



**AUSTRALIAN BUREAU OF STATISTICS**  
**Canberra**



# **ALTERNATIVE WORKING ARRANGEMENTS AUSTRALIA**

**SEPTEMBER TO NOVEMBER 1986**

27/3/1912 TO 11/10/1912

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EMBARGOED UNTIL 11.30 A.M. 25 JULY 1988

**ALTERNATIVE WORKING ARRANGEMENTS  
AUSTRALIA  
SEPTEMBER TO NOVEMBER 1986**

**I. CASTLES**  
Australian Statistician

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## SUMMARY OF FINDINGS

During September to November 1986 there were an estimated 6,025,400 employees. The object of this survey was to find out the current working arrangements of these employees and to determine whether and how they would like to change those arrangements.

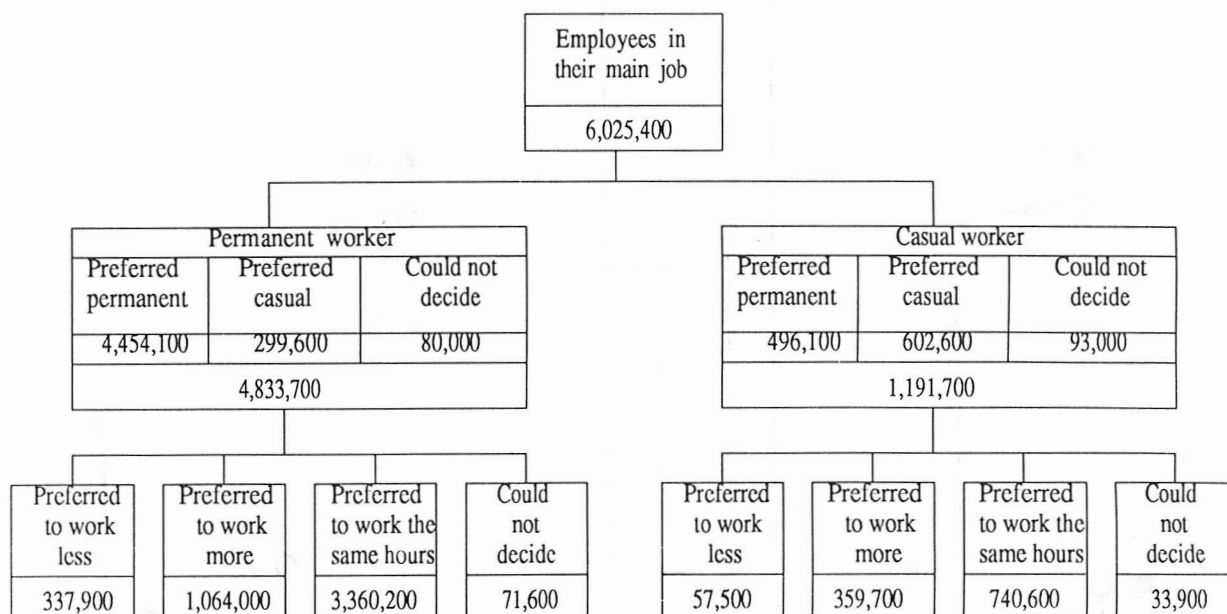
Major points of interest about current working arrangements of these employees are as follows:

- 80.2 per cent worked in a permanent job
- 68.7 per cent worked in the private sector
- 51.2 per cent usually worked between 35 and 40 hours per week
- 49.3 per cent worked a five day week
- 44.3 per cent were classified as 'weekend workers'
- 12.1 per cent were classified as 'shiftworkers'
- 11.2 per cent were classified as 'nightworkers'

### Permanent and casual employment

Some 4,833,700 employees had a permanent job and 1,191,700 employees worked in casual employment in their main job. Nearly all (92.1 per cent) of the employees working in permanent employment preferred that form of employment while 41.6 per cent of all casual employees would have preferred to work on a permanent basis. Females made up 63.6 per cent of all casual employees and more than half of those females (56.5 per cent) preferred to remain in casual employment.

DIAGRAM 1. ALL EMPLOYEES: PERMANENT OR CASUAL WORKER,  
PREFERENCE FOR PERMANENT OR CASUAL WORK AND PREFERRED WORKING  
HOURS, SEPTEMBER TO NOVEMBER 1986  
(Source of data: Tables 3 and 7)



While casual work is often associated with part-time hours, the survey showed significant numbers of casual employees working full-time hours. 29.7 per cent of casual employees usually worked 35 hours or more per week, while more than half (53.5 per cent) of male casual employees worked these hours.

### Working hours

About half of all employees (51.2 per cent) worked between 35 and 40 hours per week, while a further 28.8 per cent worked more than 40 hours per week. Given the opportunity to work more or less, whilst maintaining their present hourly pay rate, 68.1 per cent of employees preferred to work their present hours, 23.6 per cent preferred to work more and therefore earn more, while only 6.6 per cent preferred to reduce their weekly hours and pay.

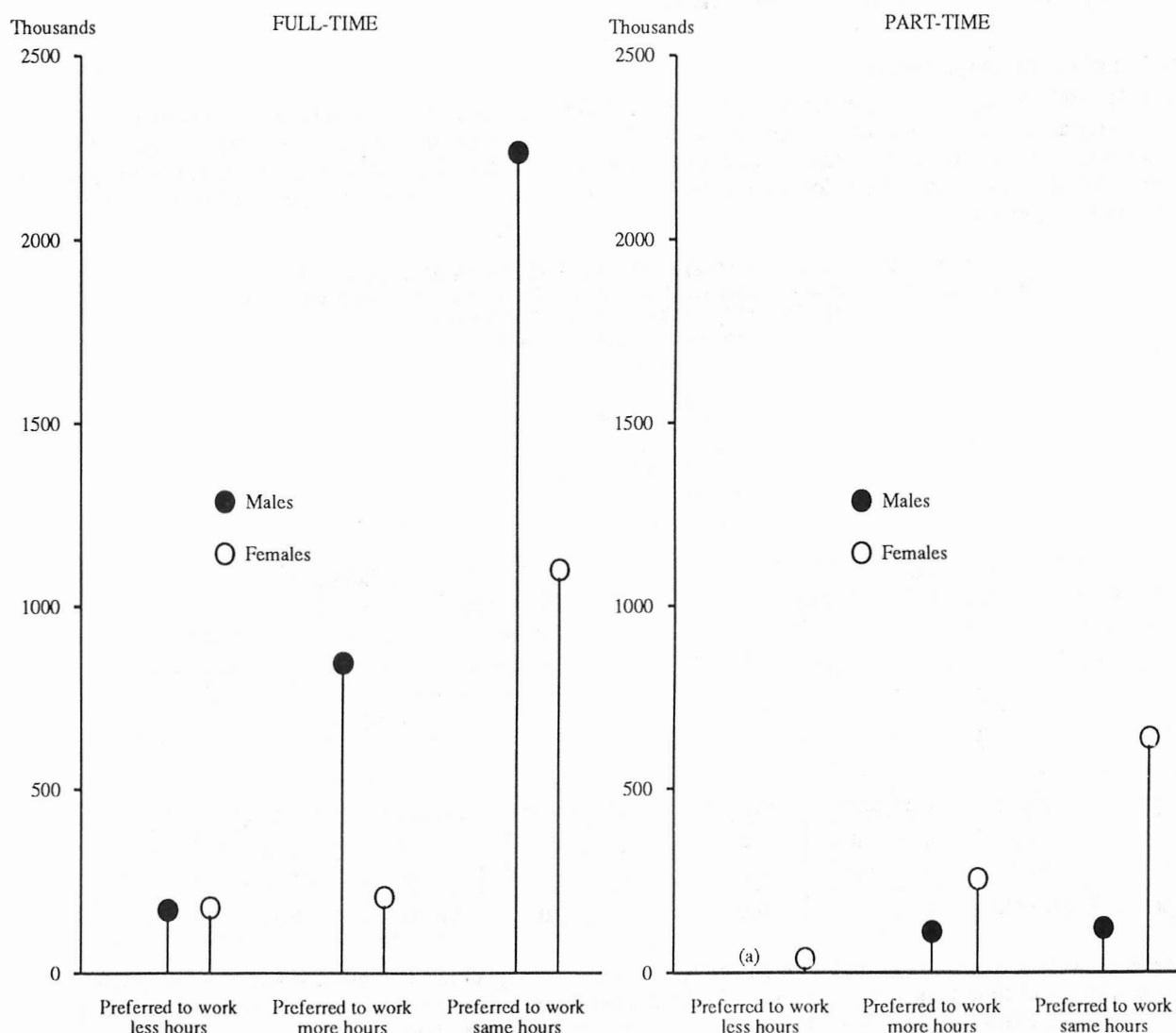
Males were much more likely than females to prefer more work, irrespective of the number of hours currently worked. 27.0 per cent of males preferred to work more, compared to 18.8 per cent of females. For the part-time

workers, 46.1 per cent of males preferred to work more, while the corresponding figure for females was 26.8 per cent. About two-thirds of the females working part-time, and half of the males working part-time preferred to work their present number of hours (66.9 per cent and 50.0 per cent respectively).

A relatively large proportion of employees already working more than 40 hours per week preferred even longer hours. 22.1 per cent of males in this category preferred longer hours while 15.4 per cent of females in this category were so inclined.

Of those employees who preferred to work less, most (60.2 per cent) preferred to achieve this by working fewer days per week.

**DIAGRAM 2. ALL EMPLOYEES: FULL-TIME AND PART-TIME WORKERS,  
PREFERRED WORKING HOURS, SEPTEMBER TO NOVEMBER 1986**  
(Source of data : Table 7)



(a) Estimates for males not shown, as sampling variability too high for most practical uses.

### Working arrangements

The five day week was the usual working arrangement for almost half (49.3 per cent) of all employees, although only one employee in every three nominated it as their preferred arrangement. Other preferred working arrangements included the nine day fortnight (18.8 per cent of all employees) and the four day week (16.8 per cent).

