



WORKING TIME ARRANGEMENTS

AUSTRALIA

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INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Section on Canberra (02) 6252 7206.

NOTES

ABOUT THIS PUBLICATION

This publication presents information about the working arrangements of employees in their main job, such as shift work, extra hours or overtime, and start and finish times. It also presents information about the patterns of employees' work in all jobs. This information can be cross-classified by characteristics such as hours worked, industry and occupation, and demographic characteristics.

The statistics in this publication were compiled from data collected in the Working Time Arrangements Survey, conducted throughout Australia in November 2006 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

NOTES ABOUT THE ESTIMATES

The Working Arrangements Survey has been redeveloped and renamed the Working Time Arrangements Survey. Information collected in the Working Arrangements Survey about trade union membership, rostered days off, reasons for usually working less than 35 hours a week, job-sharing, absences from work and formal and informal child care are not presented in this publication as this information was not collected in the Working Time Arrangements Survey.

Additional information was collected in the Working Time Arrangements Survey to better measure data on job stability, job flexibility and scheduling of work.

From 2006, occupation data are classified according to the *ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, 2006* (cat. no. 1220.0). The new classification replaces the *ASCO—Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0). Data classified according to the ASCO are available on request.

Also from 2006, industry data are classified according to the *ANZSIC—Australian and New Zealand Standard Industrial Classification, 2006* (cat. no. 1292.0). This new classification replaces the *ANZSIC—Australian and New Zealand Standard Industrial Classification, 1993* (cat. no. 1292.0). Data classified according to the ANZSIC 1993 are available on request.

ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Brian Pink
Australian Statistician

SUMMARY OF FINDINGS

OVERVIEW

In November 2006, there were 8.6 million employees aged 15 years and over. Of these 92% (8 million) were employees (excluding owner managers of incorporated enterprises (OMIEs)). Of these:

- 60% did not have any say in their start and finish times
- 72% could choose when their holidays were taken
- 38% were able to work extra hours in order to take time off
- 37% usually worked extra hours or overtime
- 17% usually worked shift work
- 23% had earnings which varied from one pay period to the next
- 36% had hours that varied weekly or they were usually required to be on call or standby.

EMPLOYEES IN MAIN JOB *Patterns of work of single and multiple jobholders*

There were 8.1 million employees who were single jobholders in November 2006. Of these:

- 15% usually worked on Saturdays and 7.4% usually worked on Sundays
- 71% worked on weekdays only, while 28% worked on both weekdays and weekends
- 28% usually worked between the hours of 7pm and 7am.

In comparison, there were 493,900 employees who were multiple jobholders in November 2006. Of these:

- 39% usually worked on Saturdays and 26% usually worked on Sundays
- 43% worked on weekdays only, while 56% worked on both weekdays and weekends
- 56% usually worked between the hours of 7pm and 7am.

In November 2006, 54% of employees who were single jobholders were men. In contrast, most employees who were multiple jobholders were women (58% compared to 42% of men).

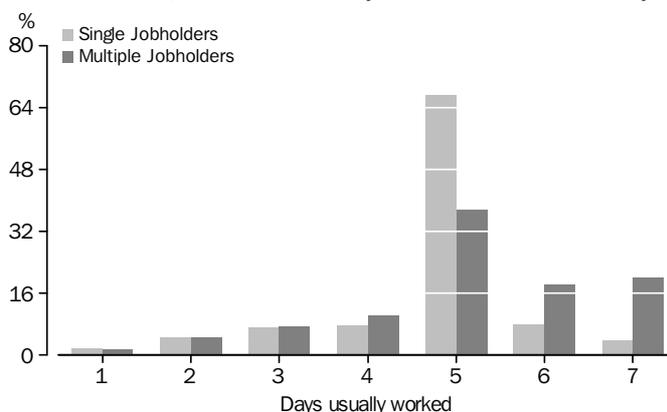
Men who were single jobholders were more likely to work Monday to Friday¹ than women who were single jobholders (77% compared to 58%), and were also more likely to usually work some hours between 7pm and 7am (31% compared to 25% of women). Women who were single jobholders were more likely to only work on weekdays than men who were single jobholders (74% compared to 69%), and women were less likely to work on both weekdays and weekends (25% compared to 30% of men).

Men who were multiple jobholders were more likely to work Monday to Friday¹ than women who were multiple jobholders (74% compared to 53%), and were also more likely to usually work some hours between 7pm and 7am (62% compared to 52% of women). Women who were multiple jobholders were more likely to work only on weekdays than men who were multiple jobholders (47% compared to 38%), and they were less likely to work on both weekdays and weekends (52% compared to 62% of men).

SUMMARY OF FINDINGS *continued*

Patterns of work of single and multiple jobholders continued

EMPLOYEES IN MAIN JOB WHO WERE SINGLE OR MULTIPLE JOBHOLDERS, Number of days of the week usually worked in all jobs



The majority of employees who were single jobholders usually worked 5 days of the week (67%). A further 8% usually worked 6 days of the week, while 3.8% usually worked 7 days of the week. In comparison, 37% of employees who were multiple jobholders usually worked 5 days of the week. A further 20% usually worked 7 days of the week while 18% usually worked 6 days of the week.

EMPLOYEES (excluding OMIEs)

There were 2.9 million employees² who usually worked extra hours or overtime in November 2006. Of these, 43% usually worked paid extra hours only, 48% usually worked unpaid extra hours only, and the remainder usually worked both paid and unpaid extra hours.

In November 2006, there were 2.9 million employees² whose hours varied weekly or were usually required to be on call or standby. Of these, 16% had less than one day's notice about their work schedule and 29% had four or more weeks' notice about their work schedule.

Whether able to choose to work extra hours in order to take time off

Of the 8 million employees², just over 3 million were able to choose to work extra hours in order to take time off.

The industry with the highest proportion of employees² who were able to choose to work extra hours in order to take time off was Public administration and safety (56%) followed by Professional, scientific and technical services (53%). The industry with the lowest proportion of employees² who were able to choose to work extra hours in order to take time off was Education and training (23%).

Employees² who worked in the public sector were more likely to be able to choose to work extra hours in order to take time off (41%) than those who worked in the private sector (38%).

Shift work

In November 2006, 1.4 million employees² usually worked shift work.

For both men and women, the industry with the highest proportion of employees² who usually worked shift work was Accommodation and Food Services (51% for men and 36% for women). The industries with the next highest proportions were Mining (46% for men, and Health care and social assistance (34%) for women).

SUMMARY OF FINDINGS *continued*

Shift work continued

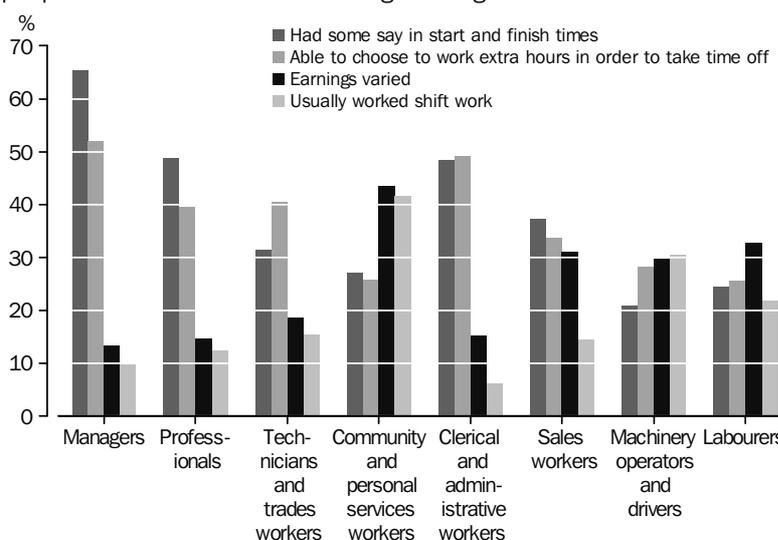
The industry with the lowest proportion of employees² who usually worked shift work was Education and training (2.3% and 1.9% for men and women respectively).

A higher proportion of employees² aged 15–19 (21%) and 20–24 (20%) usually worked shift work than those in older age groups.

Nineteen percent of employees² who worked in the public sector, usually worked shift work, compared to 17% who worked in the private sector.

Occupation of main job

EMPLOYEES (EXCLUDING OMIEs), Occupation of main job—By proportion of selected working arrangements



Employees² who were Managers were most likely to be able to choose to work extra hours in order to take time off (52%). Employees² who were Labourers were least likely to be able to choose to work extra hours in order to take time off (26%).

Employees² who were Community and personal service workers were most likely to usually work shift work (42%) followed by Machinery operators and drivers (31%).

Full-time and part-time employees² in main job

In November 2006 there were 5.8 million employees² who were full-time employees² in their main job and 2.2 million part-time employees². Earnings did not vary from one pay period to the next for 82% of employees² who worked full time in their main job compared to 63% of employees² who worked part time. Employees² who worked full time in their main job and did not usually work the same number of hours each week were more likely to be guaranteed a minimum number of hours of work each week (79%) than employees² who worked part time (42%).

Women who were part-time employees² in their main job, were more likely to be required to be on call or standby (23%) than those who were full-time employees² (17%). The same percentage of men who were full-time employees² in their main job and those who were part-time employees² in their main job were usually required to be on call or standby (26%).

SUMMARY OF FINDINGS *continued*

Full-time and part-time employees² in main job continued

Other characteristics of full-time employees² in their main job include:

- 89% had paid leave entitlements
- 41% had some say in their start and finish times. Of these, 69% were able to choose their start and finish times on a day-to-day basis and a further 23% negotiated their start and finish times in advance with their employer
- 73% could choose when their holidays were taken.

Other characteristics of part-time employees² in their main job include:

- 46% had paid leave entitlements
- 37% had some say in their start and finish times. Of these, 56% were able to choose their start and finish times on a day-to-day basis and a further 35% negotiated their start and finish times in advance with their employer
- 68% could choose when their holidays were taken.

END NOTES

1. These people may also have worked on Saturday and/or Sunday in their job/s. See paragraph 17 of the Explanatory Notes for more information.

