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NEW ISSUE

**TYPE AND CONDITIONS
OF PART-TIME EMPLOYMENT**

SOUTH AUSTRALIA

OCTOBER 1986

CATALOGUE NO. 6203.4

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OF PART-TIME EMPLOYMENT**

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and Government Statist

AUSTRALIAN BUREAU OF STATISTICS

CATALOGUE NO. 6203.4

TYPE AND CONDITIONS
OF PART-TIME EMPLOYMENT

WOMEN AND GIRLS

1951-52

TABLE 1

Number of women and girls employed part-time

in the manufacturing industry

INQUIRIES

- . For more information about these statistics, contact Mr Gary Niedorfer on Adelaide (08) 228 9294.
- . For other general inquiries, including requests for copies of publications, telephone the Information Officer on Adelaide (08) 228 9439 or call at the ABS, ground floor annexe rear Capita Centre (10 Pulteney Street), or write to Information Services, ABS, G.P.O. Box 2272, Adelaide S.A. 5001.
- . Dial-a-Statistic (08) 224 0650 for the latest information on the Consumer Price Index, Unemployment and Average Weekly Earnings.
- . VIATEL key *656# for selected economic, social and demographic statistics.

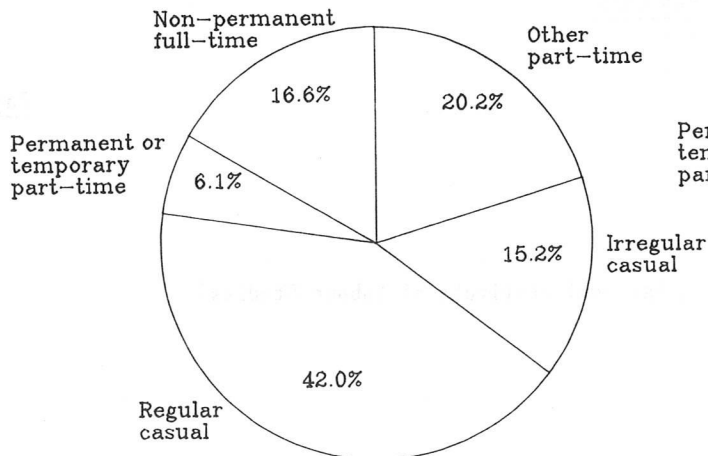
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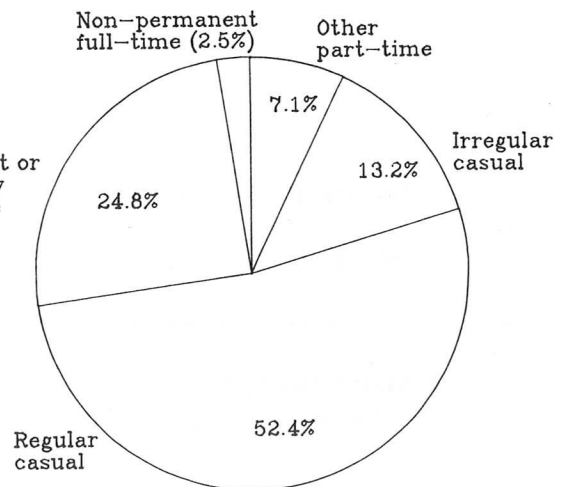
SUMMARY OF FINDINGS

- In South Australia from a total employment level of 595,900 persons aged 15 and over in October 1986 about 112,168 or 19 per cent were employed on a part-time, casual or temporary full-time basis in their main job. Of these about one half, 56,701, were employed on a regular casual basis.
- Females made up 82 per cent of the overall total of these types of employment. The relationship between categories of part-time employment for females was somewhat different from that for males as the charts below reveal.

TYPE OF PART-TIME WORK
MALES

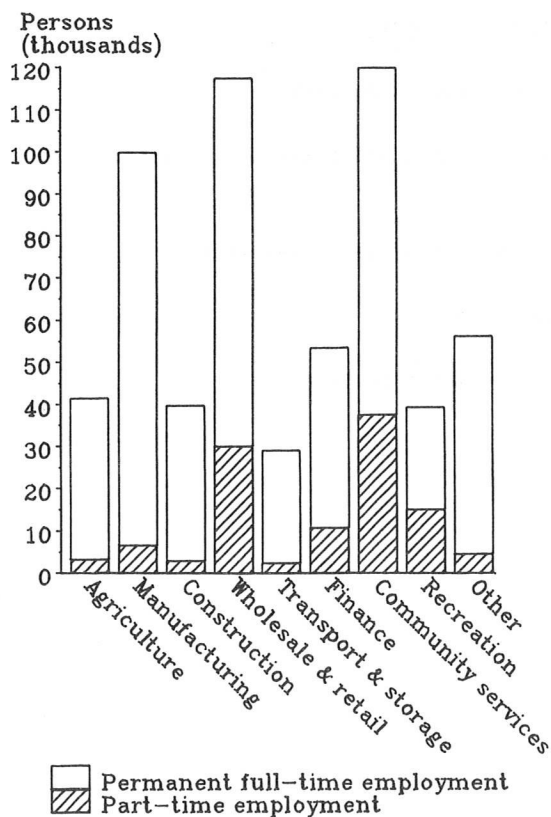


TYPE OF PART-TIME WORK
FEMALES

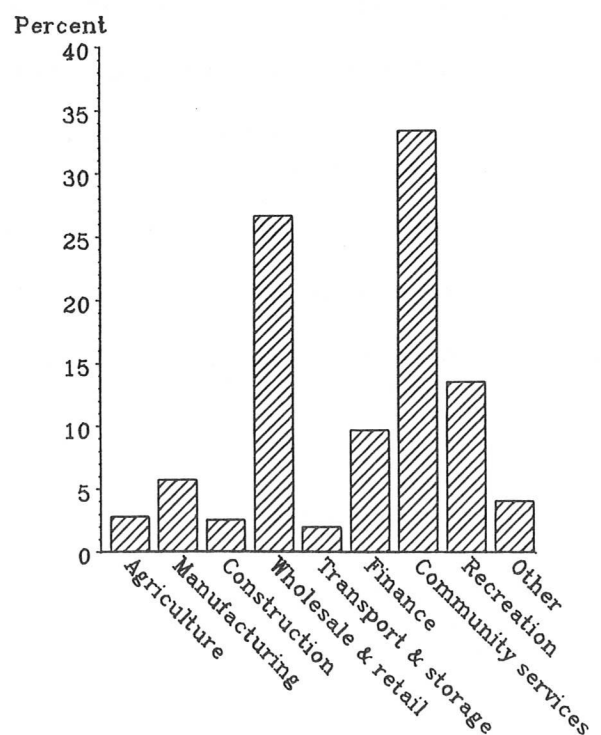


- The main industry group in terms of part-time employment was Community services, covering such interests as health, education and other community organisations. That group accounted for 33 per cent of the total. The next largest group was the Wholesale and retail trade industry which took up another 27 per cent.

