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1 ABOUT THIS REPORT

This report is a summary of the methods used to undertake the Victorian Work And Life (VicWAL) survey. The survey was conducted over four weeks in July 2009 by the Social Research Centre (SRC) on behalf of the Centre for Applied Social Research (CASR) research team. More details on the conduct of the survey can be found in the full Technical Report supplied by the SRC, available on request from the authors.

2 DEFINITIONS

- **Part-time work** is defined as work for less than 35 hours per week, consistent with the Australian Bureau of Statistics (ABS) definition.
- **Shift work** is where the workplace splits its daily hours of operation into at least two set work periods (or shifts) for different groups of workers.
- **Metro** is defined as the statistical division of metropolitan Melbourne as defined by the ABS. The Melbourne statistical division covers the metropolitan area of Melbourne as well as the surrounding urban fringe and rural areas, including the Dandenong Ranges, the Yarra Valley and the Mornington Peninsula.
- **Regional** is defined as an ABS settlement type with a population greater than 50,000 (Geelong, Ballarat and Bendigo in Victoria).
- **Rural** is defined as the rest of the state outside metro and regional areas.

3 SAMPLE

The target population was adults (18 years of age and over) who were residents of private households in Victoria and who were working for a salary or wage. People who were self-employed were included only if they also held another job as an employee (employed by someone else and working for a salary or wage).

The total target sample size was 3000,\(^1\) stratified by Melbourne (Metro), major regional centres as determined by LGA postcodes (Regional), and the rest of the state (Rural) (refer Table 1).

Regional employees were over-sampled to ensure a relatively large sample size for regional centres and rural Victoria. This was to provide sufficient numbers for meaningful analyses of differences between regional areas of Victoria and metropolitan Melbourne as well as between regional and rural areas. The following quotas were set for the sample: equal numbers of men and women, and 1000 metro employees and 2000 regional employees. A total of 3007 employees were interviewed. It was assumed that the Regional to Rural ratio for employees is likely to be somewhat greater than that for the general population. A minimum quota of 642\(^2\) was set for the Regional areas, with a maximum of 1000. The total number of non-Metro interviews was to be kept at 2000 (refer Table 2 for final outcomes). The sample was generated using random digit dialling (RDD) and the ‘most recent birthday’ method was used to choose the respondent within a given household.

---

\(^1\) Final sample size was 3010 due to 10 interviews that were underway when quotas were closed off. After completion of fieldwork, it was discovered that three of the 3010 interviews were with respondents living outside of Victoria (and thus out of scope). These responses were deleted from the final data file but are included in the call outcome data.

\(^2\) This figure is 32% of the non-metropolitan sample, which mirrors the Regional proportion of the non-metropolitan population.
Table 1 — Summary of sample quotas

<table>
<thead>
<tr>
<th>Sample</th>
<th>Description</th>
<th>b1 quota</th>
<th>a1 quota</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Males</td>
<td>Females</td>
</tr>
<tr>
<td>1</td>
<td>Melbourne</td>
<td>500</td>
<td>500</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1000</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Major regional centres (Geelong, Ballarat, Bendigo)</td>
<td>321</td>
<td>321</td>
</tr>
<tr>
<td></td>
<td></td>
<td>642</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Rest of Victoria</td>
<td>679</td>
<td>679</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1500</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3000</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Subtotal regional Victoria</td>
<td>2000</td>
<td></td>
</tr>
</tbody>
</table>

Hard quota

Soft quota

Can increase Sample 2 (up to a maximum of 1000), with commensurate decrease in Sample 3

Sample collection statistics in Table 2 show that the Regional/Rural split ‘fell out’ roughly as anticipated, with a slightly greater number of interviews in the Regional area than the minimum target (686 versus 642). The gender split within each location was close to 50:50, with a slightly greater proportion of males in the Regional and Rural areas, and a slightly greater proportion of females in the Metro location.³

Table 2 — Summary of Sample Collected

<table>
<thead>
<tr>
<th>Sample</th>
<th>Description</th>
<th>b1 quota</th>
<th>a1 quota</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Males</td>
<td>Females</td>
</tr>
<tr>
<td>1</td>
<td>Melbourne</td>
<td>490</td>
<td>490</td>
</tr>
<tr>
<td></td>
<td></td>
<td>972</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Major regional centres (Geelong, Ballarat, Bendigo)</td>
<td>338</td>
<td>338</td>
</tr>
<tr>
<td></td>
<td></td>
<td>686</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Rest of Victoria</td>
<td>672</td>
<td>672</td>
</tr>
<tr>
<td></td>
<td></td>
<td>1507</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>3007</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Subtotal regional Victoria</td>
<td>2035</td>
<td></td>
</tr>
</tbody>
</table>

Legend as per Table 1.

³. Overall, we interviewed seven ‘extra’ males, due to these interviews already being underway when the male quota was reached.
4 INTERVIEW LENGTH

The average interview length was 14.6 minutes.

5 DATA CLEANING

Logic checks and frequencies were run on the data, and labelling conventions applied. System missing, ‘don’t know’ and ‘refused’ options were re-coded according to the usual SRC conventions for each question (‘don’t know’: -98; ‘refused’: -99; system missing: -100).

6 CALL PROCEDURES

The call procedures included:

- A six-call regime — six attempts to make contact on a randomly selected phone number.
- Controlling the spread of call attempts such that, subject to other outcomes being achieved, contact attempts were spread over weekdays, late afternoon to early evening (4 pm to 6 pm), weekdays mid- to late evening (after 6 pm until 8.30 pm), and weekends (10 am to 5 pm). No calls were attempted outside these times, except by firm appointment.

There was no interviewing in languages other than English because of the costs involved, and no messages were left on answering machines.