2. Excluding OMIEs.

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EMPLOYEES (excluding OMIEs) IN MAIN JOB

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- 2** Whether had any say in the days on which worked, whether had any say in start and finish times, whether had a formal arrangement to work flexible hours, whether able to choose to work extra hours in order to take time off, whether guaranteed a minimum number of hours of work, whether able to choose when holidays were taken, whether earnings varied from one pay period to the next, whether usually required to be on call or standby and whether hours varied weekly or were usually required to be on call or standby, by full-time or part-time status in main job, by sex 10
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EMPLOYEES WHO WERE SINGLE JOBHOLDERS

- 9** Days of the week usually worked, whether worked weekdays and/or weekends, number of days of the week usually worked and whether usually worked any hours between 7pm and 7am, by sex 23

EMPLOYEES IN MAIN JOB WHO WERE MULTIPLE JOBHOLDERS

- 10** Days of the week usually worked in all jobs, whether worked weekdays and/or weekends in all jobs, number of days of the week usually worked in all jobs and whether usually worked any hours between 7pm and 7am in all jobs, by sex 24

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EMPLOYEES IN MAIN JOB

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EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Employment type and other selected working arrangements—By sex

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	'000	%	'000	%	'000	%
Whether had paid leave entitlements						
With paid leave entitlements	3 347.7	80.8	2 809.3	73.5	6 157.0	77.3
Without paid leave entitlements	795.0	19.2	1 010.8	26.5	1 805.8	22.7
Whether had any say in start and finish times						
Had some say in start and finish times	1 638.7	39.6	1 538.1	40.3	3 176.8	39.9
Able to choose times on a day-to-day basis	1 131.7	27.3	955.8	25.0	2 087.4	26.2
Times negotiated with employer in advance	364.4	8.8	465.0	12.2	829.3	10.4
Other	142.7	3.4	117.4	3.1	260.0	3.3
Did not have any say in start and finish times	2 504.0	60.4	2 282.0	59.7	4 786.0	60.1
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 590.9	38.4	1 453.8	38.1	3 044.8	38.2
Not able to choose to work extra hours	2 343.4	56.6	2 203.7	57.7	4 547.1	57.1
Did not know	208.4	5.0	162.5	4.3	370.9	4.7
Whether able to choose when holidays were taken						
Could choose	3 034.1	73.2	2 688.3	70.4	5 722.5	71.9
Could sometimes choose	541.4	13.1	448.9	11.8	990.3	12.4
Could not choose	567.2	13.7	682.8	17.9	1 250.0	15.7
Whether usually worked extra hours or overtime						
Usually worked extra hours or overtime	1 691.6	40.8	1 241.2	32.5	2 932.8	36.8
Paid extra hours only	822.9	19.9	428.1	11.2	1 251.0	15.7
Unpaid extra hours only	723.2	17.5	694.5	18.2	1 417.7	17.8
Both unpaid and paid extra hours	145.5	3.5	118.6	3.1	264.1	3.3
Did not usually work extra hours or overtime	2 451.1	59.2	2 578.9	67.5	5 030.0	63.2
Whether usually worked shift work						
Usually worked shift work	751.4	18.1	600.9	15.7	1 352.3	17.0
Hours worked in most recent shift						
Less than 8	157.9	3.8	229.5	6.0	387.4	4.9
8	256.6	6.2	236.5	6.2	493.1	6.2
9–12	299.5	7.2	117.4	3.1	416.9	5.2
13 and over	37.4	0.9	17.5	0.5	54.9	0.7
Did not usually work shift work	3 391.3	81.9	3 219.1	84.3	6 610.4	83.0
Total	4 142.7	100.0	3 820.1	100.0	7 962.8	100.0

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Full-time or part-time status in main job—By selected working arrangements—By sex

	Full-time employees		Part-time employees		Total	
	'000	%	'000	%	'000	%
MALES						
Whether had any say in the days in which worked						
With paid leave entitlements	3 183.0	88.4	164.7	30.3	3 347.7	80.8
Without paid leave entitlements	416.2	11.6	378.8	69.7	795.0	19.2
Had some say in the days in which worked	133.7	3.7	171.8	31.6	305.6	7.4
Did not have any say in the days on which worked/days were set	282.5	7.8	207.0	38.1	489.5	11.8
Whether had any say in start and finish times						
Had some say in start and finish times	1 468.3	40.8	170.5	31.4	1 638.7	39.6
Able to choose times on a day-to-day basis	1 033.0	28.7	98.7	18.2	1 131.7	27.3
Times negotiated with employer in advance	313.2	8.7	51.2	9.4	364.4	8.8
Other	122.1	3.4	20.6	3.8	142.7	3.4
Did not have any say in start and finish times	2 130.9	59.2	373.1	68.6	2 504.0	60.4
Whether had a formal agreement to work flexible hours						
Had some say in start and finish times	1 468.3	40.8	170.5	31.4	1 638.7	39.6
Had an agreement with employer to work flexible hours	814.4	22.6	108.2	19.9	922.5	22.3
Had a formal system to work flexible hours	296.7	8.2	22.8	4.2	319.5	7.7
Did not have a formal system to work flexible hours	517.7	14.4	85.4	15.7	603.1	14.6
Did not have an agreement with employer to work flexible hours	653.9	18.2	62.3	11.5	716.2	17.3
Did not have any say in start and finish times	2 130.9	59.2	373.1	68.6	2 504.0	60.4
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 470.9	40.9	120.0	22.1	1 590.9	38.4
Not able to choose to work extra hours	1 945.7	54.1	397.6	73.2	2 343.4	56.6
Did not know	182.6	5.1	25.9	4.8	208.4	5.0
Whether guaranteed a minimum number of hours of work						
Usually worked the same number of hours each week	2 839.5	78.9	358.0	65.9	3 197.6	77.2
Did not usually work the same number of hours each week	759.7	21.1	185.5	34.1	945.1	22.8
Guaranteed a minimum number of hours	597.8	16.6	60.4	11.1	658.2	15.9
Not guaranteed a minimum number of hours	161.8	4.5	125.1	23.0	287.0	6.9
Whether able to choose when holidays were taken						
Could choose	2 684.6	74.6	349.6	64.3	3 034.1	73.2
Could sometimes choose	492.5	13.7	48.9	9.0	541.4	13.1
Could not choose	422.2	11.7	145.1	26.7	567.2	13.7
Whether earnings varied from one pay period to the next						
Earnings varied	712.3	19.8	224.6	41.3	936.9	22.6
Earnings did not vary	2 886.9	80.2	318.9	58.7	3 205.8	77.4
Whether usually required to be on call or standby						
Usually required to be on call or standby	924.4	25.7	141.4	26.0	1 065.8	25.7
Not usually required to be on call or standby	2 674.8	74.3	402.1	74.0	3 077.0	74.3
Whether hours varied weekly or were usually required to be on call or standby						
Hours varied weekly or were usually required to be on call or standby	1 372.2	38.1	256.0	47.1	1 628.2	39.3
How far in advance work schedule was known						
Less than 1 day	228.2	6.3	49.3	9.1	277.5	6.7
1 day to less than 1 week	199.2	5.5	51.6	9.5	250.7	6.1
1 day	80.8	2.2	18.5	3.4	99.3	2.4
2 days	54.5	1.5	10.0	1.8	64.4	1.6
3 days	18.2	0.5	7.0	1.3	25.2	0.6
4 days	5.8	0.2	*1.5	*0.3	7.3	0.2
5 days	21.7	0.6	7.1	1.3	28.9	0.7
6 days	18.1	0.5	7.5	1.4	25.6	0.6
1 week to less than 2 weeks	198.0	5.5	73.7	13.6	271.7	6.6
2 weeks to less than 4 weeks	122.4	3.4	20.6	3.8	143.0	3.5
4 weeks or more	444.9	12.4	35.2	6.5	480.1	11.6
Other/varied	179.5	5.0	25.6	4.7	205.1	5.0
Hours did not vary weekly and was not required to be on call or standby	2 227.0	61.9	287.5	52.9	2 514.5	60.7
Total	3 599.2	100.0	543.5	100.0	4 142.7	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Full-time or part-time status in main job—By selected working arrangements—By sex *continued*

	Full-time employees		Part-time employees		Total	
	'000	%	'000	%	'000	%
FEMALES						
Whether had any say in the days in which worked						
With paid leave entitlements	1 966.5	90.1	842.8	51.5	2 809.3	73.5
Without paid leave entitlements	216.9	9.9	793.9	48.5	1 010.8	26.5
Had some say in the days in which worked	79.8	3.7	422.5	25.8	502.3	13.1
Did not have any say in the days on which worked/days were set	137.1	6.3	371.4	22.7	508.5	13.3
Whether had any say in start and finish times						
Had some say in start and finish times	902.7	41.3	635.4	38.8	1 538.1	40.3
Able to choose times on a day-to-day basis	599.4	27.5	356.3	21.8	955.8	25.0
Times negotiated with employer in advance	238.0	10.9	227.0	13.9	465.0	12.2
Other	65.3	3.0	52.0	3.2	117.4	3.1
Did not have any say in start and finish times	1 280.6	58.7	1 001.3	61.2	2 282.0	59.7
Whether had a formal agreement to work flexible hours						
Had some say in start and finish times	902.7	41.3	635.4	38.8	1 538.1	40.3
Had an agreement with employer to work flexible hours	525.2	24.1	403.3	24.6	928.6	24.3
Had a formal system to work flexible hours	228.6	10.5	101.9	6.2	330.5	8.7
Did not have a formal system to work flexible hours	296.6	13.6	301.4	18.4	598.1	15.7
Did not have an agreement with employer to work flexible hours	377.5	17.3	232.0	14.2	609.5	16.0
Did not have any say in start and finish times	1 280.6	58.7	1 001.3	61.2	2 282.0	59.7
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	927.1	42.5	526.7	32.2	1 453.8	38.1
Not able to choose to work extra hours	1 166.3	53.4	1 037.5	63.4	2 203.7	57.7
Did not know	90.0	4.1	72.5	4.4	162.5	4.3
Whether guaranteed a minimum number of hours of work						
Usually worked the same number of hours each week	1 817.9	83.3	1 180.0	72.1	2 997.9	78.5
Did not usually work the same number of hours each week	365.5	16.7	456.7	27.9	822.2	21.5
Guaranteed a minimum number of hours	295.1	13.5	210.0	12.8	505.1	13.2
Not guaranteed a minimum number of hours	70.4	3.2	246.7	15.1	317.1	8.3
Whether able to choose when holidays were taken						
Could choose	1 564.8	71.7	1 123.5	68.6	2 688.3	70.4
Could sometimes choose	283.3	13.0	165.6	10.1	448.9	11.8
Could not choose	335.2	15.4	347.6	21.2	682.8	17.9
Whether earnings varied from one pay period to the next						
Earnings varied	333.6	15.3	573.7	35.1	907.3	23.7
Earnings did not vary	1 849.8	84.7	1 063.0	64.9	2 912.8	76.3
Whether usually required to be on call or standby						
Usually required to be on call or standby	366.5	16.8	382.7	23.4	749.3	19.6
Not usually required to be on call or standby	1 816.8	83.2	1 253.9	76.6	3 070.8	80.4
Whether hours varied weekly or were usually required to be on call or standby						
Hours varied weekly or were usually required to be on call or standby	604.2	27.7	657.2	40.2	1 261.4	33.0
How far in advance work schedule was known						
Less than 1 day	79.1	3.6	92.8	5.7	171.9	4.5
1 day to less than 1 week	57.7	2.6	121.8	7.4	179.5	4.7
1 day	20.3	0.9	33.3	2.0	53.6	1.4
2 days	14.1	0.6	30.4	1.9	44.6	1.2
3 days	*5.1	*0.2	15.5	0.9	20.6	0.5
4 days	*3.4	*0.2	6.7	0.4	10.1	0.3
5 days	8.8	0.4	15.5	0.9	24.3	0.6
6 days	6.0	0.3	20.3	1.2	26.2	0.7
1 week to less than 2 weeks	94.5	4.3	161.6	9.9	256.1	6.7
2 weeks to less than 4 weeks	71.8	3.3	91.1	5.6	162.9	4.3
4 weeks or more	224.2	10.3	133.5	8.2	357.7	9.4
Other/varied	76.9	3.5	56.4	3.4	133.3	3.5
Hours did not vary weekly and was not required to be on call or standby	1 579.2	72.3	979.5	59.8	2 558.7	67.0
Total	2 183.4	100.0	1 636.7	100.0	3 820.1	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Full-time or part-time status in main job—By selected working arrangements—By sex *continued*