TYPE OF EMPLOYMENT BY INDUSTRY
SOUTH AUSTRALIA, OCTOBER 1986



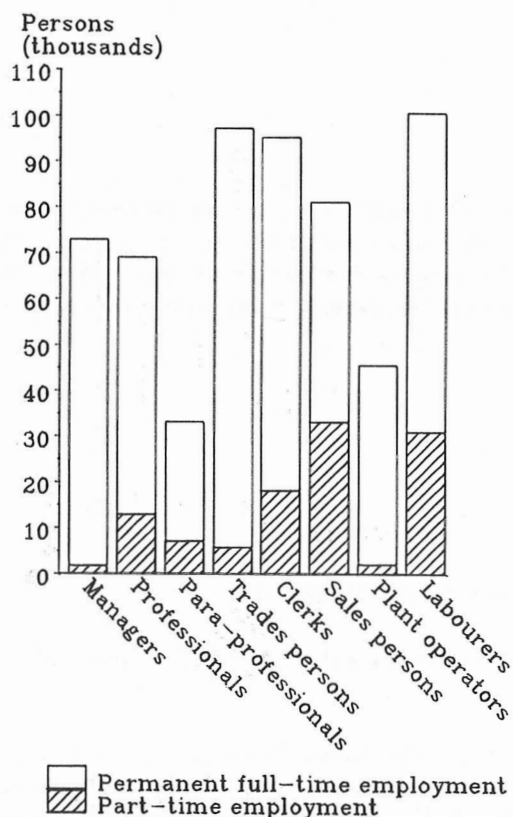
PART-TIME EMPLOYMENT BY INDUSTRY
SOUTH AUSTRALIA, OCTOBER 1986



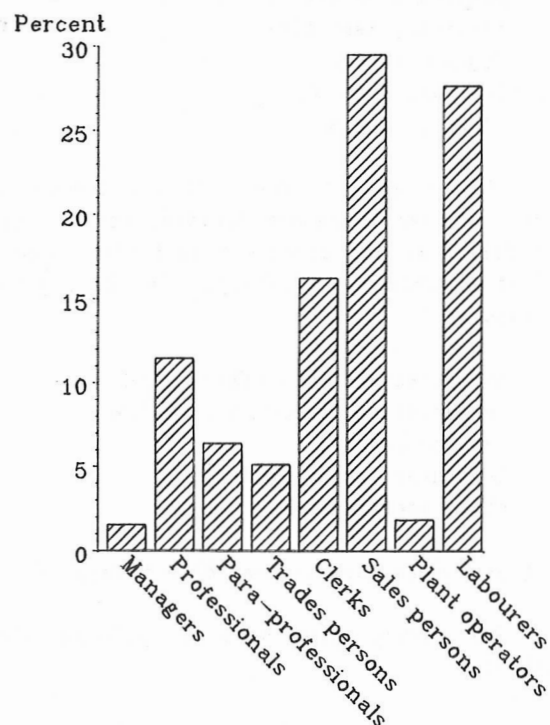
SUMMARY OF FINDINGS (continued)

The jobs undertaken by almost 30 per cent of the part-time etc. employed were generally described as sales persons and personal service workers a category which includes bar attendants, child care workers, enrolled nurses and cashiers. The next largest single group (28 per cent) was that of labourers and related workers such as trades assistants, factory hands, cleaners, construction labourers and the like.

TYPE OF EMPLOYMENT BY OCCUPATION
SOUTH AUSTRALIA, OCTOBER 1986



PART-TIME EMPLOYMENT BY OCCUPATION
SOUTH AUSTRALIA, OCTOBER 1986



- While some 57 per cent of part-time workers were covered by an industrial award, nearly one third (32 per cent) were eligible for long service leave and about 8 per cent belonged to a superannuation scheme. Overall 86 per cent claimed to be satisfied with their part-time working arrangements.
- Whereas part-time employment made up 19 per cent of all employment only 6 per cent of household heads work part-time. Among those household heads employed part-time sole females made up about 50 per cent (8,837 of a total of 17,499). And of these 8,837 sole females some 59 per cent carried responsibility for dependants. The number of male sole parent household heads whose main employment was part-time was so small as to be insignificant.

INTRODUCTION

1. This publication contains results of a survey on the Type and Conditions of Part-time Employment of those whose main job is not of a full-time permanent nature in South Australia. The survey was conducted as a supplement to the Labour Force Survey in October 1986.

2. A range of data was sought to help identify and analyse several aspects attaching to part-time and non-permanent full-time work. Seven types of employment were covered:

- . temporary full-time
- . casual full-time
- . permanent part-time
- . temporary part-time
- . regular casual
- . irregular casual
- . other part-time

3. The survey indicates that the temporary full-time and temporary part-time categories were small in size. It was therefore decided, for the purposes of tabulation and analysis, to combine them with casual full-time and permanent part-time respectively. To give an indication of their size, they have been left separate for Table 1. In the remaining tables the employment types represented by the five categories are:

- . non-permanent full-time;
- . permanent or temporary part-time;
- . regular casual;
- . irregular casual; and
- . other part-time.

These types of employment are collectively referred to as the 'five categories'.

4. The survey questionnaire included with this bulletin reveals the full range of topics investigated.

5. The survey provides data about a growing component of the labour market. Comment which was sought from the National Institute of Labour Studies Inc. (NILS) is included with this bulletin to help place the findings in an interesting perspective (see pages 5-7). Responsibility for the content of that part of the publication remains with NILS.

6. The publication comprises three basic components,

- (i) perspective and observations by NILS,
- (ii) detailed statistical tables and related commentary, and
- (iii) explanatory notes, including definitions of terms used, and technical notes on reliability and analysis of the estimates derived.

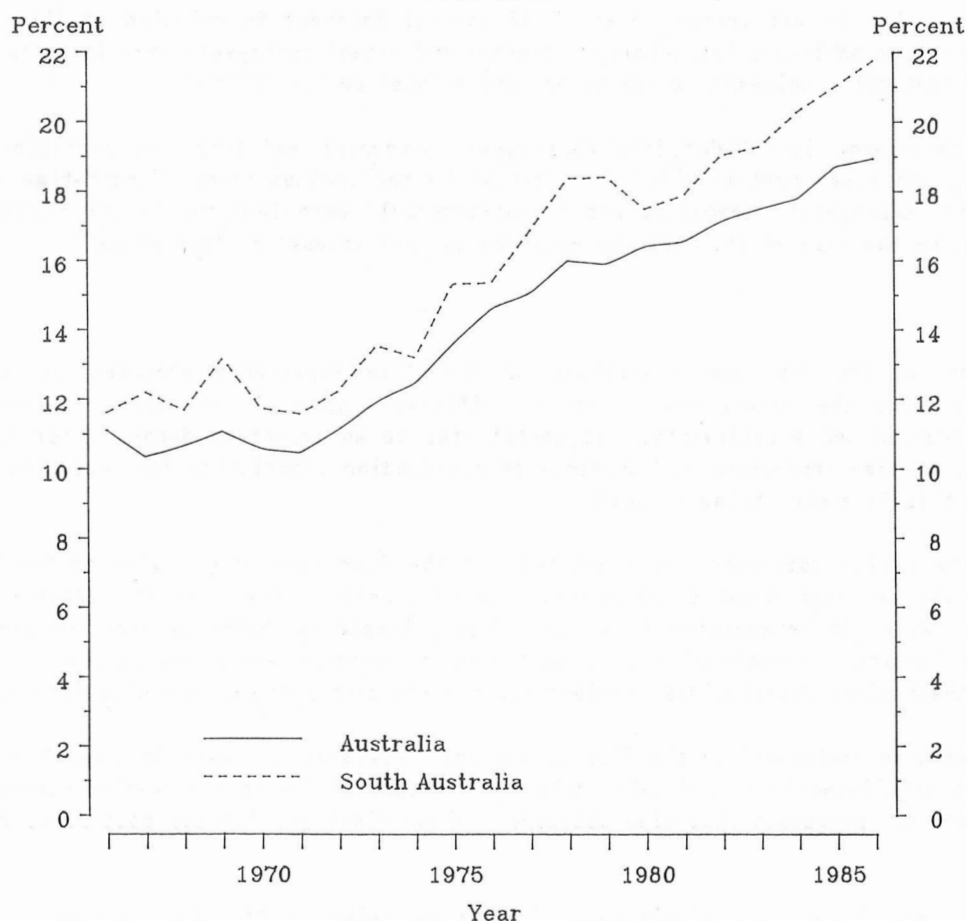
PART-TIME WORK IN SOUTH AUSTRALIA: The Survey in Perspective

By Peter Dawkins, Senior Research Fellow, National Institute of Labour Studies

BACKGROUND

Part-time employment in Australia¹ more than doubled between 1966 and 1986 whereas full-time employment has increased by less than 50 per cent. In fact, the relative growth in part-time employment has been more than six times that of full-time employment. The data from The Labour Force, Australia (6203.0) show that part-time employment¹, in October 1986, comprised about 19 per cent of the total employed. The growth of part-time employment in South Australia has been similar to that for Australia. In October 1986 about 21 per cent of employed South Australians worked part-time¹. The results of the Type and Conditions of Part-time Employment Survey indicate that the Wholesale and retail trade and Community services industries are the largest industries in terms of part-time employment and they account for over half of all the part-time employment in South Australia.

PERCENTAGE OF EMPLOYED PERSONS WHO WORK PART-TIME
1966-1986



Derived from August Labour Force Surveys 6203.0 and 6204.0

¹ This 'part-time employment' is defined as persons who usually work less than 35 hours per week which differs from the definition used in the Type and Conditions of Part-time Employment Survey.