7 PROCEDURES TO MAXIMISE RESPONSE RATES

Procedures to maximise responses to the survey included:

- Batched release of sample — that is, the sample was segmented into batches that were exhausted one at a time.
- A focus on interviewer training and respondent liaison techniques
- Response rates and refusals were monitored and corrective action taken when necessary.
- Provision of handouts on the purpose of the survey (frequently asked questions) to interviewers

8 SURVEY DESIGN

Questions were sourced from other surveys where possible. Table 3 lists externally sourced survey items and their sources.
Table 3: Source of survey items

<table>
<thead>
<tr>
<th>No.</th>
<th>Question</th>
<th>Source (see References)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1b</td>
<td>Which of the following best describes your household?</td>
<td>Adapted from 2006 ABS Census&lt;sup&gt;(1)&lt;/sup&gt;</td>
</tr>
<tr>
<td>4</td>
<td>In the last two weeks, did you spend any time providing unpaid care...</td>
<td>2006 ABS Census&lt;sup&gt;(1)&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Whitehouse&lt;sup&gt;(2)&lt;/sup&gt;</td>
</tr>
<tr>
<td>5</td>
<td>In the last 12 months did you spend any time doing voluntary work...</td>
<td>2006 ABS Census&lt;sup&gt;(1)&lt;/sup&gt;</td>
</tr>
<tr>
<td>6</td>
<td>What do you do in your main job (occupation)?</td>
<td>2006 ABS Census&lt;sup&gt;(1)&lt;/sup&gt;</td>
</tr>
<tr>
<td>9</td>
<td>What is the industry or business of your employer?</td>
<td>2006 ABS Census&lt;sup&gt;(1)&lt;/sup&gt;</td>
</tr>
<tr>
<td>14a</td>
<td>Are you aware that most adult employees in Australia are entitled to be paid at least a minimum wage?</td>
<td>Adapted from ILO&lt;sup&gt;(3)&lt;/sup&gt;</td>
</tr>
<tr>
<td>15</td>
<td>Which one of the following best describes your current type of employment? ...</td>
<td>HILDA&lt;sup&gt;(1)&lt;/sup&gt;</td>
</tr>
<tr>
<td>17a</td>
<td>If you could choose the number of hours you work each week and taking into account how that would affect your income, would you prefer to work...</td>
<td>ABS SEARS&lt;sup&gt;(1)&lt;/sup&gt;; Whitehouse&lt;sup&gt;(2)&lt;/sup&gt;</td>
</tr>
<tr>
<td>19c</td>
<td>Are those extra hours...?</td>
<td>ABS SEARS&lt;sup&gt;(4)&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>Do you usually work the same number of hours every day?</td>
<td>European Foundation&lt;sup&gt;(4)&lt;/sup&gt;; ILO&lt;sup&gt;(4)&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>Do you have fixed starting and finishing times?</td>
<td>European Foundation&lt;sup&gt;(4)&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>Do you usually work the same number of days every week?</td>
<td>ILO&lt;sup&gt;(4)&lt;/sup&gt;</td>
</tr>
<tr>
<td>23</td>
<td>Do you work shifts?</td>
<td>European Foundation&lt;sup&gt;(4)&lt;/sup&gt;</td>
</tr>
<tr>
<td>24</td>
<td>Do you usually work on weekends?</td>
<td>Adapted from ABS SEARS&lt;sup&gt;(5)&lt;/sup&gt;</td>
</tr>
<tr>
<td>25</td>
<td>Do you usually work any hours between 7 pm and 7 am?</td>
<td>Adapted from European Foundation&lt;sup&gt;(4)&lt;/sup&gt;</td>
</tr>
<tr>
<td>26</td>
<td>How is your work schedule set?</td>
<td>Adapted from Whitehouse&lt;sup&gt;(2)&lt;/sup&gt;</td>
</tr>
<tr>
<td></td>
<td>Are you ever asked to change your work schedule at short notice...?</td>
<td>Adapted from Whitehouse&lt;sup&gt;(2)&lt;/sup&gt;</td>
</tr>
<tr>
<td>27</td>
<td>From the following list, please tell me which of the following you feel you could access in your work place if you needed to...</td>
<td>Adapted from Whitehouse&lt;sup&gt;(2)&lt;/sup&gt;</td>
</tr>
<tr>
<td>30</td>
<td>I have a lot of freedom to decide how I do my own work</td>
<td>LSAC&lt;sup&gt;(6)&lt;/sup&gt;; HILDA&lt;sup&gt;(7)&lt;/sup&gt;</td>
</tr>
<tr>
<td>31</td>
<td>I never have enough time to get everything done on my job</td>
<td>LSAC&lt;sup&gt;(6)&lt;/sup&gt;; HILDA&lt;sup&gt;(7)&lt;/sup&gt;</td>
</tr>
<tr>
<td>32</td>
<td>...how likely do you think it is that you will lose your job?</td>
<td>Adapted from discussion in Green&lt;sup&gt;(13)&lt;/sup&gt;</td>
</tr>
<tr>
<td>33</td>
<td>...how easy or difficult would it be for you to find a job as good as your current one?</td>
<td>Adapted from discussion in Green&lt;sup&gt;(13)&lt;/sup&gt;</td>
</tr>
<tr>
<td>35</td>
<td>In general, my supervisor is quite accommodating of my personal and family needs</td>
<td>Measure of organisational culture: AWALI 2008 survey&lt;sup&gt;(8)&lt;/sup&gt;</td>
</tr>
<tr>
<td>36</td>
<td>My organisation makes an active effort to help employees when there is a conflict between work and their personal or family lives</td>
<td>Measure of organisational culture: AWALI 2008 survey&lt;sup&gt;(8)&lt;/sup&gt;</td>
</tr>
<tr>
<td>37</td>
<td>How often does your work interfere with your responsibilities or activities outside of work?</td>
<td>Measure of organisational culture: AWALI 2008 survey&lt;sup&gt;(8)&lt;/sup&gt;</td>
</tr>
<tr>
<td>40</td>
<td>How often does your work interfere with your ability to develop or maintain connections and friendships in your community?</td>
<td>AWALI&lt;sup&gt;(8,10)&lt;/sup&gt;</td>
</tr>
<tr>
<td>43</td>
<td>Thinking about your life in general, how often do you feel rushed or pressed for time?</td>
<td>AWALI&lt;sup&gt;(8,10)&lt;/sup&gt;</td>
</tr>
<tr>
<td>44</td>
<td>How satisfied are you with the balance between your work and the rest of your life?</td>
<td>AWALI&lt;sup&gt;(8,10)&lt;/sup&gt;</td>
</tr>
<tr>
<td>48</td>
<td>How many minutes per day you normally spend travelling from home to work and back?</td>
<td>European Foundation&lt;sup&gt;(8)&lt;/sup&gt;; Whitehouse&lt;sup&gt;(2)&lt;/sup&gt;; CIV&lt;sup&gt;(11)&lt;/sup&gt;</td>
</tr>
<tr>
<td>50a</td>
<td>Can you get help from friends, family and neighbours when needed?</td>
<td>European Foundation&lt;sup&gt;(4)&lt;/sup&gt;</td>
</tr>
<tr>
<td>50b</td>
<td>How well does your job fit in with your family and social commitments outside of work?</td>
<td>ILO&lt;sup&gt;(8)&lt;/sup&gt;; AWALI 2009 survey&lt;sup&gt;(10)&lt;/sup&gt;</td>
</tr>
<tr>
<td>56</td>
<td>In general, would you say your health was...</td>
<td>SF 36&lt;sup&gt;(13)&lt;/sup&gt;</td>
</tr>
</tbody>
</table>
9 PILOT TESTING

A pilot test of 30 interviews was conducted, with 15 interviews conducted on 24 June 2009 and another 15 on 25 June 2009. Changes were implemented between rounds 1 and 2 of the pilot testing. Pilot test interviews were included in the final data file because no substantive changes were made.