	Full-time employees		Part-time employees		Total	
	'000	%	'000	%	'000	%
PERSONS						
Whether had any say in the days in which worked						
With paid leave entitlements	5 149.5	89.1	1 007.5	46.2	6 157.0	77.3
Without paid leave entitlements	633.1	10.9	1 172.7	53.8	1 805.8	22.7
Had some say in the days in which worked	213.5	3.7	594.4	27.3	807.8	10.1
Did not have any say in the days on which worked/days were set	419.6	7.3	578.3	26.5	997.9	12.5
Whether had any say in start and finish times						
Had some say in start and finish times	2 371.0	41.0	805.8	37.0	3 176.8	39.9
Able to choose times on a day-to-day basis	1 632.4	28.2	455.0	20.9	2 087.4	26.2
Times negotiated with employer in advance	551.2	9.5	278.2	12.8	829.3	10.4
Other	187.4	3.2	72.6	3.3	260.0	3.3
Did not have any say in start and finish times	3 411.6	59.0	1 374.4	63.0	4 786.0	60.1
Whether had a formal agreement to work flexible hours						
Had some say in start and finish times	2 371.0	41.0	805.8	37.0	3 176.8	39.9
Had an agreement with employer to work flexible hours	1 339.6	23.2	511.5	23.5	1 851.1	23.2
Had a formal system to work flexible hours	525.3	9.1	124.7	5.7	650.0	8.2
Did not have a formal system to work flexible hours	814.3	14.1	386.8	17.7	1 201.1	15.1
Did not have an agreement with employer to work flexible hours	1 031.4	17.8	294.3	13.5	1 325.7	16.6
Did not have any say in start and finish times	3 411.6	59.0	1 374.4	63.0	4 786.0	60.1
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	2 398.0	41.5	646.8	29.7	3 044.8	38.2
Not able to choose to work extra hours	3 112.0	53.8	1 435.1	65.8	4 547.1	57.1
Did not know	272.6	4.7	98.3	4.5	370.9	4.7
Whether guaranteed a minimum number of hours of work						
Usually worked the same number of hours each week	4 657.4	80.5	1 538.1	70.5	6 195.5	77.8
Did not usually work the same number of hours each week	1 125.2	19.5	642.1	29.5	1 767.3	22.2
Guaranteed a minimum number of hours	892.9	15.4	270.3	12.4	1 163.2	14.6
Not guaranteed a minimum number of hours	232.3	4.0	371.8	17.1	604.1	7.6
Whether able to choose when holidays were taken						
Could choose	4 249.4	73.5	1 473.1	67.6	5 722.5	71.9
Could sometimes choose	775.8	13.4	214.5	9.8	990.3	12.4
Could not choose	757.4	13.1	492.6	22.6	1 250.0	15.7
Whether earnings varied from one pay period to the next						
Earnings varied	1 045.9	18.1	798.3	36.6	1 844.2	23.2
Earnings did not vary	4 736.7	81.9	1 381.9	63.4	6 118.6	76.8
Whether usually required to be on call or standby						
Usually required to be on call or standby	1 290.9	22.3	524.1	24.0	1 815.0	22.8
Not usually required to be on call or standby	4 491.7	77.7	1 656.1	76.0	6 147.7	77.2
Whether hours varied weekly or were usually required to be on call or standby						
Hours varied weekly or were usually required to be on call or standby	1 976.4	34.2	913.2	41.9	2 889.6	36.3
How far in advance work schedule was known						
Less than 1 day	307.3	5.3	142.1	6.5	449.5	5.6
1 day to less than 1 week	256.9	4.4	173.4	8.0	430.2	5.4
1 day	101.1	1.7	51.8	2.4	152.9	1.9
2 days	68.6	1.2	40.4	1.9	109.0	1.4
3 days	23.3	0.4	22.5	1.0	45.8	0.6
4 days	9.2	0.2	8.2	0.4	17.4	0.2
5 days	30.6	0.5	22.6	1.0	53.2	0.7
6 days	24.1	0.4	27.8	1.3	51.8	0.7
1 week to less than 2 weeks	292.5	5.1	235.3	10.8	527.8	6.6
2 weeks to less than 4 weeks	194.2	3.4	111.7	5.1	305.9	3.8
4 weeks or more	669.1	11.6	168.7	7.7	837.8	10.5
Other/varied	256.4	4.4	82.0	3.8	338.3	4.2
Hours did not vary weekly and was not required to be on call or standby	3 806.2	65.8	1 267.0	58.1	5 073.2	63.7
Total	5 782.6	100.0	2 180.2	100.0	7 962.8	100.0

3

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether had paid leave entitlements—By selected working arrangements

	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
Whether had any say in the days on which worked						
With paid leave entitlements	6 157.0	100.0	. .	. .	6 157.0	77.3
Without paid leave entitlements	. .	. .	1 805.8	100.0	1 805.8	22.7
Had some say in the days on which worked	. .	. .	807.8	44.7	807.8	10.1
Did not have any say in the days on which worked/days were set	. .	. .	997.9	55.3	997.9	12.5
Whether able to choose when holidays were taken						
Could choose	4 566.5	74.2	1 156.0	64.0	5 722.5	71.9
Could sometimes choose	817.8	13.3	172.4	9.5	990.3	12.4
Could not choose	772.7	12.5	477.3	26.4	1 250.0	15.7
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	2 586.8	42.0	458.0	25.4	3 044.8	38.2
Not able to choose to work extra hours	3 280.1	53.3	1 267.0	70.2	4 547.1	57.1
Did not know	290.1	4.7	80.8	4.5	370.9	4.7
Whether usually worked extra hours or overtime						
Usually worked extra hours or overtime	2 622.6	42.6	310.2	17.2	2 932.8	36.8
Paid extra hours only	1 046.7	17.0	204.3	11.3	1 251.0	15.7
Unpaid extra hours only	1 341.0	21.8	76.6	4.2	1 417.7	17.8
Both paid and unpaid extra hours	234.9	3.8	29.2	1.6	264.1	3.3
Did not usually work extra hours or overtime	3 534.4	57.4	1 495.6	82.8	5 030.0	63.2
Total	6 157.0	100.0	1 805.8	100.0	7 962.8	100.0

. . not applicable

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether had paid leave entitlements—By selected job characteristics—By sex

	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
MALES						
Whether guaranteed a minimum number of hours of work						
Usually worked the same number of hours each week	2 701.2	80.7	496.4	62.4	3 197.6	77.2
Did not usually work the same number of hours each week	646.5	19.3	298.6	37.6	945.1	22.8
Guaranteed a minimum number of hours of work	567.1	16.9	91.1	11.5	658.2	15.9
Not guaranteed a minimum number of hours of work	79.4	2.4	207.6	26.1	287.0	6.9
Whether earnings varied from one pay period to the next						
Earnings varied	573.1	17.1	363.9	45.8	936.9	22.6
Earnings did not vary	2 774.6	82.9	431.1	54.2	3 205.8	77.4
Whether received casual loading as part of pay						
Received casual loading	110.2	3.3	351.2	44.2	461.4	11.1
Did not receive casual loading	3 144.8	93.9	337.4	42.4	3 482.2	84.1
Did not know	92.7	2.8	106.4	13.4	199.1	4.8
Total	3 347.7	100.0	795.0	100.0	4 142.7	100.0
FEMALES						
Whether guaranteed a minimum number of hours of work						
Usually worked the same number of hours each week	2 381.7	84.8	616.2	61.0	2 997.9	78.5
Did not usually work the same number of hours each week	427.6	15.2	394.6	39.0	822.2	21.5
Guaranteed a minimum number of hours of work	376.5	13.4	128.6	12.7	505.1	13.2
Not guaranteed a minimum number of hours of work	51.1	1.8	266.0	26.3	317.1	8.3
Whether earnings varied from one pay period to the next						
Earnings varied	441.6	15.7	465.7	46.1	907.3	23.7
Earnings did not vary	2 367.7	84.3	545.1	53.9	2 912.8	76.3
Whether received casual loading as part of pay						
Received casual loading	122.3	4.4	521.8	51.6	644.1	16.9
Did not receive casual loading	2 613.5	93.0	357.1	35.3	2 970.5	77.8
Did not know	73.5	2.6	131.9	13.1	205.4	5.4
Total	2 809.3	100.0	1 010.8	100.0	3 820.1	100.0
PERSONS						
Whether guaranteed a minimum number of hours of work						
Usually worked the same number of hours each week	5 082.9	82.6	1 112.6	61.6	6 195.5	77.8
Did not usually work the same number of hours each week	1 074.1	17.4	693.2	38.4	1 767.3	22.2
Guaranteed a minimum number of hours of work	943.6	15.3	219.6	12.2	1 163.2	14.6
Not guaranteed a minimum number of hours of work	130.5	2.1	473.5	26.2	604.1	7.6
Whether earnings varied from one pay period to the next						
Earnings varied	1 014.6	16.5	829.6	45.9	1 844.2	23.2
Earnings did not vary	5 142.4	83.5	976.2	54.1	6 118.6	76.8
Whether received casual loading as part of pay						
Received casual loading	232.5	3.8	873.0	48.3	1 105.5	13.9
Did not receive casual loading	5 758.3	93.5	694.5	38.5	6 452.7	81.0
Did not know	166.2	2.7	238.3	13.2	404.5	5.1
Total	6 157.0	100.0	1 805.8	100.0	7 962.8	100.0

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether had any say in start and finish times—By age and industry, occupation and sector of main job

HAD SOME SAY IN START AND FINISH TIMES

	<i>Able to choose times day-to-day</i>	<i>Times negotiated with employer in advance</i>	<i>Other</i>	<i>Total</i>	<i>Did not have any say in start and finish times</i>	<i>Total</i>	<i>Had some say in start and finish times</i>
	'000	'000	'000	'000	'000	'000	%
Age group (years)							
15–19	31.4	44.4	9.6	85.3	315.7	401.1	21.3
20–24	157.2	117.3	28.1	302.6	739.6	1 042.2	29.0
25–34	533.2	215.9	55.3	804.4	1 133.3	1 937.7	41.5
35–44	580.1	198.1	64.3	842.5	1 045.2	1 887.7	44.6
45–54	504.5	169.1	65.8	739.4	986.8	1 726.2	42.8
55–59	164.6	54.0	22.7	241.2	340.4	581.7	41.5
60–64	81.0	23.3	10.9	115.2	167.9	283.1	40.7
65 and over	35.4	7.4	*3.3	46.1	57.1	103.2	44.7
Industry of main job(a)							
Agriculture, forestry and fishing	46.3	11.7	*5.1	63.1	65.7	128.8	49.0
Mining	25.6	9.9	*3.1	38.5	86.5	125.1	30.8
Manufacturing	186.8	71.0	28.4	286.1	575.2	861.3	33.2
Electricity, gas, water and waste services	34.0	11.0	*2.1	47.0	52.4	99.4	47.3
Construction	122.0	47.5	17.3	186.8	357.4	544.3	34.3
Wholesale trade	116.5	29.8	9.4	155.7	182.1	337.8	46.1
Retail trade	152.1	135.0	26.6	313.7	581.3	894.9	35.1
Accommodation and food services	76.7	60.2	14.0	151.0	324.7	475.7	31.7
Transport, postal and warehousing	70.5	27.3	18.2	115.9	263.9	379.7	30.5
Information media and telecommunications	80.1	23.4	7.7	111.3	103.5	214.8	51.8
Financial and insurance services	120.5	40.7	8.5	169.7	170.1	339.8	49.9
Rental, hiring and real estate services	49.9	16.1	*4.1	70.1	61.5	131.6	53.3
Professional, scientific and technical services	241.4	57.2	13.8	312.4	207.8	520.2	60.1
Administrative and support services	55.1	24.1	8.1	87.3	145.5	232.8	37.5
Public administration and safety	282.3	50.0	17.4	349.7	253.9	603.6	57.9
Education and training	136.6	49.1	31.1	216.8	500.2	717.0	30.2
Health care and social assistance	197.3	122.8	33.0	353.0	602.3	955.3	37.0
Arts and recreation services	31.5	11.1	*4.4	47.0	78.5	125.5	37.4
Other services	62.5	31.5	7.8	101.7	173.6	275.3	37.0
Occupation of main job(b)							
Managers	393.5	84.3	21.6	499.5	264.0	763.5	65.4
Professionals	606.4	159.7	63.9	830.0	871.5	1 701.5	48.8
Technicians and trades workers	211.7	111.0	35.5	358.2	778.4	1 136.6	31.5
Community and personal service workers	97.7	88.9	26.6	213.2	570.0	783.2	27.2
Clerical and administrative workers	450.4	161.9	41.6	654.0	696.9	1 350.8	48.4
Sales workers	149.8	109.3	22.6	281.6	476.1	757.7	37.2
Machinery operators and drivers	58.4	42.6	22.3	123.2	464.5	587.7	21.0
Labourers	119.5	71.8	25.9	217.1	664.6	881.8	24.6
Sector of main job							
Public	535.0	141.2	65.3	741.5	930.3	1 671.8	44.4
Private	1 545.8	686.0	193.6	2 425.4	3 829.6	6 254.9	38.8
Could not be determined	6.7	*2.1	**1.2	9.9	26.1	36.0	27.5
Total	2 087.4	829.3	260.0	3 176.8	4 786.0	7 962.8	39.9

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) This data item is classified according to the ANZSIC 2006. See paragraph 15 of the Explanatory Notes for more information.

