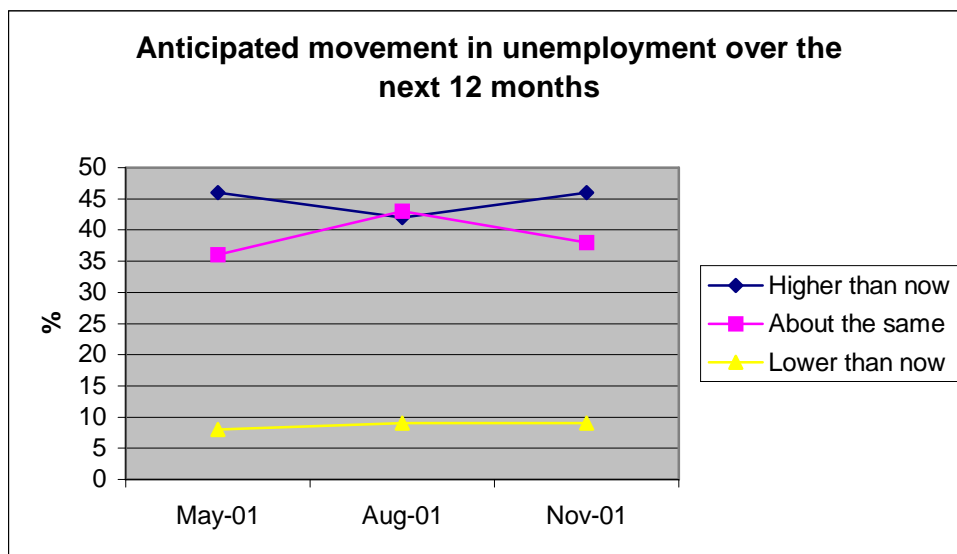
Broadly speaking, it remains true that the shorter the time a person has been unemployed, the more confident he or she appears to be of finding a new job in six months. However, because the numbers are small, this hypothesis should be treated with caution.

## A VIEW OF THE FUTURE FROM THE TOTAL SAMPLE

*Question: Some people think that unemployment will fall in the next twelve months, others disagree. Do you think that in twelve months' time the number of people UNEMPLOYED will be higher than at present, about the same or lower than at present?*

**Table 6: UNEMPLOYMENT OUTLOOK FOR NEXT 12 MONTHS**

Unemploy't in 12 mths	Total	Gender		Occupation	
		Men	Women	Blue	White
Base	1006	420	586	293	623
	%	%	%	%	%
Higher	46	50	43	46	46
Same	38	34	41	38	39
Lower	9	10	8	11	9
Don't know	6	6	7	5	6



Very few workers – including the unemployed – believe unemployment will ease in the next 12 months. Thirty eight percent (previously 43%) think it will stay about the same, 46 per cent (previously 42%) think it will get worse and only nine per cent think it will get better.

This pattern of response is repeated for full-time, part-time and casual workers also.



## SOURCES OF INFORMATION

*Question: If you had to start looking for a job, (When you are looking for a job) where do you think you would get the most useful information? (Read out)*

**Table 7: SOURCES OF EMPLOYMENT INFORMATION**

Sources of Information	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	1006	420	585	293	623	579	201	150
	%	%	%	%	%	%	%	%
Newspapers	31	26	35	27	33	30	37	31
Friends and contacts	28	34	24	37	24	27	29	29
A private job agency	16	14	18	11	20	18	12	15
A govt. funded job network emp. agency	11	10	12	12	10	9	13	12
Internet	6	7	5	4	7	8	2	5
A Trade Union	1	2	1	3	1	2	*	-
Contact employers direct	1	1	1	1	1	*	*	2
Centrelink/CES	*	1	-	*	-	-	-	1
Other	1	1	1	1	1	1	1	1

Newspapers are seen as the most useful source of information about jobs for people looking for employment. This source is followed by 'friends and contacts' and by private job agencies. Government funded job network employment agencies come next at 11%.

The Internet is a more commonly used source for white-collar than for blue-collar people. The Internet is also more commonly used by people aged 25-39 than by any other age group.