The final questionnaire is provided in the Appendix.

10 INTERVIEWER BRIEFING

All interviewers and supervisors selected to work on the project attended a two-hour briefing session delivered by two Social Research Centre Principal Research Advisers, with representatives of the CASR research team present to field any queries.

A total of 40 interviewers worked on the project.

11 FIELDWORK QUALITY CONTROL PROCEDURES

The in-field quality monitoring techniques applied to this project included:

- Validation of 206 interviews (or approximately 7% of all interviews) via remote monitoring
- Field team debriefing after the first shift, and thereafter, debriefing whenever there was important information to impart to the field team in relation to data quality, consistency of interview administration, techniques to avoid refusals, appointment-making conventions, or project performance
- Monitoring of the interview-to-refusal ratio by interviewer
- An end-of-survey debriefing

There were no major concerns raised regarding the conduct or content of the survey at the final debriefing. The only question with which interviewers reported respondents having difficulty in the pilot was Q21. This asked, ‘Do you have fixed starting AND finishing times? By this we mean that you start and finish work at the same time each day you work?’ A significant number of respondents worked different times of the day but the schedule was fixed, and so they were initially unsure how to answer the question. The CASR research team advised that only those respondents who started and finished at the same time each day they worked should answer ‘yes’ to this question.

12 RESPONSE ANALYSIS

A total of 105,919 call attempts were made to 40,766 numbers. The most frequent call outcome was no answer (38%), followed by answering machine (17%) and disconnected numbers (13%). Eight per cent of numbers called were out of scope because no one in the household over the age of 18 was an employee.

On average, an interview was achieved every 35.2 calls, and the average number of calls for each number initiated was 2.6.
Table 4 presents the final call result for all numbers initiated (that is, numbers that had been called). As can be seen, of the 40,766 numbers to which calls were initiated, an interview was achieved with 3010 households.

<table>
<thead>
<tr>
<th>Sample Record Category (Calls Initiated)</th>
<th>Final call attempt</th>
<th>% of sample Initiated</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total numbers initiated</td>
<td>40,766</td>
<td></td>
</tr>
<tr>
<td>Telstra message, number disconnected</td>
<td>13,695</td>
<td>33.6%</td>
</tr>
<tr>
<td>Not a residential number</td>
<td>3,485</td>
<td>8.5%</td>
</tr>
<tr>
<td>Fax/modem</td>
<td>2,698</td>
<td>6.6%</td>
</tr>
<tr>
<td>Subtotal Unusable Numbers</td>
<td>19,878</td>
<td>42.1%</td>
</tr>
<tr>
<td>No Contact</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Engaged</td>
<td>289</td>
<td>0.7%</td>
</tr>
<tr>
<td>Answering machine</td>
<td>1,447</td>
<td>3.5%</td>
</tr>
<tr>
<td>No answer</td>
<td>4,353</td>
<td>10.7%</td>
</tr>
<tr>
<td>Subtotal No Contact</td>
<td>6,089</td>
<td>14.9%</td>
</tr>
<tr>
<td>Out of scope</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Claims to have done survey</td>
<td>11</td>
<td>0.0%</td>
</tr>
<tr>
<td>Language other than English (no follow-up)</td>
<td>464</td>
<td>1.1%</td>
</tr>
<tr>
<td>Too old / frail / deaf / unable to do survey</td>
<td>58</td>
<td>0.1%</td>
</tr>
<tr>
<td>No one over 18 with a job</td>
<td>754</td>
<td>18.4%</td>
</tr>
<tr>
<td>Other Out of Scope</td>
<td>70</td>
<td>0.2%</td>
</tr>
<tr>
<td>Quota full</td>
<td>35</td>
<td>0.1%</td>
</tr>
<tr>
<td>Subtotal out of scope</td>
<td>8,162</td>
<td>19.9%</td>
</tr>
<tr>
<td>Contacts</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Completed interviews</td>
<td>3,010</td>
<td>7.4%</td>
</tr>
<tr>
<td>Appointment</td>
<td>1</td>
<td>0.0%</td>
</tr>
<tr>
<td>Stopped Interview (including appointments)</td>
<td>129</td>
<td>0.3%</td>
</tr>
<tr>
<td>Selected respondent away duration</td>
<td>115</td>
<td>0.3%</td>
</tr>
<tr>
<td>Wrong number / Respondent not known at this address</td>
<td>61</td>
<td>0.1%</td>
</tr>
<tr>
<td>Household refusal</td>
<td>2,835</td>
<td>7.0%</td>
</tr>
<tr>
<td>Respondent refusal</td>
<td>437</td>
<td>1.1%</td>
</tr>
<tr>
<td>Remove number from list</td>
<td>46</td>
<td>0.1%</td>
</tr>
<tr>
<td>Terminated midway</td>
<td>13</td>
<td>0.0%</td>
</tr>
<tr>
<td>Subtotal in scope contacts</td>
<td>5,847</td>
<td>16.3%</td>
</tr>
</tbody>
</table>

Response Rate

| Completed interviews                      | 3,010              |
| Wrong number / refusals and terminated interviews | 3,331           |
| **Total**                                 | **6,341**          |

3,010

6,341 Divided into

47.5% Equals response rate
To determine the response rate, we excluded those numbers initiated:

- That were not connected, or not residential numbers, and therefore unusable (42.1% of numbers initiated)
- Where there was no contact within the call cycle (14.9%)
- That resulted in a contact confirming that the selected respondent was out of scope (19.9%)
- Where the respondent was not there or where an appointment was made but not completed (0.8%)

The final overall response rate (47.5%)\(^4\) was defined as completed interviews as a proportion of sample members who could be contacted within the call cycle and were not identified as out of scope.