(b) This data item is classified according to the ANZSCO First Edition. See paragraph 14 of the Explanatory Notes for more information.

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether able to choose to work extra hours in order to take time off—By age and industry, occupation and sector of main job

	<i>Able to choose to work extra hours</i>	<i>Not able to choose to work extra hours</i>	<i>Did not know</i>	<i>Total</i>	<i>Able to choose to work extra hours</i>
	'000	'000	'000	'000	%
Age group (years)					
15–19	91.5	283.0	26.6	401.1	22.8
20–24	349.0	631.9	61.4	1 042.2	33.5
25–34	801.3	1 037.1	99.2	1 937.7	41.4
35–44	778.4	1 019.7	89.6	1 887.7	41.2
45–54	676.6	989.4	60.2	1 726.2	39.2
55–59	219.6	345.5	16.6	581.7	37.7
60–64	96.5	174.0	12.6	283.1	34.1
65 and over	31.9	66.6	*4.7	103.2	30.9
Industry of main job(a)					
Agriculture, forestry and fishing	54.6	68.4	5.7	128.8	42.4
Mining	44.6	76.5	*4.0	125.1	35.7
Manufacturing	341.4	469.2	50.6	861.3	39.6
Electricity, gas, water and waste services	44.0	50.1	*5.4	99.4	44.2
Construction	219.6	292.6	32.1	544.3	40.4
Wholesale trade	141.2	175.9	20.8	337.8	41.8
Retail trade	310.2	540.9	43.8	894.9	34.7
Accommodation and food services	130.5	320.3	24.9	475.7	27.4
Transport, postal and warehousing	109.7	252.8	17.2	379.7	28.9
Information media and telecommunications	89.0	115.0	10.9	214.8	41.4
Financial and insurance services	155.2	169.5	15.1	339.8	45.7
Rental, hiring and real estate services	61.9	61.7	8.1	131.6	47.0
Professional, scientific and technical services	276.8	213.8	29.6	520.2	53.2
Administrative and support services	71.1	149.9	11.9	232.8	30.5
Public administration and safety	335.7	249.3	18.6	603.6	55.6
Education and training	168.2	537.1	11.7	717.0	23.5
Health care and social assistance	337.4	579.2	38.6	955.3	35.3
Arts and recreation services	43.6	77.7	*4.2	125.5	34.8
Other services	110.1	147.4	17.8	275.3	40.0
Occupation of main job(b)					
Managers	397.8	341.9	23.9	763.5	52.1
Professionals	671.3	966.3	63.9	1 701.5	39.5
Technicians and trades workers	461.2	608.9	66.5	1 136.6	40.6
Community and personal service workers	203.1	548.8	31.3	783.2	25.9
Clerical and administrative workers	665.1	621.0	64.7	1 350.8	49.2
Sales workers	255.5	462.5	39.7	757.7	33.7
Machinery operators and drivers	166.0	390.4	31.2	587.7	28.3
Labourers	224.8	607.3	49.7	881.8	25.5
Sector of main job					
Public	682.8	937.9	51.1	1 671.8	40.8
Private	2 351.9	3 586.2	316.9	6 254.9	37.6
Could not be determined	10.1	23.0	*2.9	36.0	28.0
Total	3 044.8	4 547.1	370.9	7 962.8	38.2

* estimate has a relative standard error of 25% to 50% and should be used with caution

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(b) This data item is classified according to the ANZSCO First Edition. See paragraph 14 of the Explanatory Notes for more information.

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether usually worked shift work—By age and industry, occupation and sector of main job—By sex

	Usually worked shift work	Did not usually work shift work	Total	Usually worked shift work
	'000	'000	'000	%
MALES				
Age group (years)				
15–19	43.0	167.9	210.9	20.4
20–24	113.3	425.2	538.5	21.0
25–34	192.8	853.9	1 046.7	18.4
35–44	180.2	793.4	973.6	18.5
45–54	156.6	694.9	851.5	18.4
55–59	39.9	251.4	291.3	13.7
60–64	21.2	142.5	163.7	12.9
65 and over	*4.4	62.1	66.6	*6.7
Industry of main job(a)				
Agriculture, forestry and fishing	8.1	84.1	92.2	8.8
Mining	49.3	57.5	106.8	46.2
Manufacturing	147.1	504.4	651.5	22.6
Electricity, gas, water and waste services	10.2	69.2	79.4	12.9
Construction	31.5	457.0	488.5	6.5
Wholesale trade	19.6	212.2	231.8	8.5
Retail trade	51.5	323.0	374.5	13.7
Accommodation and food services	95.7	91.1	186.7	51.2
Transport, postal and warehousing	94.0	193.5	287.5	32.7
Information media and telecommunications	25.1	97.3	122.4	20.5
Financial and insurance services	*5.4	138.4	143.8	*3.8
Rental, hiring and real estate services	6.1	58.2	64.3	9.5
Professional, scientific and technical services	11.7	253.1	264.9	4.4
Administrative and support services	16.1	82.3	98.4	16.4
Public administration and safety	82.3	241.0	323.3	25.5
Education and training	*5.0	212.2	217.2	*2.3
Health care and social assistance	64.2	118.4	182.6	35.2
Arts and recreation services	15.8	51.8	67.6	23.3
Other services	12.4	146.6	159.0	7.8
Occupation of main job(b)				
Managers	41.9	440.3	482.2	8.7
Professionals	57.2	709.1	766.3	7.5
Technicians and trades workers	149.8	812.7	962.5	15.6
Community and personal service workers	146.9	91.9	238.8	61.5
Clerical and administrative workers	36.2	308.3	344.5	10.5
Sales workers	37.5	243.6	281.1	13.3
Machinery operators and drivers	165.8	367.3	533.1	31.1
Labourers	116.1	418.1	534.2	21.7
Sector of main job				
Public	144.8	560.7	705.5	20.5
Private	601.9	2 814.6	3 416.5	17.6
Could not be determined	*4.7	16.0	20.7	*22.6
Total	751.4	3 391.3	4 142.7	18.1

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) This data item is classified according to the ANZSIC 2006. See paragraph 15 of the Explanatory Notes for more information.

(b) This data item is classified according to the ANZSCO First Edition. See paragraph 14 of the Explanatory Notes for more information.

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether usually worked shift work—By age and industry, occupation and sector of main job—By sex *continued*

	Usually worked shift work	Did not usually work shift work	Total	Usually worked shift work
	'000	'000	'000	%
FEMALES				
Age group (years)				
15–19	42.0	148.2	190.2	22.1
20–24	98.9	404.9	503.8	19.6
25–34	125.2	765.8	891.0	14.1
35–44	129.6	784.4	914.1	14.2
45–54	137.5	737.3	874.7	15.7
55–59	47.6	242.7	290.4	16.4
60–64	17.4	101.9	119.4	14.6
65 and over	*2.7	33.9	36.6	*7.4
Industry of main job(a)				
Agriculture, forestry and fishing	*1.8	34.7	36.5	*5.0
Mining	*3.8	14.4	18.2	*21.1
Manufacturing	24.9	184.9	209.8	11.9
Electricity, gas, water and waste services	*1.3	18.7	20.0	*6.3
Construction	**1.1	54.7	55.8	**2.0
Wholesale trade	*2.2	103.8	106.0	*2.1
Retail trade	66.0	454.4	520.4	12.7
Accommodation and food services	104.5	184.4	288.9	36.2
Transport, postal and warehousing	23.8	68.4	92.2	25.8
Information media and telecommunications	12.4	80.0	92.4	13.4
Financial and insurance services	7.3	188.6	195.9	3.7
Rental, hiring and real estate services	*5.0	62.3	67.3	*7.5
Professional, scientific and technical services	5.7	249.7	255.3	2.2
Administrative and support services	19.2	115.1	134.3	14.3
Public administration and safety	28.7	251.6	280.3	10.2
Education and training	8.4	491.5	499.8	1.7
Health care and social assistance	265.9	506.8	772.7	34.4
Arts and recreation services	11.7	46.2	57.9	20.2
Other services	7.2	109.0	116.2	6.2
Occupation of main job(b)				
Managers	32.1	249.2	281.3	11.4
Professionals	152.9	782.3	935.2	16.4
Technicians and trades workers	26.2	147.8	174.0	15.1
Community and personal service workers	179.9	364.5	544.5	33.0
Clerical and administrative workers	47.2	959.1	1 006.3	4.7
Sales workers	71.6	405.0	476.6	15.0
Machinery operators and drivers	13.5	41.0	54.6	24.8
Labourers	77.4	270.2	347.6	22.3
Sector of main job				
Public	165.8	800.5	966.3	17.2
Private	432.8	2 405.6	2 838.4	15.2
Could not be determined	*2.3	13.0	15.3	*15.2
Total	600.9	3 219.1	3 820.1	15.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) This data item is classified according to the ANZSIC 2006. See paragraph 15 of the Explanatory Notes for more information.

(b) This data item is classified according to the ANZSCO First Edition. See paragraph 14 of the Explanatory Notes for more information.