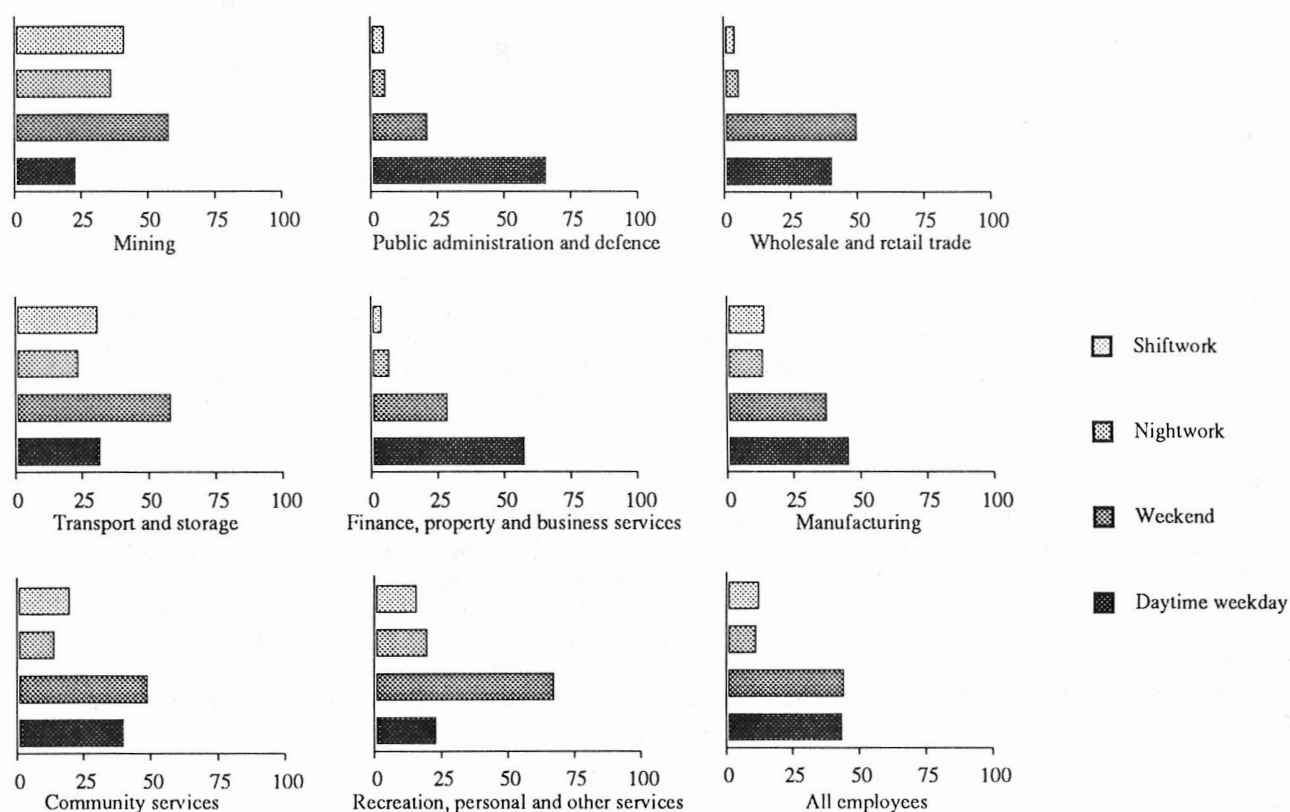
Most employees (76.3 per cent) had no control over their usual working arrangements, though their start and finish times were a little more flexible — 35.8 per cent had some control over these. About half of all employees would prefer to have some control over their usual working arrangements and their start and finish times (51.1 per cent and 55.3 per cent respectively).

### Type of employment

Details of a number of different types of employment (undertaken in the four weeks prior to interview) were collected in this survey, i.e. nightwork, shiftwork, weekend work, on call/standby, and daytime weekday workers.

Some 2,626,400 employees had worked as daytime weekday workers (43.6 per cent of all employees). In the Public administration and defence industries, 65.5 per cent of employees were employed on this basis. Weekend workers numbered 2,667,100 (44.3 per cent of all employees) with 94,700 working only on the weekend — the remainder having also worked during the week. Most weekend workers (70.0 per cent) had worked 8 hours or less on the last weekend worked, and generally, weekend workers were not paid any overtime (63.5 per cent). Around two-thirds (67.3 per cent) of employees in the Recreation, personal and other services industry were weekend workers.

DIAGRAM 3. ALL EMPLOYEES: PROPORTION OF EMPLOYEES IN SELECTED INDUSTRIES AND TYPE OF EMPLOYMENT DURING THE FOUR WEEKS PRIOR TO INTERVIEW, SEPTEMBER TO NOVEMBER 1986  
(Source of data : Table 2)

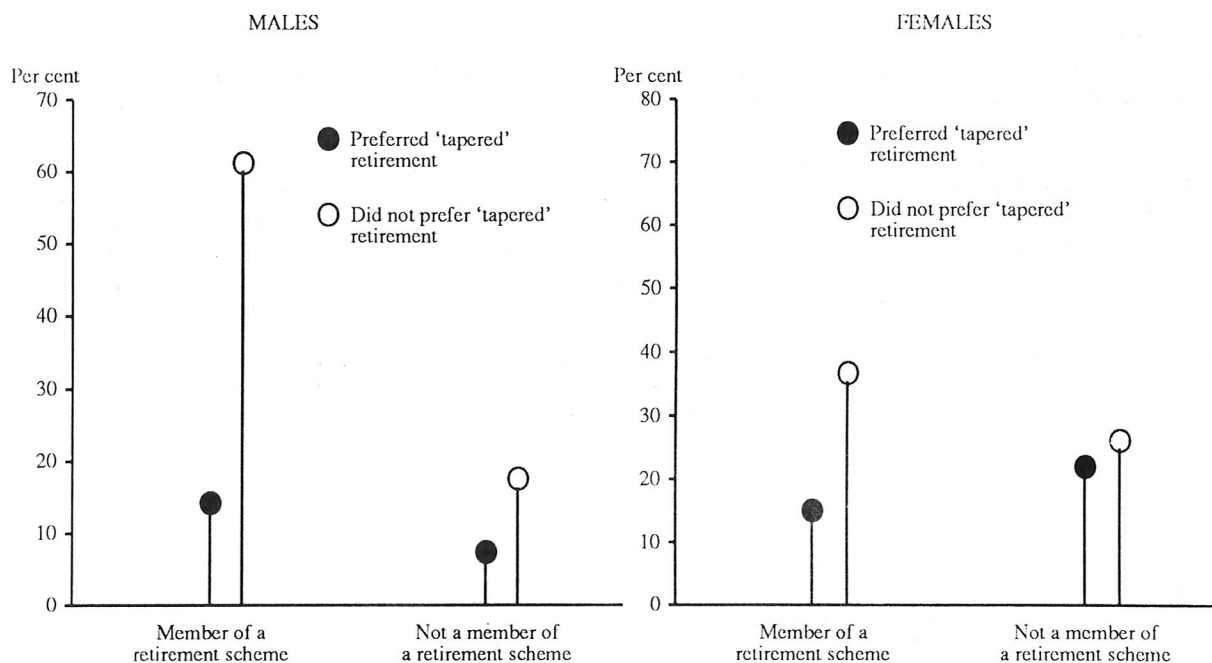


The diversity of working arrangements in different industries is particularly evident in the Mining industry (where 57.7 per cent of employees were weekend workers, 41.0 per cent shiftworkers and 36.2 per cent were nightworkers) and the Transport and storage industry (where 58.2 per cent were weekend workers, 30.7 per cent shiftworkers and 23.5 per cent were nightworkers). While only 1.6 per cent of all employees had been on call or standby in the four weeks prior to interview, 9.8 per cent of Electricity, gas and water industry employees were in this category.

### Retirement scheme membership

Of the 1,053,600 full-time employees aged 45 and over, 69.5 per cent belonged to a retirement scheme. Males outnumbered females 3 to 1 as full-time employees aged 45 and over, and also had a higher level of retirement scheme membership, 75.2 per cent compared with 51.8 per cent. This imbalance was not evident in membership in employer contributed schemes, 86.0 per cent for males and 84.9 per cent for females.

DIAGRAM 4. FULL-TIME EMPLOYEES AGED 45 AND OVER : PROPORTION OF RETIREMENT SCHEME MEMBERS BY SEX AND WHETHER PREFERRED 'TAPERED' RETIREMENT, SEPTEMBER TO NOVEMBER 1986  
(Source of data : Table 21)



Of full-time employees aged 45 and over 25.3 per cent would have preferred to taper their usual working arrangements as they approach retirement. Persons in a retirement scheme were less likely to prefer 'tapered' retirement than non-members (20.7 per cent and 35.9 per cent respectively). The preference for tapered retirement also varied according to age, with older respondents showing less preference for tapering their work arrangements to retirement than younger respondents; 17.8 per cent of full-time employees aged 60 and over, compared with 31.5 per cent of the corresponding group aged 45 to 49 years. Females who were not retirement scheme members were most likely to prefer 'tapered' retirement.

#### Persons looking for work

There were 810,400 persons without a job who had looked for work in any of the four weeks prior to interview. Work preferences varied according to marital status and gender. Males, both married and not-married, preferred permanent work (77.8 per cent and 71.1 per cent respectively) and to work for 35 hours or more per week (88.5 per cent and 82.1 per cent respectively). Similarly, over half of all not-married females looking for work would have preferred permanent employment (59.7 per cent) and to work for 35 hours or more (63.8 per cent). On the other hand, married females preferred work on a casual basis (45.0 per cent) and less than 35 hours per week (68.7 per cent). The main reason given by married women for preferring to work less than 35 hours was the family (83.7 per cent). Generally, these women wanted to work the hours over 1 to 3 days of the week (57.7 per cent).



TABLE 1. ALL EMPLOYEES : PREFERRED WORKING HOURS, USUAL HOURS WORKED AND SUMMARY OF CHARACTERISTICS  
(‘000)

	Usual hours worked								
	1-19	20-29	30-34	35	36-39	40	41-48	49 and over	Total
PREFERRED TO WORK LESS									
Main reason for preferring to work less—									
Personal reasons	*	*	*	*	53.1	53.4	37.0	49.9	223.0
Family reasons	*	*	*	*	19.4	33.8	16.9	20.3	115.3
Employment and other reasons	*	*	*	*	*	*	*	18.3	57.1
Preferred arrangements for working less—									
Work fewer hours a week	*	19.4	*	17.1	67.4	85.0	46.7	72.1	327.5
Work fewer hours a day	*	*	*	*	14.1	19.8	13.4	25.1	89.6
Work fewer days a week	*	14.1	*	*	53.3	65.1	33.4	47.0	237.9
Preferred number of hours per week—									
1-34	*	19.4	*	17.1	64.7	74.4	16.5	13.0	224.9
35 and over	..	..	..	..	*	*	30.2	59.1	102.6
Work fewer weeks a year	*	*	*	*	*	*	13.5	*	52.2
Could not decide	*	*	*	*	*	*	*	*	15.8
Age group—									
15-24	*	*	*	*	12.8	*	*	*	48.5
25-44	*	*	*	15.2	48.0	62.3	39.2	57.0	245.9
45-54	*	*	*	*	*	15.8	*	19.0	64.2
55 and over	*	*	*	*	*	*	*	*	36.9
Males	*	*	*	*	33.1	36.3	35.2	61.7	178.8
Females	*	19.9	*	*	48.2	63.0	25.9	26.8	216.6
Total	13.4	21.3	*	20.8	81.2	99.3	61.1	88.5	395.5
PREFERRED TO WORK MORE									
Preferred number of hours per week—									
1-19	100.9	..	..	..	..	..	..	..	100.9
20-34	78.3	30.0	*	..	..	..	..	..	109.2
35-39	23.1	25.0	*	*	*	..	..	..	69.2
40	22.0	24.5	*	27.0	20.9	..	..	..	106.3
41 and over	18.6	16.3	*	29.6	279.3	322.6	213.9	149.0	1,038.1
Age group—									
15-24	118.2	38.5	*	25.2	113.2	126.3	63.8	33.6	528.4
25-44	96.4	45.4	14.7	28.4	156.2	162.7	126.4	94.4	724.6
45-54	20.1	*	*	*	28.9	25.7	19.3	16.5	127.5
55 and over	*	*	*	*	*	*	*	*	43.2
Males	71.5	26.2	15.7	35.6	241.3	256.9	178.3	136.4	961.9
Females	171.4	69.7	16.0	23.9	66.8	65.7	35.6	12.7	461.9
Total	243.0	95.9	31.7	59.5	308.1	322.6	213.9	149.0	1,423.7
PREFERRED TO WORK THE SAME NUMBER OF HOURS									
Age group—									
15-24	129.9	25.7	18.3	54.3	257.3	310.6	126.9	63.5	986.6
25-44	197.0	137.8	64.6	105.5	450.2	456.0	303.8	391.8	2,106.8
45-54	52.6	40.9	24.4	37.4	164.5	131.0	83.6	119.0	653.6
55 and over	38.4	22.7	*	16.1	94.2	80.4	44.8	45.8	353.8
Males	70.0	25.3	27.6	106.6	589.9	568.9	432.4	542.3	2,363.0
Females	348.0	201.9	91.0	106.8	376.4	409.2	126.8	77.7	1,737.8
Total	418.0	227.2	118.6	213.3	966.3	978.1	559.2	620.0	4,100.7
TOTAL(a)									
Age group—									
15-24	255.9	71.9	28.3	80.7	388.1	454.0	199.8	107.1	1,585.8
25-44	301.9	198.6	88.5	149.5	656.8	689.9	478.4	563.1	3,126.6
45-54	74.8	55.6	31.8	45.4	208.4	177.1	117.1	159.4	869.6
55 and over	52.3	30.4	13.8	21.5	115.5	97.9	52.8	59.3	443.4
Males	145.9	55.2	44.7	153.7	870.9	870.4	656.7	767.0	3,564.5
Females	539.0	301.3	117.6	143.3	497.9	548.5	191.5	121.9	2,461.0
Total	684.9	356.5	162.3	297.0	1,368.8	1,418.8	848.1	888.9	6,025.4

(a) Includes 105,500 persons who could not decide their preference for hours of work.