Various factors have been put forward to explain the level and growth of part-time employment. 'Demand side' explanations include the advantages of part-time employment in meeting peak demands (such as in the retail industry and other parts of the service sector), and the existence of jobs which do not require full-time cover. Also, in some cases it may be that labour is easier to recruit on a part-time basis or that better quality labour is available on a part-time basis. Indeed, one of the 'supply side' explanations is that many members of the labour force prefer part-time work, often because of commitments outside of the labour market.

The levels of part-time employment, and associated remuneration and entitlements, can be viewed as the outcomes of the interaction of these supply and demand forces. It should be added, however, that there are also institutional influences. For example, most employees are covered by awards which specify the conditions of full-time and part-time employment. Some awards do not allow for part-time employment (especially for men). Where part-time employment is incorporated in the awards, the associated conditions are specified and may include a premium payment especially in the case of 'casuals'. This premium is generally regarded as compensation for benefits which they do not receive such as annual leave, sick leave etc.

While one view of the labour market is that supply and demand forces, subject to institutional constraints, tend to produce outcomes in the best interests of employers and employees, there are alternative views. In particular, it is sometimes argued that the labour market displays duality (or, at least, segmentation) with the existence of primary and secondary labour markets, the former possessing 'good jobs' and the latter 'bad jobs'. Also, it is argued, there is a tendency for people in the secondary labour market to get trapped there. Of special interest in relation to this survey is the argument that part-time employees (especially temporary and casual employees) tend to be in the secondary labour market or that such employment tends to be 'precarious' or 'peripheral'.

Part-time employment is divided² into five types (permanent and temporary part-time, regular and irregular casual, and other part-time). In addition to the various types of part-time employment two types of full-time employment (temporary and casual/seasonal) were included in the survey. These are also types which, on the face of it, could be regarded as 'precarious' or 'peripheral'.

OBSERVATIONS

This survey of the Type and Conditions of Part-Time Employment provides us with a unique opportunity to examine the nature and extent of different types of part-time employment and their associated remuneration and entitlements. It contributes to an important debate about the nature and implications of part-time employment and presents an outstanding opportunity for assessing some of these issues. As such this is a pioneering survey!

The tertiary sector dominated the employment in the five categories, with Wholesale and retail trade and Community services notably important. In particular, they were the largest employers of regular casuals. As might be expected from the industry breakdown, Sales persons and personal service workers were the largest occupational group, with regular casuals again dominating. These findings accord with the theoretical expectations, reflecting, for the most part, demand side forces.

Females dominated employment in the five categories, representing approximately 82 per cent of the total. There was significantly more female employment in each of the four part-time categories, whereas males dominated the non-permanent full-time category. These findings, for the most part, reflect supply side forces.

The survey also found that significant differences exist in the distribution of hours worked between the various categories. Non-permanent full-timers, of course, worked more hours than permanent or temporary part-time workers, who in turn worked more hours than regular and irregular casuals and other part-timers.

2 For an outline of the definitions see Explanatory Notes.

This survey obtained a great deal of information about the earnings and entitlements of persons in the types of employment covered. However, as comparable information on permanent full-time employment was not obtained, direct comparisons cannot be made with permanent full-time employment. Future research may be able to use the information collected here in combination with information from other surveys to shed greater light on this issue. In the meantime, following are some brief comments on the findings about earnings and entitlements of the categories used in this survey and differences between them.

Consideration of earnings and entitlements reveal that there were significant differences between the five categories of employment. Permanent or temporary part-timers had higher hourly earnings than regular and irregular casuals, and were treated more favourably with respect to superannuation coverage, long service leave, study leave and career structures.

It has to be said, however, that school students and sales-persons were under-represented amongst permanent or temporary part-timers, and professionals, para-professionals and those with further education qualifications were over-represented, suggesting important differences in the quality of labour.

This suggests that the wage and non-wage outcomes may be the expected 'competitive market' outcome of supply and demand forces. An alternative interpretation could be that the market is segmented and that casuals are trapped into casual employment with its inferior rewards.

Information on the attitude of persons to their work, however, sheds further light on this issue. The majority of persons covered gave positive reasons for their working in one of the five categories. These include: personal choice, study, and reasons associated with children or other family considerations. About 27 per cent, a substantial minority, implied that their reasons for working part-time related to job availability. In addition, responses about job-satisfaction (albeit a somewhat crude measure) suggested that there was no significant difference in job-satisfaction between the five categories of employment. Thus, the idea that people are forced into these 'precarious' categories of employment is not, in general, vindicated by the results of this survey. The relationship between age and type of work and the similar levels of job satisfaction across the different types of jobs may indicate that these jobs are typically sought at different periods in the life cycle.

THE SEVEN TYPES - AN OVERVIEW

Estimates of the five types of part-time employment distinguished in this survey plus temporary full-time and casual full-time employment are listed in Table 1.

The two largest types were regular casuals and permanent part-timers representing about one half and one fifth, respectively, of the employment covered. Females dominated the seven types of employment accounting for about 82 per cent of the total. There were significantly more females than males in the five types of part-time employment. This finding was reversed for the non-permanent full-timers.

TABLE 1 - PART-TIME WORKERS : TYPE OF PART-TIME WORK BY SEX
SOUTH AUSTRALIA, OCTOBER 1986

Type of part-time work	Males	Females	Persons	
			Number	Per cent
Temporary full-time	* 1,187	**	1,612	1.4
Casual full-time	2,177	1,856	4,032	3.6
Permanent part-time	* 873	22,119	22,992	20.5
Temporary part-time	**	**	* 1,000	0.9
Regular casual	8,517	48,184	56,701	50.6
Irregular casual	3,071	12,167	15,239	13.6
Other part-time	4,094	6,499	10,593	9.4
TOTAL	Number	20,272	91,896	112,168
	Per cent	18.1	81.9	100.0
				..

To put these figures into context by combining data from this survey and the monthly Labour Force survey (see 6203.0) it becomes apparent that the estimated population of the seven types represented about 19 per cent of employed persons in South Australia. Thus regular casuals represented about 10 per cent and so on.

Following paragraph 3 of the Introduction all further tables use the 'five categories' of part-time employment rather than the seven types.

PART-TIME EMPLOYMENT BY AGE AND SEX

Table 2 presents an age breakdown for the five categories. One of the most striking features of the table is the importance of the youngest age group (age 15-24) amongst the regular casuals. Of the four age groups involved it has the highest number of regular casuals. Indeed, there is a statistically significant association between being in this age group and a regular casual (within the five categories of employment). Regular casuals represent about 13 per cent of all employment in the 15-24 age group. This compares with 10 per cent for all age groups together.

In contrast, amongst the permanent or temporary part-timers the youngest age group has the lowest representation. Persons aged 35-44 have the highest representation in this category and there is a statistically significant association between being in this age group and being a permanent or temporary part-timer (within the five categories of employment).

TABLE 2 - PART-TIME WORKERS : TYPE OF PART-TIME WORK BY AGE AND SEX
SOUTH AUSTRALIA, OCTOBER 1986

Type of part-time work	Age group (years)				Total	
	15-24	25-34	35-44	45 and over	Number	Per cent
MALES						
Non-permanent full-time	* 1,218	* 731	**	* 987	3,363	16.6
Permanent or temporary part-time	**	**	**	**	1,226	6.1
Regular casual	5,427	1,455	**	* 1,171	8,517	42.0
Irregular casual	1,795	**	**	* 948	3,071	15.1
Other part-time	1,302	* 780	* 919	* 1,092	4,094	20.2
TOTAL	10,073	3,519	2,144	4,537	20,272	100.0
FEMALES						
Non-permanent full-time	**	* 951	**	**	2,281	2.5
Permanent or temporary part-time	1,953	6,416	8,812	5,585	22,766	24.8
Regular casual	11,706	12,958	12,801	10,719	48,184	52.4
Irregular casual	3,128	3,204	3,500	2,335	12,167	13.2
Other part-time	**	2,584	1,595	1,703	6,499	7.1
TOTAL	17,996	26,114	27,226	20,560	91,896	100.0
PERSONS						
Non-permanent full-time	1,810	1,682	* 947	* 1,205	5,644	5.0
Permanent or temporary part-time	2,284	6,641	9,144	5,923	23,992	21.4
Regular casual	17,133	14,413	13,265	11,890	56,701	50.6
Irregular casual	4,923	3,532	3,500	3,283	15,239	13.6
Other part-time	1,919	3,365	2,514	2,795	10,593	9.4
TOTAL	28,069	29,633	29,370	25,097	112,168	100.0

An examination of the age by sex distribution shows that, for males, the 15-24 age group represents about half of the employment in the five categories and about half of this age group are regular casuals. For females there is a much more even distribution across the age groups and regular casuals aged 15-24 is a less important category, representing about 13 per cent of females in the five categories.