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether usually worked shift work—By age and industry, occupation and sector of main job—By sex *continued*

	Usually worked shift work	Did not usually work shift work	Total	Usually worked shift work
	'000	'000	'000	%
PERSONS				
Age group (years)				
15–19	85.0	316.1	401.1	21.2
20–24	212.1	830.1	1 042.2	20.4
25–34	318.0	1 619.7	1 937.7	16.4
35–44	309.9	1 577.8	1 887.7	16.4
45–54	294.1	1 432.1	1 726.2	17.0
55–59	87.5	494.2	581.7	15.0
60–64	38.6	244.5	283.1	13.6
65 and over	7.1	96.0	103.2	6.9
Industry of main job(a)				
Agriculture, forestry and fishing	9.9	118.9	128.8	7.7
Mining	53.2	71.9	125.1	42.5
Manufacturing	172.0	689.3	861.3	20.0
Electricity, gas, water and waste services	11.5	87.9	99.4	11.6
Construction	32.6	511.6	544.3	6.0
Wholesale trade	21.9	316.0	337.8	6.5
Retail trade	117.5	777.4	894.9	13.1
Accommodation and food services	200.2	275.5	475.7	42.1
Transport, postal and warehousing	117.8	261.9	379.7	31.0
Information media and telecommunications	37.5	177.3	214.8	17.5
Financial and insurance services	12.7	327.1	339.8	3.7
Rental, hiring and real estate services	11.1	120.5	131.6	8.5
Professional, scientific and technical services	17.4	502.8	520.2	3.3
Administrative and support services	35.4	197.4	232.8	15.2
Public administration and safety	111.0	492.6	603.6	18.4
Education and training	13.4	703.7	717.0	1.9
Health care and social assistance	330.1	625.2	955.3	34.6
Arts and recreation services	27.5	98.0	125.5	21.9
Other services	19.6	255.6	275.3	7.1
Occupation of main job(b)				
Managers	74.0	689.5	763.5	9.7
Professionals	210.2	1 491.3	1 701.5	12.4
Technicians and trades workers	176.1	960.5	1 136.6	15.5
Community and personal service workers	326.8	456.4	783.2	41.7
Clerical and administrative workers	83.3	1 267.5	1 350.8	6.2
Sales workers	109.1	648.6	757.7	14.4
Machinery operators and drivers	179.4	408.3	587.7	30.5
Labourers	193.5	688.3	881.8	21.9
Sector of main job				
Public	310.6	1 361.2	1 671.8	18.6
Private	1 034.7	5 220.2	6 254.9	16.5
Could not be determined	7.0	29.0	36.0	19.4
Total	1 352.3	6 610.4	7 962.8	17.0

(a) This data item is classified according to the ANZSIC 2006. See paragraph 15 of the Explanatory Notes for more information.

(b) This data item is classified according to the ANZSCO First Edition. See paragraph 14 of the Explanatory Notes for more information.

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether earnings varied from one pay period to the next—By age and industry, occupation and sector of main job—By sex

	<i>Earnings varied</i>	<i>Earnings did not vary</i>	<i>Total</i>	<i>Earnings varied</i>
	'000	'000	'000	%
MALES				
Age group (years)				
15–19	71.3	139.6	210.9	33.8
20–24	148.3	390.2	538.5	27.5
25–34	236.8	809.9	1 046.7	22.6
35–44	216.9	756.7	973.6	22.3
45–54	165.7	685.8	851.5	19.5
55–59	48.6	242.7	291.3	16.7
60–64	34.7	129.0	163.7	21.2
65 and over	14.6	51.9	66.6	22.0
Industry of main job(a)				
Agriculture, forestry and fishing	29.4	62.8	92.2	31.9
Mining	22.5	84.3	106.8	21.1
Manufacturing	113.6	537.9	651.5	17.4
Electricity, gas, water and waste services	13.1	66.3	79.4	16.5
Construction	125.2	363.3	488.5	25.6
Wholesale trade	44.1	187.7	231.8	19.0
Retail trade	106.8	267.7	374.5	28.5
Accommodation and food services	64.3	122.5	186.7	34.4
Transport, postal and warehousing	96.7	190.8	287.5	33.6
Information media and telecommunications	29.1	93.3	122.4	23.8
Financial and insurance services	17.0	126.8	143.8	11.8
Rental, hiring and real estate services	18.7	45.7	64.3	29.0
Professional, scientific and technical services	35.4	229.4	264.9	13.4
Administrative and support services	30.0	68.4	98.4	30.5
Public administration and safety	60.7	262.6	323.3	18.8
Education and training	21.4	195.9	217.2	9.8
Health care and social assistance	63.5	119.1	182.6	34.8
Arts and recreation services	21.5	46.1	67.6	31.8
Other services	23.9	135.1	159.0	15.0
Occupation of main job(b)				
Managers	65.3	417.0	482.2	13.5
Professionals	112.7	653.6	766.3	14.7
Technicians and trades workers	180.9	781.6	962.5	18.8
Community and personal service workers	103.9	134.9	238.8	43.5
Clerical and administrative workers	52.7	291.8	344.5	15.3
Sales workers	87.1	194.0	281.1	31.0
Machinery operators and drivers	159.0	374.1	533.1	29.8
Labourers	175.4	358.8	534.2	32.8
Sector of main job				
Public	132.3	573.2	705.5	18.8
Private	798.0	2 618.5	3 416.5	23.4
Could not be determined	6.6	14.0	20.7	32.1
<i>Total</i>	<i>936.9</i>	<i>3 205.8</i>	<i>4 142.7</i>	<i>22.6</i>

(a) This data item is classified according to the ANZSIC 2006. See paragraph 15 of the Explanatory Notes for more information.

(b) This data item is classified according to the ANZSCO First Edition. See paragraph 14 of the Explanatory Notes for more information.

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether earnings varied from one pay period to the next—By age and industry, occupation and sector of main job—By sex

continued

	<i>Earnings varied</i>	<i>Earnings did not vary</i>	<i>Total</i>	<i>Earnings varied</i>
	'000	'000	'000	%
FEMALES				
Age group (years)				
15–19	76.6	113.6	190.2	40.3
20–24	143.4	360.3	503.8	28.5
25–34	189.4	701.5	891.0	21.3
35–44	217.2	696.9	914.1	23.8
45–54	192.5	682.2	874.7	22.0
55–59	58.8	231.5	290.4	20.3
60–64	22.0	97.4	119.4	18.4
65 and over	7.3	29.3	36.6	19.9
Industry of main job(a)				
Agriculture, forestry and fishing	14.8	21.8	36.5	40.4
Mining	*1.7	16.5	18.2	*9.5
Manufacturing	36.7	173.1	209.8	17.5
Electricity, gas, water and waste services	*3.5	16.4	20.0	*17.6
Construction	9.1	46.6	55.8	16.4
Wholesale trade	15.7	90.3	106.0	14.8
Retail trade	156.9	363.5	520.4	30.1
Accommodation and food services	121.9	167.0	288.9	42.2
Transport, postal and warehousing	26.1	66.2	92.2	28.3
Information media and telecommunications	23.0	69.3	92.4	24.9
Financial and insurance services	19.9	176.0	195.9	10.2
Rental, hiring and real estate services	16.3	51.0	67.3	24.2
Professional, scientific and technical services	33.1	222.2	255.3	13.0
Administrative and support services	34.0	100.4	134.3	25.3
Public administration and safety	32.9	247.4	280.3	11.7
Education and training	48.9	451.0	499.8	9.8
Health care and social assistance	269.6	503.1	772.7	34.9
Arts and recreation services	20.6	37.3	57.9	35.6
Other services	22.5	93.7	116.2	19.4
Occupation of main job(b)				
Managers	37.4	243.9	281.3	13.3
Professionals	189.0	746.1	935.2	20.2
Technicians and trades workers	30.5	143.6	174.0	17.5
Community and personal service workers	204.4	340.0	544.5	37.5
Clerical and administrative workers	131.0	875.3	1 006.3	13.0
Sales workers	182.8	293.8	476.6	38.4
Machinery operators and drivers	16.2	38.4	54.6	29.7
Labourers	115.9	231.7	347.6	33.3
Sector of main job				
Public	185.4	780.9	966.3	19.2
Private	717.6	2 120.8	2 838.4	25.3
Could not be determined	*4.2	11.1	15.3	*27.6
<i>Total</i>	<i>907.3</i>	<i>2 912.8</i>	<i>3 820.1</i>	<i>23.7</i>

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) This data item is classified according to the ANZSIC 2006. See paragraph 15 of the Explanatory Notes for more information.

(b) This data item is classified according to the ANZSCO First Edition. See paragraph 14 of the Explanatory Notes for more information.

EMPLOYEES (EXCLUDING OMIEs) IN MAIN JOB, Whether earnings varied from one pay period to the next—By age and industry, occupation and sector of main job—By sex

continued

	<i>Earnings varied</i>	<i>Earnings did not vary</i>	<i>Total</i>	<i>Earnings varied</i>
	'000	'000	'000	%
PERSONS				
Age group (years)				
15–19	147.9	253.2	401.1	36.9
20–24	291.7	750.5	1 042.2	28.0
25–34	426.2	1 511.4	1 937.7	22.0
35–44	434.1	1 453.6	1 887.7	23.0
45–54	358.2	1 368.0	1 726.2	20.7
55–59	107.4	474.2	581.7	18.5
60–64	56.7	226.4	283.1	20.0
65 and over	21.9	81.2	103.2	21.2
Industry of main job(a)				
Agriculture, forestry and fishing	44.2	84.6	128.8	34.3
Mining	24.2	100.8	125.1	19.4
Manufacturing	150.3	711.0	861.3	17.4
Electricity, gas, water and waste services	16.6	82.8	99.4	16.7
Construction	134.3	409.9	544.3	24.7
Wholesale trade	59.9	278.0	337.8	17.7
Retail trade	263.7	631.2	894.9	29.5
Accommodation and food services	186.2	289.5	475.7	39.1
Transport, postal and warehousing	122.7	257.0	379.7	32.3
Information media and telecommunications	52.2	162.7	214.8	24.3
Financial and insurance services	36.9	302.8	339.8	10.9
Rental, hiring and real estate services	35.0	96.7	131.6	26.6
Professional, scientific and technical services	68.6	451.6	520.2	13.2
Administrative and support services	64.0	168.8	232.8	27.5
Public administration and safety	93.5	510.0	603.6	15.5
Education and training	70.2	646.8	717.0	9.8
Health care and social assistance	333.1	622.1	955.3	34.9
Arts and recreation services	42.1	83.4	125.5	33.5
Other services	46.4	228.9	275.3	16.9
Occupation of main job(b)				
Managers	102.6	660.9	763.5	13.4
Professionals	301.7	1 399.7	1 701.5	17.7
Technicians and trades workers	211.4	925.2	1 136.6	18.6
Community and personal service workers	308.4	474.9	783.2	39.4
Clerical and administrative workers	183.7	1 167.1	1 350.8	13.6
Sales workers	269.9	487.8	757.7	35.6
Machinery operators and drivers	175.2	412.5	587.7	29.8
Labourers	291.3	590.5	881.8	33.0
Sector of main job				
Public	317.7	1 354.1	1 671.8	19.0
Private	1 515.6	4 739.4	6 254.9	24.2
Could not be determined	10.9	25.1	36.0	30.1
Total	1 844.2	6 118.6	7 962.8	23.2

(a) This data item is classified according to the ANZSIC 2006. See paragraph 15 of the Explanatory Notes for more information.

(b) This data item is classified according to the ANZSCO First Edition. See paragraph 14 of the Explanatory Notes for more information.

