

Forest industry workforce – socio-economic wellbeing and community contributions



January 2020

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Summary

Introduction

A person's workplace can be a large contributor to personal wellbeing, and social, psychological and physical aspects of the workplace are all important factors affecting worker wellbeing. If a workplace contributes positively to a person's wellbeing, they are likely to have greater productivity, lower stress and absenteeism, and increased job satisfaction compared to those whose workplace does not support their wellbeing. A workforce that has high wellbeing is also better able to positively contribute to their community.

An industry that has workers with higher wellbeing that are able to work productively and make a contribution to their community, is more likely to have support from the communities in which it works, and is likely to operate more successfully than one which is regularly the source of controversy and debate. It is therefore important to not only consider the wellbeing of the forest industry workforce and the factors that influence worker wellbeing, but also how the forest industry is able to make positive contributions to a community, through avenues such as volunteering and making positive impacts on the quality of life in a community.

Methods

Data used in this report was collected in three ways: (i) Forest, wood and paper industry workers in the Green Triangle region of Victoria and South Australia were surveyed to gain an understanding about their wellbeing, their workplace, and their community (referred to in this report as the 'forest worker survey'), (ii) the broader Australian community (including people living in the Green Triangle) was surveyed via the Regional Wellbeing Survey (RWS), a large annual survey of people living in rural and regional Australia (and included the broader community, not just those working in the forest industry), and (iii) ABS data was used to gain an understanding about community contributions via volunteering.

Additionally, Schirmer et al.'s (2017) report 'Socio-economic impacts of the forest industry: Green Triangle', was drawn upon to gain an understanding about forest industry businesses in the Green Triangle and their contributions to the workforce as well as to the broader community.

Wellbeing of forest industry workers

In this report we use two measures of wellbeing (global life satisfaction and the Personal Wellbeing Index), a measure of 'illbeing' (psychological distress), and a general health measure.

Global life satisfaction for participants of the forest worker survey was 74.9, similar to the global life satisfaction of respondents to the RWS living in the Green Triangle (75.1), and that of RWS respondents around Australia (74.0). PWI for participants of the forest worker survey was almost the same as global life satisfaction, at 74.6, and consistent with the normal range in life satisfaction and PWI for Australians. However, there were some significant differences in satisfaction with individual life domains. Forest worker survey participants were most satisfied with their feelings of safety (82.6), standard of living (79.6) and personal relationships (78.0), and significantly less satisfied with their future security (68.2).

Work related factors influencing forest worker wellbeing

Forest worker survey participants with lower overall job satisfaction reported significantly lower life satisfaction and higher levels of psychological distress, compared to the average for all forest worker survey participants, and those with high job satisfaction. Work-related factors known to impact on job satisfaction and worker wellbeing (including working conditions such as work hours and income) were explored by drawing on Schirmer et al.'s (2017) report 'Socio-economic impacts of the forest industry: Green Triangle'.

Working long or irregular work hours can have negative health and wellbeing impacts, in particular through reducing work-life balance, increasing fatigue and increasing the chance of workplace injuries or accidents. The forest industry in 2016/17 had a high rate of full-time employment, with 88% of workers in Green Triangle businesses participating in the forest industry survey working full-time jobs. This is consistent with Census data for the region, and relatively high compared to only 62% of the broader workforce in the Green Triangle captured in the 2016 Census. A total of 29% of workers reported working 49 hours or more per week, higher than for the broader Green Triangle workforce (17%). Those employed in logging reported even higher work hours, with 67% reporting working 49 hours or more in the week prior to the 2016 Census.

Income is a key contributor to wellbeing, through direct contribution to a standard of living, and also through the associated recognition that comes with being paid an income. In the Green Triangle, forest industry workers generally earned a higher income than the average for the broader workforce, with 47% earning \$1,250 or more a week, compared to only 25% of the broader labour force in the region.

Non-work factors influencing forest worker wellbeing

Other factors related to community and social connectedness, as well as personal factors such as age and gender can also influence wellbeing. For forest worker survey participants, there were no significant differences in wellbeing between those that felt welcome in their community compared to those that didn't feel welcome, those that spent a lot of time with friends and family compared to those that didn't, those that got involved in community activities or events and those that didn't, or between those that volunteered and those that didn't. There also were no differences in wellbeing between those with different education levels, of different age, financial situation or gender.

Forest industry contributions to community

A workforce that has high wellbeing is better able to be more productive in life and contribute to their community, and an industry that positively contributes to their community is more likely to be supported by the community. We explored contributions to the community by workers in the forest industry through volunteering. The level of volunteering by forest worker survey participants was not significantly different to that of RWS participants. A total of 34% of forest industry survey participants in the Green Triangle indicated they regularly volunteered, while 38% of RWS participants living in the Green Triangle indicated they regularly volunteered, and 31% of RWS participants from around Australia indicated they volunteered.

Conclusions

Wellbeing for participants of the forest worker survey was similar to that of respondents to the RWS living in the Green Triangle and from around Australia, and for life satisfaction and PWI, lie within the normal range for Australians. However, there were some significant differences in satisfaction with individual life domains amongst forest worker survey participants that are not seen for RWS participants. Forest worker survey participants reported significantly lower satisfaction with their future security, possibly reflecting a general feeling of insecurity about the future directions of the forest industry.

Forest worker survey participants with lower overall job satisfaction reported significantly lower wellbeing, compared to the average for all forest industry workers. Increasing or maintaining job satisfaction may require examination of work-related factors typically known to influence worker wellbeing and overall job satisfaction, including formal and informal working conditions, and how the industry deals with external influences such as social conflict. Formal working conditions, such as income, is relatively high for forest workers compared to the broader Green Triangle workforce. Additionally, most forest worker survey participants indicated they were in permanent, and/or full-time positions. These work-related factors are known to be associated with higher worker wellbeing. However, many forest workers report working long hours, particularly in the logging sector, which can have negative impacts on wellbeing through reducing work-life balance, increasing fatigue and increasing the chance of workplace injuries or accidents.

A person with higher wellbeing is better able to contribute positively to their community. Volunteering amongst forest worker survey participants was similar to that of RWS participant in the Green Triangle Region.

Understanding worker wellbeing not only has important implications for businesses operating in the forest industry, but also for understanding how these industries are able to contribute positively to the broader community, and how this in turn influences industry support. Supporting wellbeing in the workplace should therefore be an important priority for businesses in the forest industry.

1. Introduction

Many different things can contribute to individual and community wellbeing. A person's workplace can be a large contributor to personal wellbeing (Mylek and Schirmer 2015), and how that workforce contributes to the broader community can influence the overall wellbeing of a community. Working in any industry can present both risks to individual and community wellbeing as well as provide opportunities to strengthen wellbeing. The Australian forest industry is no different.