13 REASONS FOR REFUSAL

The reason for refusal was collected wherever possible. Table 5 shows that the most commonly cited reason for refusal was lack of interest (‘not interested’, 44%), followed by outright refusals (‘just hung up’, 26%), and temporal refusals (‘too busy’, 14%).

Table 5 — Review of reason for refusal

<table>
<thead>
<tr>
<th>Reasons for refusal</th>
<th>% of refusals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not interested</td>
<td>44%</td>
</tr>
<tr>
<td>No comment / just hung up</td>
<td>26%</td>
</tr>
<tr>
<td>Too busy</td>
<td>14%</td>
</tr>
<tr>
<td>Never do surveys</td>
<td>3%</td>
</tr>
<tr>
<td>Silent number</td>
<td>2%</td>
</tr>
<tr>
<td>Survey is too long</td>
<td>2%</td>
</tr>
<tr>
<td>Too old / frail / deaf / unable to do survey</td>
<td>2%</td>
</tr>
<tr>
<td>Asked to be taken off list and never called again</td>
<td>1%</td>
</tr>
<tr>
<td>Too personal / intrusive</td>
<td>1%</td>
</tr>
<tr>
<td>Don’t trust surveys / government</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>3%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>95%</strong></td>
</tr>
</tbody>
</table>

\(^4\) The calculation was completed interviews (3010) divided by the sum of completed interviews, ‘household refusals’, ‘respondent refusals’, ‘remove number from list’, and ‘terminated midway’ (3331).
14 WEIGHTING

As the aim of this survey is to extrapolate the findings from the sample population to the target population of adult employees in Victoria, the sample should represent this larger population of interest as closely as possible. We therefore needed to weight the sample in order to bring it closer to this target population. We can do this by basing the weights on known population parameters. In particular, we are concerned with variables that differ significantly between the sample and this larger population and that are also suspected to affect survey responses to key questions.

We know, for example, because of the sampling design that Metropolitan Melbourne was vastly underrepresented and Regional and Rural Victoria, vastly over-represented. Looking at ABS labour force data for Victoria, we also see that the distributions for gender and age are somewhat different from those in the sample, with a relatively greater percentage of women and under 65 year olds in the sample. Other differences are an overrepresentation of professionals and permanent workers.

It was decided that two weighting variables would be included in the final SPSS file. Both use ABS 2009 labour force data for employed persons aged 15+ years (male and female) in metro and non-metro Victoria for their population parameters and weight to the sample size.

Weight 1 weights by age and gender within the two locations — metro and non-metro. This weight is to be used when comparing respondents from different locations.

Weight 2 weights by age, gender, and location. This weight is to be used when examining the Victorian population as a whole.

Weighting data reduces the survey’s measurement precision, therefore, when using weighted data, the base used for statistical testing should be the ‘effective base’ (see Table 6 below).

<table>
<thead>
<tr>
<th>Population</th>
<th>Effective base</th>
<th>Unweighted base</th>
<th>Weight applied</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metro</td>
<td>870</td>
<td>872</td>
<td>Weight 1</td>
</tr>
<tr>
<td>Non-metro</td>
<td>1723</td>
<td>2035</td>
<td>Weight 1</td>
</tr>
<tr>
<td>Victoria</td>
<td>1458</td>
<td>3007</td>
<td>Weight 2</td>
</tr>
</tbody>
</table>

5. The other main type of weighting adjustment is for ‘chance of selection’ — for example, number of in-scope residents within a household.
15 REFERENCES


12. Global measure from the SF 36 questionnaire. It is a widely used measure of self-reported health and is used in CIV and Victoria Population Health Surveys. See CIV website for more information, <http://www.communityindicators.net.au/metadata_items/self_reported_health>.

APPENDIX: FINAL VIC WAL SURVEY

CATI SCRIPT

(*ALL)
INTRO Hello, my name is <INT NAME> I am calling on behalf of RMIT University from the Social Research Centre.

We are conducting a short survey about work life balance in Victoria. It should take about 15 minutes.

IF NECESSARY: The research aims to better understand how employment conditions influence how people balance work and family responsibilities, and work and community participation.

(*ALL)
S1 May I please speak with the person aged 18 years and over living in this household who has a job as an employee working for a wage or salary?

(If more than one person): May I speak with the one with the MOST RECENT BIRTHDAY?

INTERVIEWER NOTE: If on maternity or long-service (or other temporary) leave, we DO want them in the study. We will be asking them about the job they had most recently.

1. Selected respondent (GO TO S2)
2. Change respondents (REINTRODUCE IF NECESSARY)
3. Stop interview, make appointment (RECORD NAME AND ARRANGE CALL BACK)
4. Household refusal (ATTEMPT CONVERSION / RECORD REASON) (GO TO RR1)
5. Queried about how telephone number was obtained (DISPLAY ATELQ)
6. Wants further information about survey (GO TO AINFO)
7. No one in household over 18 and an employee (GO TO TERMINATION SCRIPT)

*(SELECTED RESPONDENT)
S2 Are you self-employed or run your own business at all?

1. Yes Continue
2. No GO TO S4
3. Respondent refusal (ATTEMPT CONVERSION / RECORD REASON) (GO TO RR1)

*(SELECTED RESPONDENT)
S3 Do you have another job where you are an employee getting paid a wage or salary?

1. Yes GOTO S4
2. No Continue
3. Respondent refusal (ATTEMPT CONVERSION / RECORD REASON) (GO TO RR1)

*(SELF-EMPLOYED ONLY)
S3a Is there anybody else in the household over 18 currently working who would be able to help us?

INTERVIEWER NOTE: If more than one, choose most recent birthday

1. Yes GO TO S2
2. No GO TO T1
This survey is mainly about your experiences in the job you have as an employee working for salary or wages. If I come to any question you prefer not to answer, just let me know and I'll skip over it. You can withdraw from the study at any point and the information collected will not be retained, or you may complete the rest of the interview at another time. All interviews are voluntary, and any information you give me will be completely confidential. Results that are reported will be aggregated so it won't be possible to identify individual answers.

IF NECESSARY: This interview should take around 15 minutes depending on your answers.

1. Continue (GO TO S5)
2. Stop interview, make appointment (RECORD NAME AND GENDER AND ARRANGE CALL BACK)
3. Respondent refusal (ATTEMPT CONVERSION / RECORD REASON) (GO TO RR1)
4. Wants further information about survey (GO TO AINFO)
5. Queried about how telephone number was obtained (DISPLAY ATELQ)

TERMINATION SCRIPT:
T1 Thanks anyway, but for this survey we need to speak to people who have a wage paying job other than being self employed and are aged 18 or more. Thanks for being prepared to help.