EMPLOYEES WHO WERE SINGLE JOBHOLDERS, Patterns of work—By sex

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	'000	%	'000	%	'000	%
Days of the week usually worked(a)						
Monday to Friday	3 408.5	77.3	2 182.1	58.5	5 590.7	68.7
Monday	192.7	4.4	525.7	14.1	718.4	8.8
Tuesday	227.4	5.2	558.1	15.0	785.5	9.6
Wednesday	235.6	5.3	567.1	15.2	802.7	9.9
Thursday	239.7	5.4	562.2	15.1	801.8	9.8
Friday	231.8	5.3	473.1	12.7	704.9	8.7
Saturday	762.1	17.3	441.4	11.8	1 203.5	14.8
Sunday	357.5	8.1	248.6	6.7	606.2	7.4
Days varied	597.1	13.5	567.6	15.2	1 164.7	14.3
Whether worked weekdays and/or weekends						
Weekdays only	3 051.6	69.2	2 759.6	74.0	5 811.2	71.4
Weekends only	30.9	0.7	48.2	1.3	79.1	1.0
Both weekdays and weekends	1 328.2	30.1	923.6	24.8	2 251.8	27.7
Numbers of days of the week usually worked						
1 day	45.7	1.0	104.6	2.8	150.3	1.8
2 days	95.2	2.2	277.1	7.4	372.3	4.6
3 days	152.0	3.4	414.8	11.1	566.8	7.0
4 days	231.4	5.2	386.2	10.3	617.6	7.6
5 days	3 162.5	71.7	2 317.6	62.1	5 480.1	67.3
6 days	495.4	11.2	153.0	4.1	648.4	8.0
7 days	228.5	5.2	78.2	2.1	306.7	3.8
Whether usually worked any hours between 7pm and 7am						
Usually worked between 7pm and 7am	1 367.5	31.0	940.4	25.2	2 307.9	28.3
Did not usually work between 7pm and 7am	3 043.2	69.0	2 791.1	74.8	5 834.3	71.7
Total	4 410.7	100.0	3 731.5	100.0	8 142.2	100.0

(a) Refers to the days of the week that people usually work, therefore people may appear in more than one category. See paragraph 17 of the Explanatory Notes for more information.

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	'000	%	'000	%	'000	%
Days of the week usually worked in all jobs(b)						
Monday to Friday	155.7	74.3	149.7	52.6	305.3	61.8
Monday	12.8	6.1	43.8	15.4	56.7	11.5
Tuesday	11.6	5.5	50.3	17.7	61.9	12.5
Wednesday	13.1	6.3	53.3	18.7	66.4	13.4
Thursday	12.7	6.0	53.3	18.8	66.0	13.4
Friday	13.7	6.5	47.4	16.7	61.1	12.4
Saturday	94.0	44.9	97.5	34.3	191.5	38.8
Sunday	64.3	30.7	64.1	22.5	128.4	26.0
Days varied	31.9	15.2	50.3	17.7	82.3	16.7
Whether worked weekdays and/or weekends in all jobs						
Weekdays only	79.0	37.7	133.5	47.0	212.5	43.0
Weekends only	*1.6	*0.8	*2.0	*0.7	*3.6	*0.7
Both weekdays and weekends	129.0	61.6	148.8	52.3	277.8	56.2
Number of days of the week usually worked in all jobs						
1 day	*2.0	*0.9	5.6	2.0	7.5	1.5
2 days	5.7	2.7	17.6	6.2	23.3	4.7
3 days	*4.9	*2.3	31.7	11.1	36.6	7.4
4 days	10.3	4.9	40.7	14.3	51.0	10.3
5 days	81.9	39.1	103.2	36.3	185.1	37.5
6 days	48.1	22.9	43.0	15.1	91.1	18.4
7 days	56.9	27.1	42.6	15.0	99.4	20.1
Whether usually worked any hours between 7pm and 7am in all jobs						
Usually worked between 7pm and 7am	129.6	61.8	148.6	52.3	278.2	56.3
Did not usually work between 7pm and 7am	80.0	38.2	135.7	47.7	215.7	43.7
Total	209.6	100.0	284.3	100.0	493.9	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution
 (a) See paragraph 18 of the Explanatory Notes for more information.

(b) Refers to the days of the week that people usually work, therefore people may appear in more than one category. See paragraph 17 of the Explanatory Notes for more information.

	<i>Males</i>		<i>Females</i>		<i>Persons</i>	
	'000	%	'000	%	'000	%
Days of the week usually worked in all jobs(c)						
Monday to Friday	3 564.2	77.1	2 331.8	58.1	5 896.0	68.3
Monday	205.5	4.4	569.5	14.2	775.1	9.0
Tuesday	239.0	5.2	608.4	15.2	847.5	9.8
Wednesday	248.8	5.4	620.3	15.4	869.1	10.1
Thursday	252.3	5.5	615.5	15.3	867.9	10.0
Friday	245.4	5.3	520.5	13.0	766.0	8.9
Saturday	856.2	18.5	538.8	13.4	1 395.0	16.2
Sunday	421.9	9.1	312.7	7.8	734.6	8.5
Days varied	629.1	13.6	618.0	15.4	1 247.0	14.4
Whether worked weekdays and/or weekends in all jobs						
Weekdays only	3 130.6	67.8	2 893.2	72.0	6 023.7	69.8
Weekends only	32.5	0.7	50.2	1.3	82.7	1.0
Both weekdays and weekends	1 457.3	31.5	1 072.4	26.7	2 529.6	29.3
Number of days of the week usually worked in all jobs						
1 day	47.6	1.0	110.2	2.7	157.8	1.8
2 days	100.8	2.2	294.7	7.3	395.6	4.6
3 days	156.9	3.4	446.4	11.1	603.3	7.0
4 days	241.7	5.2	426.9	10.6	668.6	7.7
5 days	3 244.4	70.2	2 420.9	60.3	5 665.2	65.6
6 days	543.5	11.8	196.0	4.9	739.4	8.6
7 days	285.4	6.2	120.7	3.0	406.1	4.7
Whether usually worked any hours between 7pm and 7am in all jobs						
Usually worked between 7pm and 7am	1 497.0	32.4	1 089.0	27.1	2 586.0	29.9
Did not usually work between 7pm and 7am	3 123.2	67.6	2 926.8	72.9	6 050.0	70.1
Total	4 620.3	100.0	4 015.8	100.0	8 636.1	100.0

(a) Comprises single and multiple jobholders.

(b) For multiple jobholders, see paragraph 18 of the Explanatory Notes for more information.

(c) Refers to the days of the week that people usually work, therefore people may appear in more than one category. See paragraph 17 of the Explanatory Notes for more information.

	NSW	Vic.	Qld	SA	WA	Tas.	NT(a)	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1:									
Employees in main job	1 529.7	1 149.2	906.9	334.7	479.6	96.4	39.1	84.7	4 620.3
Population 2:									
Employees (excluding OMIEs) in main job	1 368.5	1 012.9	813.4	305.7	438.7	90.6	35.9	77.1	4 142.7
Population 3:									
Employees who were single jobholders	1 462.3	1 097.4	864.3	319.3	460.1	91.1	37.3	78.8	4 410.7
Population 4:									
Employees in main job who were multiple jobholders	67.4	51.7	42.6	15.4	19.5	5.3	1.8	5.9	209.6
FEMALES									
Population 1:									
Employees in main job	1 304.0	1 005.4	789.8	302.8	408.5	88.9	35.1	81.4	4 015.8
Population 2:									
Employees (excluding OMIEs) in main job	1 242.5	950.8	748.0	289.8	390.2	85.9	33.4	79.5	3 820.1
Population 3:									
Employees who were single jobholders	1 215.1	930.6	739.6	283.7	371.6	81.7	33.5	75.7	3 731.5
Population 4:									
Employees in main job who were multiple jobholders	88.8	74.8	50.2	19.1	36.9	7.2	*1.7	5.7	284.3
PERSONS									
Population 1:									
Employees in main job	2 833.6	2 154.6	1 696.7	637.5	888.1	185.3	74.2	166.1	8 636.1
Population 2:									
Employees (excluding OMIEs) in main job	2 611.0	1 963.7	1 561.4	595.5	828.9	176.5	69.3	156.5	7 962.8
Population 3:									
Employees who were single jobholders	2 677.4	2 028.0	1 603.9	603.0	831.8	172.8	70.7	154.5	8 142.2
Population 4:									
Employees in main job who were multiple jobholders	156.2	126.6	92.8	34.5	56.3	12.5	3.5	11.5	493.9

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Refers to mainly urban areas only. See paragraph 6 of the Explanatory Notes for more information.

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Working Time Arrangements Survey, conducted throughout Australia in November 2006 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

CONCEPTS, SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001) which is available on the ABS web site <<http://www.abs.gov.au>> (Methods, Classifications, Concepts & Standards).

SCOPE

4 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following people:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from the census and estimated populations
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants).

5 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded approximately 120,000 people living in very remote parts of Australia who would otherwise have been within the scope of the survey. The exclusion of these people will have only a minor impact on any aggregate estimates produced for individual states and territories, except the Northern Territory where such people account for around 23% of the population.

7 Questions were asked of people who were employees in their main job, except those who were contributing family workers in their main job and those aged 15–19 years who were still at school.

COVERAGE

8 The estimates in this publication relate to people covered by the survey in November 2006. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

SAMPLE SIZE

9 Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

10 The initial sample for the November 2006 LFS consisted of 41,569 private dwelling households and special dwelling units. Of the 33,823 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 31,797 or 94.0% were fully

EXPLANATORY NOTES *continued*

SAMPLE SIZE *continued*

responding to the Working Time Arrangements survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope, coverage and sub-sampling exclusions) was 28,354.

RELIABILITY OF THE ESTIMATES

- 11** Estimates in this publication are subject to sampling and non-sampling errors:
- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
 - Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

SEASONAL FACTORS

12 The estimates are based on information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

13 Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 1998* (cat. no. 1269.0).

14 From 2006, occupation data are classified according to the *ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, 2006* (cat. no. 1220.0). This new classification replaces the *ASCO—Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0). Data classified according to the ASCO are available on request.

15 Also from 2006, industry data are classified according to the *ANZSIC—Australian and New Zealand Standard Industrial Classification, 2006* (cat. no. 1292.0). This new classification replaces the *ANZSIC—Australian and New Zealand Standard Industrial Classification, 1993* (cat. no. 1292.0). Data classified according to the ANZSIC 1993 are available on request.

NOTES ON ESTIMATES

16 People who were away from work during the reference week were included in the 'Less than 1 hour/no hours' category for the data item 'Hours actually worked in main job'.

17 For the data item 'Days of the week usually worked in all jobs', people who reported that they worked from Monday to Friday, inclusive, were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and Sunday in their job/s. People who reported that the usual days of the week worked varied were categorised only to days varied. A response of days varied could not be provided with any other response.

18 The responses given by multiple jobholders for the data items 'Days of the week usually worked in all jobs', 'Number of days of the week usually worked in all jobs', 'Whether worked weekdays and/or weekends in all jobs' and 'Whether usually worked any hours between 7pm and 7am in all jobs' does not imply that this was their usual pattern of work in each of their jobs, rather this was their total pattern of work in all of their jobs.

19 For the data item 'Whether compensated for extra hours or overtime worked', people who reported their most recent period of unpaid overtime was not included in their salary package, that they were not entitled to receive time off in lieu, and that they would not be compensated in some other way were categorised as having unpaid extra hours or overtime.

EXPLANATORY NOTES *continued*

COMPARABILITY OF TIME SERIES

20 Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 2004 to take account of the results of the 2001 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2004 are therefore based on revised population benchmarks.

21 Since the release of the 2000 survey results, it has been identified that 'with leave entitlements' was calculated incorrectly in 2000. Those who had only paid sick leave or paid holiday leave, but not both types of leave, were incorrectly classified as being without leave entitlements. The number of employees excluded in 2000 was 199,000. The total number with leave entitlements in 2000 should have been 5,722,100 (74.2%) of employees compared to 71.6% as published.