TABLE 2. ALL EMPLOYEES : SELECTED CLASSES OF EMPLOYEES(a), SUMMARY OF CHARACTERISTICS  
AND INDUSTRY

	Industry												Total	Proportion of all employees -per cent-
	Agriculture, forestry, fishing and hunting	Mining	Manufac- turing	Electricity, gas and water	Construc- tion	Wholesale and retail trade	Transport and storage -'000-	Commun- ication	Finance, property and business services	Public admin- istration and defence	Community services	Recrea- tion, personal and other services		
On call/standby	*	*	13.6	13.7	*	*	*	*	*	*	32.4	*	99.2	1.6
Hours on call/standby—														
1-34	*	*	*	*	*	*	*	*	*	*	15.4	*	43.1	0.7
35 and over	*	*	*	*	*	*	*	*	*	*	17.0	*	56.2	0.9
Shiftworkers	*	38.8	1502.	15.7	*	50.7	106.2	23.5	24.1	21.4	232.6	60.0	729.3	12.1
Worked double shifts	*	13.9	32.7	*	*	*	13.7	*	*	*	21.7	19.5	133.9	2.2
Did not work double shifts	*	24.9	117.5	*	*	40.6	92.5	21.6	20.2	*	210.9	40.5	595.4	9.9
Nightworkers	*	34.3	146.0	*	12.9	66.0	81.2	*	41.3	22.8	163.5	75.3	676.7	11.2
Hours worked between 7 p.m. and 7 a.m.—														
15-34	*	19.1	98.8	*	*	56.0	63.1	*	35.2	18.1	127.4	69.6	520.9	8.6
35 and over	*	15.2	47.2	*	*	*	18.2	*	*	*	36.0	*	155.8	2.6
Weekend workers	73.1	54.6	404.6	46.6	150.6	594.4	201.0	42.1	174.1	87.8	578.6	259.6	2,667.1	44.3
Hours worked on weekend—														
1-8	38.9	33.2	302.7	27.9	118.1	504.9	102.2	33.6	128.9	57.2	353.5	166.7	1,867.9	31.0
9-16	21.7	12.6	82.8	16.9	26.7	70.3	73.5	*	29.4	16.8	177.3	69.0	604.5	10.0
17 and over	12.5	*	19.2	*	*	19.2	25.3	*	15.9	13.7	47.8	23.8	194.6	3.2
Daytime weekday workers	44.4	21.6	495.0	82.5	125.8	482.4	109.5	86.1	347.6	272.9	470.2	88.2	2,626.4	43.6
All employees	133.5	94.7	1,085.8	140.3	295.3	1,193.7	345.4	142.4	606.1	416.9	1,185.8	385.5	6,025.4	100.0

(a) Employees who fall into more than one category are counted more than once. Hence the sum of the components will be greater than the total number of employees.

TABLE 3. ALL EMPLOYEES : INDUSTRY, PERMANENT OR CASUAL WORKER AND PREFERENCE FOR PERMANENT OR CASUAL WORK ('000)

Industry	Permanent worker			Casual worker			Total		
	Preferred permanent work	Preferred casual work	Total(a)	Preferred permanent work	Preferred casual work	Total(a)	Preferred permanent work	Preferred casual work	Total(a)
MALES									
Agriculture, forestry, fishing and hunting	57.0	*	66.6	21.4	*	37.9	78.4	14.3	104.5
Mining	77.7	*	84.7	*	*	*	78.1	*	86.2
Manufacturing	702.1	37.0	749.1	26.2	15.5	45.8	728.3	52.5	794.9
Electricity, gas and water	122.5	*	126.1	*	*	*	123.6	*	127.3
Construction	192.3	14.0	211.0	30.8	15.5	51.8	223.1	29.5	262.8
Wholesale and retail trade	490.5	25.6	528.9	53.5	54.0	115.1	544.1	79.7	644.1
Transport and storage	249.8	*	259.7	16.1	*	29.1	266.0	18.2	288.7
Communication	93.3	*	97.3	*	*	*	94.3	*	100.4
Finance, property and business services	240.1	16.6	259.4	23.8	18.4	52.0	263.9	35.0	311.4
Public administration and defence	248.4	12.7	265.1	*	*	*	253.7	14.9	273.3
Community services	339.2	19.3	367.2	15.7	17.9	40.5	354.9	37.2	407.8
Recreation, personal and other services	108.2	*	115.5	17.2	28.0	47.7	125.4	35.4	163.2
Total	2,921.2	155.9	3,130.7	212.6	174.5	433.8	3,133.8	330.4	3,564.5
FEMALES									
Agriculture, forestry, fishing and hunting	*	*	*	*	*	19.2	*	13.7	29.0
Mining	*	*	*	*	*	*	*	*	*
Manufacturing	211.4	13.4	227.1	30.2	32.0	63.8	241.6	45.4	290.9
Electricity, gas and water	*	*	*	*	*	*	13.0	*	13.0
Construction	15.4	*	19.0	*	*	13.5	19.4	*	32.5
Wholesale and retail trade	270.5	32.5	307.5	88.4	142.6	242.1	358.9	175.2	549.6
Transport and storage	41.3	*	44.4	*	*	*	43.7	*	56.7
Communication	38.5	*	39.7	*	*	*	39.3	*	42.0
Finance, property and business services	202.2	24.6	229.6	21.7	40.8	65.2	223.9	65.4	294.8
Public administration and defence	102.6	*	112.4	*	18.8	31.2	113.6	26.4	143.6
Community services	541.7	43.2	595.2	71.5	93.7	182.8	613.3	136.9	778.0
Recreation, personal and other services	86.8	*	99.7	43.7	71.9	122.6	130.5	84.3	222.3
Total	1,533.0	143.7	1,703.0	283.5	428.2	757.9	1,816.5	571.9	2,461.0
PERSONS									
Agriculture, forestry, fishing and hunting	61.3	*	76.4	29.0	18.5	57.1	90.2	28.0	133.5
Mining	83.6	*	91.0	*	*	*	85.4	*	94.7
Manufacturing	913.5	50.4	976.1	56.4	47.5	109.6	970.0	97.9	1,085.8
Electricity, gas and water	134.9	*	138.5	*	*	*	136.6	*	140.3
Construction	207.7	17.3	230.0	34.8	23.6	65.4	242.6	40.9	295.3
Wholesale and retail trade	761.0	58.2	836.5	142.0	196.7	357.2	903.0	254.9	1,193.7
Transport and storage	291.2	*	304.1	18.6	20.2	41.3	309.7	27.4	345.4
Communication	131.8	*	137.0	*	*	*	133.7	*	142.4
Finance, property and business services	442.3	41.2	489.0	45.6	59.2	117.1	487.8	100.4	606.1
Public administration and defence	351.0	20.4	377.5	16.2	20.9	39.3	367.2	41.3	416.9
Community services	880.9	62.5	962.4	87.2	111.6	223.4	968.1	174.1	1,185.8
Recreation, personal and other services	195.0	19.7	215.2	60.9	100.0	170.3	255.9	119.7	385.5
Total	4,454.1	299.6	4,833.7	496.1	602.6	1,191.7	4,950.3	902.3	6,025.4

(a) Includes persons who could not decide their preferred working arrangement.

TABLE 4. ALL EMPLOYEES : OCCUPATION, PERMANENT OR CASUAL WORKER AND PREFERENCE FOR PERMANENT OR CASUAL WORK  
(<sup>'000</sup>)

Occupation	Permanent worker			Casual worker			Total		
	Preferred permanent work	Preferred casual work	Total(a)	Preferred permanent work	Preferred casual work	Total(a)	Preferred permanent work	Preferred casual work	Total(a)
MALES									
Managers and administrators	293.7	15.3	318.7	16.7	13.4	41.5	310.4	28.7	360.1
Professionals	348.0	22.8	384.2	16.4	18.9	41.6	364.4	41.8	425.8
Para-professionals	233.0	14.1	252.9	*	*	14.8	239.8	22.1	267.8
Tradespersons	734.4	44.5	784.5	49.4	15.2	69.1	783.8	59.7	853.7
Clerks	298.9	*	312.3	*	*	18.8	303.4	22.8	331.1
Salespersons and personal service workers	216.5	*	233.4	27.6	30.5	67.3	244.0	42.4	300.7
Plant and machine operators, and drivers	339.2	16.2	358.8	20.3	15.2	39.0	359.6	31.4	397.8
Labourers and related workers	457.6	20.2	485.9	70.9	61.3	141.7	528.4	81.5	627.6
Total	2,921.2	155.9	3,130.7	212.6	174.5	433.8	3,133.8	330.4	3,564.3
FEMALES									
Managers and administrators	38.8	*	45.2	*	*	12.5	43.2	*	57.8
Professionals	222.6	15.7	241.8	26.1	28.7	61.9	248.7	44.5	303.7
Para-professionals	119.6	13.5	135.3	*	*	17.1	124.7	22.0	152.4
Tradespersons	55.3	*	62.5	*	17.7	30.9	67.6	23.8	93.4
Clerks	593.6	51.0	656.2	52.4	116.4	178.6	646.0	167.3	834.8
Salespersons and personal service workers	245.2	32.8	281.0	104.1	149.2	267.0	349.3	182.0	548.0
Plant and machine operators, and drivers	65.9	*	68.8	*	*	18.0	74.4	*	86.9
Labourers and related workers	191.8	17.2	212.3	70.7	93.9	171.7	262.5	111.1	384.0
Total	1,533.0	143.7	1,703.0	283.5	428.2	757.9	1,816.5	571.9	2,461.0
PERSONS									
Managers and administrators	332.5	20.4	363.9	21.1	19.4	54.0	353.6	39.7	417.9
Professionals	570.6	38.6	626.0	42.6	47.6	103.5	613.2	86.2	729.5
Para-professionals	352.6	27.5	388.2	*	16.6	32.0	364.5	44.1	420.2
Tradespersons	789.7	50.5	847.0	61.7	32.9	100.1	851.5	83.5	947.1
Clerks	892.4	61.9	968.5	56.9	128.2	197.4	949.4	190.1	1,165.9
Salespersons and personal service workers	461.6	44.7	514.4	131.6	179.7	334.3	593.3	224.4	848.7
Plant and machine operators, and drivers	405.2	18.6	427.6	28.8	23.1	57.0	433.9	41.6	484.7
Labourers and related workers	649.4	37.4	698.2	141.5	155.2	313.4	791.0	192.6	1,011.6
Total	4,454.1	299.6	4,833.7	496.1	602.6	1,191.7	4,950.3	902.3	6,025.4

(a) Includes persons who could not decide their preferred working arrangement.