*(QUERIED HOW TELEPHONE NUMBER WAS OBTAINED)
ATELQ Your telephone number has been chosen at random from all possible telephone numbers in Victoria. We find that this is the best way to obtain a representative sample and to make sure we get opinions from a wide range of people.

1. Snap back to S1 / S4

*(WANTS ADDITIONAL INFORMATION)
AINFO Further information about the Social Research Centre can be found on our website www.srcentre.com.au.

Further information about the Centre for Applied Social Research at RMIT can be found at http://www.rmit.edu.au/casr

I can also give you telephone numbers so that you can talk with the researchers: Kerry Haynes on 03 9925 3668 for further info.

1. Snap back to S1 / S4

*(Refused)
RR1 OK, that's fine, no problem, but could you just tell me the main reason you do not want to participate, because that's important information for us?

1. No comment / just hung up
2. Too busy
3. Not interested
4. Too personal / intrusive
5. Don't like subject matter
6. Don't believe surveys are confidential / privacy concerns
7. Silent number
8. Don't trust surveys / government
9. Never do surveys
10. 15 minutes is too long
11. Get too many calls for surveys / telemarketing
12. Too old / frail / deaf / unable to do survey (CODE AS TOO OLD / FRAIL / DEAF)
13. Not a residential number (business, etc) (CODE AS NOT A RESIDENTIAL NUMBER)
14. Language difficulty (CODE AS LANGUAGE DIFFICULTY NO FOLLOW UP)
15. Going away / moving house (CODE AS AWAY DURATION)
16. Asked to be taken off list (add to do not call register)
17. Other (Specify)

*(Refused)
RR2 RECORD RE-CONTACT TYPE

1. Definitely don’t call back
2. Possible conversion

*(ALL)

S5 This call may be monitored for training and quality purposes. Is that OK?

1. Monitor
2. Do not monitor

---

Household characteristics

*(ALL)

Q1a I’m going to start out with a few general background questions.

1. Continue

*(ALL)

Q1b Which of the following best describes your household? Would you say… [READ OUT]

INTERVIEWER NOTE: if adult child living at home, code as OTHER

1. Couple without children living in the household [GOTO Q4]
2. Couple with children living in the household CONTINUE
3. One parent family with children living in the household CONTINUE
4. One person household [GOTO Q4]
5. Group household CONTINUE
6. Other - Please describe your household (specify) CONTINUE
98. (Don’t know/Can’t say)
99. (Refused)

---

Caring responsibilities

*(HAS CHILDREN, GROUP HH, OTHER HH, DK, OR REF)

Q2 Do you have dependent children? By dependent we mean children under 18 years of age, who live with you, and that you care for?

1. Yes [CONTINUE]
2. No [GOTO Q4]
98. (Don’t know/Can’t say) [GOTO Q4]
99. (Refused) [GOTO Q4]

*(HAS DEPENDENT CHILDREN)

Q3 How old is your youngest child?

1. Response given (Please specify________) [RANGE: 0-18 YEARS]
98. (Don’t know/Can’t say)
99. (Refused)
Q4 In the last two weeks, did you spend time providing UNPAID care or assistance to family members or others because of a disability, a long term illness or problems related to old age?

INTERVIEWER NOTE: Does NOT include work done through a voluntary organisation or group. DOES include people receiving Carer’s payment from Centrelink. Ad hoc help or assistance, such as shopping, should ONLY be included if the person needs this sort of assistance because of his/her condition.

1. Yes
2. No
98. (Don’t know/Can’t say)
99. (Refused)

Q5 In the last 12 months did you spend any time doing voluntary work through an organisation or group?

1. Yes
2. No
98. (Don’t know/Can’t say)
99. (Refused)

---

**Employment status**

PREQ6 I am now going to ask you some questions about your employment.

1. Continue

Q6 Do you have more than one paid job?

INTERVIEWER NOTE: If respondent is temporarily on leave, ask about most recent employment.

1. Yes GO TO Q8
2. No GO TO Q8
98. (Don’t know/Can’t say) GO TO Q8
99. (Refused) GO TO Q8

*(MORE THAN ONE JOB, Q6=1)*

Q7 How many hours per week do you usually work in total IN ALL OF YOUR PAID JOBS? Don’t include lunch breaks or travelling to and from work

1. Response given (Please specify_____ ) (TO THE NEAREST .5 HOUR) (RANGE:1-100)
98. (Don’t know/Can’t say)
99. (Refused)

*(MORE THAN ONE JOB)*

PREQ8 The questions from now on relate to your MAIN EMPLOYEE JOB. By this we mean the job in which you work AS AN EMPLOYEE FOR WAGES OR A SALARY AND SPEND THE MOST TIME.

1. Continue

PROGRAMMER NOTE: IF Q6=1, PLEASE DISPLAY <MAIN EMPLOYEE> AS NECESSARY THROUGHOUT THE REST OF THE QRE, ELSE DO NOT DISPLAY
Q8  What do you do in your <MAIN EMPLOYEE> job (i.e. what is your occupation?)

INTERVIEWER NOTE: say “main employee” only if more than one job

1. Managers
2. Professionals
3. Technicians and Trades Workers
4. Community and Personal Service Workers
5. Clerical and Administrative Workers
6. Sales Workers
7. Machinery Operators and Drivers
8. Labourers
9. Other (Specify________)
98. (Don’t know/Can’t say)
99. (Refused)

INTERVIEWER NOTE: FOR THE REST OF THE SURVEY, INSERT NAME OF JOB WHERE SCRIPT SAYS <MAIN EMPLOYEE JOB> (WILL APPEAR ONLY IF R HAS MORE THAN ONE JOB)

Q9  What is the industry or business of your employer?