COMPARABILITY WITH MONTHLY LFS STATISTICS

22 Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

PREVIOUS SURVEYS

23 Results of similar surveys, conducted in August 1993, August 1995, August 1997, November 2000 and November 2003 were published in *Working Arrangements, Australia* (cat. no. 6342.0), and in the standard data service *Working Arrangements, Australia* (cat. no. 6342.0.40.001).

NEXT SURVEY

24 The ABS plans to conduct this survey again in November 2009.

ACKNOWLEDGMENT

25 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act 1905*.

RELATED PUBLICATIONS

26 ABS publications which may also be of interest include:

- *Labour Force, Australia* (cat. no. 6202.0)
- *Labour Statistics: Concepts, Sources and Methods, 2001* (cat. no. 6102.0.55.001)
- *Australian Labour Market statistics* (cat. no. 6105.0)
- *Locations of Work, Australia* (cat. no. 6275.0)
- *Labour Force Experience, Australia* (cat. no. 6206.0)
- *Forms of Employment, Australia* (cat. no. 6359.0)
- *Labour Mobility, Australia* (cat. no. 6209.0).

27 Current publications and other products released by the ABS are listed in the *Catalogue of Publications and Products* (cat. no. 1101.0). The Catalogue is available from any ABS office or from the ABS web site <<http://www.abs.gov.au>>. The ABS also issues a daily Release Advice on the web site which details products to be released in the week ahead.

ABBREVIATIONS

ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Working Time Arrangements Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the person in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about ABS data available on request, contact Damien Beard-Browning on Canberra (02) 6252 7822, or by facsimile on (02) 6252 7512, or by email to <damien.beard-browning@abs.gov.au>.

<i>Population 1</i>	Employees in main job
<i>Population 2</i>	Employees (excluding OMIEs) in main job
<i>Population 3</i>	Employees who were single jobholders
<i>Population 4</i>	Employees in main job who were multiple jobholders

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
1 State or territory of usual residence	All	6 Relationship in household <i>cont.</i>	All
New South Wales		Family member <i>cont.</i>	
Victoria		Lone parent	
Queensland		With dependants	
South Australia		Without dependants	
Western Australia		Dependent student	
Tasmania		Non-dependent child	
Northern Territory		Other family person	
Australian Capital Territory		Non-family member	
2 Area of usual residence	All	Lone person	
State capital city		Not living alone	
Balance of state/territory		Relationship not determined	
3 Region of usual residence	All	7A Country of birth and period of arrival	All
Standard labour force dissemination regions		Born in Australia	
4 Sex	All	Born overseas	
Males		Arrived before 1971	
Females		Arrived 1971–1980	
5 Marital status	All	Arrived 1981–1990	
Married		Arrived 1991–2000	
Not married		Arrived 2001 to survey date	
6 Relationship in household	All	7B Country of birth (1)	All
Family member		Born in Australia	
Husband, wife or partner		Born overseas	
With dependants		Born in main English-speaking countries	
Without dependants		Born in other than main English-speaking countries	

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
7C Country of birth (2)	All	12 Industry of main job(b)	All
Born in Australia		Agriculture, forestry and fishing	
Born overseas		Mining	
Oceania and Antarctica		Manufacturing	
North-West Europe		Electricity, gas, water and waste services	
Southern and Eastern Europe		Construction	
North Africa and the Middle East		Wholesale trade	
South-East Asia		Retail trade	
North-East Asia		Accommodation and food services	
Southern and Central Asia		Transport, postal and warehousing	
Americas		Information media and telecommunications	
Sub-Saharan Africa		Financial and insurance services	
		Rental, hiring and real estate services	
8 Age group (years)	All	Professional, scientific and technical services	
15–19		Administrative and support services	
20–24		Public administration and safety	
25–34		Education and training	
35–44		Health care and social assistance	
45–54		Arts and recreation services	
55–59		Other services	
60–64			
65 and over			
Note: Age collected in single years.			
9 Full-time or part-time status in main job	All	13 Sector of main job	All
Full-time employees		Public	
Part-time employees		Private	
		Could not be determined	
10 Full-time or part-time status in all jobs	All	14 Hours actually worked in all jobs	All
Full-time workers		Less than 1 hour/no hours	
Part-time workers		1–14	
		15–19	
11 Occupation of main job(a)	All	20–24	
Managers		25–29	
Professionals		30–34	
Technicians and trades workers		35	
Community and personal service workers		36–39	
Clerical and administrative workers		40	
Sales workers		41–44	
Machinery operators and drivers		45–48	
Labourers		49 and over	
		Note: Collected in single hours.	

(a) This data item is classified according to the ANZSCO First Edition. See paragraph 14 of the Explanatory Notes for more information.

(b) This data item is classified according to the ANZSIC 2006. See paragraph 15 of the Explanatory Notes for more information.

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
15 Hours actually worked in main job	All	18 Whether entitled to paid holiday leave	All
Less than 1 hour/no hours		Employees (excluding OMIEs)	
1-14		Entitled to paid holiday leave	
15-19		Not entitled to paid holiday leave	
20-24		Did not know	
25-29		Owner managers of incorporated enterprises	
30-34			
35		19 Whether entitled to paid sick leave	All
36-39		Employees (excluding OMIEs)	
40		Entitled to paid sick leave	
41-44		Not entitled to paid sick leave	
45-48		Did not know	
49 and over		Owner managers of incorporated enterprises	
Note: Collected in single hours.			
16 Hours usually worked in all jobs	All	20 Whether had paid leave entitlements	All
Less than 1 hour		Employees (excluding OMIEs)	
1-14		With paid leave entitlements	
15-19		Without paid leave entitlements	
20-24		Owner managers of incorporated enterprises	
25-29			
30-34		21 Whether had any say in the days on which worked	All
35		Employees (excluding OMIEs)	
36-39		With paid leave entitlements	
40		Without paid leave entitlements	
41-44		Had some say in the days on which worked	
45-48		Did not have any say in the days on which worked/days were set	
49 and over		Owner managers of incorporated enterprises	
Note: Collected in single hours.			
17 Hours usually worked in main job	All	22 Whether had any say in start and finish times	All
Less than 1 hour		Had some say in start and finish times	
1-14		Able to choose times on a day-to-day basis	
15-19		Times negotiated with employer in advance	
20-24		Other	
25-29		Did not have any say in start and finish times	
30-34			
35			
36-39			
40			
41-44			
45-48			
49 and over			
Note: Collected in single hours.			

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
<p>23 Whether had a formal agreement to work flexible hours</p> <p>Had some say in start and finish times</p> <p>Had an agreement with employer to work flexible hours</p> <p>Had a formal agreement to work flexible hours</p> <p>Did not have a formal agreement to work flexible hours</p> <p>Did not have an agreement with employer to work flexible hours</p> <p>Did not have any say in start and finish times</p>	<p>All</p>	<p>29 Whether usually required to be on call or standby <i>cont.</i></p> <p>Not usually required to be on call or standby</p>	<p>All</p>
<p>24 Whether able to choose to work extra hours in order to take time off</p> <p>Able to choose to work extra hours</p> <p>Not able to choose to work extra hours</p> <p>Did not know</p>	<p>All</p>	<p>30 Whether guaranteed a minimum number of hours of work</p> <p>Usually worked the same number of hours each week</p> <p>Did not usually work the same number of hours each week</p> <p>Guaranteed a minimum number of hours of work</p> <p>Not guaranteed a minimum number of hours of work</p>	<p>All</p>
<p>25 Whether able to choose when holidays were taken</p> <p>Could choose</p> <p>Could sometimes choose</p> <p>Could not choose</p>	<p>All</p>	<p>31 Whether hours varied weekly or usually required to be on call or standby</p> <p>Hours varied weekly or usually required to be on call or standby</p> <p>How far in advance work schedule was known</p> <p>Less than 1 day</p> <p>1 day to less than 1 week</p> <p>1 day</p> <p>2 days</p> <p>3 days</p> <p>4 days</p> <p>5 days</p> <p>6 days</p> <p>1 week to less than 2 weeks</p> <p>2 weeks to less than 4 weeks</p> <p>4 weeks or more</p> <p>Other/varied</p>	<p>All</p>
<p>26 Whether earnings varied from one pay period to the next</p> <p>Earnings varied</p> <p>Earnings did not vary</p>	<p>All</p>	<p>Hours did not vary weekly and was not required to be on call or standby</p>	<p>All</p>
<p>27 Whether considered job to be casual</p> <p>Employees (excluding OMIEs)</p> <p>Considered job to be casual</p> <p>Did not consider job to be casual</p> <p>Owner managers of incorporated enterprises</p>	<p>All</p>	<p>32 Whether usually worked extra hours or overtime</p> <p>Usually worked extra hours or overtime</p> <p>Paid extra hours only</p> <p>Unpaid extra hours only</p> <p>Both paid and unpaid extra hours</p> <p>Did not usually work extra hours or overtime</p>	<p>All</p>
<p>28 Whether received casual loading as part of pay</p> <p>Received casual loading</p> <p>Did not receive casual loading</p> <p>Did not know</p>	<p>All</p>		
<p>29 Whether usually required to be on call or standby</p> <p>Usually required to be on call or standby</p>	<p>All</p>		

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>	<i>Data items</i>	<i>Populations</i>
<p>33 Whether compensated for extra hours or overtime worked</p> <p>Usually worked extra hours or overtime</p> <p>Whether compensated for extra hours or overtime worked</p> <p>Paid extra hours or overtime</p> <p>Unpaid extra hours or overtime</p> <p>Included in salary package</p> <p>Entitled to receive time off in lieu</p> <p>Compensated in some other way</p> <p>Unpaid extra hours or overtime</p> <p>Note: Multiple response category. People may appear in more than one category.</p> <p>Did not usually work extra hours or overtime</p>	<p>All</p>	<p>35 Days of the week usually worked in all jobs^(a)</p> <p>Monday to Friday</p> <p>Monday</p> <p>Tuesday</p> <p>Wednesday</p> <p>Thursday</p> <p>Friday</p> <p>Saturday</p> <p>Sunday</p> <p>Days varied</p> <p>Note: Multiple response category. People may appear in more than one category.</p>	<p>All</p>
<p>34 Whether usually worked shift work</p> <p>Usually worked shift work</p> <p>Hours worked in most recent shift</p> <p>Less than 8</p> <p>8</p> <p>9-12</p> <p>13 and over</p> <p>Note: Collected in single hours.</p> <p>Did not usually work shift work</p> <p>Owner managers of incorporated enterprises</p>	<p>All</p>	<p>36 Number of days of the week usually worked in all jobs^(a)</p> <p>1 day</p> <p>2 days</p> <p>3 days</p> <p>4 days</p> <p>5 days</p> <p>6 days</p> <p>7 days</p>	<p>All</p>
		<p>37 Whether worked weekdays and/or weekends in all jobs^(a)</p> <p>Weekdays only</p> <p>Weekends only</p> <p>Both weekdays and weekends</p>	<p>All</p>
		<p>38 Whether usually worked any hours between 7pm and 7am in all jobs^(a)</p> <p>Usually worked between 7pm and 7am</p> <p>Did not usually work between 7pm and 7am</p>	<p>All</p>

(a) See paragraph 18 of the Explanatory Notes for more information.