TABLE 5. ALL EMPLOYEES : WEEKLY EARNINGS, PERMANENT OR CASUAL WORKER AND PREFERENCE FOR PERMANENT OR CASUAL WORK

Weekly earnings(\$)	Permanent worker			Casual worker			Total		
	Preferred permanent work	Preferred casual work	Total(a)	Preferred permanent work	Preferred casual work	Total(a)	Preferred permanent work	Preferred casual work	Total(a)
MALES									
					—'000—				
Less than 80	14.6	*	21.0	46.4	66.3	126.2	60.9	70.3	147.2
80 and under 160	67.3	*	77.5	25.1	20.4	52.1	92.4	26.5	129.6
160 " 240	143.3	*	154.8	31.0	21.2	57.2	174.3	31.1	212.0
240 " 320	415.2	31.7	452.5	34.9	20.5	60.7	450.1	52.2	513.3
320 " 400	622.1	25.3	658.8	20.8	} 24.0 {	34.1	642.9	37.2	692.8
400 " 480	555.0	18.2	578.7	21.6		37.6	576.6	30.4	616.3
480 " 560	410.1	19.0	434.5	} 17.2 {	*	23.0	420.9	25.5	457.6
560 " 640	240.4	14.2	260.0		*	*	246.7	18.4	270.5
640 " 720	150.6	} 15.8 {	163.0	*	*	*	155.3	} 18.4 {	170.9
720 " 800	96.1		106.3	*	*	*	98.6		110.7
800 and over	197.2	*	212.6	*	*	13.5	204.3	15.7	226.1
Not determined	*	*	*	*	*	*	*	*	17.4
Total	2,921.2	155.9	3,130.7	212.6	174.5	433.8	3,133.8	330.4	3,564.5
					— dollars —				
Mean weekly earnings(b)	464	439	463	291	225	263	452	328	440
Median weekly earnings(b)	420	400	419	251	169	222	413	299	406
FEMALES									
					—'000—				
Less than 80	19.4	*	31.8	75.0	158.4	251.2	94.4	168.3	283.0
80 and under 160	104.3	29.8	137.7	81.7	110.0	200.3	186.0	139.9	338.0
160 " 240	203.9	20.7	227.9	51.0	87.8	146.9	254.9	108.5	374.7
240 " 320	457.0	40.8	505.4	46.1	40.8	91.0	503.1	81.6	596.4
320 " 400	333.8	20.2	357.9	} 19.9 {	12.6	26.7	345.1	32.8	384.6
400 " 480	199.8	*	209.8		*	20.3	208.4	17.7	230.1
480 " 560	123.6	*	132.2	*	*	*	127.2	} 13.6 {	138.6
560 " 640	40.5	*	44.4	*	*	*	41.8		46.1
640 " 720	25.5	*	26.1	*	*	*	28.2	*	30.5
720 " 800	*	*	*	*	*	*	*	*	*
800 and over	12.7	*	15.0	*	*	*	13.7	*	17.1
Not determined	*	*	*	*	*	*	*	*	14.6
Total	1,533.0	143.7	1,703.0	283.5	428.2	757.9	1,816.5	571.9	2,461.0
					— dollars —				
Mean weekly earnings(b)	335	278	329	189	139	162	312	175	279
Median weekly earnings(b)	316	268	311	149	114	128	300	144	276
PERSONS									
					—'000—				
Less than 80	34.0	14.0	52.8	121.4	224.6	377.4	155.3	238.6	430.2
80 and under 160	171.6	36.0	215.2	106.8	130.4	252.4	278.4	166.4	467.6
160 " 240	347.2	30.7	382.6	81.9	109.0	204.1	429.2	139.6	586.7
240 " 320	872.2	72.5	957.9	80.9	61.3	151.7	953.2	133.9	1,109.6
320 " 400	955.9	45.5	1,016.6	32.2	24.5	60.8	988.1	69.9	1,077.5
400 " 480	754.8	25.7	788.6	30.2	22.3	57.9	785.0	48.0	846.5
480 " 560	533.7	27.6	566.7	14.4	} 13.7 {	29.5	548.2	36.6	596.2
560 " 640	280.9	16.3	304.4	*		*	288.5	21.0	316.6
640 " 720	176.0	} 17.5 {	189.1	*	*	} 16.7 {	183.5	} 20.5 {	201.4
720 " 800	100.6		113.4	*	*		103.2		117.8
800 and over	209.8	*	227.7	*	*	15.6	218.0	18.5	243.3
Not determined	17.3	*	18.8	*	*	13.3	19.7	*	32.0
Total	4,454.1	299.6	4,833.7	496.1	602.6	1,191.7	4,950.3	902.3	6,025.4
					— dollars —				
Mean weekly earnings(b)	419	362	416	232	163	198	401	231	374
Median weekly earnings(b)	382	312	377	187	121	150	368	183	346

(a) Includes persons who could not decide their preferred working arrangement. (b) Excludes persons whose weekly earnings could not be determined.

TABLE 6. ALL EMPLOYEES : FULL-TIME AND PART-TIME WORKERS, USUAL HOURS WORKED, PERMANENT OR CASUAL WORKER AND PREFERENCE FOR PERMANENT OR CASUAL WORK  
(‘000)

Usual hours worked	Permanent worker			Casual worker			Total		
	Preferred permanent work	Preferred casual work	Total(a)	Preferred permanent work	Preferred casual work	Total(a)	Preferred permanent work	Preferred casual work	Total(a)
MALES									
Part-time workers	33.0	*	44.1	81.5	105.9	201.6	114.5	116.0	245.8
1 to 19	*	*	13.0	48.8	75.0	132.9	56.6	79.9	145.9
20 to 29	*	*	*	20.5	20.6	45.4	28.5	22.4	55.2
30 to 34	17.1	*	21.3	*	*	23.4	29.3	13.7	44.7
Full-time workers	2,888.2	145.8	3,086.6	131.1	68.5	232.1	3,019.3	214.4	3,318.7
35	135.0	*	141.3	*	*	*	141.6	*	153.7
36 to 39	812.5	27.3	850.4	14.2	*	20.6	826.7	32.4	870.9
40	755.7	43.7	808.4	35.9	21.2	62.0	791.7	65.0	870.4
41 to 48	591.5	29.1	627.6	18.3	*	29.1	609.8	36.1	656.7
49 and over	593.4	41.4	658.9	56.1	32.0	108.1	649.5	73.4	767.0
Total	2,921.2	155.9	3,130.7	212.6	174.5	433.8	3,133.8	330.4	3,564.5
FEMALES									
Part-time workers	245.4	64.9	322.1	212.5	392.2	635.8	457.9	457.1	957.9
1 to 19	70.4	33.8	107.1	132.5	280.2	431.9	202.9	313.9	539.0
20 to 29	114.7	22.9	142.9	58.3	89.2	158.4	173.1	112.2	301.3
30 to 34	60.3	*	72.0	21.7	22.8	45.5	82.0	31.0	117.6
Full-time workers	1,287.5	78.8	1,380.9	71.0	36.0	122.1	1,358.5	114.8	1,503.0
35	109.3	*	119.8	*	*	23.6	119.1	17.5	143.3
36 to 39	441.1	22.7	467.4	22.9	*	30.5	464.0	29.1	497.9
40	484.8	27.5	516.9	17.5	*	31.5	502.3	38.7	548.5
41 to 48	163.8	*	174.8	*	*	16.6	172.1	13.8	191.5
49 and over	88.6	*	101.9	12.6	*	19.9	101.1	15.5	121.9
Total	1,533.0	143.7	1,703.0	283.5	428.2	757.9	1,816.5	571.9	2,461.0
PERSONS									
Part-time workers	278.4	75.0	366.3	294.0	498.1	837.4	572.4	573.1	1,203.7
1 to 19	78.2	38.6	120.2	181.4	355.2	564.8	259.5	393.8	684.9
20 to 29	122.8	24.7	152.7	78.8	109.9	203.8	201.6	134.6	356.5
30 to 34	77.4	*	93.4	33.9	33.1	68.9	111.3	44.7	162.3
Full-time workers	4,175.7	224.6	4,467.5	202.1	104.5	354.2	4,377.8	392.1	4,821.7
35	244.3	12.8	261.1	16.3	*	35.9	260.7	25.0	297.0
36 to 39	1,253.6	50.0	1,317.8	37.2	*	*	1,290.8	61.5	1,368.8
40	1,240.5	71.2	1,325.3	53.4	32.5	93.5	1,293.9	103.7	1,418.8
41 to 48	755.3	38.1	802.4	26.6	*	45.7	781.9	50.0	848.1
49 and over	682.0	52.5	760.8	68.6	36.4	128.1	750.6	88.9	888.9
Total	4,454.1	299.6	4,833.7	496.1	602.6	1,191.7	4,950.3	902.3	6,025.4

(a) Includes persons who could not decide their preferred working arrangement.

TABLE 7. ALL EMPLOYEES : PERMANENT OR CASUAL WORKER, PREFERRED WORKING HOURS AND USUAL HOURS WORKED  
( '000)

	Usual hours worked								
	1-19	20-29	30-34	35	36-39	40	41-48	49 and over	Total
MALES									
Permanent worker—									
Preferred to work less	*	*	*	*	32.4	34.6	33.3	50.8	157.8
Preferred to work more	*	*	*	33.5	233.2	237.2	169.7	119.1	805.5
Preferred to work the same number of hours	*	7.7	17.0	99.7	578.2	529.3	415.9	467.4	2,121.4
Could not decide	*	*	*	*	*	*	*	21.6	46.0
Total	13.0	*	21.3	141.3	850.4	808.4	627.6	658.9	3,130.7
Casual worker—									
Preferred to work less	*	*	*	*	*	*	*	*	21.0
Preferred to work more	65.1	24.1	*	*	*	19.7	*	17.2	156.4
Preferred to work the same number of hours	63.8	17.6	*	*	*	39.5	16.5	74.9	241.6
Could not decide	*	*	*	*	*	*	*	*	14.8
Total	132.9	45.4	23.4	*	20.6	62.0	29.1	108.1	433.8
Total—									
Preferred to work less	*	*	*	*	33.1	36.3	35.2	61.7	178.8
Preferred to work more	71.5	26.2	15.7	35.6	241.3	256.9	178.3	136.4	961.9
Preferred to work the same number of hours	70.0	25.3	27.6	106.6	589.9	568.9	432.4	542.3	2,363.0
Could not decide	*	*	*	*	*	*	*	26.7	60.8
Total	145.9	55.2	44.7	153.7	870.9	870.4	656.7	767.0	3,564.5
FEMALES									
Permanent worker—									
Preferred to work less	*	13.5	*	*	44.7	57.9	22.7	23.1	180.1
Preferred to work more	32.1	29.5	*	20.4	62.3	59.4	33.9	*	258.5
Preferred to work the same number of hours	71.3	96.7	54.6	89.7	355.0	391.4	115.7	64.3	1,238.8
Could not decide	*	*	*	*	*	*	*	*	25.6
Total	107.1	142.9	72.0	119.8	467.4	516.9	174.8	101.9	1,703.0
Casual worker—									
Preferred to work less	*	*	*	*	*	*	*	*	36.5
Preferred to work more	139.4	40.2	*	*	*	*	*	*	203.3
Preferred to work the same number of hours	276.6	105.2	36.4	17.1	21.3	17.8	*	13.4	499.0
Could not decide	*	*	*	*	*	*	*	*	19.1
Total	431.9	158.4	45.5	23.6	30.5	31.5	16.6	19.9	757.9
Total—									
Preferred to work less	*	19.9	*	*	48.2	63.0	25.9	26.8	216.6
Preferred to work more	171.4	69.7	16.0	23.9	66.8	65.7	35.6	12.7	461.9
Preferred to work the same number of hours	348.0	201.9	91.0	106.8	376.4	409.2	126.8	77.7	1,737.8
Could not decide	*	*	*	*	*	*	*	*	44.7
Total	539.0	301.3	117.6	143.3	497.9	548.5	191.5	121.9	2,461.0
PERSONS									
Permanent worker—									
Preferred to work less	*	13.5	*	16.2	77.0	92.4	56.1	73.8	337.9
Preferred to work more	38.5	31.6	14.2	53.8	295.4	296.6	203.6	130.2	1,064.0
Preferred to work the same number of hours	77.5	104.5	71.6	189.3	933.2	920.7	531.6	531.7	3,360.2
Could not decide	*	*	*	*	*	15.5	*	25.1	71.6
Total	120.2	152.7	93.4	261.1	1,317.8	1,325.3	802.4	760.8	4,833.7
Casual worker—									
Preferred to work less	*	*	*	*	*	*	*	14.7	57.5
Preferred to work more	204.5	64.3	17.5	*	12.6	26.0	*	18.8	359.7
Preferred to work the same number of hours	340.4	122.8	47.0	24.0	33.1	57.4	27.5	88.3	740.6
Could not decide	*	*	*	*	*	*	*	*	33.9
Total	564.8	203.8	68.9	35.9	51.0	93.5	45.7	128.1	1,191.7
Total—									
Preferred to work less	13.4	21.3	*	20.8	81.2	99.3	61.1	88.5	395.5
Preferred to work more	243.0	95.9	31.7	59.5	308.1	322.6	213.9	149.0	1,423.7
Preferred to work the same number of hours	418.0	227.2	118.6	213.3	966.3	978.1	559.2	620.0	4,100.7
Could not decide	*	*	*	*	13.2	18.8	14.0	31.3	105.5
Total	684.9	356.5	162.3	297.0	1,368.8	1,418.8	848.1	888.9	6,025.4