The forest industry has traditionally focused on reducing what historically were high rates of physical injuries (Slappendel et al. 1993; Lilley et al. 2002; Heaney 2007; Mylek and Schirmer 2015); in recent years the focus has expanded to recognising the importance of supporting social and psychological wellbeing as well as physical health of workers (e.g. Kusel 1996; Sparks et al. 2001; Stiglitz 2002; Diener and Seligman 2004; McCarthy et al. 2011, Mylek and Schirmer 2015).

A workforce that has high wellbeing is better able to contribute to their community, and the contributions the industry makes to the community via its workforce are key to social licence. The World Health Organization (2003) defines wellbeing as:

A state...in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.

An industry that has workers with higher wellbeing that are able to work productively and make a contribution to their community, is more likely to have support from the communities in which it works, and is likely to operate more successfully than one which is regularly the source of controversy and debate.

This report explores the wellbeing in the forest industry workforce in the Green Triangle region of Victoria and South Australia, and how that workforce contributes to the broader community. First, workplace wellbeing and contributions to community wellbeing are briefly reviewed. This is followed by a description of the methods used to measure forest industry workforce wellbeing and contributions to the community. Results are presented in four main parts: (i) an overview of the wellbeing of forest workers in the Green Triangle, (ii) work related factors influencing forest worker wellbeing, (iii) non-work factors influencing wellbeing, and (iv) forest industry contributions to community wellbeing. A concluding section summarises the results.

1.1. Wellbeing and the workplace

A person's wellbeing is affected by different social, physical and psychological factors, and given many people spend a considerable amount of time at work, the workplace can significantly influence wellbeing - not just through on-site health and safety issues, but through a range of physical and psychological aspects of their work and personal life. If a workplace contributes positively to a person's wellbeing, they are likely to have greater productivity, lower stress and absenteeism, and increased job satisfaction compared to those whose workplace does not support their wellbeing (Parks and Steelman 2008, McCarthy et al. 2011, Mylek and Schirmer 2015).

A person's workplace influences their wellbeing in a range of ways, and can include (Sparks et al. 2001, Stiglitz 2002, Parks and Steelman 2008, McCarthy et al. 2011, Mylek and Schirmer 2015):

- Physical injury and disease: workplaces that expose workers to risk of injury or illness can reduce wellbeing of workers.
- Working conditions: e.g. working hours, income, employment security and work autonomy.
- Workplace relationships: those who feel respected, appreciated, recognised and valued, who have trusting relationships in their workplace, and who feel a sense of accomplishment in their work, will have higher wellbeing.
- Identity: a person's work can contribute to their sense of meaning or purpose in life, and to their self-identity; this influences their enjoyment of and satisfaction with life, and their wellbeing.
- External influences: e.g. pressures created by government policy changes or social conflict over the industry can affect wellbeing.
- Other influences including how the workplace affects key wellbeing domains such as a person's social connectedness, self-efficacy, and overall adaptive capacity.

Recognising these important issues, the wellbeing of forest, wood and paper industry workers beyond their physical safety at work has been a focus of industry and various studies in the last decade.

1.2. Wellbeing and the community

Community wellbeing is important for communities to flourish and fulfil their potential. A key attribute to community wellbeing is that of connectedness, fostered by social networks that offer social support, enhanced social trust, fosters civic engagement and supports community members living harmoniously (Wiseman and Brasher 2008).

A person with higher wellbeing is better able to contribute positively to their community (WHO 2003). A supportive and interactive community can have positive impacts on community wellbeing, and when people in a community have higher levels of individual wellbeing, that community is also more likely to have higher community wellbeing (Schirmer and Berry 2014). Additionally, contributing to a community can in turn have positive impacts on personal wellbeing, because the feeling of making a contribution to something other than yourself is linked to greater wellbeing (Rath and Harter 2010).

Industries that operate over long time periods and that have highly visible business activities, such as the forest industry, require community support, or 'social licence to operate', to effectively operate in a community (Dare et al. 2014). Having a workforce with higher wellbeing, that is able to make a positive contribution to their community is not only likely to contribute to their community's and their own wellbeing, but also have increased support from the community to operate in the industry (Moffat and Zhang 2014). Operating in an industry that has higher levels of support by the general public and local community has also been found to contribute to higher individual wellbeing (Mylek and Schirmer 2015). It is therefore important to not only consider the wellbeing of the forest industry workforce and the factors that influence worker wellbeing, but also how the forest industry is able to make positive contributions to a community, through avenues such as volunteering and making positive impacts on the quality of life in a community.

2. Methods

Data used in this report was collected in three ways:

- I. Forest, wood and paper industry workers in the Green Triangle region of Victoria and South Australia were surveyed to gain an understanding about their wellbeing, their workplace, and their community (referred to in this report as the 'forest worker survey')
- II. The broader Australian community, including people living in the Green Triangle, were surveyed via the 2018 wave of the Regional Wellbeing Survey. The survey is open to all residents, not just forest industry workers
- III. ABS data was used to gain an understanding about community contributions via volunteering

Additionally, Schirmer et al.'s (2017) report 'Socio-economic impacts of the forest industry: Green Triangle', which used a survey of forest industry businesses in 2016 to 2017, was drawn upon to gain an understanding about forest industry businesses in the Green Triangle and their contributions to the workforce as well as to the broader community.

2.1. Wellbeing of forest industry workers – forest worker survey

Forest, wood and paper industry workers in the Green Triangle region of Victoria and South Australia were surveyed during April and May 2019 to gain an understanding about worker wellbeing, factors influencing wellbeing, and contributions to the local communities via volunteering.

Forest worker survey participants were recruited in two ways: (i) Forest industry businesses operating in the Green Triangle region were contacted with information about the survey, and asked to support the distribution of the survey to workers in the business via either email or by providing paper copies (supplied by the research team), and (ii) participants were directly contacted where they were known, for example participants of a past forest worker wellbeing survey who agreed to be contacted about future studies were emailed directly about the survey.

A total of 66 forest workers responded to the survey, 13 from Victoria and 48 from South Australia. Participants came from a range of industry sectors¹, including processing/manufacturing (82%), harvest and/or haulage (21%), Silviculture (10%), forest management/growing (11%) and wholesale/retail (25%). The majority of respondent worked in softwood plantations (56%), followed by hardwood plantations (26%), imported wood/fibre resources (21%) and lastly recycled/re-milled wood (3%)¹.

The forest worker survey could be completed online or in paper format. Questions relevant to this report are included in Appendix A.

2.2. Wellbeing of the broader community – Regional Wellbeing Survey 2018

The Regional Wellbeing Survey (RWS) is an annual, large-scale survey of over 10,000 Australians living in regional and rural areas. The RWS was launched in 2013 to examine wellbeing, resilience and liveability in Australia's rural and regional areas, and how people living in these regions view

¹ Survey participants could select more than one option, resulting in a combined percent greater than 100%.

different policies and changes implemented in their regions. Since 2013, the survey has expanded to include a sample of people living in major cities as well as those living in regional and rural areas.