APPENDIX 2 SUPPLEMENTARY SURVEYS LIST

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program collects data on particular aspects of the labour force. The following is an historical list of supplementary surveys to the monthly labour force survey. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2004–2005
Career Experience, Australia	6254.0	Discontinued	November 2002
Career Paths of Persons with Trade Qualifications, Australia	6243.0	Discontinued	Final issue 1993
Child Care, Australia	4402.0	Irregular	June 2005
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2006
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2006
Forms of Employment, Australia	6359.0	Irregular	November 2006
Job Search Experience, Australia	6222.0	Annual	July 2006
Labour Force Experience, Australia	6206.0	Biennial	February 2005
Labour Force Status and Educational Attainment, Australia	6235.0	Discontinued	Final issue 1994
Labour Force Status and Other Characteristics of Families, Australia(a)	6224.0	Discontinued	Final issue 2000
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	Irregular	November 2004
Labour Mobility, Australia	6209.0	Biennial	February 2006
Locations of Work, Australia	6275.0	Irregular	November 2005
Multiple Jobholding, Australia(b)	6216.0	Irregular	August 1997
Participation in Education, Australia	6272.0	Discontinued	Final issue 1999
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2006
Persons Who had Re-entered the Labour Force, Australia	6264.0.40.001	Discontinued	Final issue 1995
Persons Who Have Left the Labour Force, Australia	6267.0.40.001	Discontinued	Final issue 1994
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2004–2005
Retrenchment and Redundancy, Australia	6266.0	Discontinued	July 2001
Successful and Unsuccessful Job Search Experience, Australia	6245.0	Discontinued	Final issue 2000
Superannuation, Australia	6319.0	Discontinued	Final issue 1995
Underemployed Workers, Australia	6265.0	Annual	September 2006
Working Time Arrangements, Australia(c)	6342.0	Irregular	November 2006
Work-Related Injuries, Australia	6324.0	Irregular	2005–2006

(a) Latest data available June 2003, from the ABS web site cat. no. 6291.0.55.001 annual, or on request.

(b) Latest data available on request July 2001.

(c) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

TECHNICAL NOTE DATA QUALITY

INTRODUCTION

1 Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

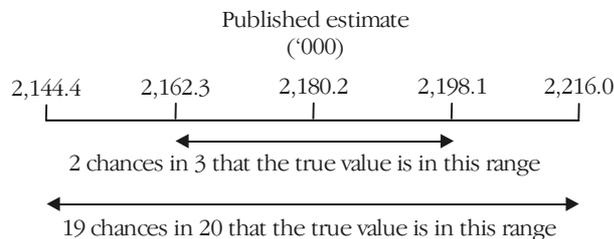
2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

CALCULATION OF STANDARD ERRORS

3 An example of the calculation and the use of SEs in relation to estimates of people is as follows. Table 2 shows that the estimated number of employees who were part-time workers in their main job in Australia was 2,180,200. Since this estimate is between 2,000,000 and 5,000,000, table T1 shows the SE for Australia will be between 17,150 and 29,250 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 & SE \text{ of estimate} \\
 &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 17,150 + \left(\left(\frac{2,180,200 - 2,000,000}{5,000,000 - 2,000,000} \right) \times (29,250 - 17,150) \right) \\
 &= 17,900 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

4 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 2,162,300 to 2,198,100, and about 19 chances in 20 that the value will fall within the range 2,144,400 to 2,216,000. This example is illustrated in the diagram below.



5 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g.*3.4) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g.**0.3), are considered too unreliable for general use

CALCULATION OF STANDARD ERRORS *continued*

and should only be used to aggregate with other estimates to provide derived estimates with RSEs of 25% or less.

PROPORTIONS AND PERCENTAGES

6 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

7 Considering the example above, of the 2,180,200 employees who were part-time workers, 543,500 or 24.9% were men. The SE of 543,500 may be calculated by interpolation as 8,400. To convert this to an RSE we express the SE as a percentage of the estimate, or $8,400/543,500 = 1.5\%$. The SE for 2,180,200 was calculated previously as 17,900, which converted to an RSE is $17,900/2,180,200 = 0.8\%$. Applying the above formula, the RSE of the proportion is

$$RSE = \sqrt{(1.5)^2 - (0.8)^2} = 1.3\%$$

8 Therefore, the SE for the proportion of men who were part time employees, is 0.3 percentage points ($= (24.9/100) \times 1.3$). Therefore, there are about two chances in three that the proportion of men who were part time employees, is between 24.6% and 25.2% and 19 chances in 20 that the proportion is within the range 24.3% to 25.5%.

DIFFERENCES

9 Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

10 While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

TECHNICAL NOTE DATA QUALITY *continued*

STANDARD ERRORS

T1 STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	AUST.									RSE %
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	SE	
	'000	'000	'000	'000	'000	'000	'000	'000	'000	'000
100	290	250	250	150	160	100	90	140	100	100.0
200	380	330	330	210	220	140	150	180	180	90.0
300	440	390	390	250	260	180	190	200	240	80.0
500	540	470	470	300	330	220	250	230	350	70.0
700	620	540	540	350	380	260	300	260	430	61.4
1,000	710	620	610	400	440	300	350	280	540	54.0
1,500	830	730	710	470	520	340	410	320	690	46.0
2,000	920	810	790	530	590	370	460	340	820	41.0
2,500	1 000	900	850	550	650	400	500	350	900	36.0
3,000	1 100	950	900	600	700	400	500	400	1 000	33.3
3,500	1 150	1 000	950	650	750	450	550	400	1 100	31.4
4,000	1 200	1 050	1 000	700	750	450	550	400	1 200	30.0
5,000	1 300	1 150	1 100	750	850	500	650	450	1 300	26.0
7,000	1 500	1 300	1 250	850	950	550	750	500	1 550	22.1
10,000	1 700	1 500	1 400	950	1 100	650	950	600	1 800	18.0
15,000	2 000	1 750	1 600	1 100	1 250	800	1 300	750	2 100	14.0
20,000	2 200	1 950	1 800	1 200	1 400	950	1 600	850	2 300	11.5
30,000	2 600	2 300	2 050	1 450	1 600	1 250	2 150	1 100	2 650	8.8
40,000	2 850	2 550	2 250	1 700	1 750	1 500	2 700	1 350	2 900	7.3
50,000	3 100	2 800	2 450	1 900	1 950	1 750	3 250	1 500	3 100	6.2
100,000	4 050	3 600	3 400	2 900	3 050	2 600	5 800	2 050	4 000	4.0
150,000	4 800	4 350	4 250	3 700	4 100	3 200	8 250	2 350	4 700	3.1
200,000	5 550	5 200	5 100	4 400	4 950	3 650	10 650	2 450	5 300	2.7
300,000	7 100	6 800	6 800	5 450	6 250	4 300	15 400	2 550	6 350	2.1
500,000	9 950	9 300	9 550	6 900	7 950	5 150	..	2 550	8 100	1.6
1,000,000	14 950	13 700	13 500	9 000	10 050	6 250	..	..	11 600	1.2
2,000,000	21 350	19 350	16 550	11 000	11 400	..	..	..	17 150	0.9
5,000,000	31 500	28 550	17 350	13 000	11 500	..	..	..	29 250	0.6
10,000,000	39 750	36 450	15 250	..	..	..	..	..	39 200	0.4
15,000,000	..	..	..	..	..	..	..	..	44 050	0.3

.. not applicable

T2 LEVELS AT WHICH ESTIMATES HAVE RELATIVE STANDARD ERRORS OF 25% AND 50%(a)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
RSE of 25%	5 422	4 414	4 120	2 183	2 612	1 299	1 740	1 192	5 479
RSE of 50%	1 761	1 423	1 385	700	809	408	504	449	1 244

(a) Refers to the number of people contributing to the estimate.

GLOSSARY

Casual loading	Provision by an employer of a higher rate of pay to compensate for not being entitled to paid holiday and/or paid sick leave.
Employed	People aged 15 years and over who, during the reference week: <ul style="list-style-type: none">■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or■ were employees who had a job but were not at work and were:<ul style="list-style-type: none">■ away from work for less than four weeks up to the end of the reference week; or■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or■ away from work as a standard work or shift arrangement; or■ on strike or locked out; or■ on workers' compensation and expected to return to their job; or■ were employers or own account workers who had a job, business or farm, but were not at work. Contributing family workers in their main job and people aged 15–19 who were still at school were excluded from the survey.
Employees	People who: <ul style="list-style-type: none">■ worked for a public or private employer; and■ received remuneration in wages, salary, or are paid a retainer fee by their employer and worked on a commission basis, or for tips or piece-rates or payment in kind; or■ operated their own incorporated enterprise with or without hiring employees.
Extra hours	See overtime.
Formal Agreement	An agreement that is in writing. A written agreement can be in the form of, but not limited to, an Australian Workplace Agreement, an individual written agreement between employer and employee or a collective agreement or certified agreement made directly between an employer and a group of employees.
Full-time employees in main job	Employees who usually worked 35 hours or more a week (in their main job) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week. These people were classified as full-time employees in their main job.
Full-time workers	Employed people who usually worked 35 hours or more a week (in all jobs) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week. These people were classified as full-time workers in their employment.
Holiday leave	Provision by an employer of paid holiday, vacation or recreation leave. People employed in their own business were not asked questions about paid holiday leave.
Hours actually worked	The number of hours actually worked during the reference week.
Hours usually worked	The number of hours usually worked in a week.
Industry of main job	In this publication, industry of main job refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
Main English-speaking countries	Comprises the United Kingdom, Ireland, Canada, South Africa, the United States of America and New Zealand.
Main job	The job in which the most hours were usually worked.

GLOSSARY *continued*

Occupation of main job	In this publication, occupation of main job relates to Major Group as defined by the ANZSCO— <i>Australian and New Zealand Standard Classification of Occupations, First Edition, 2006</i> (cat. no. 1220.0).
On call	A shift arrangement, for being available, when not at work, to be contacted to resume work. An allowance may be paid to the employee for being on call.
Overtime	Work undertaken which is outside, or in addition to, ordinary working hours of the respondent in their main job, whether paid or unpaid.
Owner managers of incorporated enterprises	People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company). These people are classified as employees under 'status in employment'.
Part-time employees in main job	Employees who usually worked less than 35 hours a week (in their main job) and who did so during the reference week, or were not at work during the reference week. These people were classified as part-time employees in their main job.
Part-time workers	Employed people who usually worked less than 35 hours a week (in all jobs) and who did so during the reference week, or were not at work during the reference week. These people were classified as part-time workers in their employment.
Salary package	Provision by an employer where employees receive a mix of cash and a variety of non-cash benefits from their employers as remuneration. Examples of non-cash benefits include cars, additional amounts paid into superannuation funds for the employee, provision of mobile phones and/or free car parking.
Sector of main job	Is used to classify a respondent's employer as a public or private enterprise. The public sector includes all government units, such as government departments, non-market non-profit institutions that are controlled and mainly financed by government, and corporations and quasi-corporations that are controlled by government.
Self-identified casuals	Employees (excluding OMIEs) who considered their job to be casual.
Shift work	A system of working whereby the daily hours of operation at the place of employment are split into at least two set work periods (shifts), for different groups of workers.
Sick leave	Provision by an employer of paid sick leave. People employed in their own business were not asked questions about paid sick leave.
Standby	People who are usually waiting to restart work or people who have had to restart work after being recalled, without additional pay and allowances.
Time off in lieu	Time off that is granted for time that has already been made up by working extra hours or overtime.
With paid leave entitlements	Employees (excluding OMIEs), who were entitled to either paid holiday leave or paid sick leave (or both) in their main job. People employed in their own business were not asked questions about paid leave entitlements.
Without paid leave entitlements	Employees (excluding OMIEs), who were not entitled to paid holiday leave or paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job.

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