TABLE 8. ALL EMPLOYEES : AGE AND PREFERRED WORKING HOURS  
(<sup>'000</sup>)

	Age group							
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	Total
Preferred working hours								
MALES								
Preferred to work less	*	13.9	54.4	53.3	30.2	*	*	178.8
Preferred to work more	131.4	196.5	308.7	199.9	89.1	25.0	*	961.9
Preferred to work the same number of hours	189.3	294.3	628.8	594.4	400.9	160.0	95.2	2,363.0
Could not decide	*	*	18.0	*	14.8	*	*	60.8
Total	330.3	511.0	1,010.0	859.9	535.0	200.2	118.2	3,564.5
FEMALES								
Preferred to work less	*	19.4	74.2	64.0	34.0	13.3	*	216.6
Preferred to work more	102.1	98.4	128.1	87.9	38.4	*	*	461.9
Preferred to work the same number of hours	217.0	285.9	478.9	404.6	252.7	72.6	26.0	1,737.8
Could not decide	*	*	*	*	*	*	*	44.7
Total	335.4	409.1	688.5	568.3	334.6	92.4	32.6	2,461.0
PERSONS								
Preferred to work less	15.1	33.4	128.6	117.3	64.2	24.6	*	395.5
Preferred to work more	233.5	294.9	436.8	287.8	127.5	30.2	13.0	1,423.7
Preferred to work the same number of hours	406.3	580.3	1,107.7	999.1	653.6	232.6	121.2	4,100.7
Could not decide	*	*	25.4	24.0	24.3	*	*	105.5
Total	665.8	920.0	1,698.5	1,428.2	869.6	292.6	150.8	6,025.4

TABLE 9. ALL EMPLOYEES : USUAL WORKING ARRANGEMENT, PREFERRED WORKING ARRANGEMENT AND CONTROL OVER USUAL WORKING ARRANGEMENT  
(<sup>'000</sup>)

Usual working arrangement (a)	Preferred working arrangement						Total
	Less than 4 days a week	4-day week	5-day week	9-day fortnight	19-day month	Other/no preference	
HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT							
2-day week	79.9	*	*	*	*	22.8	111.8
3-day week	85.1	*	*	*	*	12.6	111.1
4-day week	15.7	47.4	*	*	*	8.8	78.8
5-day week	25.3	70.0	203.3	49.7	12.5	60.3	421.2
6-day week	*	15.6	75.5	19.6	*	96.2	223.9
7-day week	*	*	25.1	*	*	58.3	96.4
9-day fortnight	*	27.0	*	60.4	*	*	100.6
10-day fortnight	*	14.8	14.6	*	*	*	48.6
19-day month	*	23.1	15.4	35.0	41.8	*	123.4
Other	62.8	*	*	*	*	24.8	113.7
Total	293.2	220.1	367.5	185.6	67.7	295.4	1,429.5
HAD NO CONTROL OVER USUAL WORKING ARRANGEMENT							
2-day week	109.2	*	*	*	*	25.5	147.7
3-day week	64.4	14.9	16.2	*	*	16.1	113.8
4-day week	16.0	67.0	20.1	*	*	28.7	139.0
5-day week	84.6	477.0	1,188.5	517.7	113.8	169.5	2,551.0
6-day week	*	41.4	140.2	46.5	*	111.4	359.0
7-day week	*	*	18.7	*	*	33.8	71.2
9-day fortnight	12.5	61.3	26.2	193.9	*	13.6	313.1
10-day fortnight	*	20.4	64.7	25.8	*	13.0	141.7
19-day month	20.6	80.8	108.8	140.2	195.1	27.4	572.9
Other	85.4	13.5	32.2	*	*	45.6	186.5
Total	417.3	792.3	1,621.2	945.4	335.1	484.5	4,595.9
TOTAL							
2-day week	189.1	*	*	*	*	48.3	259.5
3-day week	149.4	22.3	20.5	*	*	28.7	224.9
4-day week	31.8	114.4	26.5	*	*	37.6	217.8
5-day week	109.9	547.0	1,391.9	567.3	126.3	229.8	2,972.2
6-day week	24.0	57.0	215.8	66.0	12.6	207.6	582.9
7-day week	*	14.3	43.8	*	*	92.1	167.6
9-day fortnight	16.9	88.3	31.5	254.3	*	17.2	413.7
10-day fortnight	*	35.2	79.3	37.1	12.8	17.1	190.3
19-day month	24.9	103.9	124.3	175.1	237.0	31.2	696.4
Other	148.3	19.8	43.9	13.1	*	70.4	300.2
Total	710.5	1,012.4	1,988.7	1,131.0	402.8	779.9	6,025.4

(a) Estimates for 2,3,4 and 6 day week categories include a small number of persons whose usual arrangements were 4,6,8 and 12 day fortnights respectively.



TABLE 10. ALL EMPLOYEES : CONTROL OVER USUAL WORKING ARRANGEMENT, PREFERENCE FOR CONTROL OVER USUAL WORKING ARRANGEMENT AND SECTOR  
( ' 000)

	Males			Females			Persons		
	Public	Private	Total(a)	Public	Private	Total(a)	Public	Private	Total(a)
Had some control—									
Preferred some control	203.6	432.5	639.9	167.8	347.9	520.0	371.4	780.4	1,160.0
Preferred no control	32.2	90.3	122.5	16.9	49.0	67.5	49.1	139.3	190.0
Could not decide	*	40.6	50.0	*	17.4	29.6	20.1	58.0	79.5
Total	244.4	563.3	812.4	196.2	414.3	617.1	440.6	977.7	1,429.5
Had no control—									
Preferred some control	390.4	698.6	1,092.4	282.0	541.4	828.1	672.3	1,240.0	1,920.5
Preferred no control	400.8	1,009.5	1,420.6	231.7	627.4	861.9	632.6	1,636.9	2,282.6
Could not decide	69.9	167.0	239.0	35.8	116.4	153.8	105.7	283.4	392.8
Total	861.2	1,875.1	2,752.1	549.5	1,285.3	1,843.8	1,410.6	3,160.3	4,595.9
Total—									
Preferred some control	594.0	1,131.1	1,732.4	449.7	889.4	1,348.1	1,043.7	2,020.5	3,080.5
Preferred no control	433.1	1,099.8	1,543.1	248.6	676.4	929.5	681.7	1,776.2	2,472.6
Could not decide	78.6	207.6	289.0	47.3	133.8	183.3	125.8	341.3	472.3
Total	1,105.6	2,438.4	3,564.5	745.7	1,699.6	2,461.0	1,851.2	4,138.0	6,025.4

(a) Includes persons for whom sector could not be determined.

TABLE 11. ALL EMPLOYEES : CONTROL OVER USUAL WORKING ARRANGEMENT, PREFERENCE FOR CONTROL OVER USUAL WORKING ARRANGEMENT AND WHETHER A MEMBER OF A TRADE UNION  
( ' 000)

	Males			Females			Persons		
	Member of a trade union	Not a member of a trade union	Total(a)	Member of a trade union	Not a member of a trade union	Total(a)	Member of a trade union	Not a member of a trade union	Total(a)
Had some control—									
Preferred some control	225.4	414.6	639.9	139.6	380.4	520.0	365.0	795.0	1,160.0
Preferred no control	58.9	63.6	122.5	21.4	46.1	67.5	80.4	109.7	190.0
Could not decide	14.9	35.1	50.0	*	22.4	29.6	22.0	57.5	79.5
Total	299.2	513.2	812.4	168.3	448.9	617.1	467.4	962.1	1,429.5
Had no control—									
Preferred some control	543.5	548.9	1,092.4	344.3	483.8	828.1	887.9	1,032.7	1,920.5
Preferred no control	817.4	603.2	1,420.6	367.9	494.0	861.9	1,185.3	1,097.3	2,282.6
Could not decide	120.7	118.4	239.0	49.4	104.4	153.8	170.0	222.8	392.8
Total	1,481.6	1,270.5	2,752.1	761.6	1,082.2	1,843.8	2,243.2	2,352.7	4,595.9
Total—									
Preferred some control	768.9	963.4	1,732.4	484.0	864.2	1,348.1	1,252.9	1,827.6	3,080.5
Preferred no control	876.3	666.8	1,543.1	389.3	540.1	929.5	1,265.7	1,206.9	2,472.6
Could not decide	135.5	153.5	289.0	56.6	126.8	183.3	192.1	280.2	472.3
Total	1,780.8	1,783.7	3,564.5	929.9	1,531.1	2,461.0	2,710.6	3,314.8	6,025.4

(a) Includes persons who did not know their membership status.

TABLE 12. ALL EMPLOYEES : CONTROL OVER STARTING/FINISHING TIMES AT WORK, PREFERENCE FOR CONTROL OVER STARTING/FINISHING TIMES AT WORK AND SECTOR  
( ' 000)

	Males			Females			Persons		
	Public	Private	Total(a)	Public	Private	Total(a)	Public	Private	Total(a)
Had some control—									
Preferred some control	344.0	759.9	1,108.2	252.6	420.5	678.3	596.6	1,180.4	1,786.5
Preferred no control	46.3	120.7	167.1	25.5	67.7	93.3	71.9	188.5	260.4
Could not decide	*	56.0	68.8	12.5	29.2	42.7	24.5	85.2	111.5
Total	402.4	936.7	1,344.1	290.7	517.4	814.3	693.1	1,454.1	2,158.4
Had no control—									
Preferred some control	291.3	576.2	872.0	196.9	470.3	672.7	488.2	1,046.4	1,544.8
Preferred no control	357.2	778.7	1,144.7	222.1	612.1	836.4	579.2	1,390.8	1,981.2
Could not decide	54.7	146.8	203.6	36.1	99.9	137.5	90.7	246.7	341.1
Total	703.2	1,501.7	2,220.3	455.0	1,182.2	1,646.7	1,158.2	2,683.9	3,867.0
Total—									
Preferred some control	635.4	1,336.1	1,980.2	449.5	890.7	1,351.0	1,084.8	2,226.9	3,331.3
Preferred no control	403.5	899.5	1,311.8	247.6	679.8	929.7	651.1	1,579.2	2,241.5
Could not decide	66.7	202.8	272.4	48.6	129.1	180.2	115.3	331.9	452.6
Total	1,105.6	2,438.4	3,564.5	745.7	1,699.6	2,461.0	1,851.2	4,138.0	6,025.4

(a) Includes persons for whom sector could not be determined.