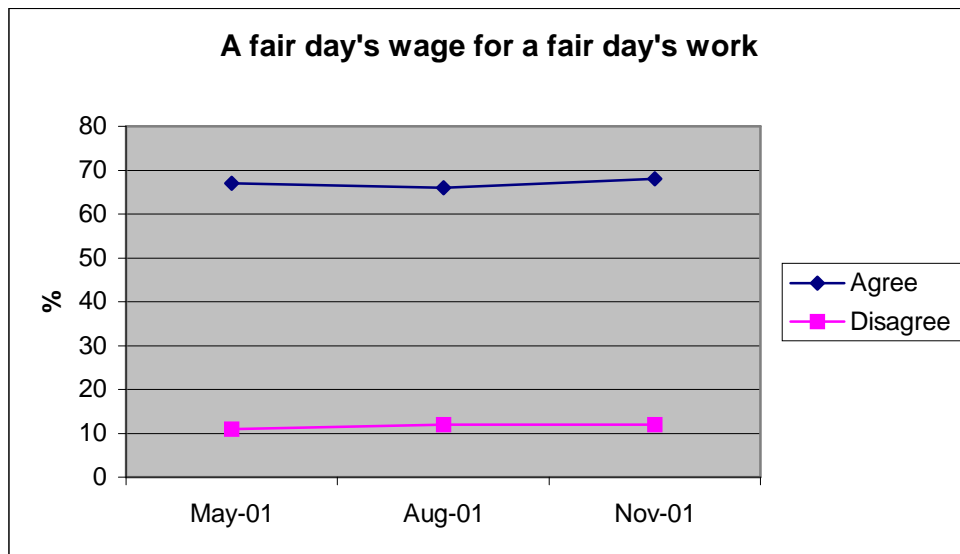
## THEME 2: JOB SATISFACTION

*Question: Would you agree or disagree with the following statement:  
My employer pays me a fair day's wage for a fair day's work.*

NOTE: Respondents were given a five-point scale for answering this series of questions, where 1 meant strongly disagree and 5 meant strongly agree.

**Table 8: A FAIR DAY'S WAGE FOR A FAIR DAY'S WORK**

Sentiment	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
	%	%	%	%	%	%	%	%
Agree	68	68	67	72	67	66	63	78
Neutral	20	20	21	17	22	22	19	14
Disagree	12	11	11	11	11	11	16	7
Mean	3.9	3.9	3.9	4.0	3.9	3.9	3.9	4.1
Don't know	*	*	1	-	1	*	1	1



Sixty eight percent of employees say they get a fair day's wage for a fair day's work. As found previously, blue-collar employees and casuals are slightly more likely to agree they are fairly paid than are workers as a whole.

The means – varying from 3.9 to 4.1 on a five-point scale -- may indicate reasonably high levels of acceptance by workers that they are fairly paid.

However, in the cases of blue-collar and casual workers, many of whom may be objectively less well-paid than others, this may also reflect a sense that they are doing the best they can hope for.

*Statement: I feel that my employer treats me with respect.*

**Table 9: RESPECTFUL TREATMENT BY EMPLOYER**

A large majority of employees across the board – about seven out of ten -- feel they are treated with respect by their employer.

Sentiment	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
	%	%	%	%	%	%	%	%
Agree	69	65	72	71	68	66	70	78
Neutral	19	21	18	19	19	20	19	15
Disagree	12	14	19	10	13	13	11	7
Mean	4.0	3.9	4.0	4.0	3.9	3.9	4.0	4.2
Don't know	*	-	*	-	*	*	-	-



If anything, the trend is for women to be very slightly more inclined than men to say their employer treats them respectfully.