The RWS could be completed online or in paper format, and questions about wellbeing used in this report were asked of all participants. A random sample from across Australia, stratified by population density (with more intensive sampling of regional and rural populations compared to urban populations) was used, and some regions were more intensively sampled. For example, rural and regional Victoria was intensively sampled in 2018.

Survey participants were recruited through promotion of the survey using flyers and printed surveys delivered directly to letterboxes, email promotion via previous participants and interested organisations, newsletters, social media and traditional media. A prize draw was also offered as a way to increase responses and reduce bias.

In 2018, the RWS included 347 participants from the Green Triangle region, 255 from Victoria and 92 from South Australia. These participants were from the general community, not only forest industry workers. Wellbeing measures used in the forest worker survey were also asked of RWS participants and were included for comparison in this report. The wellbeing measures are described in detail as they are presented in the results.

RWS data was not weighted in this report, with comparisons made between forest worker survey participants and broader community RWS participants.

A detailed description of the RWS methods and descriptions of the survey population can be found in various reports at regionalwellbeing.org.au.

2.3. Contributions of forest industry workers to the community - ABS data

Volunteering rates of workers in the forest industry were examined by using ABS 2016 Census of Population and Housing table builder data. The variable 'VOLWP Voluntary Work for an Organisation or Group' was used, and the forest industry sectors for 'forestry', 'logging', 'wood product manufacturing', and 'pulp and paper and converted paper product manufacturing' assessed for the Green Triangle region.

2.4. Confidence intervals

Throughout this report, 95% confidence intervals are shown as part of the results, as error bars in graphs, and in 'CI' columns within tables. A confidence interval indicates the boundaries between which the value of a given variable would be 95% likely to fall if the survey was repeated multiple times with a similar sample. In general, confidence is higher if there is a large sample size and little deviation in responses. Confidence is lower if there is a small sample size and high deviation in response.

3. Wellbeing of forest industry workers in the Green Triangle

This section explores the wellbeing of forest industry workers in the Green Triangle using data from the forest worker survey and compares it to responses to the Regional Wellbeing Survey (RWS). Wellbeing can be measured in several ways, and in this report, we use two measures of wellbeing (global life satisfaction and the Personal Wellbeing Index), a measure of 'illbeing' (psychological distress), and a general health measure.

Global life satisfaction is a measure of wellbeing using a single item that asks survey participants to indicate how satisfied they are with their life as a whole. Responses are recorded from 0 (completely dissatisfied) to 10 (completely satisfied). This is a broad measure of wellbeing where respondents are not asked to rate satisfaction with any specific aspect of their life, but instead to give an overall rating of satisfaction. When this measure is reported, it is multiplied by 10 to adjust the scale to a measure from 0 to 100.

The Personal Wellbeing Index (PWI) does not measure an overall satisfaction with life, but rather asks respondents to rate their satisfaction with seven specific domains of life: (i) your standard of living, (ii) your health, (iii) what you are currently achieving in life, (iv) your personal relationships, (v) how safe you feel, (vi) feeling part of your community, and (vii) your future security. As with global life satisfaction, each domain is rated from 0 (completely dissatisfied) to 10 (completely satisfied) and multiplied by 10. The mean score is calculated giving a PWI from 0 to 100.

Psychological distress was measured using the K6 measure, a reduced version of the Kessler ten-item measure of general psychological distress. It is measured by asking respondents: in the last four weeks, how often have you felt (i) nervous? (ii) hopeless? (iii) restless or fidgety? (iv) depressed? (v) that everything was an effort? and (vi) worthless?. Participants could respond with: none of the time (1), a little of the time (2) some of the time (3) most of the time (4), or all of the time (5). The scores are added together to give an overall K6 score of 6 (no distress) to 30 (the most severe distress).

A simple measure of general health was used in the surveys, asking respondents to simply rate their general health rather than asking them to specify different aspects of good or poor health. Respondents were asked 'how would you rate your general health?' with response options: excellent, very good, good, fair or poor.

Average global life satisfaction for participants of the forest worker survey was 74.9 (Figure 1), similar to the global life satisfaction of respondents to the RWS living in the Green Triangle (75.1), and that of RWS respondents around Australia (74.0). PWI for participants of the forest worker survey was almost the same as global life satisfaction, at 74.6. However, there were some significant differences in satisfaction with individual domains that make up the PWI; some domains rate higher and others lower. Forest worker survey participants were most satisfied with their feelings of safety (82.6), standard of living (79.6) and personal relationships (78.0), and least satisfied with their future security (68.2), their health (70.1), feeling part of their community (71.3), and what they are currently achieving in life (72.1) (Figure 2). When comparing wellbeing of respondents of the forest worker survey and the respondents to the RWS, there were no significant differences in any of the wellbeing measures used (Table 1).