TABLE 13. ALL EMPLOYEES : CONTROL OVER STARTING/FINISHING TIMES AT WORK, PREFERENCE FOR CONTROL OVER STARTING/FINISHING TIMES AT WORK AND WHETHER A MEMBER OF A TRADE UNION  
( ' 000)

	Males			Females			Persons		
	Member of a trade union	Not a member of a trade union	Total(a)	Member of a trade union	Not a member of a trade union	Total(a)	Member of a trade union	Not a member of a trade union	Total(a)
Had some control—									
Preferred some control	405.6	702.7	1,108.2	198.3	480.0	678.3	603.8	1,182.7	1,786.5
Preferred no control	64.6	102.5	167.1	27.4	65.8	93.3	92.0	168.4	260.4
Could not decide	18.1	50.7	68.8	*	36.0	42.7	24.8	86.7	111.5
Total	488.2	855.9	1,344.1	232.4	581.8	814.3	720.6	1,437.7	2,158.4
Had no control—									
Preferred some control	484.1	387.9	872.0	278.6	394.1	672.7	762.7	782.1	1,544.8
Preferred no control	699.0	445.8	1,144.7	370.6	465.8	836.4	1,069.6	911.6	1,981.2
Could not decide	109.5	94.1	203.6	48.2	89.3	137.5	157.7	183.4	341.1
Total	1,292.5	927.8	2,220.3	697.4	949.3	1,646.7	1,990.0	1,877.0	3,867.0
Total—									
Preferred some control	889.6	1,090.6	1,980.2	476.9	874.2	1,351.0	1,366.5	1,964.8	3,331.3
Preferred no control	763.5	548.3	1,311.8	398.0	531.7	929.7	1,161.6	1,079.9	2,241.5
Could not decide	127.6	144.8	272.4	55.0	125.3	180.2	182.6	270.1	452.6
Total	1,780.8	1,783.7	3,564.5	929.9	1,531.1	2,461.0	2,710.6	3,314.8	6,025.4

(a) Includes persons who did not know their membership status.

TABLE 14. ALL EMPLOYEES : CONTROL OVER STARTING/FINISHING TIMES AT WORK, PREFERENCE FOR CONTROL OVER STARTING/FINISHING TIMES AT WORK  
( ' 000)

	Occupation								
	Managers and admin- istrators	Pro- fessionals	Para- pro- fessionals	Trades- persons	Clerks	Sales- persons and personal service workers	Plant and machine operators, and drivers	Labourers and related workers	Total
MALES									
Had some control—									
Preferred some control	246.3	241.7	104.0	146.9	147.8	103.1	43.4	75.1	1,108.2
Preferred no control	24.8	17.0	*	35.7	17.5	20.1	14.4	26.9	167.1
Could not decide	16.4	*	*	*	*	*	*	15.1	68.8
Total	287.5	267.5	120.5	190.2	172.2	129.2	60.0	117.1	1,344.1
Had no control—									
Preferred some control	34.6	98.6	65.7	244.5	70.4	75.1	111.9	171.2	872.0
Preferred no control	31.9	49.3	63.6	366.4	71.6	76.3	194.1	291.4	1,144.7
Could not decide	*	*	17.9	52.5	16.9	20.1	31.8	47.9	203.6
Total	72.6	158.3	147.2	663.4	159.0	171.5	337.8	510.5	2,220.3
Total—									
Preferred some control	280.9	340.3	169.7	391.5	218.2	178.1	155.2	246.3	1,980.2
Preferred no control	56.7	66.3	74.3	402.1	89.1	96.5	208.5	318.3	1,311.8
Could not decide	22.5	19.1	23.8	60.1	23.8	26.1	34.1	63.0	272.4
Total	360.1	425.8	267.8	853.7	331.1	300.7	397.8	627.6	3,564.5
FEMALES									
Had some control—									
Preferred some control	37.8	103.9	33.4	12.6	336.2	83.9	*	63.5	678.3
Preferred no control	*	13.4	*	*	31.8	21.2	*	*	93.3
Could not decide	*	*	*	*	23.0	*	*	*	42.7
Total	42.8	120.6	38.2	18.6	391.1	110.7	*	81.2	814.3
Had no control—									
Preferred some control	*	91.4	56.8	21.7	213.9	180.1	16.4	85.3	672.7
Preferred no control	*	74.3	47.5	45.8	203.0	213.8	54.0	191.0	836.4
Could not decide	*	17.4	*	*	26.9	43.3	*	26.6	137.5
Total	15.0	183.1	114.2	74.8	443.7	437.2	75.7	302.9	1,646.7
Total—									
Preferred some control	44.9	195.3	90.3	34.3	550.2	264.0	23.4	148.8	1,351.0
Preferred no control	*	87.7	50.8	50.9	234.8	235.0	57.9	201.5	929.7
Could not decide	*	20.7	*	*	49.9	48.9	*	33.8	180.2
Total	57.8	303.7	152.4	93.4	834.8	548.0	86.9	384.0	2,461.0
PERSONS									
Had some control—									
Preferred some control	284.1	345.6	137.4	159.6	484.0	186.9	50.3	138.5	1,786.5
Preferred no control	28.9	30.4	14.0	40.8	49.3	41.4	18.3	37.4	260.4
Could not decide	17.3	*	*	*	29.9	*	*	22.3	111.5
Total	330.3	388.1	158.7	208.8	563.2	239.9	71.2	198.2	2,158.4
Had no control—									
Preferred some control	41.7	190.1	122.5	266.3	284.4	255.2	128.2	256.5	1,544.8
Preferred no control	39.0	123.6	111.1	412.2	274.6	290.2	248.1	482.4	1,981.2
Could not decide	*	27.7	27.8	59.8	43.8	63.4	37.2	74.5	341.1
Total	87.6	341.4	261.5	738.2	602.7	608.8	413.5	813.4	3,867.0
Total—									
Preferred some control	325.8	535.6	259.9	425.8	768.4	442.1	178.6	395.0	3,331.3
Preferred no control	67.9	154.0	125.1	453.0	323.8	331.5	266.4	519.8	2,241.5
Could not decide	24.2	39.8	35.1	68.2	73.7	75.1	39.7	96.8	452.6
Total	417.9	729.5	420.2	947.1	1,165.9	848.7	484.7	1,011.6	6,025.4

TABLES 15. EMPLOYEES WHO PREFERRED TO WORK MORE:  
INDUSTRY AND SECTOR  
( ' 000)

Industry	Males			Females			Persons		
	Public	Private	Total(a)	Public	Private	Total(a)	Public	Private	Total(a)
Agriculture, forestry, fishing and hunting	*	19.5	28.5	*	*	*	*	24.0	33.0
Mining	*	18.4	22.7	*	*	*	*	20.2	24.6
Manufacturing	*	186.7	197.0	*	47.2	47.2	*	233.9	244.1
Electricity, gas and water	29.5	*	30.4	*	*	*	31.7	*	32.6
Construction	*	55.8	67.8	*	*	*	13.0	57.6	70.9
Wholesale and retail trade	*	200.0	200.0	*	142.9	144.0	*	342.9	344.0
Transport and storage	41.2	35.8	77.0	*	*	*	42.9	43.9	86.7
Communication	35.5	*	35.5	*	*	*	43.9	*	43.9
Finance, property and business services	17.9	70.5	89.8	*	42.6	53.0	26.7	113.1	142.8
Public administration and defence	76.4	*	76.4	21.2	*	21.2	97.5	*	97.5
Community services	62.4	18.9	82.9	61.7	47.3	110.8	124.1	66.2	193.6
Recreation, personal and other services	*	51.7	53.9	*	53.1	56.0	*	104.8	110.0
<b>Total</b>	<b>298.6</b>	<b>658.1</b>	<b>961.9</b>	<b>109.2</b>	<b>349.3</b>	<b>461.9</b>	<b>407.8</b>	<b>1,007.4</b>	<b>1,423.7</b>

(a) Includes persons for whom sector could not be determined.

TABLE 16. EMPLOYEES WHO PREFERRED TO WORK MORE :  
OCCUPATION AND SECTOR  
( ' 000)

Occupation	Males			Females			Persons		
	Public	Private	Total(a)	Public	Private	Total(a)	Public	Private	Total(a)
Managers and administrators	14.0	49.5	63.5	*	*	*	14.0	53.5	67.6
Professionals	45.9	41.6	88.3	22.5	19.4	42.3	68.4	61.1	130.6
Para-professionals	44.8	27.0	71.8	14.5	*	18.8	59.3	31.3	90.7
Tradespersons	62.3	173.3	237.5	*	*	14.1	64.2	185.4	251.5
Clerks	57.2	36.0	93.7	45.2	95.5	142.3	102.4	131.5	236.1
Salespersons and personal service workers	*	98.6	105.0	*	138.1	147.1	14.0	236.7	252.0
Plant and machine operators, and drivers	20.1	69.2	89.2	*	12.8	12.8	20.1	82.0	102.0
Labourers and related workers	47.8	163.0	212.9	17.5	62.9	80.4	65.3	225.9	293.3
<b>Total</b>	<b>298.6</b>	<b>658.1</b>	<b>961.9</b>	<b>109.2</b>	<b>349.3</b>	<b>461.9</b>	<b>407.8</b>	<b>1,007.4</b>	<b>1,423.7</b>

(a) Includes persons for whom sector could not be determined.

TABLE 17. EMPLOYEES WHO PREFERRED TO WORK LESS :  
INDUSTRY AND SECTOR  
( ' 000)

Industry	Males			Females			Persons		
	Public	Private	Total(a)	Public	Private	Total(a)	Public	Private	Total(a)
Manufacturing	*	35.5	37.9	*	23.5	23.5	*	59.0	61.4
Construction	*	*	*	*	*	*	*	*	12.6
Wholesale and retail trade	*	20.4	21.3	*	33.3	33.3	*	53.7	54.6
Transport and storage	*	*	*	*	*	*	*	*	17.3
Finance, property and business services	*	13.7	17.0	*	15.2	18.7	*	28.9	35.6
Public administration and defence	12.8	*	12.8	13.3	*	13.3	26.2	*	26.2
Community services	27.2	12.5	39.7	62.4	33.5	97.0	89.6	46.0	136.7
Recreation, personal and other services	*	*	*	*	*	14.3	*	16.2	21.4
Other(b)	*	*	20.3	*	*	*	19.1	*	29.7
<b>Total</b>	<b>64.6</b>	<b>113.4</b>	<b>178.8</b>	<b>91.6</b>	<b>123.3</b>	<b>216.6</b>	<b>156.2</b>	<b>236.7</b>	<b>395.5</b>

(a) Includes persons for whom sector could not be determined. (b) Comprises Agriculture, forestry, fishing and hunting; Mining; Electricity, gas and water; and Communication.