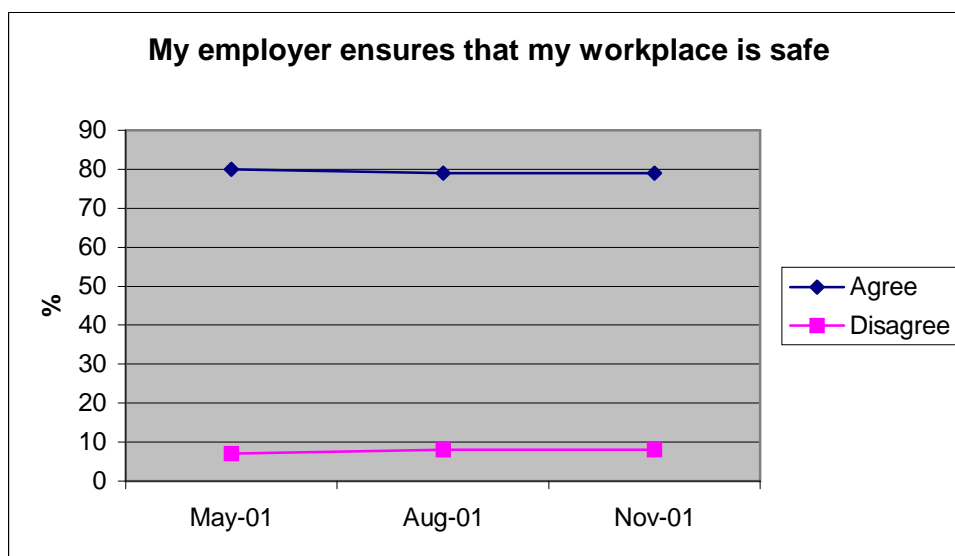
There is now no difference on this issue between people who were born in Australia and those who were born overseas: 69 per cent of Australian-born workers and 69 per cent of workers born overseas say their employer treats them with respect.

There is also still little difference among age groups, except that people aged 40 – 54 are less inclined to say that their employer treats them with respect.

*Statement: My employer sees that my workplace is safe.*

**Table 10: EMPLOYER PROVIDES A SAFE WORKPLACE**

Sentiment	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
	%	%	%	%	%	%	%	%
Agree	79	78	81	74	82	79	82	78
Neutral	12	10	12	12	12	12	9	12
Disagree	8	11	7	13	6	9	7	8
Mean	4.2	4.1	4.3	4.1	4.3	4.2	4.3	4.3
Don't know	1	1	11	1	*	*	1	1



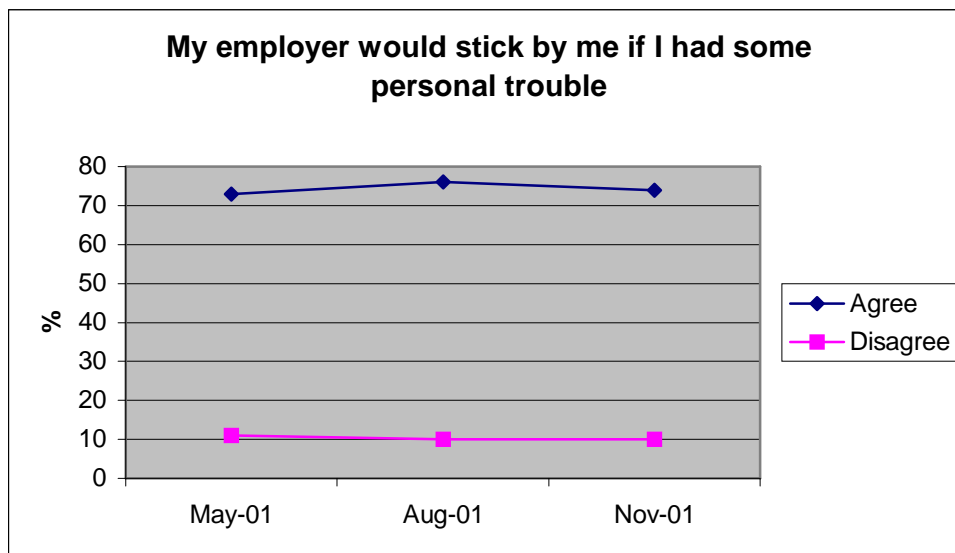
A very large majority of workers across the board – eight out of ten – say their employer sees that the workplace is safe.

However, the trend is for blue-collar workers – who may be more exposed to hazardous occupations – to be less likely than white-collar workers to say the employer keeps a safe workplace.

