

CHAPTER 8

HOURS OF WORK, WORK PATTERNS, WORK PREFERENCES AND JOB SATISFACTION

It is widely recognised that statistics of hours of work and patterns of work are essential for the study of economic activity, productivity, working conditions, living standards and the quality of life of working people. In this chapter a range of data has been brought together on work patterns and hours of work. The data have been obtained from the labour force survey, special supplementary surveys and the surveys of employers.

The ABS monthly labour force survey provides the principal source of information about actual, average and aggregate hours worked by employed persons. Hours worked data from this survey are provided for males and females, full-time and part-time employed persons, and by broad industry group. Data on hours worked are presented in Chart 8.1, and Tables 8.1 and 8.2.

To supplement the statistics on hours worked collected in the labour force survey, data on hours paid for are collected from surveys of employers. Information on hours paid for is presented in Chart 8.2. In addition, a quarterly survey of overtime hours paid for is conducted and data from this survey are presented in Chart 8.3 and Table 8.3.

SELECTED FEATURES

Hours of work

Average hours of work have declined slightly over the last ten years due to the increase in the number of persons in part-time work. The average weekly hours worked declined from 36.5 hours in August 1978 to 36.0 hours in August 1988, although over the same period the average hours worked by full-time workers increased (40.5 hours per week in August 1978 compared with 41.2 hours per week in August 1988). The average weekly hours worked by part-time workers has decreased to 15.5 hours in August 1988 from 16.0 hours in August 1978 due to the increased numbers in part-time work.

The most significant fall in average hours worked from August 1978 to August 1988 was in the group of persons employed as other than wage and salary earners, having fallen from 42.0 hours per week to 40.9 hours per week.

Average hours of work were higher for males than females. For full-time female workers the average weekly hours worked were 38.2 hours in August 1988, compared with 42.5 hours for full-time male workers.

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. The survey's findings in respect of working hours can be summarised as follows.

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, (60.2 per cent) preferred to achieve this by working fewer days per week.

Overtime

In the November 1988 survey week, estimated average weekly overtime hours paid for were 1.48 hours per employee, 1.4 per cent higher than the November 1987 average of 1.46 hours.

In November 1988, the Mining industry had the highest level of average overtime hours paid for (5.66 hours).