TABLE 18. EMPLOYEES WHO PREFERRED TO WORK LESS :  
OCCUPATION AND SECTOR  
( ' 000)

Occupation	Males			Females			Persons		
	Public	Private	Total(a)	Public	Private	Total(a)	Public	Private	Total(a)
Managers and administrators	*	22.1	24.5	*	*	*	*	27.2	32.1
Professionals	23.8	24.4	49.0	38.8	16.0	55.1	62.6	40.4	104.1
Para-professionals	*	*	*	13.6	*	20.7	24.2	*	32.9
Tradespersons	*	19.1	27.4	*	*	*	*	25.3	36.4
Clerks	*	*	18.1	27.0	46.7	74.3	36.1	55.6	92.5
Salespersons and personal service workers	*	*	*	*	22.3	28.5	*	27.8	37.6
Plant and machine operators, and drivers	*	17.1	20.4	*	*	*	*	24.9	28.2
Labourers and related workers	*	14.6	18.1	*	12.5	13.6	*	27.1	31.7
<b>Total</b>	<b>64.6</b>	<b>113.4</b>	<b>178.8</b>	<b>91.6</b>	<b>123.3</b>	<b>216.6</b>	<b>156.2</b>	<b>236.7</b>	<b>395.5</b>

(a) Includes persons for whom sector could not be determined.

TABLE 19. EMPLOYEES WHO WORKED AT LEAST ONE WEEKEND IN THE LAST 4 WEEKS:  
HOURS WORKED ON WEEKEND AND USUAL DAYS WORKED EACH WEEK  
( ' 000)

Hours worked on weekend	Usual days worked each week								Usually works on weekdays only	
	Works on weekends only			Works on weekdays and weekends						
	Saturday or Sunday	Saturday and Sunday	Total(a)	Saturday	Sunday	Saturday and Sunday	Varies	Total	Total	
MALES										
1 - 8	22.4	*	25.8	435.4	71.3	176.0	103.4	786.1	336.0	1,148.0
9 - 16	*	*	*	72.9	12.6	241.0	48.9	375.3	42.1	423.4
17 and over	*	*	*	*	*	109.6	18.4	141.3	10.1	154.6
Total	25.2	*	35.1	520.6	84.9	526.5	170.7	1,302.7	388.2	1,726.0
FEMALES										
1 - 8	34.4	*	41.4	287.1	75.8	118.6	63.0	544.5	134.1	719.9
9 - 16	*	15.1	16.5	*	*	106.0	34.0	155.3	*	181.1
17 and over	*	*	*	*	*	26.9	*	35.0	*	40.0
Total	35.3	21.3	59.6	299.8	79.0	251.4	104.5	734.7	146.7	941.0
PERSONS										
1 - 8	56.8	*	67.2	722.5	147.1	294.6	166.4	1,330.6	470.1	1,867.9
9 - 16	*	18.2	22.5	85.0	15.8	346.9	82.9	530.6	51.5	604.5
17 and over	*	*	*	13.0	*	136.5	25.9	176.3	13.4	194.6
Total	60.5	30.8	94.7	820.5	163.8	778.0	275.2	2,037.4	535.0	2,667.1

(a) Includes a small number of persons whose usual days worked each weekend varied.

TABLE 20. EMPLOYEES WHO WORKED AT LEAST ONE WEEKEND IN THE LAST 4 WEEKS :  
HOURS WORKED PAID OVERTIME, WHETHER PAID OVERTIME WAS VOLUNTARY OR COMPULSORY  
AND PERMANENT OR CASUAL WORKER  
( ' 000)

	Males			Females			Persons		
	Permanent	Casual	Total	Permanent	Casual	Total	Permanent	Casual	Total
All hours worked on paid overtime—									
Voluntary	398.8	13.0	411.8	60.1	19.8	79.8	458.8	32.8	491.7
Compulsory	174.4	*	180.8	73.4	24.6	97.9	247.7	31.0	278.7
Both	41.3	*	41.9	*	*	*	51.4	*	53.0
Total	614.4	20.1	634.5	143.6	45.3	188.8	757.9	65.4	823.4
Some hours worked on paid overtime—									
Voluntary	28.5	*	30.1	*	*	13.5	38.1	*	43.6
Compulsory	43.3	*	47.9	18.8	27.3	46.1	62.1	31.8	94.0
Both	*	*	*	*	*	*	*	*	12.6
Total	78.6	*	84.7	32.6	32.8	65.4	111.3	38.9	150.1
No hours worked on paid overtime	772.2	234.6	1,006.8	413.5	273.2	686.8	1,185.7	507.8	1,693.5
Total	1,465.2	260.8	1,726.0	589.7	351.3	941.0	2,054.9	612.1	2,667.1

TABLE 21. FULL-TIME EMPLOYEES AGED 45 AND OVER : WHETHER A MEMBER OF A RETIREMENT SCHEME, WHETHER PREFERRED 'TAPERED' RETIREMENT AND AGE  
( ' 000)

( 000)

Age group	Member of a retirement scheme			Not a member of a retirement scheme			Total		
	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total
MALES									
45 - 49	53.0	167.3	220.4	24.2	37.9	62.1	77.2	205.2	282.5
50 - 54	30.7	151.0	181.7	14.4	37.9	52.2	45.1	188.9	234.0
55 - 59	19.5	118.3	137.8	13.6	35.7	49.3	33.0	154.0	187.0
60 and over	*	48.8	58.6	*	27.3	33.6	16.1	76.1	92.2
Total	113.0	485.5	598.5	58.5	138.7	197.2	171.4	624.2	795.7
FEMALES									
45 - 49	19.6	30.7	50.3	23.9	27.1	51.0	43.5	57.8	101.3
50 - 54	*	35.1	44.9	23.3	20.6	43.9	33.1	55.7	88.8
55 - 59	*	22.8	31.9	*	13.9	20.4	15.7	36.7	52.4
60 and over	*	*	*	*	*	*	*	*	15.4
Total	38.6	95.0	133.6	56.8	67.5	124.3	95.4	162.5	257.9
PERSONS									
45 - 49	72.6	198.0	270.6	48.1	65.0	113.1	120.7	263.0	383.7
50 - 54	40.6	186.1	226.7	37.6	58.4	96.1	78.2	244.6	322.8
55 - 59	28.6	141.1	169.7	20.1	49.6	69.7	48.7	190.7	239.4
60 and over	*	55.3	65.1	*	33.1	42.5	19.2	88.4	107.6
Total	151.6	580.5	732.1	115.3	206.2	321.5	266.9	786.7	1,053.6

TABLE 22. FULL-TIME EMPLOYEES AGED 45 AND OVER : WHETHER A MEMBER OF A RETIREMENT SCHEME, TYPE OF RETIREMENT SCHEME AND AGE  
( ' 000)

Age group	Member of a retirement scheme			Total	Not a member of a retirement scheme	Total
	Employer contributes	Employer does not contribute				
		Non-Employer based	Total(a)			
MALES						
45 - 49	183.6	33.0	36.7	220.4	62.1	282.5
50 - 54	156.4	22.7	25.3	181.7	52.2	234.0
55 - 59	121.1	12.4	16.7	137.8	49.3	187.0
60 and over	53.3	*	*	58.6	33.6	92.2
Total	514.5	70.9	84.0	598.5	197.2	795.7
FEMALES						
45 - 49	41.8	*	*	50.3	51.0	101.3
50 - 54	36.2	*	*	44.9	43.9	88.8
55 - 59	30.6	*	*	31.9	20.4	52.4
60 and over	*	*	*	*	*	15.4
Total	113.4	14.3	20.2	133.6	124.3	257.9
PERSONS						
45 - 49	225.4	38.5	45.2	270.6	113.1	383.7
50 - 54	192.7	29.7	34.0	226.7	96.1	322.8
55 - 59	151.7	12.8	18.0	169.7	69.7	239.4
60 and over	58.1	*	*	65.1	42.5	107.6
Total	627.8	85.2	104.3	732.1	321.5	1,053.6

(a) Includes employer-based superannuation schemes.

TABLE 23. PERSONS LOOKING FOR WORK : SUMMARY OF CHARACTERISTICS AND MARITAL STATUS  
( ' 000)

	Males			Females			Persons		
	Married	Not-married	Total	Married	Not-married	Total	Married	Not-married	Total
Preference for permanent or casual work—									
Permanent	122.8	196.3	319.0	70.2	129.5	199.7	193.0	325.8	518.7
Casual	24.6	62.2	86.9	71.9	70.8	142.8	96.6	133.1	229.6
Could not decide	*	17.4	27.8	17.8	16.5	34.2	28.2	33.9	62.1
Number of weekly hours preferred—									
1-19	*	29.3	39.3	33.8	41.4	75.1	43.7	70.7	114.4
20-34	*	19.9	28.0	76.0	37.1	113.1	84.2	57.0	141.2
35-39	40.3	74.2	114.5	29.5	70.7	100.2	69.8	144.9	214.7
40	88.6	136.9	225.6	19.5	66.3	85.7	108.1	203.2	311.3
41 and over	*	15.5	26.3	*	*	*	*	16.8	28.7
Age group —									
15-19	*	119.2	121.6	*	105.4	112.3	*	224.6	233.8
20-24	14.1	80.6	94.8	21.5	54.3	75.9	35.6	135.0	170.6
25-34	46.6	32.9	79.5	67.7	26.3	94.0	114.3	59.2	173.5
35-44	39.4	22.0	61.5	41.2	15.3	56.5	80.7	37.3	118.0
45-54	22.8	12.9	35.8	16.1	*	25.7	38.9	22.6	61.5
55-59	18.3	*	23.0	*	*	*	24.8	*	34.7
60 and over	14.2	*	17.7	*	*	*	14.2	*	18.3
Total	157.8	275.9	433.8	159.9	216.8	376.6	317.7	492.7	810.4

TABLE 24. PERSONS LOOKING FOR WORK WHO PREFERRED TO WORK LESS THAN 35 HOURS :  
SUMMARY OF CHARACTERISTICS AND MARITAL STATUS  
( ' 000)

	Males			Females			Persons		
	Married	Not-married	Total	Married	Not-married	Total	Married	Not-married	Total
Main reason for preferring to work less than 35 hours a week—									
Personal reasons	13.7	47.7	61.4	*	50.8	63.2	26.1	98.5	124.6
Family reasons	*	*	*	91.9	22.3	114.2	93.4	22.3	115.7
Number of days per week preferred—									
1-3	*	23.6	36.0	63.3	43.4	106.7	75.7	67.0	142.7
4	*	*	*	13.8	*	24.8	13.8	21.2	35.0
5 or more	*	*	14.6	29.4	18.0	47.4	34.5	27.4	61.9
Age group—									
15-19	*	34.3	34.3	*	43.4	44.8	*	77.7	79.0
20-24	*	*	15.8	12.6	18.9	20.8	12.6	18.4	31.0
25-34	*	*		48.9		59.6	52.6	12.5	65.1
35-44	*	*	*	31.7	*	38.5	36.2	13.9	43.8
45-54	*	*	*	12.6	*	17.7	15.9		22.2
55 and over	*	*	*	*	*	*	*	*	14.5
Total(a)	18.1	49.2	67.3	109.8	78.5	188.3	127.9	127.7	255.6

(a) Includes persons who preferred to work less than 35 hours per week for employment and other reasons, and those who could not decide number of days preferred to work.



## APPENDIX A

## GLOSSARY

*All employees:* all employees in main job.

*Casual workers:* employees who were not entitled to paid holidays or sick pay.

*Daytime week-day workers:* employees who, in the four weeks prior to the interview had not worked outside the hours 7 a.m. to 7 p.m., Monday to Friday.

*Employed persons:* persons aged 15 and over who usually worked for one hour or more per week for pay, profit, commission or payment in kind in a job or business, or on a farm.