*Statement: I'm confident my employer would stick by me if I had some personal trouble such as health or family trouble.*

**Table 10: PERCEPTIONS OF EMPLOYER LOYALTY**

Perception	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
	%	%	%	%	%	%	%	%
Agree	74	72	75	76	72	74	72	71
Neutral	15	14	17	12	17	15	18	16
Disagree	10	13	8	10	10	10	8	11
Mean	4.1	4.0	4.1	4.1	4.1	4.1	4.1	4.0
Don't know	1	1	1	1	*	*	1	2



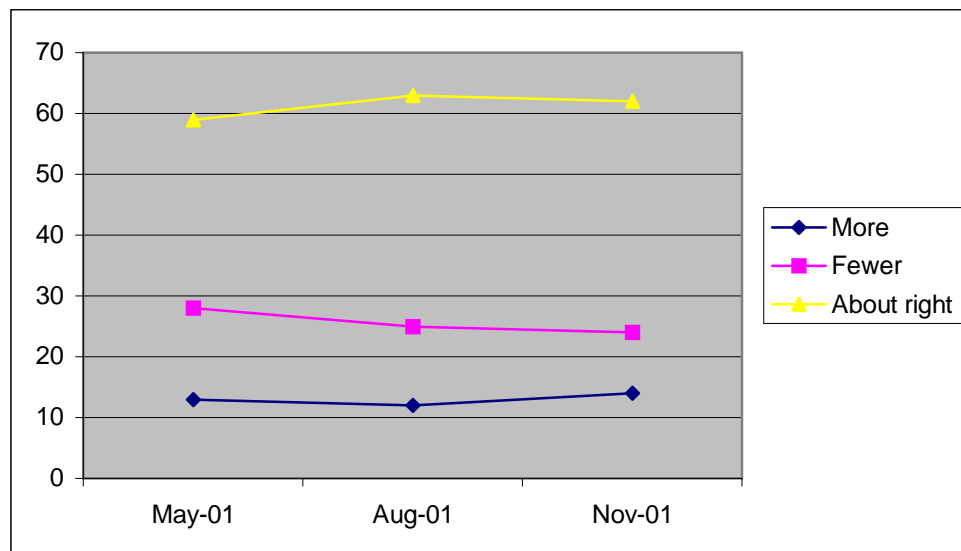
About three-quarters of Australian workers believe their employer would stick by them in the event of health or family trouble.

There is a slight suggestion in the trend that women are more confident of this than are men, although any difference is very small.

*Question: Would you like to work more hours or fewer hours than you do at the moment, or are the hours you are now working about right?*

**Table 11: ATTITUDE TO NUMBER OF HOURS WORKED**

Attitude	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
	%	%	%	%	%	%	%	%
More	14	14	13	21	10	7	17	34
Fewer	24	25	22	16	27	33	8	6
About right	62	60	64	63	62	59	75	59
Don't know	1	1	1	-	1	1	-	1



Just on a quarter of the workforce would like to work fewer hours – but this is much more the case among full-time and white-collar workers than among part-time, casual or blue-collar workers.

As in previous surveys, a large minority of casual workers in particular would like to work more hours and so, to a lesser extent, would part-time and blue-collar workers. This probably reflects their interest in earning more money.

A further trend – perhaps reflecting the extent of casualisation among young workers – is that young people (aged 18 to 24) are still more likely to want extra hours than are older workers.

*Question: On a scale of 0 to 10, where 0 is not at all stressful and 10 is extremely stressful, how would you rate your job?*

**Table 12: ASSESSMENT OF STRESSFULNESS OF JOB**

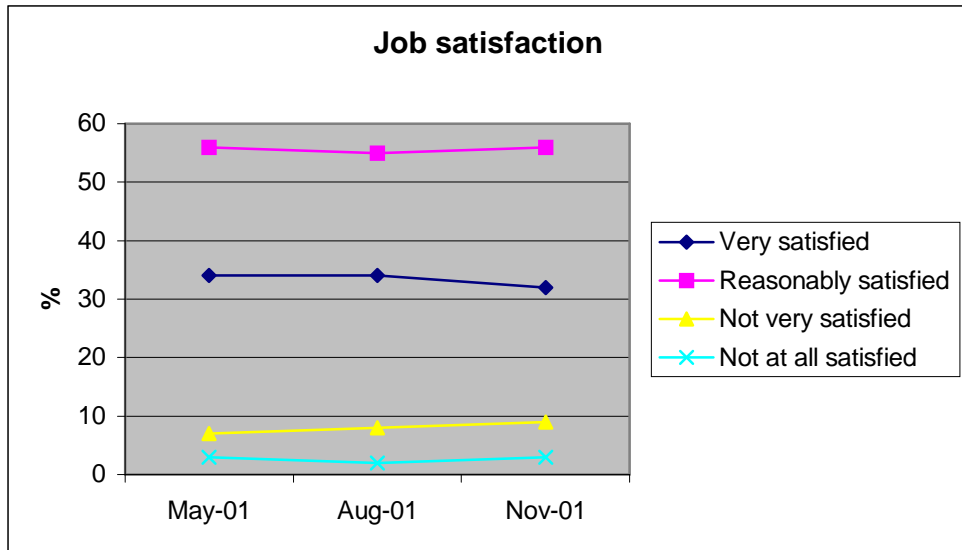
Sentiment	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
Mean	5.7	5.5	5.8	4.9	6.0	6.0	5.5	4.5