PART-TIME EMPLOYMENT BY INDUSTRY AND OCCUPATION

INDUSTRY

A breakdown of the five categories of employment by industry is shown in Table 3. As mentioned earlier the two most important industry groups (in terms of size of these employment categories) were Community services and Wholesale and retail trade. In Wholesale and retail trade well over half of the persons in the five categories were regular casuals. When one adds the irregular casuals, about 80 per cent was accounted for. In Community services permanent or temporary part-time employment was more important and accounted for over half of this category of employment in South Australia. Nevertheless there were more regular casuals than permanent or temporary part-timers in the industry.

The five categories accounted for about 25 per cent of total employment in Wholesale and retail trade, 31 per cent in Community services, and for slightly more, 38 per cent, in Recreation, personal and other services.

OCCUPATION

From Table 3 can be gained also information on the size of the five categories by broad occupation group. Consistent with the evidence for industry groups, Sales-persons and personal service workers were the largest group in which regular casuals dominate. About 41 per cent of all employment in this occupation was accounted for by the five categories of employment. The survey results indicate that nearly two thirds (63 per cent) of that 41 per cent was made up of regular casuals, making it the largest group of regular casuals in any occupation.

PERSONS WHO WORK AT HOME

Another aspect outlined in Table 3 is data about persons who worked some hours (paid or unpaid) at home. About 15 per cent of persons in the five categories of employment did some work at home. The survey results indicate that of this 15 per cent some 47 per cent were employed in the Community services industry group. The occupation group Professionals covered about 42 per cent of those working at home. There is little evidence from this survey of large numbers of persons performing contract piece work at home in South Australia.

TABLE 3 - PART-TIME WORKERS : INDUSTRY AND OCCUPATION BY TYPE OF PART-TIME WORK
SOUTH AUSTRALIA, OCTOBER 1986

Industry	Non- permanent full-time	Permanent or temporary part-time	Regular casual	Irregular casual	Other part-time	Total	Worked at home
Agriculture and services to agriculture	* 809	**	**	**	1,432	3,127	**
Manufacturing	* 746	**	3,268	1,573	**	6,416	* 1061
Construction	* 761	**	**	**	**	2,818	**
Wholesale and retail trade	* 871	2,440	20,046	3,891	2,646	29,894	2,375
Transport and storage	**	**	* 750	**	* 910	2,198	**
Finance, property and business services	**	3,376	3,726	1,688	1,729	10,731	1,933
Community services	* 1,153	14,270	17,616	3,347	* 1,059	37,445	8,093
Recreation, personal and other services	**	* 1,193	8,694	3,409	1,529	15,046	1,613
Other industries	* 767	1,974	1,274	**	**	4,494	**
TOTAL	5,644	23,992	56,701	15,239	10,593	112,168	17,279
Occupation							
Managers & administrators	**	**	**	**	**	1,763	* 893
Professionals	* 1,157	4,911	4,221	1,312	1,284	12,885	7,320
Para-professionals	**	2,434	3,248	* 864	**	7,210	* 884
Trades-persons	* 875	* 986	2,581	* 798	**	5,779	**
Clerks	* 743	5,155	8,686	2,211	1,422	18,218	3,519
Sales-persons and personal service workers	**	4,275	20,828	5,505	2,319	33,156	2,466
Plant & machine operators & drivers	**	**	**	**	* 922	2,102	**
Labourers & related workers	2,313	5,909	15,938	3,928	2,969	31,057	1,417
TOTAL	5,644	23,992	56,701	15,239	10,593	112,168	17,279
Worked at home	1,378	4,060	4,915	2,192	4,734	17,279	..

THE DISTRIBUTION OF HOURS WORKED

The five categories of employment each worked different patterns of hours, an overall impression of which can be seen in Table 4. Those data show that the modal hours category is from 5 hours to less than 20 hours. There is a definite contrast between the two main employment categories, permanent or temporary part-time and regular casual, with regular casuals tending to work fewer hours than permanent or temporary part-timers. An estimated 54 per cent of regular casuals worked from 5 to less than 20 hours compared with 23 per cent of permanent or temporary part-time employees. In contrast an estimated 24 per cent of regular casuals worked from 20 to less than 30 hours while as many as 52 per cent of permanent or temporary part-timers were estimated to do so.

TABLE 4 - PART-TIME WORKERS : TOTAL HOURS USUALLY WORKED BY TYPE OF PART-TIME WORK
SOUTH AUSTRALIA, OCTOBER 1986

Total hours usually worked per week	Non- permanent full-time	Permanent or temporary part-time	Regular casual	Irregular casual	Other part-time	Total
PERSONS						
One hour to less than five hours	..	**	6,874	* 846	1,840	9,560
Five hours to less than twenty hours	..	5,525	30,821	8,027	5,493	49,867
Twenty hours to less than thirty hours	..	12,516	13,784	4,950	2,267	33,517
Thirty hours to less than thirty five hours	..	5,313	4,464	* 1,173	* 784	11,734
Thirty five hours or more (a)	5,428	**	**	**	**	5,859
Variable hours	..	**	* 758	**	**	1,631
TOTAL	5,644	23,992	56,701	15,239	10,593	112,168
HOURS						
Mean	43.1	23.8	14.8	16.8	13.9	18.3
Standard error of mean	1.3	0.4	0.4	0.6	0.9	0.3
Median	40.0	24.0	15.0	15.0	13.0	18.0
Standard error of median	1.6	0.6	0.6	1.2	1.5	0.5

(a) See Explanatory Notes for a discussion on the apparent anomaly that part-timers can work more than 35 hours a week.

EARNINGS

Table 5 contains data about the earning rates for each of the five categories. Analysis of the data indicates that between hourly earnings and type of employment there is an association which is statistically significant. Permanent or temporary part-time average hourly earnings are significantly higher than either of those of regular or irregular casuals.

TABLE 5 - PART-TIME WORKERS WHO DID NOT WORK IN THEIR OWN BUSINESS : HOURLY RATE BY TYPE OF PART-TIME WORK, SOUTH AUSTRALIA, OCTOBER 1986

Hourly rate (to the nearest dollar)	Non-permanent full-time	Permanent or temporary part-time	Regular casual	Irregular casual	Other part-time	Total
Not known	**	2,188	2,769	1,978	* 749	8,330
Less than \$5 per hour	* 820	* 1,221	9,033	1,572	1,615	14,261
\$6 - \$10 per hour	2,477	13,662	32,981	8,595	2,679	60,394
\$11 - \$15 per hour	* 1,161	4,769	8,985	1,913	**	17,370
\$16 or more per hour	**	2,037	2,618	**	* 973	6,166
TOTAL	5,317	23,877	56,386	14,382	6,559	106,521
Mean hourly rate (a)	\$9.10	\$9.98	\$8.88	\$8.56	\$9.09	\$9.11
Standard error of mean	\$0.51	\$0.31	\$0.19	\$0.25	\$0.91	\$0.14
Median hourly rate (a)	\$8.30	\$8.77	\$8.33	\$8.45	\$7.17	\$8.39
Standard error of median	\$0.77	\$0.29	\$0.19	\$0.36	\$0.79	\$0.14

(a) Of those whose earnings are known.

Survey information on qualifications is summarised in Table 6. It was estimated that 44 per cent of part-time workers left school early but that only 5 per cent had trade qualifications. Another feature of the data is that there were nearly four times as many part-time workers with a certificate or diploma than those with a bachelor degree. This compares with about twice as many people in the general population with a certificate or diploma than those with a degree. About 77 per cent of the 9,763 school students engaged in part-time employment were regular casuals.

TABLE 6 - PART-TIME WORKERS : QUALIFICATIONS BY TYPE OF PART-TIME WORK SOUTH AUSTRALIA, OCTOBER 1986

Qualifications	Non-permanent full-time	Permanent or temporary part-time	Regular casual	Irregular casual	Other part-time	Total
Still at school	**	**	7,551	1,244	* 968	9,763
Left school early	1,583	11,086	23,386	7,916	4,843	48,814
Highest year possible in secondary school	* 956	2,896	8,881	1,711	1,314	15,758
Full-time tertiary student	**	**	2,933	**	**	3,685
Bachelor degree	**	2,541	1,847	**	**	5,883
Trade qualifications	1,309	* 861	2,658	**	* 780	5,807
Certificate or diploma	1,375	6,609	9,443	3,189	1,839	22,457
TOTAL	5,644	23,992	56,701	15,239	10,593	112,168

Analysis of data classified by qualifications and sex reveals a number of significant differences between male and female part-time workers. Males working part-time were about three and half times more likely than females to be still at school (21 per cent versus 6 per cent respectively). Female part-timers, however, were much more likely than males to have a certificate or diploma (23 per cent versus 9 per cent).