Note that this is different from the definition of employed persons used in the monthly labour force survey.

*Employees:* employed persons who worked:

- (a) for an employer for wages or salary; or
- (b) in their own business, either with or without employees, if that business was a limited liability company; or
- (c) for payment in kind.

Note that this definition is different from that used in the August supplementary survey which regard as employees only those persons in categories (a) and (b) above.

*Hours on call/standby:* the number of hours on call or on standby between 7 p.m. and 7 a.m. in the most recent week in which the employee was on call or on standby in the four weeks prior to interview.

*Looking for work:* persons who were not employed (as defined) and who had looked for full-time or part-time work in the four weeks prior to the interview. No questions were asked about their steps to find work. This definition is therefore different from that of unemployed persons used in the monthly labour force survey.

*Main job:* the job in which most hours were usually worked. Persons who held more than one job were classified to the industry and occupation of their main job.

*Median weekly earnings:* the amount which divides the distribution of individuals into two equal groups, one having earnings above and the other below that amount.

*Mean weekly earnings:* the amount obtained by dividing the total earnings of a group by the number of units in that group.

*Nightworkers:* employees who, in any one of the four weeks prior to the interview, worked a total of 15 hours or more between 7 p.m. and 7 a.m. Persons on

call/standby for the hours described above but who did not actually work those hours were not classified as nightworkers. Unless otherwise stated, characteristics of night-workers relate to the most recent week in which the employee worked 15 hours or more between 7 p.m. and 7 a.m. in the four weeks prior to interview.

*On call/standby:* employees who, if in any of the four weeks prior to the interview, had been on call or on standby between 7 p.m. and 7 a.m. and received an additional loading or payment.

*Permanent workers:* employees who were entitled to paid holidays or sick pay.

*Preferred casual employment:* employees who preferred to work in a job not entitled to paid holiday or sick leave.

*Preferred control over start/finish times:* employees who preferred, within limits, to choose the times when they worked, e.g. 'flexitime', flexible working hours.

*Preferred control over usual working arrangements:* employees who preferred, within limits, to choose the way in which they worked their present number of hours.

*Preferred permanent employment:* employees who preferred to work in a job entitled to paid holiday or sick leave.

*Preferred tapered retirement:* employees who wanted to work less than their current usual total working time in the period immediately preceding their retirement by working either fewer weeks per year, fewer days per week or fewer hours per day.

*Preferred to work less:* employees who, given the opportunity, would have preferred to work less hours and receive commensurately less pay.

*Preferred to work more:* employees who, given the opportunity, would have preferred to work more hours and receive commensurately more pay.

*Preferred to work the same number of hours:* employees who preferred to continue to work the same number of hours, and receive the same amount of pay.

*Retirement scheme:* any superannuation or retirement benefits scheme, whether associated with the employees current job or a previous job, including employer based schemes, (whether the employer contributes or not), union based schemes and privately arranged schemes.

*Shiftworkers:* employees who, in any one of the four weeks prior to the interview, worked a shift. For the purposes of this survey a work shift operates only at establishments where two or more distinct periods of work

are performed within a 24-hour day. Unless otherwise stated all characteristics of shift-workers related to the most recent week in which the employee performed shiftwork in the four weeks prior to the interview.

*Usual working arrangement:* employees indicated which of the following best described their arrangement of working days in the week before the interview:

- (a) *Same number of days each week.* Persons in this category were then asked the number of days they worked each week and coded to that group (e.g. 5 day week);
- (b) *Same number of days each fortnight.* Persons in this category were then asked the number of days they worked each fortnight and coded to that group (e.g. 7 day fortnight);
- (c) *9 day fortnight;*
- (d) *19 day month;*

(e) *Casual/relief work;*

(f) *Roster/shift work;*

(g) *Other.*

Persons in categories (e), (f) and (g) were then asked the number of days *on average* they worked each week and were coded to that group (e.g. 3 day week).

*Weekend workers:* employees who, in any one of the four weeks prior to the interview, worked on either Saturday or Sunday (or both). Unless otherwise stated all characteristics of weekend workers relate to the most recent week in which the employee performed weekend work in the four weeks prior to the interview.

*Weekly earnings:* the amount of 'usual total pay' (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent.

## APPENDIX B

## EXPLANATORY NOTES

## Introduction

During the period September to November 1986 a survey was conducted throughout Australia to obtain information about aspects of employees' working arrangements and their preferences for any changes to them.

2. The survey was based on a multi-stage area sample of private dwellings (about 7,500 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covered about one-seventh of one per cent of the population in Australia. Information was obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers.

## Scope

3. The survey of alternative working arrangements included all civilians aged fifteen years and over except:

- (a) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (b) overseas visitors holidaying in Australia;
- (c) students boarding at school, some patients in hospitals and sanatoriums, and inmates of gaols, reformatories, etc.

## Coverage

4. In the alternative working arrangements survey, coverage rules were applied which aimed to ensure that each person was associated with only one dwelling, and hence had only one chance of selection. The coverage rules were, necessarily, a balance between theoretical and operational considerations. Nevertheless, the chance of a person being enumerated at two separate dwellings in the survey is considered to be extremely small.

## Definitions

5. Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview and, if job related, refer to *main job*.

## Results of the survey

6. The estimates in this publication refer to information collected over a three month period and, due to seasonal factors, may not be representative of other similar periods throughout the year.

7. A preliminary publication (6340.0) containing a summary of the results of the survey was released on 27 August 1987.

8. Results of a similar survey were published in *Alternative Working Arrangements, Australia, March to May 1982* (6341.0).

## Unpublished tables

9. In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, manually-extracted tabulation. In general, a charge is made for providing unpublished information. Inquiries should be made to the officer whose name appears in the *Phone Inquiries* section at the front of this publication, or to Information Services in the nearest ABS Office.

## Comparability with the 1982 survey

10. In the March to May 1982 survey the population of all employees was restricted to those who usually worked 10 hours or more per week. In consequence the 1982 survey estimate of all employees was 189,200 persons less than the figure that would have been obtained with the procedure used in the present survey (which included those who usually worked for 1 hour or more per week in their main job).

11. For the 1986 survey, full-time employees were those who usually worked 35 hours or more per week in their main job. This compares with the 1982 survey which used a minimum of 30 hours per week. Similarly, for the present survey, part-time employees were those who usually worked between 1 and 34 hours per week in their main job compared with the 1982 survey where part-time employees were those who usually worked between 10 and 29 hours per week in their main job.

12. *Occupation.* The occupational classification used in this publication comprises the Major Groups of the Australian Standard Classification of Occupations (ASCO), which has replaced the Classification and Classified List of Occupations (CCLO) which was used in the 1982 survey. The main difference between these classifications is that ASCO occupations are classified on the basis of the level and specialisation of skill required for the satisfactory performance of primary tasks. For a more detailed explanation of ASCO see the appendix to *The Labour Force, Australia, August 1986* (6203.0).

13. To provide a link between the two classifications, a matrix has been produced and is shown in Table 41 of *The Labour Force, Australia, August 1986* (6203.0). This matrix shows the relationship between ASCO and CCLO at the broadest classification level (the Major Group). The estimates in the matrix are based on a sub-sample of respondents to the May 1986 labour force survey.

## Related publications

14. Other ABS publications which may be of interest include:

*The Labour Force, Australia* (6203.0)—issued monthly

*Alternative Working Arrangements, Australia, March to*

May 1982 (6341.0)

*Work Patterns of Employees, Australia, November 1976* (6328.0)

*Working Hours Arrangements, Australia, February to May 1981* (6338.0)

*Working Hours Arrangements—Supplementary Tables, Australia, February to May 1981* (6339.0)

15. 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

- \* Subject to sampling variability too high for most practical uses. See the Technical Note, Appendix C.

.. Not applicable

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

#### Electronic services

VIATEL. Key \*656# for selected current economic, social and demographic statistics.

AUSSTATS. Thousands of up-to-date time series are available on this ABS on-line service through CSIRONET.

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## APPENDIX C

### TECHNICAL NOTE

#### Estimation procedure

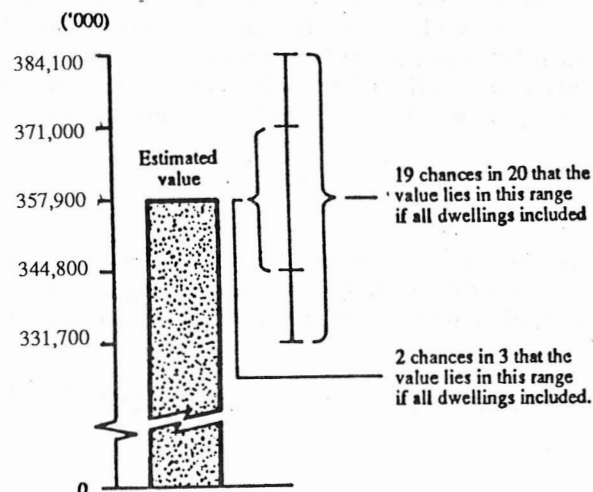
The estimates are derived from the population survey by use of a ratio estimation procedure which ensures that the estimates conform to an independently estimated distribution of the population for each capital city and remainder of State by age and sex, rather than to the corresponding distribution within the sample itself.

#### Reliability of the estimates

2. 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 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 dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the number 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. Another measure of the likely difference is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

3. Space does not allow for the separate indication of the standard errors of all estimates in this publication. A table of standard errors for general application is given on the following page. Since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics 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.

4. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 5 on page 9 shows the estimated number of females who were permanent workers and earned between \$320 and \$400 per week was 357,900. Since this estimate is between 300,000 and 500,000, the standard error for Australia will be between 12,300 and 15,000 in the standard error table and can be approximated as 13,100 (rounded to the nearest 100). 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 344,800 to 371,000 and about nineteen chances in twenty that the value will fall within the range 331,700 to 384,100. This example is illustrated in the following diagram.



5. As can be seen from the standard error table, *the smaller the estimate the higher is 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, estimates less than the lowest levels shown in the standard error table have not been published. Although, in some cases, estimates for these small components can be derived by subtraction, they should not be regarded as reliable.

6. Proportions and percentages formed from the ratio of two estimates are also subject to sampling error. The size of the error depends on the accuracy of both the numerator and the denominator. The formula for the relative standard error (RSE) of a proportion is given below:

$$RSE (x/y) = \sqrt{[RSE (x)]^2 + [RSE (y)]^2}$$

7. Considering the example from paragraph 4 above, the 357,900 females represent 21.0 per cent of the 1,703,00 female employees who were permanent workers during the week prior to interview. The standard error of 1,703,000 is approximately 23,000 so the relative standard error is 1.4 per cent. The relative standard error for 357,900 is 3.7 per cent. Applying the above formula, the relative standard error of the proportion is  $\sqrt{(3.7)^2 + (1.4)^2}$  or 3.4 per cent, giving a standard error for the proportion (21.0 per cent) of 0.7 percentage points. Therefore, there are about two chances in three that the proportion of female employees who were permanent workers and earned between \$320 and \$400 per week during the week prior to interview was between 20.3 per cent and 21.7 per cent and nineteen chances in twenty that the proportion was within the range 19.6 per cent to 22.4 per cent.

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

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

While this formula will only be exact for differences between separate and uncorrelated characteristics of sub-populations it is expected to provide a good ap-

proximation for all differences likely to be of interest in this publication.

9. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents and errors made in coding and processing data. Inaccuracies of this kind are referred to as the *non-sampling error*, and they 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 efficient operating procedures.

### STANDARD ERRORS OF ESTIMATES

[illegible]



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