As found previously, full-time and white-collar workers – the same people who want to work fewer hours – are somewhat more likely than part-time, casual or blue-collar workers to give their job a higher stress rating.

*Question: Taking all things into account, how satisfied would you say you are with your job at the moment? Would you say you are very, reasonably, not very or not at all satisfied?*

**Table 12: LEVEL OF JOB SATISFACTION**

How satisfied	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	923	382	541	293	623	579	201	150
	%	%	%	%	%	%	%	%
Very	32	32	34	33	32	32	35	32
Reasonably	56	54	57	55	56	56	54	54
Not very	9	11	8	8	10	9	10	10
Not at all	3	4	2	4	2	3	1	4
Don't know	*	1	-	1	*	*	*	-



About one-third of Australia's workers are very satisfied with their jobs, and more than half the rest are reasonably satisfied. About one in 10 are dissatisfied.

This is broadly true of men and women, blue and white collar, full-time, part-time and casual workers.

These patterns have now been consistent across the three surveys.



## THEME 3: EMPLOYEES' VIEWS ON A CURRENT ISSUE

Respondents to the November survey were again asked a series of questions about what should be done to protect workers' entitlements if a company collapses.

*Question: If a company collapses, employees are sometimes not paid their full entitlement to wages, long-service leave, superannuation and so on. Do you think the Government should or should not guarantee these entitlements?*

**Table 13: ATTITUDES TO GOVERNMENT GUARANTEE OF ENTITLEMENTS**

Attitude	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	1006	420	586	293	623	579	201	150
	%	%	%	%	%	%	%	%
Should	62	59	64	66	59	61	61	64
Should not	32	36	29	28	35	34	29	30
Don't know	7	6	7	6	6	5	10	6

Sixty two percent (previously seven out of ten) employees say the Government should guarantee the entitlements of workers if a company fails.

Women are again more likely than men to take this view, as are blue-collar workers compared with white-collar workers. Generally, the figures this time are not quite as supportive of a government guarantee as they were three months ago when for example, the collapse of Ansett Airlines was fresher in the memory.

NOTE: The following question was asked only of those who said the Government should guarantee the entitlements.

*Question: Should the money come from revenue already raised through taxes, or a special levy on all wage-earners or a special levy on all employers?*

**Table 14: ATTITUDES TO FUNDING GOVERNMENT GUARANTEE OF ENTITLEMENTS**

Source	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	621	246	375	194	368	352	122	96
	%	%	%	%	%	%	%	%
Tax revenue	40	39	42	40	42	40	39	48
Levy on all wage-earners	5	6	5	5	6	5	9	4
Levy on all employers	46	48	45	46	45	50	42	34
Don't know	8	7	9	9	6	5	10	14

Australian employees are still somewhat divided on whether the funding of guaranteed entitlements should come from tax revenue or a levy on employers.

More (46%) say it should be funded by a levy on employers than by tax revenue (40%).

One thing they are still clear on: it should not come from a levy on employees.

Coalition voters 46% (previously 46%) are more likely than Labor voters 36% (previously 37%) to support the funding of such a guarantee from tax revenue.

Labor voters 54% (previously 52%) are more likely than Coalition voters 42% (previously 40%) to say it should be funded by a levy on employers.

NOTE: The next question was asked of all respondents.