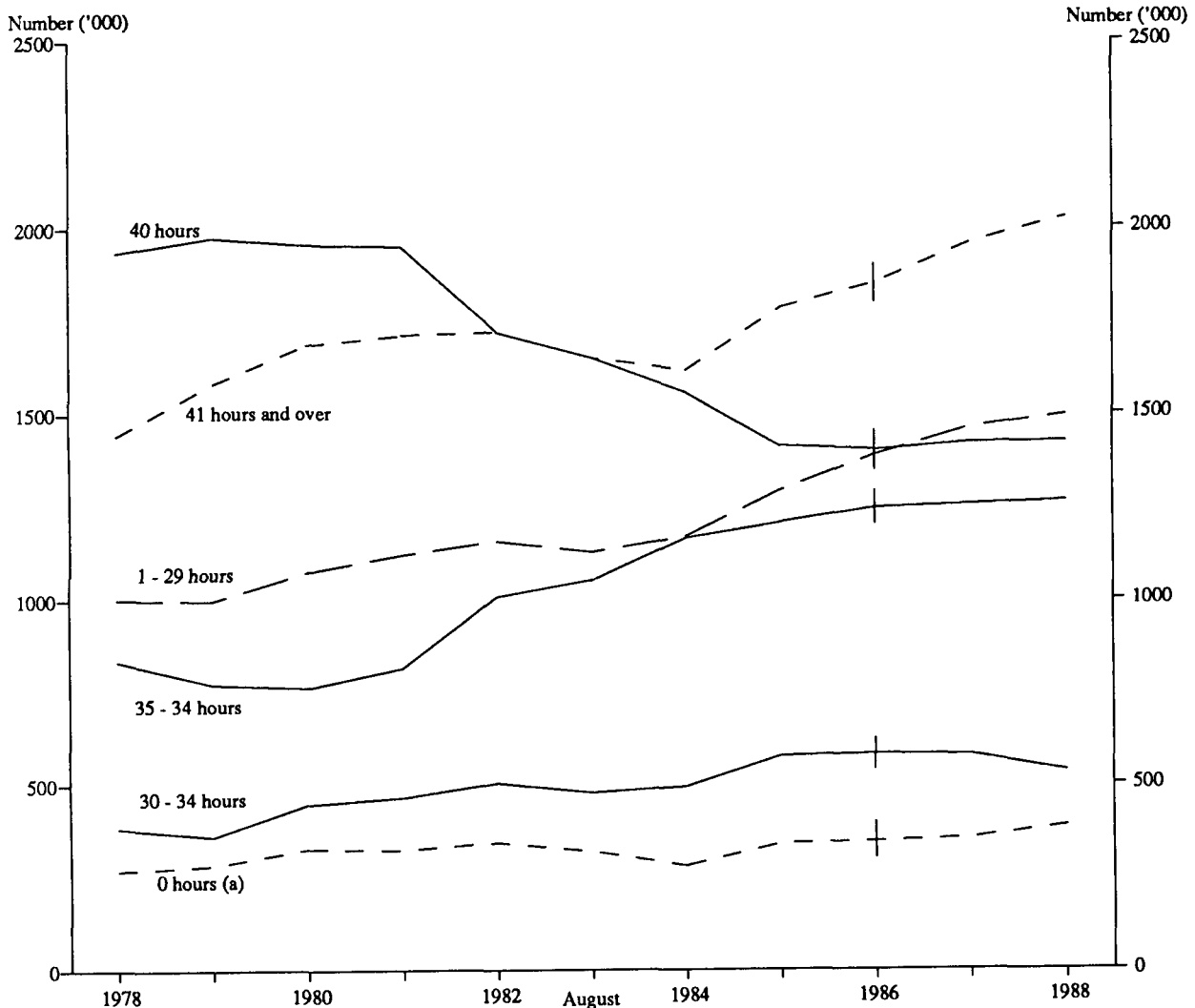
Average weekly overtime hours per employee working overtime increased by 4.4 per cent since November 1987, to 7.59 hours. For employees working overtime, the Mining industry again recorded the highest level for November 1988, at 12.39 hours.

The Basic metal products manufacturing industry recorded the highest percentage of employees working overtime (47.1 per cent) in November 1988. Overall, however, the estimated percentage of employees working overtime decreased by 2.7 per cent since November 1987.

The comparison of overtime statistics between November 1983 and November 1988 shows that there has been very little change in the average levels of overtime hours per employee, per employee working overtime and the percentage of employees working overtime in that period.

However, in the Mining industry, whilst the percentage of employees working overtime has remained fairly static, average weekly overtime hours per employee and per employee working overtime have increased considerably. The Transport and storage; Communication industry grouping was the only other industry to show large overtime increases in that period.

CHART 8.1 HOURS WORKED BY EMPLOYED PERSONS, AUSTRALIA



(a) Persons who had a job but were not at work.

Indicates break in series. Estimates from August 1986 are based on a revised definition introduced in April 1986. See Appendix C for further information.

Source: *The Labour Force, Australia* (6203.0).