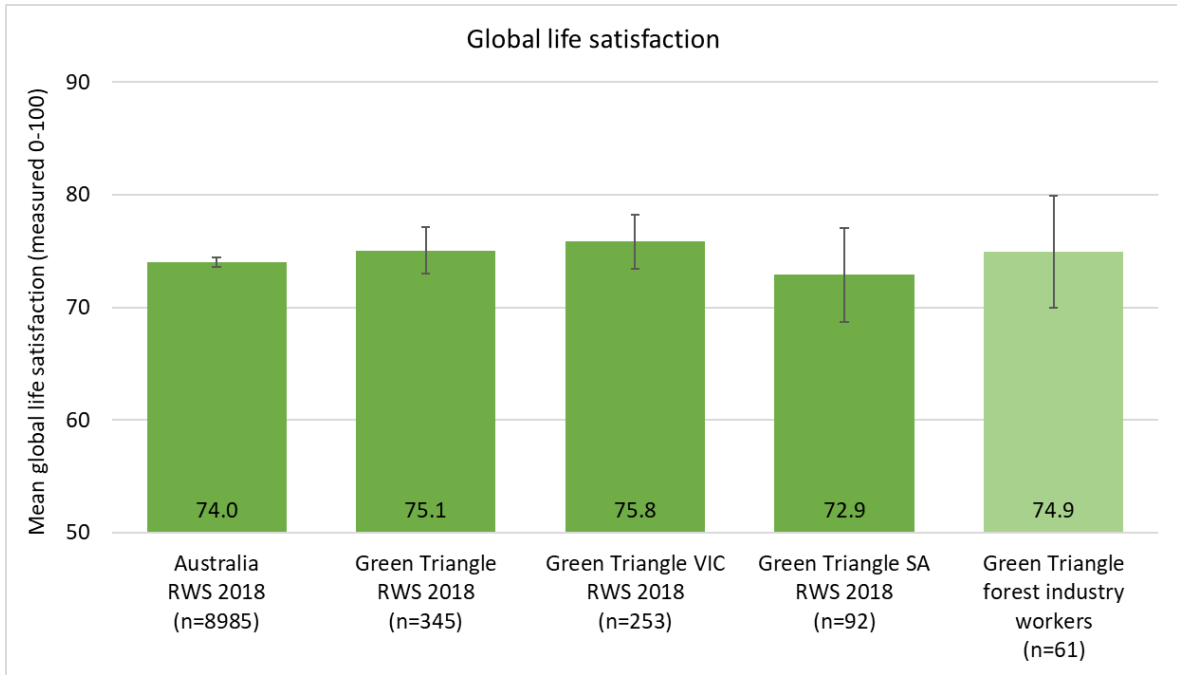


Figure 1 Global life satisfaction for GT forest industry workers

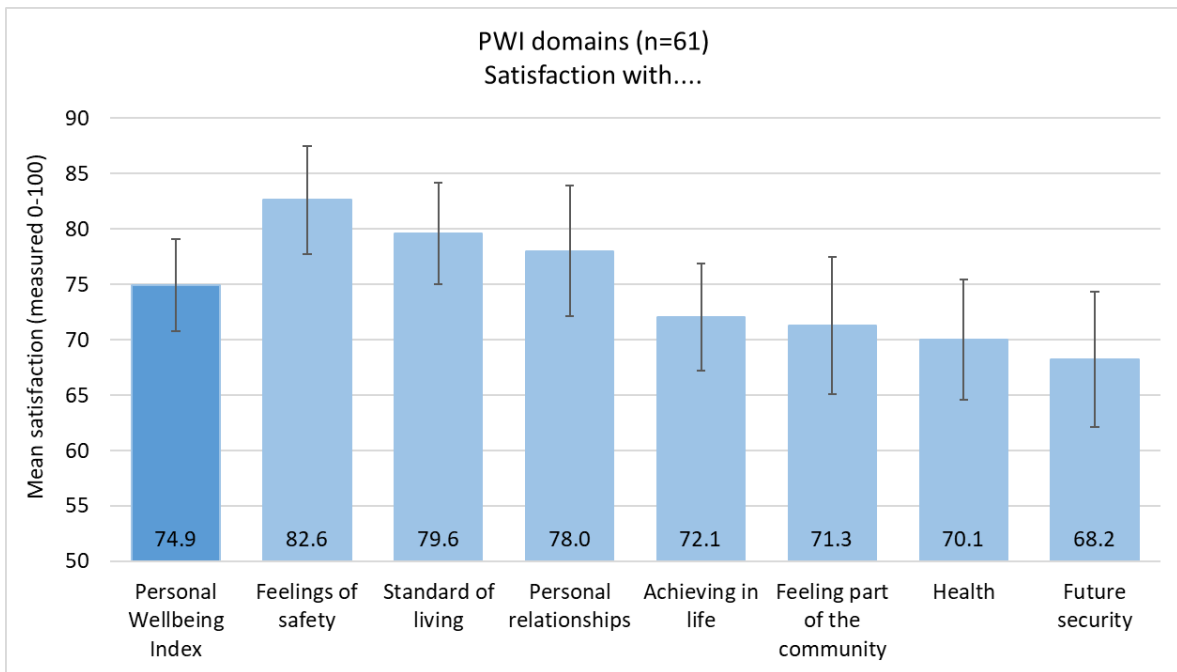


Figure 2 Personal Wellbeing Domains, forest worker survey

Table 1 Comparison of wellbeing between forest worker survey respondents and RWS respondents

Wellbeing measure		Forest industry workers in Green Triangle (n=61)		Wellbeing of Green Triangle RWS respondents (n=342)		Wellbeing of Australian RWS respondents (n=8947)	
		CI	CI	CI	CI	CI	CI
Global life satisfaction (measured 0-100)	Mean	74.9	4.9	75.1	2.1	74.0	0.4
	% high (85+)	31.1%	10.7%	35.4%	5.1%	32.4%	1.0%
	% low (<65)	23.0%	11.6%	22.0%	4.5%	24.9%	0.9%
Personal Wellbeing Index (measured 0-100)	Mean	74.6	4.1	74.9	1.9	73.2	0.4
	% high (85+)	31.1%	11.1%	32.7%	5.1%	28.5%	1.0%
	% low (<65)	26.2%	11.6%	23.4%	4.5%	26.7%	0.9%
Satisfaction with standard of living (measured 0-100)	Mean	79.6	4.6	77.3	2.1	76.8	0.4
	% high (85+)	42.6%	9.9%	40.4%	4.3%	39.9%	1.0%
	% low (<65)	18.0%	12.3%	19.5%	5.3%	22.1%	0.9%
Satisfaction with health (measured 0-100)	Mean	70.1	5.4	69.7	2.4	69.0	0.5
	% high (85+)	23.3%	11.7%	28.9%	4.9%	27.4%	0.9%
	% low (<65)	31.7%	10.8%	35.1%	5.1%	35.3%	1.0
Satisfaction with current achievements in life (measured 0-100)	Mean	72.1	4.8	72.5	2.4	70.0	0.5
	% high (85+)	24.6%	11.9%	32.8%	5.1%	30.8%	1.0%
	% low (<65)	34.4%	10.9%	28.7%	4.9%	33.2%	1.0%
Satisfaction with personal relationships (measured 0-100)	Mean	78.0	5.9	76.7	2.5	76.2	0.5
	% high (85+)	52.5%	10.2%	48.5%	5.4%	46.8%	1.1%
	% low (<65)	19.7%	12.4%	24.1%	4.6%	24.9%	0.9%
Satisfaction with feelings of safety (measured 0-100)	Mean	82.6	4.9	82.1	1.9	79.8	0.4
	% high (85+)	54.1%	9.3%	53.5%	5.3%	52.1%	1.1%
	% low (<65)	14.8%	12.4%	14.0%	3.8%	18.1%	0.8%
Satisfaction with feeling part of the community (measured 0-100)	Mean	71.3	6.2	73.7	2.4	71.3	0.5
	% high (85+)	34.4%	12.2%	37.8%	5.2%	35.2%	1.0%
	% low (<65)	39.3%	11.9%	28.8%	4.9%	31.7%	1.0%
Satisfaction with future security (measured 0-100)	Mean	68.2	6.1	72.3	2.6	69.0	0.5
	% high (85+)	34.4%	12.3%	40.6%	5.3%	34.9%	1.0%
	% low (<65)	42.6%	11.9%	29.8%	4.9%	36.0%	1.0%
K6 (measured 6 no distress to 30 most severe distress)	Mean	10.9	1.2	10.6	0.4	11.0	0.1
	% low probability of serious mental illness (6-18)	89.7%	8.5%	93.2%	2.8%	89.4%	0.7%
	% high probability of serious mental illness (19-30)	10.3%	8.5%	6.8%	2.8%	10.6%	0.7%
General health (measured 1 poor to 5 excellent)	Mean	3.4	0.2	3.3	0.1	3.3	0.01
	% Excellent or very good	47.5%	9.6%	47.0%	5.4%	44.4%	1.1%
	% fair or poor	16.4%	12.4%	24.7%	4.7%	23.1%	0.9%

4. Work related factors influencing forest worker wellbeing

A person’s workplace can significantly influence wellbeing, and a workplace that contributes positively to a person’s wellbeing is likely to have workers with greater productivity, lower stress and absenteeism, and increased job satisfaction. There are many work-related factors that contribute to wellbeing, including (but not limited to) the type of work they do, contract arrangements such as permanency, work hours, income and overall job satisfaction. In this section we focus on these work-related factors known to influence wellbeing.