ENTITLEMENTS

The extent of other entitlements is visible in Tables 7 and 8 which present evidence on superannuation cover, on the coverage of the different categories of employment by awards, on perceived entitlement to long service leave and study leave, and on the perceived career structure. Significant differences again emerge between the categories of employment. Permanent or temporary part-time employees had relatively higher award coverage and were more favourably treated on all the other counts. Regular and irregular casuals on the other hand were found to have low superannuation coverage and low career opportunities within their present job.

TABLE 7- PART-TIME WORKERS : SUPERANNUATION STATUS BY TYPE OF PART-TIME WORK
SOUTH AUSTRALIA, OCTOBER 1986

Superannuation status	Non-	Permanent or	Regular casual	Irregular casual	Other	Total	
	permanent full-time	temporary part-time				Number	Per cent
In employer sponsored superannuation scheme	**	3,427	**	**	**	4,502	4.0
In private superannuation or not known whose	**	1,413	1,745	**	* 788	4,900	4.4
Not in superannuation, opted out of employer scheme	**	6,710	3,856	**	**	11,867	10.6
Not in superannuation, no employer scheme available	1,482	3,891	20,960	7,742	6,925	41,000	36.6
Not in superannuation, not eligible to join	1,308	2,903	8,422	1,806	**	15,074	13.4
Not in superannuation, not known if scheme available	1,372	5,533	20,948	4,816	1,821	34,489	30.7
Not known if in a superannuation scheme	**	**	**	**	**	**	0.3
TOTAL	5,644	23,992	56,701	15,239	10,593	112,168	100.0

Several findings of analyses of superannuation status, award coverage, long service leave and study leave by sex were significant and are discussed below.

Relatively more females (12 per cent) opted out of an employer sponsored superannuation scheme (the percentage of males was insignificant).

The rate of no award coverage for females (18 per cent) was about half that for males (39 per cent). This result should be treated with caution due to the large proportion (22 per cent) of not known responses.

Females were more than twice as likely as males to be entitled to long service leave (36 per cent versus 14 per cent respectively).

The proportion of female part-time workers eligible for paid study leave (13 per cent) was much higher than that for males (insignificant).

TABLE 8 - PART-TIME WORKERS WHO DID NOT WORK IN THEIR OWN BUSINESS : ENTITLEMENTS BY
TYPE OF PART-TIME WORK, SOUTH AUSTRALIA, OCTOBER 1986

Particulars	Non- permanent full-time	Permanent or temporary part-time	Regular casual	Irregular casual	Other	Total	
						Number	Per cent
AWARD COVERAGE							
Covered and knows award	1,827	10,126	16,313	4,027	**	32,713	30.7
Covered but does not know award	1,262	7,552	14,013	4,211	**	27,576	25.9
Not covered	1,361	2,747	10,695	3,427	4,738	22,968	21.6
Not known if covered	* 867	3,452	15,365	2,717	* 863	23,264	21.8
TOTAL	5,317	23,877	56,386	14,382	6,559	106,521	100.0
LONG SERVICE LEAVE							
Entitled to long service leave	1,291	18,042	12,329	1,910	**	33,904	31.8
Not entitled, employer provides it (a)	**	**	3,852	**	**	5,688	5.3
Not entitled, employer does not provide it (b)	3,252	3,378	33,937	10,424	5,797	56,788	53.3
Not known	**	2,147	6,268	1,413	**	10,141	9.5
TOTAL	5,317	23,877	56,386	14,382	6,559	106,521	100.0
STUDY LEAVE							
Eligible for paid study leave	**	7,979	3,230	* 864	**	12,395	11.6
Not eligible for paid study leave	4,993	13,968	51,762	13,209	6,454	90,387	84.9
Not known	**	1,930	1,394	**	**	3,739	3.5
TOTAL	5,317	23,877	56,386	14,382	6,559	106,521	100.0
CAREER STRUCTURE							
Has career structure	1,732	9,572	9,862	2,773	**	24,155	22.7
Has no career structure	3,481	13,990	45,206	11,037	6,230	79,945	75.0
Not known	**	**	1,318	**	**	2,421	2.3
TOTAL	5,317	23,877	56,386	14,382	6,559	106,521	100.0

(a) Not entitled to long service leave but employer provides it to other employees.

(b) Not entitled to long service leave and the employer does not provide it to other employees.

THE ATTITUDES OF EMPLOYEES TO THEIR WORKING HOURS ARRANGEMENT

Reasons given for people entering into part-time employment are displayed in Table 9. An estimated 23 per cent of part-time workers reported that it was 'personal choice', and another 32 per cent reported that it was for reasons associated with children or other family considerations. About 69 per cent of non-permanent full-timers reported that the reason was job availability.

TABLE 9 - PART-TIME WORKERS : REASON FOR WORKING PART-TIME BY TYPE OF PART-TIME WORK
SOUTH AUSTRALIA, OCTOBER 1986

Reasons for working part-time	Non-permanent full-time	Permanent or temporary part-time	Regular casual	Irregular casual	Other	Total	
						Number	Per cent
Job availability	3,896	6,375	12,438	5,135	2,840	30,684	27.4
Own ill health or injury	**	**	*758	**	**	2,189	2.0
Personal choice	**	6,435	11,993	4,182	2,635	25,676	22.9
To retain social service benefits	**	**	1,322	**	**	1,553	1.4
Study	**	**	11,312	1,894 *	1,182	14,921	13.3
Pregnancy/child care	**	5,066	7,136	1,885	1,634	15,929	14.2
Other family considerations	**	4,920	11,312	1,717	1,279	19,542	17.4
Other reasons	**	**	**	**	**	1,674	1.5
TOTAL	5,644	23,992	56,701	15,239	10,593	112,168	100.0

The reasons for working part-time differed somewhat between males and females (see Table 10). The main reasons for males working part-time were reported to be job availability and study. Males were three times more likely than females to give study as the reason. About 38 per cent of females reported family considerations as the reason for working part-time whereas this reason was insignificant for males. Females were also more likely to give personal choice as the reason.

TABLE 10 - PART-TIME WORKERS : REASON FOR WORKING PART-TIME BY SEX
SOUTH AUSTRALIA, OCTOBER 1986

Reasons for working part-time	Males		Females	
	Number	Per cent	Number	Per cent
Job availability	9,168	45.2	21,516	23.4
Own ill health or injury	**	**	1,614	1.8
Personal choice	2,770	13.7	22,906	24.9
To retain social service benefits	**	**	1,437	1.6
Study	6,491	32.0	8,431	9.2
Pregnancy/child care	**	**	15,667	17.0
Other family considerations	**	**	19,430	21.1
Other reasons	*777	*3.8	*898	*1.0
TOTAL	20,272	100.0	91,896	100.0

Persons were also asked to indicate whether they were satisfied with their working arrangements. Table 11 summarises their answers to show that the vast majority, 86 per cent, were satisfied with those arrangements. Analysis of these data classified by sex reveals that females were more satisfied with their working arrangements than males (89 per cent versus 77 per cent respectively).

TABLE 11 - PART-TIME WORKERS : SATISFACTION WITH WORKING ARRANGEMENTS BY TYPE OF PART-TIME WORK
SOUTH AUSTRALIA, OCTOBER 1986

Satisfaction with working arrangements	Non- permanent full-time	Permanent or temporary part-time	Regular casual	Irregular casual	Other	Total	
						Number	Per cent
Satisfied	4,239	21,398	49,501	12,288	9,502	96,928	86.4
Not satisfied	1,405	2,594	6,994	2,951	* 1,091	15,035	13.4
Not known	**	**	**	**	**	**	**
TOTAL	5,644	23,992	56,701	15,239	10,593	112,168	100.0

HOUSEHOLD HEADS IN PART-TIME EMPLOYMENT

Some comparisons of the distribution of sole and dual household heads and their dependants by full-time and part-time employment is available from Table 12. Although the proportion of household heads in the population who are sole females was about 22 per cent overall they made up only 7 per cent of those employed full-time but about 51 per cent of those employed part-time.