1. Agriculture, Forestry and Fishing
2. Mining
3. Manufacturing
4. Electricity, Gas, Water and Waste Services
5. Construction
6. Wholesale Trade
7. Retail Trade
8. Accommodation and Food Services
9. Transport, Postal and Warehousing
10. Information Media and Telecommunications
11. Financial and Insurance Services
12. Rental, Hiring and Real Estate Services
13. Professional, Scientific and Technical Services
14. Administrative and Support Services
15. Public Administration and Safety
16. Health Care and Social Assistance
17. Arts and Recreation Services
18. Other Services
19. Other (Specify_______)
98. (Don’t know/Can’t say)
99. (Refused)

Q10  Is this organisation…(READ OUT)

1. A public or government organisation (including state, federal or local government)
2. A private organisation
3. A not for profit organisation
98. (Don’t know/Can’t say)
99. (Refused)
Q11 Approximately how many people work for your employer? By this I mean the organisation as a whole. INTERVIEWER NOTE: PROMPT IF NECESSARY

1. Less than 5
2. 5-15
3. 16 -99
4. 100-499
5. 500 or more
98. (Don't know/Can't say)
99. (Refused)

Q12 How long have you worked for this organisation?
INTERVIEWER NOTE: We are particularly interested in whether the person has worked for the organisation for a year or more. If they say ‘around a year’ could you try to get them to be a bit more precise?

1. Response given in years (Please specify______) RANGE: 1-60
2. Response given in months(Please specify______) RANGE: 1-12
3. (Don't know/Can't say)
4. (Refused)

Q13 Are you a union member?

1. Yes
2. No
98. (Don't know/Can't say)
99. (Refused)

Q14 Is there a union negotiated agreement in your workplace?

1. Yes, there’s one in place
2. Negotiations are currently underway
3. No
98. (Don't know/Can't say)
99. (Refused)

Q14a Are you aware that most adult employees in Australia are entitled to be paid at least a minimum wage?

1. Yes
2. No
98. (Don't know/Can't say)
99. (Refused)

Employment conditions

PREQ15 I am now going to ask you some questions about your employment conditions in your <MAIN EMPLOYEE> job.

1. Continue
Q15 Which one of the following best describes your current type of employment? Would you say…

**INTERVIEWER NOTE:** If people are on maternity or long service leave, the question relates to the job that they have most recently taken leave from

[READ OUT]

1. Permanent or ongoing,
2. Fixed term contract. By fixed-term I mean a job that finishes on a certain date or at a time when a certain task is completed, or
3. Casual. By casual I mean a job without paid annual leave and paid sick leave
4. Other (Specify)

98. (Don’t know/Can’t say)
99. (Refused)

Q16 Are you currently employed full-time or part-time? Part-time is defined as usually working less than 35 hours per week

1. Full-time  GO TO 17a
2. Part-time  GO TO 17b
98. (Don’t know/Can’t say)  GO TO 18
99. (Refused)  GO TO 18

**FULL-TIME EMPLOYEE**

Q17a If you could choose the number of hours you work each week in your <MAIN EMPLOYEE> job and taking into account how that would affect your income, would you prefer to work…?

1. Fewer hours
2. About the same number of hours, or
3. More hours
98. (Don’t know/Can’t say)
99. (Refused)

**PART-TIME EMPLOYEE**

Q17b If you could choose the number of hours you work each week in your <MAIN EMPLOYEE> job, and taking into account how that would affect your income, would you prefer to work…?

1. Full-time
2. More hours but not full-time
3. About the same number of hours, or
4. Fewer hours
98. (Don’t know/Can’t say)
99. (Refused)

Q18 In your <MAIN EMPLOYEE> job, how many hours do you usually work each week? Please include both your ordinary hours and any extra hours or overtime, whether paid or unpaid.

1. Hours (Please Specify______) (RANGE: 0.5 TO 80.0 HOURS [to the nearest half hour e.g. 7.5 hours])
98. (Don’t know/Can’t say)
99. (Refused)

Q19a Do you usually work any extra hours or overtime in this job?

1. Yes  [GO TO Q20]
98. (Don’t know/Can’t say)  [GO TO Q20]
99. (Refused)  [GO TO Q20]

**USUALLY WORK EXTRA HOURS OR OVERTIME**

Q19b About how many extra hours do you usually work each week?
1. Hours (Please Specify______) (RANGE: 0.5 TO 80.0 HOURS [to the nearest half hour e.g. 7.5 hours])
   98. (Don’t know/Can’t say)
   99. (Refused)

*(USUALLY WORK EXTRA HOURS OR OVERTIME)*
Q19c Are those extra hours:
   1. Paid
   2. Unpaid
   3. Both paid and unpaid
   98. (Don’t know/Can’t say)
   99. (Refused)

*(ALL)*
PREQ20 Now I’m going to ask you some questions about the HOURS you work in your <MAIN EMPLOYEE> job.
   1. Continue

*(ALL)*
Q20 Do you usually work the same number of hours every day?

INTERVIEWER NOTE: Within half an hour or so
IF NECESSARY: By usually we mean at least 50% of the time
   1. Yes
   2. No
   98. (Don’t know/Can’t say)
   99. (Refused)

*(ALL)*
Q21 Do you have fixed starting AND finishing times? By this we main that you start and finish work at the same time each day you work.
   1. Yes
   2. No
   98. (Don’t know/Can’t say)
   99. (Refused)

*(ALL)*
Q22 Do you usually work the same number of days every week?
   1. Yes
   2. No
   98. (Don’t know/Can’t say)
   99. (Refused)
Q23 Do you work shifts?
INTERVIEWER NOTE: DEFINITION OF SHIFTS: THE WORKPLACE SPLITS ITS DAILY HOURS OF OPERATION INTO AT LEAST TWO SET WORK PERIODS (OR SHIFTS), FOR DIFFERENT GROUPS OF WORKERS.

1. Yes
2. No
98. (Don't know/Can't say)
99. (Refused)

Q24 Do you usually work on weekends?

1. Yes
2. No
98. (Don't know/Can't say)
99. (Refused)

Q25 Do you usually work any hours between 7pm and 7am?

1. Yes
2. No
98. (Don't know/Can't say)
99. (Refused)

Q26 How is your work schedule set? By work schedule I mean both the number of hours you work and when you work those hours. Would you say…

1. Your employer sets your schedule with no possibility of change,
2. Your employer has several fixed working schedules that you can choose from,
3. You can adapt your working hours within certain limits (e.g., flexitime), or
4. You have a great deal of freedom to choose your work schedule
98. (Don't know/Can't say)
99. (Refused)

Q27 Are you ever asked to change your work schedule at short notice, for example on the day or day before? Would you say… [READ OUT]

1. Never
2. Rarely - less than once a month
3. Sometimes - once or twice a month, or
4. Often – most weeks
98. (Don't know/Can't say)
99. (Refused)

Q28 If you were asked to change your work schedule at short notice, how easy or difficult would this be for you?