*Question: If a company collapses, should employees be entitled to a program of re-training or assistance to find another job from whatever funds are left in the company, or at the Government's expense, or should employees have to fund such re-training or assistance themselves if they want it?*

**Table 15: ATTITUDES TO FUNDING EMPLOYEE JOB SEARCH OR RE-TRAINING**

Attitude	Total	Gender		Occupation		Workforce status		
		Men	Women	Blue	White	Full-time	Part-time	Casual
Base	1006	420	585	293	623	579	201	150
	%	%	%	%	%	%	%	%
From whatever funds are left in company	50	45	53	44	53	50	51	52
At the Government's expense	27	28	26	31	25	28	23	25
At the employee's expense	17	19	15	19	16	17	17	18
Don't know	6	7	6	6	6	5	9	5

Now, half of Australia's employees believe that any funding for re-training or job-seeking arising from the collapse of a company should be paid for from funds left in the company.

Twenty seven percent (previously 25%) believe it should be paid for by the Government, and fewer still – now 17% – believe it should be paid for out of the employee's own pocket.

Women are more likely than others to say that it should be paid for from any residual funds in the company: a clear majority of women continue to take this view.

White-collar workers are also still more likely than blue-collar workers to say the money should come from any residual company funds.

Labor voters 47% (previously 52 per cent) and Democrat voters 63% (previously 53%) take this view compared with 53% of Coalition voters (previously 45%).

## **APPENDIX I**

# **QUESTIONNAIRE**

## EMPLOYMENT QUESTIONNAIRE

Good evening. My name is ..... and I am phoning from Saulwick Research, the market research company. This evening we are doing a survey about employment and I need to speak with people who work for a wage or a salary. Is there anyone at home at the moment who is an employee, that is, a person who works for a wage or a salary, including people who receive a regular commission or retainer, or someone who is at present looking for paid work or who would like to find paid work? If YES: I need to speak to the youngest such person home at the moment who is eighteen or over. Is that you or someone else? (If someone else) Could I speak to that person please.

(If necessary repeat introduction)

I have only a few questions to ask: the survey will only take a few minutes.

Q 1. Firstly, are you:

- |  |   |
|--|---|
| Employed   | 1 |
| Looking for paid work  | 2 |
| or have you given up looking although you would still like to work if you could find it? | 3 |
| Don't read out)  |   |
| Don't know /not established  | 4 |

*If Looking for paid work or would work if could find it skip to Q 9*

*If Employed continue*

Q 2. Are you employed:

- |                                   |   |
|-----------------------------------|---|
| Full time                         | 1 |
| Part time                         | 2 |
| Casual (either full or part time) | 3 |
| (Don't read out)                  |   |
| Don't know /not established       | 4 |

*(If both full time and part time):*

*For the rest of this short questionnaire, I would like to talk about your full time job.*

Q 3. How long have you been in your present job:

- |                                 |   |
|---------------------------------|---|
| Less than six months            | 1 |
| Between six months and a year   | 2 |
| Between one year and five years | 3 |
| More than five years            | 4 |
| <i>(Don't read out)</i>         |   |
| Don't know /not established     | 5 |

Q 4. How secure do you feel in your job: would you say you felt

- |                         |   |
|-------------------------|---|
| very secure             | 1 |
| quite secure            | 2 |
| not very secure         | 3 |
| not at all secure       | 4 |
| <i>(Don't read out)</i> |   |
| Don't know              | 5 |

Q 5. And how do you think you will feel in twelve months time: do you think you will feel

- |   |   |
|---|---|
| More secure in your job than you do now | 1 |
| About the same as now                   | 2 |
| Less secure in your job than you do now | 3 |
| <i>(Don't read out)</i>                 |   |
| Will be retired in twelve months        | 4 |
| Don't know                              | 5 |

Q 6. Thinking about your own employer, that is, the company or organisation which employs you:

On a scale of 1 to 5, where 5 means you strongly agree and 1 means you strongly disagree, how would you respond to these statements about your own employer:

(a) My employer pays me a fair day's wage for a fair day's work.  
Remember you can choose any number between 1 and 5, where 1 is strongly disagree and 5 is strongly agree.

1      2      3      4      5      Don't know   6

(b) I feel that my employer treats me with respect.

1      2      3      4      5      Don't know   6

1	2	3	4	5	Don't know	6
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1	2	3	4	5	Don't know	6
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Q7. And now a question about stress at work. On a scale of 0 to 10, where 0 is not at all stressful and 10 is extremely stressful, how would you rate your job?