Of those sole female household heads employed part-time about 59 per cent carried responsibility for dependants - a rate that is about four times that for sole males in the same situation. The corresponding measures among sole household heads employed full-time were 22 per cent for females and 7 per cent for males.

Referring back to comments made in association with Table 1 it may be noted that whereas part-time employment made up about 19 per cent of all main employment, among household heads only about 6 per cent were in part-time employment. There is thus a significantly lower propensity for household heads to accept part-time employment than is the case for the remainder of the labour force.

TABLE 12 - HOUSEHOLD HEADS^(a) : DUAL AND SOLE HEADS BY DEPENDANTS AND SEX
SOUTH AUSTRALIA, OCTOBER 1986

2000-2001, OCTOBER 2000

Status of head	Dependants per household				Total
	0	1	2	3 or more	
WORKING PART-TIME					
Married male	2,037	2,235	**	*1,283	6,116
Sole male	2,197	**	**	**	2,546
Sole female	3,662	2,461	2,407	**	8,837
TOTAL	7,897	4,695	3,194	1,712	17,499
WORKING FULL-TIME					
Married male	57,328	56,915	57,354	54,806	226,403
Sole male	25,742	*1,167	**	**	27,657
Sole female	14,766	2,528	*1,353	**	18,958
TOTAL	97,836	60,610	59,348	55,224	273,018
TOTAL POPULATION					
Married male	64,502	131,878	65,443	63,538	325,361
Sole male	46,591	*1,487	*1,493	**	49,917
Sole female	80,777	12,823	9,396	2,925	105,923
TOTAL	191,670	146,188	76,332	66,811	481,201

(a) For this survey a household head either heads a nuclear family, is the sole head of a family with dependants or lives alone. Excluded are all members of groups of unrelated persons living together.

EXPLANATORY NOTES

POPULATION SURVEY

For a detailed outline of the monthly population survey design, scope and coverage readers should peruse any recent edition of The Labour Force, Australia (6203.0). The scope of the survey reported in this bulletin differed from that for the Labour Force Survey in that it relates only to those who in their main job usually worked on a part-time, casual or non-permanent full-time basis. Further, any of those who worked in their own registered business or in their own business employing others were excluded.

DEFINITIONS

2. Types of part-time work:

- Temporary full-time: usually works 35 hours a week or more, no job security, has not worked full-time for all of the last 12 months, has paid holiday leave;
- Casual full-time: usually works 35 hours a week or more, no job security, has not worked full-time for all of the last 12 months, no paid holiday leave;
- Permanent part-time: usually works less than 35 hours a week, has paid holiday leave, has job security;
- Temporary part-time: usually works less than 35 hours a week, has paid holiday leave, no job security;
- Regular casual: usually works less than 35 hours a week, no paid holiday leave, paid for hours worked, steady income;
- Irregular casual: usually works less than 35 hours a week, no paid holiday leave, paid for hours worked, not a steady income;
- Other part-time: usually works less than 35 hours a week, no paid holiday leave, not paid per hour.

The above types of part-time work were collapsed to five categories for Tables 2-11. See the Introduction for details.

3. Permanent job: a permanent job is one in which there are no limitations or reservations expressed as to the length of the period of employment, other than the required performance of the employee.

4. Steady income: if persons were paid at regular intervals and received approximately the same amount of money each pay, then they were said to have a steady income.

5. Award: an award is a judicial decision of the Conciliation and Arbitration Commission or the State Industrial Commission, setting out the terms and conditions of employment and the rate of pay for a particular occupation, industry or union membership. Variations to an award can be attained by a registered agreement or by the arbitral process, in which case they are called determinations.

6. Trade unions: a trade union, or employee association, is an organisation consisting predominantly of employees. Its principle activities cover the negotiation of rates of pay, and conditions of employment for its members. Most of these bodies are registered with Federal or State industrial authorities, but there are several, mainly small, unions which are not, especially in the case of employee associations.

7. Superannuation: a superannuation or retirement benefit scheme is any fund, association, scheme or organisation set up for the purpose of providing financial support for members when they retire. They may infrequently be referred to as a provident or pension scheme. Social Security pensions are not included in the above definition.

8. Hours worked: this measure is defined to include hours usually worked at employers premises and at employees' homes. The inclusion of hours usually worked at home (whether paid for or not) has resulted in an apparent anomaly in Table 4 where a few persons in part-time employment indicated that their usual hours exceed 35 per week even though they are not employed full-time.

UNPUBLISHED STATISTICS

9. Additional tables showing more detail and some data items not included in this publication may be available to users on request.

RELATED PUBLICATIONS

10. Users may also wish to refer to the following publications:

The Labour Force, Australia (6203.0)
A Guide to Labour Statistics (6201.0)
Labour Force, South Australia (6201.4)

11. Current publications produced by the ABS are listed in the Catalogue of Publications, Australia (1101.0). The ABS also issues, on Tuesdays and

Fridays, a Publications Advice (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

SYMBOLS AND OTHER USAGES

- .. not applicable
- * subject to sampling variability between 30 per cent and 40 per cent
- ** subject to sampling variability too high for most practical purposes

TECHNICAL NOTES

RELIABILITY OF THE ESTIMATES

Estimates in this publication are subject to error from two sources:

- (a) non-sampling error; inaccuracies may occur because of imperfections in reporting by respondents and interviewers and errors made in the coding and processing of 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.
- (b) sampling error; since the estimates are based on information obtained from occupants of a sample of dwellings, they may differ from the figures 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, which indicates the extent to which an estimate might have varied by chance because only a sample of the dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors. The standard error can also be expressed as a percentage of the estimate, and this is known as the relative standard error.

2. Table A gives standard errors for general application to estimates of numbers of persons. These figures will not give a precise measure of the standard error of a particular estimate, but they will provide an indication of its magnitude. An example of the calculation and use of standard errors is as follows:

It is estimated that about 22,100 females are permanent part-time workers. From Table A below it can be seen that the estimate has a standard error of about 1,300. Therefore, there are about two chances in three that the value which would have been produced had all persons been included in the survey lies within the range 20,800 to 23,400 and about nineteen chances in twenty that the value lies within the range 19,500 to 24,700.

3. As the standard errors in Table A show, the smaller the estimate the higher the relative standard error. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication figures for these small components can in some cases be derived by subtraction, but they should not be regarded as reliable.

TABLE A - STANDARD ERRORS OF ESTIMATES OF NUMBERS OF PERSONS
SOUTH AUSTRALIA, OCTOBER 1986

Size of estimate	Standard error	Relative standard error
	No.	per cent
750	290	38.8
1,000	330	33.5
1,500	410	27.1
2,000	460	23.2
3,000	560	18.6
5,000	700	14.0
10,000	950	9.3
20,000	1,250	6.2
50,000	1,750	3.5
100,000	2,200	2.2

STATISTICAL ANALYSIS

4. The data collected in this survey has been analysed by the use of a number of statistical techniques. They include the chi-square tests of independence and goodness of fit for the categorical data and analysis of variance and t-test for equality of means. Some of the more interesting results from these analyses are presented in this bulletin. The techniques and interpretation of the results are discussed below.

5. For sample data which have been grouped according to two criteria (e.g. number of persons grouped by type of employment and sex) the chi-square test can be used to determine whether the criteria are independent of one another. From this survey an enhanced chi-square test using weighted proportions, rather than raw data, provided the results on which some of the analysis was based.

6. The chi-square statistic was calculated for Tables 1 to 11 to test the hypothesis of independence. The chi-square values for Tables 1 to 10 were all large (at least 50). Therefore the hypothesis may be rejected, i.e. at the one per cent significance level the relevant criteria are dependent variables. The chi-square value for Table 11 was 14.9. This indicates that at the 5 per cent significance level the hypothesis may be rejected, but not at the 10 per cent level. That is at the 10 per cent significance level the variables satisfaction with working arrangements and type of part-time work are independent.

7. When the criteria were found to be dependent, a z-test was used to determine whether the number in any one cell is significantly greater than would be expected from the marginal distributions displayed in the table. Means, medians and standard errors were also produced for sets of variables. The results of these analyses provide the basis for the commentary provided about the data. The procedures used are sensitive to sample take for any class and results should be treated with caution where cell sizes are small.

8. For continuous variables the statistical techniques used were a one-way analysis of variance and t-tests for pairwise comparisons of means if the F statistic from analysis of variance was significant.

