



Managing workforce loss due to anti-vaccine sentiment

Please find below new CCIWA analysis of 'anti-vaccination' sentiment within the WA workforce.

We hope this can be of assistance to you in preparing to manage your workforce through the State Government's upcoming vaccination deadlines.

Drawn from pre-release *CCIWA Consumer Confidence Survey* responses, these results are intended to help inform your planning in terms of workforce impacts on your own workforce, as well as suppliers, contractors and other partners.

'Anti-vaccine' proportion of the WA workforce

CCIWA's November survey of WA households shows that:

- **3.7%** of WA respondents in the labour force do not intend to receive a COVID vaccination "under any circumstances".
- **4.8%** of those in the labour force indicated they were "still considering" whether to get a COVID vaccine.

Workforce loss

Survey data indicates that approximately 55,000¹ Western Australians in the labour force are totally opposed to receiving a COVID vaccine.

Of these, it is estimated that approximately 39,000² are subject to mandatory vaccines in their workplace.

¹ WA's labour force in October (ABS) multiplied by the proportion (3.7%) who indicated that they did not intend to receive a COVID vaccination "under any circumstances".

² The proportion of the workforce covered by the vaccine mandate (75%) multiplied by the proportion that indicated they do not intend to receive a vaccine. This assumes a flat anti-vaccination rate across the WA community.

- Based on these results, the average **large WA business** (employing 1,090 people) is likely to have 52³ workers who remain undecided about the vaccine. They might expect to lose 44 employees from their workforce due to total anti-vaccine views.
- The average **medium-sized WA businesses** (employing 49 people) is likely to have 2 workers who remain 'undecided,' and might expect to lose 2 workers, due to their anti-vaccine stance.
- Among the 177,000 West Australians employed by **small businesses** (as at end of June 2020), survey results suggest that approximately 6,550 are totally anti-vaccine.

Value of withheld labour

The withdrawal of approximately 39,000 employees from the WA workforce due to their unwillingness to be vaccinated for COVID would represent a loss of around \$2.9 billion⁴ in productive work from the WA economy.

Measures to shift vaccination decisions

Among measures that **businesses** might be able to undertake to lift vaccinations in their workforce, respondents reflected the following activities might persuade them to be vaccinated:

- Being provided with "trustworthy" information that COVID vaccination is safe (+74%)
- Being paid a financial incentive to be vaccinated (+66%)
- Having an occupation added to the mandatory vaccination list (+49%)
- Being excluded from their workplace (+39%)
- Being required to wear a face mask (+38%)

Among further measures **Governments** might undertake, respondents reflected how likely these were to persuade them to be vaccinated:

- Being excluded from shopping centres, cafes, restaurants and bars (+57%)
- Being prohibited from visiting regional WA (+49%)
- Being excluded from schools, childcare centres and tertiary education (+39%)

³ Average headcount multiplied by the proportion of workers who remain undecided or opposed.

⁴ The proportion of the workforce who are covered by the vaccine mandate (75%) and do not intend to receive a vaccine 'under any circumstance' multiplied by WA's average annual total earnings per worker.

- Interstate travel being restored for vaccinated residents (+27%)
- Interstate travel being restored for vaccinated residents (+22%)

The only other factor identified was an outbreak of COVID-19 in WA (+27%)

Would you be more likely to receive a COVID vaccine under the following scenarios? IF:		
	Yes	No
I was paid a financial incentive by the government to get vaccinated	66%	34%
I was required to wear a facemask in all public venues and transport until I was vaccinated (while vaccinated people are not)	38%	62%
I was excluded from workplaces, schools, childcare centers and tertiary education premises until I was vaccinated (while vaccinated people could go)	39%	61%
I was excluded from shopping centers, cafes, restaurants and bars until I was vaccinated (while vaccinated people could go)	57%	43%
I was prohibited from visiting regional WA until I was vaccinated (while vaccinated people could travel to the regions)	49%	51%
I was provided trustworthy information that shows COVID-19 vaccines are safe	74%	26%

Vaccinated Western Australians were given interstate travel concessions sooner	22%	78%
Vaccinated Western Australians were given international travel concessions sooner	27%	73%

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All information is based on data received as at November 2021.