Table 2 shows the global life satisfaction (GLS), general health and K6 for forest worker survey participants with high job satisfaction versus those with lower job satisfaction, between workers in different forest industry sectors, and with differing income. Those with lower overall job satisfaction reported significantly lower life satisfaction and higher levels of psychological distress, compared to the average for all forest worker survey participants, and to those with high job satisfaction. Workers in different forest industry sectors, or with different personal incomes, did not report significantly different wellbeing.

Table 2 Work-related factors influencing wellbeing of forest worker survey respondents

Working condition		n	Mean GLS (measured 0 lowest life satisfaction - 100 highest life satisfaction)		Mean general health (measured 1 poor to 5 excellent)		K6 (measured 6 no distress to 30 most severe distress)	
			Mean	CI	Mean	CI	Mean	CI
All forest industry workers		61	74.9	5.0	3.4	0.2	10.9	1.2
Overall job satisfaction (1 completely dissatisfied - 7 completely satisfied)	Low - moderate job satisfaction (score 1, 2, 3, 4)	12	51.6	11.7	2.8	0.4	15.6	3.5
	High job satisfaction (score 4, 5, 6)	49	80.6	4.2	3.6	0.2	10.0	1.1
Business activities ¹	Processing/ manufacturing	50	73.1	5.8	3.3	0.3	11.3	1.4
	Harvest and/or haulage, silviculture, forest management and wholesale/retail ²	27	82.6	5.0	3.7	0.3	9.5	1.5
Personal income	Less than \$65,000/yr	21	76.9	10.6	3.4	0.5	10.5	2.1
	\$65,000+/yr	32	71.9	6.2	3.4	0.3	11.4	1.8
BOLD indicates a significant difference with the average wellbeing for all forest industry workers.								
¹ Survey participants could select more than one; some respondents who selected ‘processing/manufacturing’ also selected any or all of ‘harvest and/or haulage, silviculture forest management and wholesale/retail’.								
² Too few participants from workers in each group to report on individually								

There were too few forest worker survey participants in different groups to report on working hours (full-time, part-time), basis of employment (permanent, casual, contract or self-employed) or forest resource (softwood/hardwood plantation, or other). The majority of survey participants worked full-time (90%) and/or in permanent positions (84%). However, some of these working conditions have been discussed in Schirmer et al’s (2017) report ‘Socio-economic impacts of the forest industry: Green Triangle’, and how these working conditions can influence wellbeing is documented in other

studies. We briefly summarised them here to gain some insight into how working conditions can influence overall wellbeing.

Schirmer et al. (2017) examined some of the factors important to creating a positive working environment, in particular working conditions such as work hours and income. The forest industry had a high rate of full-time employment, with 88% of workers in Green Triangle businesses participating in the forest industry survey working full-time jobs, and only 4% working part-time jobs and 7% working casual hours. This is consistent with the forest worker survey participants (with 90% in full-time positions), and also Census data for the region. The rate of full-time employment for workers in the forest industry is relatively high compared to only 62% of the broader workforce in the Green Triangle captured in the 2016 Census.

Census data were also analysed to identify whether many workers were working high numbers of hours per week. In the forest industry, a total of 29% of workers reported working 49 hours or more per week, higher than for the broader Green Triangle workforce (17%). Those employed in logging reported even higher work hours, with 67% reporting working 49 hours or more in the week prior to the 2016 Census.

Previous studies have examined how working conditions can influence wellbeing, including one - Mylek and Schirmer (2015) - examining Australian forest industry workers specifically. These studies have found that working long hours (often defined as more than 49 hours per week) or irregular work hours can have negative health and wellbeing impacts, in particular through reducing work-life balance, increasing fatigue and increasing the chance of workplace injuries or accidents (McCarthy et al. 2011, Mylek and Schirmer 2015). Under-employment – working fewer hours than desired – can also have negative impacts for workers, however it is not possible to identify from Census data whether a worker was satisfied with the number of hours they were working. Work hours are therefore important considerations in creating a workforce with high wellbeing with the ability to contribute effectively to their community.

Income is also a key contributor to wellbeing, through direct contribution to a standard of living, and also through the associated recognition that comes with being paid an income (Stiglitz 2002). In the Green Triangle, Census data shows that forest industry workers generally earn a higher income than the average for the broader workforce, with 47% earning \$1,250 or more a week, compared to only 25% of the broader labour force in the region. This can in part be attributed to the higher rate of full-time employment in the industry compared to the broader workforce. When only full-time worker income was compared, forest industry workers were still more likely to earn high income compared to other workers in the region (51% compared to 36%).

5. Non-work factors influencing forest worker wellbeing

Other factors related to community and social connectedness, as well as personal factors such as age and gender can also influence wellbeing. In this section we briefly explore whether other factors influence wellbeing of forest industry workers, focussing on feeling welcome in a community, spending time with friends and family, getting involved in community activities or events, volunteering, as well as education level, age, financial situation and gender. Table 3 presents mean global life satisfaction, general health and psychological distress (K6) results for people with higher and lower community and social connectedness, and different age groups, gender, education attainment and financial situation. Those with higher community and social connectedness reported higher wellbeing, however the differences were not significant. This is likely due to the small sample size and therefore large confidence interval. The differences in wellbeing between those with higher and lower community and social connectedness are, however, consistent with the results for RWS participants living within the GT and Australia more broadly (Appendix B). The RWS differences are significant, with larger samples and smaller confidence intervals.