TABLE 8.1. EMPLOYED PERSONS : AGGREGATE AND AVERAGE WEEKLY HOURS WORKED, AUSTRALIA
AUGUST 1978 TO AUGUST 1988

August	Aggregate weekly hours worked (million)			Average weekly hours worked				
	Full-time workers	Part-time workers	Total	Full-time workers	Part-time workers	Wage and salary earners	Other(a)	Total
MALES								
1978	150.9	3.5	154.4	41.4	16.9	38.6	47.2	40.1
1979	155.2	3.3	158.5	41.8	16.2	38.8	48.0	40.4
1980	156.5	3.4	159.9	41.5	16.4	38.3	48.2	40.1
1981	157.9	3.6	161.5	41.2	16.3	38.2	47.1	39.8
1982	154.7	4.0	158.7	40.9	16.7	37.9	46.7	39.4
1983	150.4	4.0	154.4	41.0	16.7	37.9	47.1	39.6
1984 r	156.8	3.9	160.8	41.6	16.1	38.4	46.8	40.0
1985 r	159.4	4.1	163.5	41.3	16.2	38.1	47.0	39.8
1986(b) r	163.3	4.3	167.7	41.6	15.4	38.4	46.5	39.9
1987 r	165.5	4.9	170.4	41.8	15.3	38.3	46.6	39.8
1988 r	173.2	4.6	177.8	42.5	15.0	39.1	47.2	40.6
FEMALES								
1978	53.2	11.8	65.0	37.9	15.7	30.3	29.1	30.2
1979	53.4	11.8	65.2	38.2	15.6	30.4	29.0	30.2
1980	56.0	12.6	68.6	37.9	15.4	29.9	29.9	29.9
1981	56.7	13.1	69.8	37.8	15.7	30.0	29.1	29.9
1982	56.3	13.1	69.4	37.4	15.4	29.5	29.2	29.5
1983	56.5	13.1	69.6	38.0	15.4	29.7	30.3	29.8
1984 r	59.0	14.3	73.2	38.1	15.8	29.9	29.9	29.9
1985 r	60.5	15.1	75.7	37.7	15.8	29.4	30.2	29.5
1986(b) r	63.8	15.9	79.7	37.8	15.5	29.5	28.7	29.4
1987 r	64.8	17.2	82.0	37.9	15.6	29.2	28.4	29.1
1988 r	68.7	18.3	87.1	38.2	15.6	29.5	28.0	29.3
PERSONS								
1978	204.1	15.3	219.4	40.5	16.0	35.5	42.0	36.5
1979	208.5	15.1	223.7	40.8	15.7	35.7	42.6	36.8
1980	212.5	16.0	228.5	40.5	15.6	35.1	42.8	36.4
1981	214.6	16.7	231.3	40.2	15.8	35.1	41.8	36.2
1982	210.9	17.2	228.1	39.9	15.7	34.7	41.5	35.8
1983	206.8	17.1	223.9	40.2	15.7	34.7	42.1	35.9
1984 r	215.8	18.2	234.0	40.6	15.9	35.1	42.0	36.2
1985 r	220.0	19.3	239.2	40.3	15.9	34.7	41.9	35.8
1986(b) r	227.1	20.2	247.4	40.5	15.5	34.7	40.7	35.8
1987 r	230.3	22.1	252.4	40.6	15.5	34.6	40.8	35.6
1988 r	241.9	22.9	264.8	41.2	15.5	35.1	40.9	36.0

(a) Comprises employers, self-employed persons and unpaid family helpers. (b) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of Appendix C for further information.

Source: *The Labour Force, Australia* (6203.0).