Don't know

Very satisfied	1
Reasonably satisfied	2
Not very satisfied	3
Not at all satisfied	4
<i>(Don't read out)</i>	
Don't know	5

*(Only if looking for paid work or would accept work if could find it )*

Q 9. How long have you been out of work:

Less than six months	1
Between six and twelve months	2
Between one year and two years	3
Between two and five years	4
More than five years	5
<i>(Don't read out)</i>	
Don't know	6

Q10. If category 4 or 5 AND female ask:

Have you been MAINLY caring for children in the past two years?

Yes	1
No	2
Don't know/not answered	3

Q 11. How confident are you that you will find a job in the next six months:

Very confident	1
Reasonably confident	2
Not very confident	3
Not at all confident	4
<i>(Don't read out)</i>	
Don't know	5

Q 12. Some people think that unemployment will fall in the next twelve months, others disagree. Do you think that in twelve months time the number of people unemployed will be

higher than at present	1
about the same or	2
lower than at present	2
<i>(Don't read out)</i>	
Don't know	4

Q13. If a company collapses, employees are sometimes not paid their full entitlement to wages, long service leave, superannuation and so on.

Do you think that the government

should or	1
should not	2

guarantee these entitlements?  
*(Don't read out)*

Don't know /not answered	3
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If answer is code 1, ask



- Q 14. Should the money come from
- |                                      |   |
|--------------------------------------|---|
| revenue already raised through taxes | 1 |
| a special levy on all wage-earners   | 2 |
| or                                   |   |
| a special levy on all employers      | 3 |
| <i>(Don't read out)</i>              |   |
| Don't know /not answered             | 4 |

- Q15. If a company collapses, should employees be entitled to a program of retraining or assistance to find another job
- |   |   |
|---|---|
| from whatever funds are left in the company   | 1 |
| at the government's expense   | 2 |
| or  |   |
| should employees have to fund such retraining or assistance themselves if they want it? | 3 |
| <i>(Don't read out)</i>   |   |
| Don't know /not answered  | 4 |

- Q 16: If you had to start looking for a job, (When you are looking for a job) where do you think you would get the most useful information? (Read out)
- |   |   |
|---|---|
| Newspapers  | 1 |
| Friends and contacts                              | 2 |
| A private job agency                              | 3 |
| A government funded job network employment agency | 4 |
| A trade union                                     | 5 |
| Some other place (specify) .....                  | 6 |
| <i>(Don't read out)</i>                           |   |
| Don't know  | 7 |

- Q 17. Finally, if a federal election for the House of Representatives were held tomorrow, for which political party would you probably vote?

<i>Read out</i>	(Rotation 1)	(Rotation 2)	
Labor	1	Liberal	1
Liberal	2	National	2
National	3	Labor	3
Democrat	4	Democrat	4
Green	5	Green	5
One Nation	6	One Nation	6
Independent	7	Independent	7
Some other party	8	Some other party	8
<i>(Don't read out)</i>		<i>(Don't read out)</i>	
Don't know /not established	9	Don't know / not established	9
Won't vote/ informal	10	Won't vote/ informal	10

And now just a couple of questions about yourself

Q 18. what is the highest education level you attained:

Nil	1
Primary only	2
Some secondary	3
Completed secondary	4
Trade/technical qualification	5
University/College of Advanced Education (Don't read out)	6
Don't know	7

Q 19. What is your occupation?

Write in and code	_____
Lower Blue	1
Upper Blue	2
Lower White	3
Middle White	4
Upper White	5
Looking for paid work	6
Not established	7

Q 20. Were you:

Born in Australia	1
Born somewhere else	2

Q 21. Finally, could you tell me how old you are?

Write in \_\_\_\_\_

*(Only if they refuse to say exactly how old they are, ask:)*

In which of the following age groups do you belong:

18 – 24	1
25 – 39	2
40 – 54	3
55 and over	4

Q 22. Gender

Male	1
Female	2

Q 23. Location

Melbourne	11	Adelaide	17
Other Vic	12	Other SA	18
Sydney	13	Perth	19
Other NSW	14	Other WA	20
Brisbane	15	ACT	21
Other Qld	16	Tasmania	22
		NT	23