Table 3 Non-work factors influencing wellbeing of forest worker survey respondents

		Mean GLS (measured 0 lowest life satisfaction - 100 highest life satisfaction)		Mean general health (measured 1 poor to 5 excellent)		K6 (measured 6 no distress to 30 most severe distress)		
		n	Mean	CI	Mean	CI	Mean	CI
All forest industry workers		61	74.9	5.0	3.4	0.2	10.9	1.2
Feeling welcome ¹	Participants who don't feel welcome, or moderately welcome (Score 1 to 5)	19	65.5	8.0	3.4	0.5	11.9	2.5
	Participants who feel welcome/very welcome (Score 6 and 7)	41	78.7	6.0	3.4	0.2	10.6	1.4
Spending time with friends and family ²	Participants who never/not often/ sometimes spend time with friends and family (Score 1, 2, 3, 4)	42	72.7	5.8	3.3	0.3	11.2	1.5
	Participants who regularly spend time with friends and family (Score 5, 6, 7)	19	79.8	9.5	3.7	0.4	10.3	2.0
Getting involved in the community ³	Participants who never/not often/sometimes get involved (Score 1, 2, 3)	23	71.3	8.6	3.2	0.3	11.5	2.1
	Participants who regularly get involved (Score 4, 5, 6, 7)	37	76.5	6.1	3.6	0.3	10.6	1.5
Volunteering ⁴	Participants who never/not often (Score 1, 2, 3, 4) volunteer	30	72.1	7.8	3.2	0.3	11.6	1.7
	Participants who regularly volunteer (Score 5, 6, 7)	31	77.6	6.2	3.6	0.3	10.4	1.7
Highest level of education	Year 12 or below	21	75.1	7.8	3.2	0.4	10.7	2.4
	Certificate/diploma or university degree	13	74.2	10.5	3.7	0.5	10.6	1.8

		Mean GLS (measured 0 lowest life satisfaction - 100 highest life satisfaction)			Mean general health (measured 1 poor to 5 excellent)		K6 (measured 6 no distress to 30 most severe distress)	
		n	Mean	CI	Mean	CI	Mean	CI
Financial situation	Just break even on most weeks	20	70.7	9.6	3.4	0.5	12.2	2.4
	Able to save money most weeks	40	78.7	4.8	3.5	0.3	10.0	1.2
Age	Aged 45 or less	22	71.2	8.9	3.6	0.4	11.9	2.4
	Aged 46-55	21	74.7	8.0	3.4	0.4	10.1	1.7
	Aged 56+	17	79.2	9.4	3.2	0.4	11.0	2.0
Gender	Female	13	76.7	13.3	3.7	0.5	10.5	3.3
	Male	46	74.7	5.5	3.3	0.3	11.1	1.3
¹ Responses to the item: I feel welcome here, from 1 strongly disagree to 7 strongly agree ² This measure is made up of three items: How often do you do the following things, from 1 Never or almost never, to 7 all the time: (i) I spend time doing things with family members who don't live with me, (ii) I chat with my neighbours, and (iii) I make time to keep in touch with my friends. ³ This measure is made up of three items: How often do you do the following things, from 1 Never or almost never, to 7 all the time: (i) I take part in sports groups or teams, (ii) I attend meetings/social events of local clubs/groups e.g. Lions, CWA, and (iii) I attend community events such as farmers markets, community festivals. ⁴ This measure is a single item measure: How often do you do the following things, from 1 Never or almost never, to 7 all the time: (i) I volunteer in my local community e.g. for groups like fire brigades, sports clubs, school canteen, festivals								

6. Forest industry contributions to community wellbeing

A workforce that has high wellbeing is better able to be more productive in life and contribute to their community. In this section we explore contributions to the community by workers in the forest industry through volunteering. Volunteers are critical to the functioning of many rural and regional communities. A volunteer is a person who willingly gives up their time, skills or services through an organisation or group, without a monetary reward associated with that contribution (Wilson 2000). In the forest worker survey and RWS we asked participants: How often do you do the following things, no matter where the activities occur? – I volunteer in my local community, with response options from 1 ‘never or almost never’ to 7 ‘all the time’.

Volunteering levels for forest worker survey participants and RWS participants were similar, with 34% of forest industry participants in the Green Triangle indicating they regularly volunteer (a score of 6 or 7 on the scale), 38% of RWS participants from the Green Triangle indicating they regularly volunteer, and 31% of RWS participants from around Australia indicating they volunteer (Figure 3). Participation in volunteering, regardless of how often, was high for both RWS participants and forest worker survey participants, at over 70% for both.

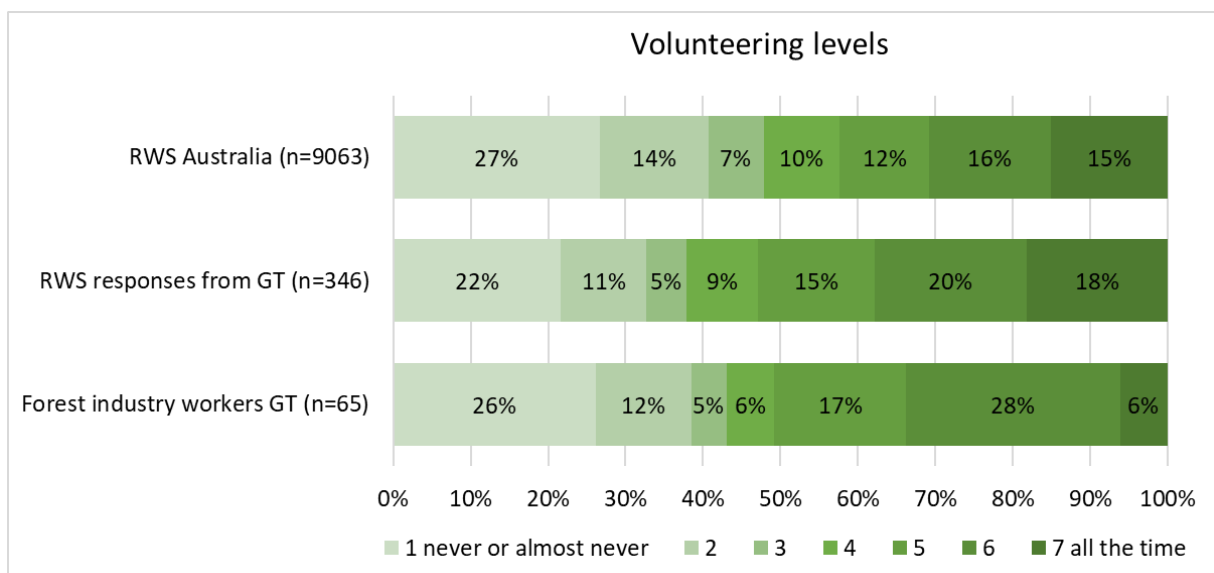


Figure 3 Volunteering levels

According to the 2016 census data (Table 4), 23% of forest industry workers in the Green Triangle volunteered. A higher proportion of those in the pulp and paper manufacturing sector (35%) volunteered, and a lower proportion (22% from the forest management, logging and support services sector and 20% from the wood product manufacturing sector) volunteered. A total of 24% of all residents in the Green Triangle volunteered, and 35% of all employed residents of the Green Triangle volunteered. A total of 19% of all Australians volunteer (ABS 2011).

Table 4 Census figures for volunteering in the Green Triangle

Sector	n	Proportion who volunteer
Forest management, logging and support services	701	21.7%
Wood product manufacturing	909	19.6%
Pulp and paper manufacturing	355	34.9%
All GT forest industry workers	1,965	23.1%
All GT residents	166,763	24.1%
All GT employed residents	76,345	34.9%

Volunteering rates from both the 2018 RWS and the forest worker survey are higher than the 2016 Census, likely in part due to the difference in the way volunteers are defined. ABS defined a volunteer as someone who has “spent time doing unpaid voluntary work through an organisation or group, in the twelve months prior to Census night”. We did not constrain the question by the previous 12 months, or by volunteering through an organisation or group. Instead we asked how often they volunteer in their local community, no matter where the activities occur.