1. Very easy
2. Quite easy
3. Quite difficult
4. Very difficult
98. (Don't know/Can't say)
99. (Refused)
Q29 Still thinking about your <MAIN EMPLOYEE> job, if you needed to, could you access…

[READ OUT]

STATEMENTS
a) Part-time work or reduced hours [PROGRAMMER NOTE: ONLY DISPLAY ‘REDUCED HOURS’ IF Q16=CODE 2 (PART-TIME)]
b) Flexible start and finish times. By this I mean the same number of hours but with more flexible start and finish times
c) Paid parental leave
d) Unpaid parental leave
e) Paid leave for caring and other purposes
f) Unpaid leave for caring and other purposes
g) Annual leave at a time that you can choose
h) Working from home

RESPONSE FRAME
1. Yes
2. No
98. (Don’t know/Can’t say)
99. (Refused)

PREQ30 Now I am going to read some statements about your work in your <MAIN EMPLOYEE> job and I’d like you to tell me if you agree or disagree with them

Q30 I have a lot of freedom to decide how I do my own work

INTERVIEWER NOTE: PROBE FOR STRONGLY OR JUST

INTERVIEWER NOTE: This includes the order of work, the methods used to do the work and the speed or rate of work.

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
98. (Don’t know/Can’t say)
99. (Refused)

Q31 I never have enough time to get everything done in my job

INTERVIEWER NOTE: PROBE FOR STRONGLY OR JUST

1. Strongly agree
2. Agree
3. Neither agree nor disagree
4. Disagree
5. Strongly disagree
98. (Don’t know/Can’t say)
99. (Refused)

Q32 Thinking about the next twelve months, <MAIN EMPLOYEE> job? Would you say…

INTERVIEWER NOTE: ‘lose your job’ means termination or involuntary redundancy (not voluntary redundancy)
1. Very likely
2. Fairly likely
3. Not too likely
4. Not at all likely
98. (Don't know/Can't say)
99. (Refused)

*(ALL)  
Q33  If you were looking for work today, how easy or difficult would it be for you to find a job as good as your current one? Would you say…
[READ OUT]

1. Very easy
2. Quite easy
3. Quite difficult
4. Very difficult
98. (Don't know/Can't say)
99. (Refused)

**Training and skills development**

*(ALL)  
Q34  Still thinking about your MAIN EMPLOYEE job, are there opportunities for learning and skills development in your job?

1. Yes
2. No
3. Don't know
98. (Don't know/Can't say)
99. (Refused)

**Organisational culture**

*(ALL)  
PREQ35  Next I'm going to read some statements about your workplace at your MAIN EMPLOYEE job, for each one, please tell me whether you strongly agree, somewhat agree, neither agree nor disagree, somewhat disagree, or strongly disagree.

*(ALL)  
Q35  In general, my supervisor is quite accommodating of my personal and family needs

INTERVIEWER NOTE: Is that STRONGLY agree/disagree or just agree/disagree

1. Strongly agree
2. Somewhat agree
3. Neither agree nor disagree
4. Somewhat disagree
5. Strongly disagree
98. (Don't know/Can't say)
99. (Refused)
Q36 In my workplace, employees are regularly expected to put their jobs before their personal and family life.

IF NECESSARY: Is that STRONGLY agree/disagree or just agree/disagree?

1. Strongly agree  
2. Somewhat agree  
3. Neither agree nor disagree  
4. Somewhat disagree  
5. Strongly disagree  
98. (Don’t know/Can’t say)  
99. (Refused)

Q37 My organisation makes an active effort to help employees when there is a conflict between work and their personal or family lives.

IF NECESSARY: Is that STRONGLY agree/disagree or just agree/disagree?

1. Strongly agree  
2. Somewhat agree  
3. Neither agree nor disagree  
4. Somewhat disagree  
5. Strongly disagree  
98. (Don’t know/Can’t say)  
99. (Refused)

Q38 Over the past 12 months, have you been consulted about changes in the way your work at your <MAIN EMPLOYEE> job is organised or in your working conditions?

1. Yes  
2. No  
98. (Don’t know/Can’t say)  
99. (Refused)

Q39 Still thinking about your <MAIN EMPLOYEE> job, have there been any changes in your workplace that you believe are due to the Global Financial Crisis, such as changes in working conditions, staff numbers or work time?

INTERVIEWER NOTE: THIS QUESTION IS ABOUT THE EMPLOYEE’S PERCEPTION OF WHETHER ANY CHANGES ARE DUE TO THE GLOBAL FINANCIAL CRISIS

1. Yes (Please specify ______)  
2. No  
3. Not yet  
98. (Don’t know/Can’t say)  
99. (Refused)
### Work-life balance measure (AWALI)

**PREQ40** The next few questions ask about the balance between your work in your <MAIN EMPLOYEE> job and the rest of your life.

**Q40** How often does your work interfere with your responsibilities or activities outside of work? Would you say...

1. Almost always
2. Often
3. Sometimes
4. Rarely, or
5. Never
98. (Don’t know/Can’t say)
99. (Refused)

**Q41** How often does your work keep you from spending the amount of time you would like with family or friends?

1. Almost always
2. Often
3. Sometimes
4. Rarely
5. Never
98. (Don’t know/Can’t say)
99. (Refused)

**Q42** How often does your work interfere with your ability to develop or maintain connections and friendships in your community?

1. Almost always
2. Often
3. Sometimes
4. Rarely
5. Never
98. (Don’t know/Can’t say)
99. (Refused)

**Q43** Thinking about your life in general, how often do you feel rushed or pressed for time?

1. Almost always
2. Often
3. Sometimes
4. Rarely
5. Never
98. (Don’t know/Can’t say)
99. (Refused)
Q44 And thinking about your life right now, how satisfied are you with the balance between your work and the rest of your life? Would you say… [READ OUT]

1. Very satisfied
2. Somewhat satisfied
3. Neither satisfied nor dissatisfied
4. Not very satisfied, or
5. Not at all satisfied
98. (Don’t know/Can’t say)
99. (Refused)

*(PERSON LIVES IN COUPLE HOUSEHOLD, Q1=1 or 2)

Q45 Is your partner currently in paid employment?

1. Yes
2. No
3. Not applicable (adult child living at home) GO TO Q48
98. (Don’t know/Can’t say)
99. (Refused)

*(IF Q45 = 1 CONTINUE, OTHERWISE GO TO Q47)
*(PARTNER IN PAID EMPLOYMENT)

Q46 Is your partner’s employment… [READ OUT]

INTERVIEWER NOTE: Part-time is defined as usually working less than 35 hours per week

1. Full-time, or
2. Part-time
3. Not applicable (adult child living at home)
98. (Don’t know/Can’t say)
99. (Refused)

Community

*(ALL)

PREQ47 Now I’m going to ask you about some things outside work that might affect your work-life balance

*(ALL)

Q47 How many minutes per day do you normally spend travelling from home to work AND BACK?