9. The statistical tests referred to above can be affected by complex sample designs. This survey was based on a multi-stage, clustered area sample of dwellings and therefore its design may affect the tests to some degree. While this may render the test results approximations of those emanating from simpler designs they nevertheless provide a good guide to the relationships which exist within the data.

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2. The second part of the report deals with the results of the work during the year and the progress of the work during the year.

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IN CONFIDENCE

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89.	PSU					
	BLOCK					
	DWELLING					
	HOUSEHOLD					
	PERSON					

AUSTRALIAN BUREAU OF STATISTICS

SUPPLEMENTARY SURVEY

OCTOBER 1986

SOUTH AUSTRALIA

TYPE AND CONDITIONS OF PART-TIME EMPLOYMENT

<p>91. <u>Sequence Guide</u> <i>If works for an employer for wages or salary (1 in Q30/Q51), go to Q94.</i> <i>If works in own business with no employees (3 in Q30/Q51), go to Q93.</i> <i>If does not have a job (Q68 answered), go to Q92.</i> <i>If works for payment in kind (5 in Q30/Q51), go to Q94.</i> <i>Otherwise, no more questions.</i></p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2 <div><input type="checkbox"/></div> 3 <div><input type="checkbox"/></div> 4 <div><input type="checkbox"/></div> 5	<p>97. OVER A 4 WEEK PERIOD, HOW MANY HOURS ON AVERAGE DOES..... WORK EACH WEEK IN (MAIN) JOB?</p> <p>35 hours or more (<i>specify</i>).</p> <p>Less than 35 hours (<i>specify</i>) (<i>Go to Q101</i>)</p> <p>Less than 1 hour (<i>no more questions</i>)</p>	<div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> 99
<p>92. LAST WEEK DIDDO ANY PAID WORK AT HOME?</p> <p>Yes (<i>Go to Q96</i>)</p> <p>No (<i>no more questions</i>)</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2	<p>98. IS JOB PERMANENT?</p> <div>Interviewer: If required probe DOES HAVE THE JOB FOR A LIMITED OR UNSPECIFIED PERIOD?</div> <p>Permanent (<i>no more questions</i>)</p> <p>Not permanent</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2
<p>93. IS.....BUSINESS A REGISTERED BUSINESS OR PARTNERSHIP?</p> <p>Yes (<i>no more questions</i>).</p> <p>No</p> <p>Don't know.</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2 <div><input type="checkbox"/></div> 3	<p>99. IS THE JOB AVAILABLE FOR AS LONG AS WANTS IT?</p> <p>Yes (<i>no more questions</i>)</p> <p>No</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2
<p>94. <u>Sequence Guide</u> <i>If had more than one job last week (1 in Q21/Q43), go to Q95.</i> <i>Otherwise, go to Q96.</i></p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2	<p>100. HAS WORKED CONTINUOUSLY FULL TIME FOR THE LAST 12 MONTHS?</p> <p>Yes (<i>no more questions</i>)</p> <p>No</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2
<p>95. I WOULD NOW LIKE TO ASK YOU ABOUT MAIN JOB</p>		<p>101. <u>Interviewer:</u> Obtain personal interview.</p>	
<p>96. INCLUDING ANY PAID OR UNPAID OVER TIME, HOW MANY HOURS A WEEK DOES..... USUALLY WORK IN..... (MAIN) JOB?</p> <p>35 hours or more (<i>specify</i>) (<i>Go to Q98</i>)</p> <p>Less than 35 hours (<i>specify</i>) (<i>Go to Q101</i>)</p> <p>Varies</p> <p>Less than 1 hour (<i>no more questions</i>)</p>	<div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> 99 <div><input type="checkbox"/></div> 98	<p>102. WHAT KIND OF WORK DO YOU DO?</p> <p>.....</p> <p>.....</p> <p>.....</p>	<div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div>
		<p>103. WHO DO YOU WORK FOR?</p> <p>(Name/Full address)</p> <p>.....</p> <p>.....</p> <p>.....</p>	<div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div> <div><input type="checkbox"/></div>

<p>104. WHAT KIND OF INDUSTRY, BUSINESS OR SERVICE IS CARRIED OUT AT THAT ADDRESS?</p> <p>.....</p> <p>.....</p> <p>.....</p>	<div style="border: 1px solid black; width: 30px; height: 30px; margin: 0 auto;"></div>	<p>110. IS YOUR JOB PERMANENT?</p> <div style="border: 1px solid black; padding: 5px; margin: 10px 0;"> <i>Interviewer: If required probe</i> DO YOU HAVE THE JOB FOR A LIMITED OR UNSPECIFIED PERIOD? </div> <p>Permanent (Go to Q112)</p> <p>Not permanent</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 </div>
<p>105. IN THAT JOB ARE YOU PROVIDED WITH PAID SICK LEAVE?</p> <p>Yes</p> <p>No</p> <p>Don't know</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 3 </div>	<p>111. IS THE JOB AVAILABLE FOR AS LONG AS YOU WANT IT?</p> <p>Yes</p> <p>No</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 </div>
<p>106. (ARE YOU PROVIDED) WITH PAID HOLIDAY LEAVE?</p> <p>Yes</p> <p>No (Go to Q109).</p> <p>Don't know (Go to Q109)</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 3 </div>	<p>112. <i>Sequence Guide:</i> <i>If no paid holiday leave (2 or 3 in Q106), go to Q114</i></p> <p><i>If job is permanent (1 in Q110 or 1 in Q111), go to Q113.</i></p> <p><i>Otherwise, go to Q118</i></p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 3 </div>
<p>107. HOW MANY WEEKS PAID HOLIDAY LEAVE DO YOU RECEIVE EACH YEAR?</p> <p>4 weeks</p> <p>Other (specify)</p> <p>Don't know</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 04 99 </div>	<p>113. ARE YOU SHARING A FULL-TIME JOB WITH SOMEONE ELSE?</p> <p>Yes (Go to Q118)</p> <p>No (Go to Q118).</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 </div>
<p>108. ARE YOU PAID A HOLIDAY LEAVE LOADING ON YOUR ANNUAL LEAVE?</p> <p>Yes</p> <p>No</p> <p>Don't know</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 3 </div>	<p>114. HOW OFTEN DO YOU GET PAID?</p> <p>Everyday</p> <p>Every week</p> <p>Every fortnight</p> <p>Every month.</p> <p>Varies/irregular (Go to Q116)</p> <p>Other (Specify).....</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 3 4 5 6 </div>
<p>109. <i>Sequence Guide:</i> <i>If usually works 35 hours or more a week (Q96/Q97), go to Q112.</i> <i>Otherwise, go to Q110.</i></p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 </div>	<p>115. DO YOU GET APPROXIMATELY THE SAME AMOUNT OF MONEY EACH PAY?</p> <p>Yes</p> <p>No</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> </div> <div style="display: flex; justify-content: center; gap: 10px;"> 1 2 </div>