When volunteering was examined against life satisfaction, those who volunteered reasonably regularly (score of 5, 6 or 7) had higher average life satisfaction (77.6 compared to 72.1), consistent with previous studies (Schirmer et al. 2015). However, the difference was not significant, and the causal relationship was not assessed. It is unknown whether those with higher wellbeing are more likely to volunteer, or those who volunteer have higher wellbeing, but it is likely that both volunteering supports wellbeing, and that having high levels of wellbeing increases the likelihood of volunteering (Schirmer et al. 2015).

Other than volunteering, the forest industry can contribute to the local community in various ways, for example through providing local employment, contributing to a community people want to live in, looking after the local environment and reducing bushfire risk. Schirmer et al (2017) explored community perceptions about the forest industry in the Green Triangle compared to other important industries in the region, such as agriculture and tourism.

The Green Triangle community was significantly less likely to feel positively about the forest industry compared to both farming and tourism when considering contributions to local community through friendliness of the local community, attractiveness of the local landscape and land prices. Both forestry and tourism were viewed significantly less positively than farming on other contributions such as cost of living, health of local residents, health of the local environment and bushfire risk. Contribution via local employment was viewed similarly to farming and tourism.

7. Conclusions

Industries that have a workforce with high wellbeing are more likely to be productive, be able to successfully retain and recruit staff, and foster an industry that is resilient to conflict and change (Stiglitz 2002, McCarthy et al. 2011, Mylek and Schirmer 2015). They are also more likely to be able to contribute positively to their local community, in turn increasing the likelihood they are supported in the community (Moffat and Zhang 2014). Mylek and Schirmer (2014) found that those reporting higher support for the forest industry by the general public and local community also reported higher wellbeing. It is therefore important to understand workplace wellbeing and the factors that influence it, in order to build a workforce with high wellbeing that is better able to contribute to their local community, in turn building community wellbeing and support for the industry.

Wellbeing for participants of the forest worker survey was similar to that of respondents to the RWS living in the Green Triangle and from around Australia, and for global life satisfaction and PWI, lie within the normal range for Australians (Lau et al. 2005). However, amongst forest industry workers, there were some significant differences in satisfaction with individual life domains. Forest worker survey participants were most satisfied with their feelings of safety, standard of living and personal relationships, however reported significantly lower satisfaction with their future security. This difference in satisfaction with future security was not seen in RWS participants; while slightly lower than most other life domains, it was not significantly lower. This may reflect a general feeling of insecurity about the future directions of the forest industry.

Forest worker survey participants with lower overall job satisfaction reported significantly lower wellbeing, compared to the average for all forest industry workers, and those with high job satisfaction. Increasing or maintaining job satisfaction, and therefore worker wellbeing, may require examination of work-related factors typically known to influence worker wellbeing and overall job satisfaction, including formal working conditions (such as work hours, income, employment security and work autonomy), informal working conditions (such as workplace culture, work-related self-efficacy and work-related identity) and how the industry deals with external influences such as social conflict (Mylek and Schirmer 2015).

Informal working conditions and impacts of external influences were not examined in this report but have been explored in previous studies exploring worker wellbeing in the forest industry (e.g. Mylek and Schirmer 2015). Formal working conditions, such as income, is relatively high for forest workers compared to the broader Green Triangle workforce. Additionally, most forest worker survey participants indicated they were in permanent, and/or full-time positions. These work-related factors are known to be associated with higher worker wellbeing (Stiglitz 2002, McCarthy et al. 2011, Mylek and Schirmer 2015). However, many forest workers report working long hours, particularly in the logging sector (Census 2016, Schirmer et al. 2017), which can have negative impacts on wellbeing through reducing work-life balance, increasing fatigue and increasing the chance of workplace injuries or accidents (Stiglitz 2002, Mylek and Schirmer 2015).

A person with higher wellbeing is better able to contribute positively to their community (WHO 2003). Volunteering amongst forest worker survey participants in the Green Triangle was similar to that of RWS participants in the Green Triangle Region. Census data showed slightly lower volunteering rates, likely due to the difference in the way the question was asked. According to 2016

Census, volunteering in the forest industry in Green Triangle was similar to that of all Green Triangle residents, but lower than that of the Green Triangle workforce. However, volunteering is still higher in rural and regional areas in general compared to large urban areas (ABS 2011, Volunteering Australia 2015), providing an explanation for why volunteering rates in the Green Triangle were higher than Census data for Australia as a whole.

Understanding worker wellbeing not only has important implications for businesses operating in the forest industry, but also for understanding how these industries are able to contribute positively to the broader community, and how this in turn influences industry support. Supporting wellbeing in the workplace should therefore be an important priority for businesses in the forest industry.

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Appendix A: Forest worker survey questions

The following questions were asked in the forest worker survey and explored in this report. Where the questions analysed were also included in the Regional Wellbeing Survey, they are noted as they appear.

Part 1 – About your community							
In any community, some things are going well and others not so well. This part asks how your community is going. Your community is the place you live and socialise in – it may be the local government you live in, or the town you live in or near.							
How much do you agree or disagree with the following statements about your local region?	Strongly DISAGREE					Strongly AGREE	Don't know
	1	2	3	4	5	6	7
I feel welcome here	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How often do you do the following things, no matter where the activities occur?	NEVER or almost never						ALL the time
	1	2	3	4	5	6	7
I spend time doing things with family members who don't live with me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I chat with my neighbours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I make time to keep in touch with my friends	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I take part in sports groups or teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I attend meetings/social events of local clubs/groups e.g. Lions, CWA	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I attend community events such as farmers markets, community festivals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I volunteer in my local community e.g. for groups like fire brigades, sports clubs, school canteen, festivals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Part 2 – About your work

What activities does the business you work at do?

- select all that apply

- Processing/manufacturing
- Harvest and/or haulage
- Silviculture
- Forest management/growing
- Wholesale/retail
- Other (specify):

Which forest resources do you work with?

- select all that apply

- Plantation – softwood
- Plantation – hardwood
- Recycled/re-milled wood
- Imported wood/fibre resource
- Unsure

How would you describe your work hours?

- select one

- Full-time hours
- Part-time (consistent) hours
- Part time (variable) hours

On what basis are you employed?

- select one

- Permanent
- Contract (i.e. fixed-term employment contract)
- Casual
- Self-employed

How satisfied are you overall with your work at the moment?

Completely
DISSATISFIED

Completely
SATISFIED

1

2

3

4

5

6

7

Part 3 – About your education and employment experience

Have you completed any of the following formal qualifications?