IF NECESSARY: This could include any drop-off that the person usually does. This does not include travel done whilst at work.

1. Response Given (Please specify_____) [RANGE: 1-999 MINUTES]
98. (Don’t know/Can’t say)
99. (Refused)

IF Q2 = 1 AND AGE OF CHILD IN Q3=<15 OR Q3 CODE 98, 99 CONTINUE, ELSE GOTO Q48b

*(HAS DEPENDENT CHILDREN AGE 15 OR YOUNGER, OR DK/REF AGE OF YOUNGEST CHILD)

Q48a How well do childcare services in your area meet your needs?

1. Completely
2. Partly
3. Not at all
4. Not applicable (Don’t need childcare services)
98. (Don’t know/Can’t say)
99. (Refused)
Q48b How well do services to care for older or disabled people in your area meet your needs?
1. Completely
2. Partly
3. Not at all
4. Not applicable (Don’t need services for older or disabled people)
98. (Don’t know/Can’t say)
99. (Refused)

Q48c How well does the public transport in your area meet your needs?
1. Completely
2. Partly
3. Not at all
4. Not applicable (Don’t need public transport)
98. (Don’t know/Can’t say)
99. (Refused)

Q49 Can you get help from friends, family and neighbours when needed?
1. Yes, definitely
2. Sometimes
3. No, not at all
98. (Don’t know/Can’t say)
99. (Refused)

Q50 How well does your <MAIN EMPLOYEE> job fit in with your family and social commitments outside of work? Would you say…?
1. Very well
2. Well
3. Not so well, or
4. Not at all well
5. Don’t know
98. (Don’t know/Can’t say)
99. (Refused)

Q51 Many people feel that because of their work obligations, they are not able to devote as much time or energy to their family or community as they would like. What changes, if any, could be made IN YOUR WORKPLACE to improve your work-life balance? Anything else?

INTERVIEWER NOTE: THIS QUESTION STILL REFERS TO <MAIN EMPLOYEE> JOB ONLY
1. Response Given (Please Specify______________)
98. (Don’t know/Can’t say)
99. (Refused)
Now I’d like you to think about areas of your life OTHER THAN your workplace. What changes, if any, could be made to services in your community, or anything else, to improve your work-life balance?

INTERVIEWER NOTE: Possible responses might include improvements to services such as child care, elder care, public transport

1. Response Given (Please Specify___________)
98. (Don’t know/Can’t say)
99. (Refused)

Socio demographics

I now have a few final questions to make sure that we have spoken to a good range of people.

Could you please tell me your postcode? Sample postcode: ####

1. Postcode correct as displayed
2. Postcode incorrect (RECORD POSTCODE)
3. Postcode incorrect as displayed, don’t know postcode (RECORD LOCALITY)
98. (Don’t know/Can’t say)
99. (Refused)

What year were you born?

1. Response Given (Please Specify___________) GO TO Q55
98. (Don’t know/Can’t say)
99. (Refused)

Do you mind telling me if you were born in the...

1. 1990s
2. 1980s
3. 1970s
4. 1960s
5. 1950s
6. 1940s
7. 1930s
8. 1920s
9. 1910s
10. 1900s
98. (Don’t know/Can’t say)
99. (Refused)

In which country were you born?

1. Australia
2. New Zealand
3. UK / Ireland
4. Greece
5. Italy
6. Vietnam
7. Other (Please Specify_______)
98. (Don’t know/Can’t say)
99. (Refused)
Q56 In general would you say your health was… [READ OUT]

1. Excellent
2. Very good
3. Good
4. Fair, or
5. Poor
98. (Don’t know/Can’t say)
99. (Refused)

Q57 What is the highest level of education you have completed?

1. Never attended school
2. Primary school
3. Year 7 to Year 9
4. Year 10
5. Year 11
6. Year 12
7. Trade/apprenticeship
8. Other TAFE/Technical Certificate
9. Diploma
10. Bachelor Degree
11. Post-Graduate Degree
12. Other (please specify)
98. (Don’t know/Can’t say)
99. (Refused)

Q58 I would now like to ask you about your (household’s) income…Before tax is taken out, which of the following ranges best describes your household’s approximate income, from all sources, over the last 12 months?

1. 0 to $5,000 (up to about $100/week)
2. $5,001 - $12,000 ($101 to $230/week)
3. $12,001 – $20,000 ($231 to $380/week)
4. $20,001 – $30,000 ($381 to $580/week)
5. $30,001 – $40,000 ($581 to $770/week)
6. $40,001 – $50,000 ($771 to $960/week)
7. $50,001 - $60,000 ($961 to $1,150/week)
8. $60,001 – $80,000 ($1,151 to $1,540/week)
9. $80,001 – $100,000 ($1,541 to $1,920/week)
10. $100,001 or more
98. (Don’t know/Can’t say)
99. (Refused)
*(ALL)*
Q59  Sex
   1. Male
   2. Female

**Consent for second interview**

CLOSE1  Thanks for participating. As mentioned before, your answers are purely confidential.

   In the future, the researchers on this project would like to talk to some people in more detail about their working conditions and work-life balance. Could we phone you at another time to do that? That interview would take about 20 minutes and we would phone at a time that is convenient for you.

   INTERVIEWER NOTE: IF THEY ARE CALLED, IT WOULD MOST LIKELY BE NEXT YEAR SOME TIME

   1. Yes  GOTO QCON
   2. No  GOTO CLOSE2

IF CLOSE1 = 1
*(AGREE TO BE RECONTACTED)*
QCON  Is this number the best one to contact you on? [READ OUT NUMBER]
      [DISPLAY Sample phone number: ####]

   1. Best number correct as displayed
   2. Better number (RECORD NUMBER) [PROGRAMMER: COULD BE EITHER LANDLINE OR MOBILE NUMBER]
      🤔🤔🤔🤔 (Don't know/Can't say)
      🤔🤔 (Refused)

CTIME  What are the best times to call? (record day, time)

CNAME  Who should we ask for?

CLOSE2  That is all the questions that I have for you. Thank you very much again for your assistance and time. A reminder that my name is <INT NAME> from the Social Research Centre. This research has been conducted on behalf of RMIT University [END]