<p>140. DO YOU BELONG TO ANY SUPERANNUATION OR RETIREMENT BENEFIT SCHEME?</p> <p>Yes</p> <p>No (Go to Q142)</p> <p>Don't know (Go to Q142)</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2 <div><input type="checkbox"/></div> 3	<p>146. <u>Sequence Guide:</u> <i>If only works at home (1 in Q92, go to Q150).</i> <i>Otherwise, go to Q147</i></p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2
<p>141. IS THIS SCHEME ARRANGED OR PROVIDED BY YOUR CURRENT (EMPLOYER/BUSINESS)?</p> <p>Yes (Go to Q144)</p> <p>No</p> <p>Don't know</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2 <div><input type="checkbox"/></div> 3	<p>147. DO YOU USUALLY WORK ANY HOURS AT HOME?</p> <p>Yes</p> <p>No (Go to Q150)</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2
<p>142. DOES YOUR (EMPLOYER/BUSINESS) OR INDUSTRY HAVE A SUPERANNUATION OR RETIREMENT BENEFIT SCHEME FOR ANY EMPLOYEES?</p> <p>Yes</p> <p>No (Go to Q144)</p> <p>Don't know (Go to Q144)</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2 <div><input type="checkbox"/></div> 3	<p>148. HOW MANY HOURS A WEEK ON AVERAGE DO YOU WORK AT HOME?</p> <p>All of them (Go to Q150)</p> <p>Number of hours (Specify)</p> <p>Varies.</p>	<div><input type="checkbox"/></div> 98 <div><input type="checkbox"/></div> 99
<p>143. ARE YOU ELIGIBLE TO JOIN THAT SCHEME?</p> <p>Yes</p> <p>No</p> <p>Don't know</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2 <div><input type="checkbox"/></div> 3	<p>149. DID YOU INCLUDE THESE HOURS IN THE (hours in Q96/Q97) HOURS YOU USUALLY WORK EACH WEEK?</p> <p>Yes</p> <p>No</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2
<p>144. DO YOU BELONG TO A TRADE UNION?</p> <p>Yes</p> <p>No</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2	<p>150. ARE YOU SATISFIED WITH YOUR CURRENT WORKING ARRANGEMENTS?</p> <p>Yes (Go to Q154)</p> <p>No</p> <p>Don't know (Go to Q154)</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2 <div><input type="checkbox"/></div> 3
<p>145. WHICH OF THE FOLLOWING BEST DESCRIBES YOUR PRESENT ARRANGEMENT OF WORKING HOURS?</p> <p>SAME NUMBER OF HOURS EACH DAY</p> <p>SAME NUMBER OF HOURS EACH WEEK</p> <p>SAME NUMBER OF HOURS EACH FORTNIGHT</p> <p>VARIABLE NUMBER OF HOURS .</p>	<div><input type="checkbox"/></div> 1 <div><input type="checkbox"/></div> 2 <div><input type="checkbox"/></div> 3 <div><input type="checkbox"/></div> 4	<p>151. WHAT WOULD YOU LIKE TO CHANGE ABOUT YOUR CURRENT WORKING ARRANGEMENTS?</p> <p>Rearrange hours.</p> <p>Get a permanent full-time job.</p> <p>Get paid more for same hours.</p> <p>Work more hours</p> <p>Other (Specify).....</p> <p>.....</p> <p>.....</p>	<p>(a) <input type="checkbox"/> 01</p> <p>(b) <input type="checkbox"/> 02</p> <p>(c) <input type="checkbox"/> 03</p> <p>(d) <input type="checkbox"/> 04</p> <p>(e) <input type="checkbox"/> <input type="checkbox"/></p> <p>(f) <input type="checkbox"/> <input type="checkbox"/></p>

<p>152. <u>Sequence Guide:</u> <i>If more than one change given in Q151, go to Q153.</i> <i>Otherwise, enter code in Q153 and go to Q154.</i></p>	<div style="display: flex; align-items: center;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2 </div>	<p>158. WAS THAT A PERMANENT JOB?</p> <div style="border: 1px solid black; padding: 5px; margin: 5px 0;"> <i>Interviewer: If required probe</i> DID YOU HAVE THAT JOB FOR A LIMITED OR UNSPECIFIED PERIOD ONLY? </div> <p>Permanent (Go to Q160)</p> <p>Not permanent</p>	<div style="display: flex; align-items: center;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2 </div>
<p>153. WHAT WOULD YOU LIKE TO CHANGE MOST?</p> <p>Enter Code.</p>	<div style="border: 1px solid black; width: 40px; height: 20px; margin: 0 auto;"></div>		
<p>154. <u>Sequence Guide:</u> <i>If usually works less than 35 hours a week (Q96/Q97), go to Q155.</i> <i>Otherwise, go to Q156.</i></p>	<div style="display: flex; align-items: center;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2 </div>	<p>159. HAVE YOU EVER WORKED IN A PERMANENT FULL-TIME JOB?</p> <p>Yes</p> <p>No</p>	<div style="display: flex; align-items: center;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2 </div>
<p>155. HOW LONG HAVE YOU BEEN WORKING PART-TIME (FOR YOUR CURRENT EMPLOYER)?</p> <p>Less than 1 year (Go to Q157)</p> <p>Number of whole years (Go to Q157)</p>	<div style="display: flex; align-items: center;"> <input type="checkbox"/> 99 <div style="border: 1px solid black; width: 40px; height: 20px; margin: 0 auto;"></div> </div>	<p>160. WHAT IS THE MAIN REASON YOU WORK LESS THAN (35 HOURS A WEEK/A FULL YEAR) NOW?</p> <p>.....</p> <p>.....</p> <p>.....</p>	
<p>156. HOW LONG HAVE YOU BEEN WORKING IN TEMPORARY OR CASUAL JOBS?</p> <p>Less than 1 year.</p> <p>Number of whole years.</p>	<div style="display: flex; align-items: center;"> <input type="checkbox"/> 99 <div style="border: 1px solid black; width: 40px; height: 20px; margin: 0 auto;"></div> </div>	<p><u>Employment Reasons</u></p> <p>Skilled in seasonal work</p> <p>Only such work available.</p> <p>Hours required in current job</p> <p>Transport problems.</p>	
<p>157. WHAT DID YOU DO BEFORE THAT?</p> <p>Home duties (Go to Q159)</p> <p>Unemployed (Go to Q159)</p> <p>Worked full-time</p> <p>Worked part-time (Go to Q159). . . .</p> <p>Secondary school (Go to Q160) . . .</p> <p>Full-time study (Go to Q159)</p> <p>Voluntary work (Go to Q159)</p> <p>Retired/Voluntarily inactive (Go to Q159)</p> <p>Other (Specify) (Go to Q159)</p> <p>.....</p> <p>.....</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <input type="checkbox"/> 1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> 6 <input type="checkbox"/> 7 <input type="checkbox"/> 8 <input type="checkbox"/> 9 </div>	<p><u>Personal Reasons</u></p> <p>Own ill health/injury</p> <p>Personal Choice</p> <p>To retain social service benefits</p> <p>Study.</p> <p><u>Family Reasons</u></p> <p>Pregnancy</p> <p>Cost/availability of child care</p> <p>Children too young/prefer to look after children.</p> <p>Needs time to look after house/family (not child care)</p> <p>Other family considerations</p> <p>Other reasons (Specify).....</p> <p>.....</p> <p>.....</p>	<div style="display: flex; flex-direction: column; align-items: center;"> <input type="checkbox"/> 01 <input type="checkbox"/> 02 <input type="checkbox"/> 03 <input type="checkbox"/> 04 <input type="checkbox"/> 05 <input type="checkbox"/> 06 <input type="checkbox"/> 07 <input type="checkbox"/> 08 <input type="checkbox"/> 09 <input type="checkbox"/> 10 <input type="checkbox"/> 11 <input type="checkbox"/> 12 <input type="checkbox"/> 13 <input type="checkbox"/> 14 </div>

<p>161. <u>Sequence Guide:</u> <i>If still attending school (1111 in Q8), no more questions</i> <i>Otherwise, go to Q162</i></p>	<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;">◀</div> <div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div> <div style="margin-left: 10px; text-align: right;"> 1 2 </div> </div>
<p>162. DID YOU ATTEND THE HIGHEST YEAR OF SECONDARY SCHOOL AVAILABLE, OR DID YOU LEAVE SCHOOL BEFORE THAT?</p> <p>Highest year secondary</p> <p>Other</p>	<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;"></div> <div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div> <div style="margin-left: 10px; text-align: right;"> 1 2 </div> </div>
<p>163. SINCE LEAVING SCHOOL HAVE YOU OBTAINED A TRADE QUALIFICATION, CERTIFICATE, DIPLOMA, DEGREE OR ANY OTHER QUALIFICATION?</p> <p>Yes</p> <p>No (<i>No more questions</i>)</p>	<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;">◀</div> <div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div> <div style="margin-left: 10px; text-align: right;"> 1 2 </div> </div>
<p>164. <u>Interviewer:</u> Show BROWN prompt card. WHICH OF THESE GROUPS BEST DESCRIBES YOUR HIGHEST QUALIFICATION?</p> <p>Code 1</p> <p>Bachelor Degree or higher</p> <p>Code 2</p> <p>Trade Qualification/apprenticeship</p> <p>Code 3</p> <p>Certificate or Diploma</p> <p>Code 4</p> <p>Secondary school course</p> <p>Code 5</p> <p>Other</p>	<div style="display: flex; align-items: center;"> <div style="margin-right: 10px;">◀</div> <div style="display: flex; flex-direction: column; align-items: center;"> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px; margin-bottom: 5px;"></div> <div style="border: 1px solid black; width: 20px; height: 20px;"></div> </div> <div style="margin-left: 10px; text-align: right;"> 1 2 3 4 5 </div> </div>
<p>165. <i>No more questions</i></p>	