- select all that apply

- Year 12 or high school or equivalent
- Certificate or diploma from TAFE
- University degree (undergraduate or postgraduate)
- None of these

Questions in Part 4 below were also asked in the Regional Wellbeing Survey.

Part 4 – About your health and wellbeing

Health and wellbeing are important when dealing with change so this section asks some questions to understand how you are going.

Thinking about your own life and personal circumstances, how satisfied are you with the following?	Completely DISSATISFIED										Completely SATISFIED		
	0	1	2	3	4	5	6	7	8	9	10		
Your life as a whole	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your standard of living	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
What you are currently achieving in life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your personal relationships	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How safe you feel	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling part of your community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Your future security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In the last four weeks, how often have you felt...	None of the time	A little of the time	Some of the time	Most of the time	All of the time
Nervous?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Hopeless?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Restless or fidgety?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Depressed?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
That everything was an effort?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Worthless?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

How would you rate your general health?	Excellent	Very good	Good	Fair	Poor
- select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Part 5 – About your household

Financial information is *very sensitive*, but also *important*. It is a key part of understanding how households are going and the contribution that forest workers make to their households.

If you don't want to answer any of the following questions then you are welcome to skip over them.

- What is your personal total weekly income before tax? (annual equivalent is in brackets)**
- \$149 or less (\$7,799 or less)
 - \$150 - \$499 (\$7,800 - \$25,999)
 - \$500 - \$649 (\$26,000 - \$33,799)
 - \$650 - \$799 (\$33,800 - \$41,599)
 - \$800 - \$999 (\$41,600 - \$51,999)
 - \$1,000 - \$1,249 (\$52,000 - \$64,999)
 - \$1,250 - \$1,499 (\$65,000 - \$77,999)
 - \$1,500 - \$1,749 (\$78,000 - \$90,999)
 - \$1,750 - \$1,999 (\$91,000 - \$103,999)
 - \$2,000 or more (\$104,000 or more)

About what proportion of this is earned in the forest/wood/fibre/paper industry?

 %

Over the last 12 months, which one of the following statements best describes your household's financial situation?

- *select one*

- Spend more money than we get
- Just break even most weeks
- Able to save money most weeks

Part 6 – Your details

Do you identify as...

- Female
- Male
- Other or prefer not to answer

How old are you?

Years

Where do you live?

We ask you this because we want to identify how different communities are going

State/Territory i.e. VIC, SA:

Appendix B: Non-work factors influencing RWS wellbeing

		RWS participants living in GT							RWS participants – Australia wide						
		Mean GLS (measured 0 lowest life satisfaction - 100 highest life satisfaction)			Mean general health (measured 1 poor to 5 excellent)		K6 (measured 6 no distress to 30 most severe distress)		Mean GLS (measured 0 lowest life satisfaction - 100 highest life satisfaction)			Mean general health (measured 1 poor to 5 excellent)		K6 (measured 6 no distress to 30 most severe distress)	
		n	Mean	CI	Mean	CI	Mean	CI	n	Mean	CI	Mean	CI	Mean	CI
Feeling welcome ¹	Participants who don't feel welcome, or moderately welcome (Score 1 to 5)	105	63.8	4.2	3.05	0.2	12.8	0.9	3023	64.0	0.8	3.00	0.0	12.8	0.2
	Participants who feel welcome/very welcome (Score 6 and 7)	232	79.3	2.2	3.41	0.1	9.6	0.4	5914	79.1	0.4	3.39	0.0	9.9	0.1
Spending time with friends and family ²	Participants who never/not often/sometimes spend time with friends and family (Score 1, 2, 3, 4)	114	67.9	4.3	3.25	0.2	12.0	0.9	3091	65.8	0.8	3.07	0.0	12.3	0.2
	Participants who regularly spend time with friends and family (Score 5, 6, 7)	224	77.8	2.2	3.32	0.1	9.9	0.5	5851	78.3	0.4	3.36	0.0	10.2	0.1
Getting involved in the community ³	Participants who never/not often/sometimes get involved (Score 1, 2, 3)	183	71.7	3.3	3.14	0.2	11.2	0.7	5077	70.9	0.6	3.13	0.0	11.5	0.1
	Participants who regularly get involved (Score 4, 5, 6, 7)	155	77.8	2.4	3.48	0.2	9.9	0.5	3851	78.1	0.5	3.43	0.0	10.2	0.1
Volunteering ⁴	Participants who never/not often (Score 1, 2, 3, 4) volunteer	161	71.3	3.3	3.16	0.2	11.0	0.7	5117	71.8	0.6	3.17	0.0	11.4	0.1

		RWS participants living in GT							RWS participants – Australia wide						
		Mean GLS (measured 0 lowest life satisfaction - 100 highest life satisfaction)			Mean general health (measured 1 poor to 5 excellent)		K6 (measured 6 no distress to 30 most severe distress)		Mean GLS (measured 0 lowest life satisfaction - 100 highest life satisfaction)			Mean general health (measured 1 poor to 5 excellent)		K6 (measured 6 no distress to 30 most severe distress)	
		n	Mean	CI	Mean	CI	Mean	CI	n	Mean	CI	Mean	CI	Mean	CI
	Participants who regularly volunteer (Score 5, 6, 7)	178	77.4	2.6	3.41	0.2	10.2	0.5	3789	76.9	0.6	3.38	0.0	10.3	0.1
Age	Aged 45 or less	63	73.9	4.5	3.52	0.3	11.8	1.0	1954	70.3	0.9	3.29	0.0	12.8	0.2
	Aged 46-55	80	69.2	4.7	3.34	0.2	11.0	1.0	1573	69.6	1.0	3.24	0.1	11.8	0.2
	Aged 56+	193	76.8	2.8	3.21	0.2	10.0	0.6	5288	76.8	0.5	3.25	0.0	9.9	0.1
Gender	Female	184	72.7	3.0	3.30	0.2	10.9	0.6	5241	73.1	0.5	3.26	0.0	11.3	0.1
	Male	148	76.8	3.0	3.27	0.2	10.2	0.7	3559	75.7	0.7	3.26	0.0	10.2	0.1

¹ Responses to the item: I feel welcome here, from 1 strongly disagree to 7 strongly agree

²This measure is made up of three items: How often do you do the following things, from 1 Never or almost never, to 7 all the time: (i) I spend time doing things with family members who don't live with me, (ii) I chat with my neighbours, and (iii) I make time to keep in touch with my friends.

³This measure is made up of three items: How often do you do the following things, from 1 Never or almost never, to 7 all the time: (i) I take part in sports groups or teams, (ii) I attend meetings/social events of local clubs/groups e.g. Lions, CWA, and (iii) I attend community events such as farmers markets, community festivals.

⁴This measure is a single item measure: How often do you do the following things, from 1 Never or almost never, to 7 all the time: (i) I volunteer in my local community e.g. for groups like fire brigades, sports clubs, school canteen, festivals