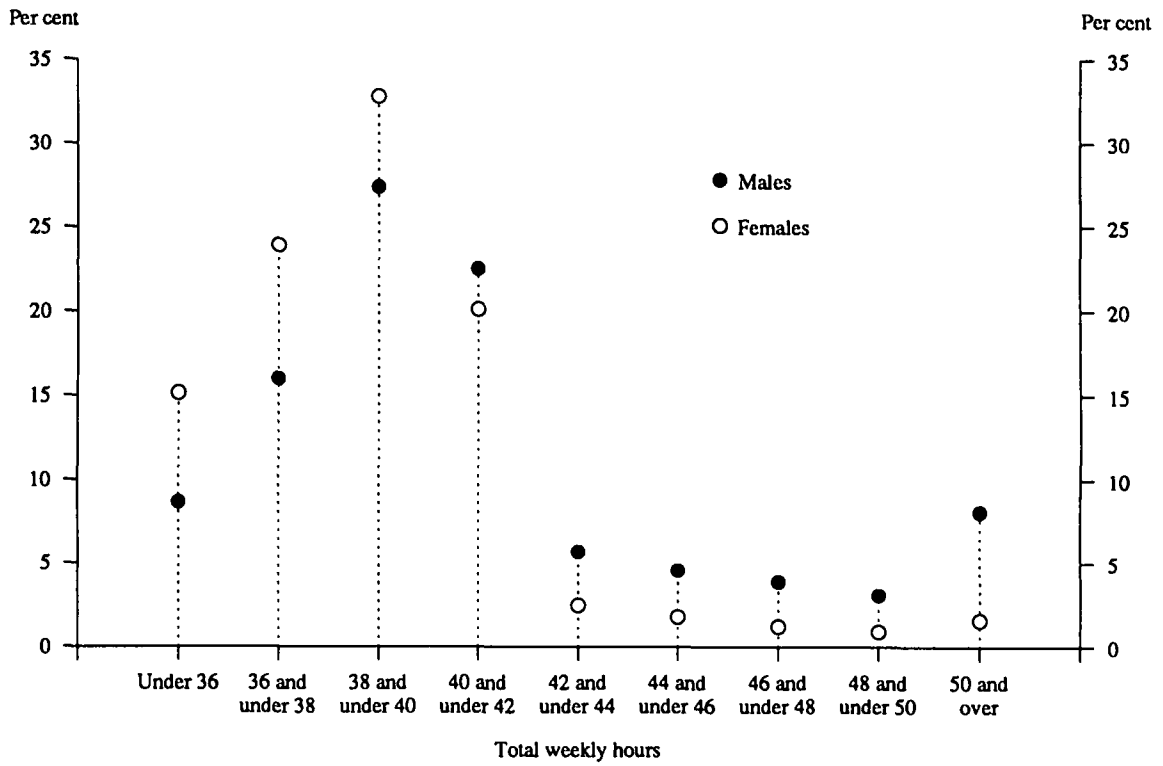
TABLE 8.2. AVERAGE WEEKLY HOURS WORKED(a) : EMPLOYED PERSONS BY INDUSTRY, AUSTRALIA, AUGUST 1981 TO AUGUST 1988

Industry division or subdivision	August							
	1981	1982	1983	1984 ^r	1985 ^r	1986(c) ^r	1987 ^r	1988
MALES								
Agriculture, forestry, fishing and hunting	47.8	47.9	48.0	47.8	48.0	48.6	48.2	48.0
Agriculture and services to agriculture	48.7	49.0	48.7	49.0	48.6	49.4	48.5	48.5
Forestry and logging, fishing and hunting	37.6	34.6	40.0	34.3	36.6	38.2	44.5	41.7
Mining	39.9	38.7	37.2	36.9	39.2	38.6	38.6	41.5
Manufacturing	39.2	38.5	38.4	39.4	39.1	39.5	39.3	40.5
Food, beverages and tobacco	38.3	38.7	39.0	39.3	38.4	39.1	38.4	39.5
Metal products	39.1	38.2	37.7	39.6	38.7	39.7	39.7	41.5
Other manufacturing	39.4	38.5	38.5	39.4	39.5	39.5	39.5	40.3
Electricity, gas and water	36.4	35.3	35.3	35.5	34.5	35.0	35.5	33.8
Construction	38.3	38.1	37.9	38.9	38.7	38.3	39.2	40.4
Wholesale and retail trade	40.8	40.8	41.5	41.6	41.3	41.5	40.9	41.2
Wholesale trade	40.9	40.2	41.1	40.9	40.4	41.3	41.8	41.8
Retail trade	40.7	41.2	41.7	42.0	41.9	41.6	40.4	40.8
Transport and storage	39.5	39.3	39.3	39.7	40.4	39.9	39.5	40.3
Communication	34.1	33.9	33.5	33.7	35.7	34.1	34.5	34.4
Finance, property and business services	39.5	38.7	39.7	40.7	40.2	40.4	40.5	42.0
Public administration and defence	36.1	35.2	35.5	36.2	34.8	35.4	35.6	36.2
Community services	39.1	38.9	39.2	39.1	37.9	38.4	38.5	39.2
Recreation, personal and other services	40.8	41.1	39.4	39.9	39.1	39.6	39.2	38.9
Total employed	39.8	39.4	39.5	40.0	39.8	39.9	39.8	40.6
MARRIED FEMALES								
Agriculture, forestry, fishing and hunting	28.3	26.3	28.8	27.5	27.4	27.9	29.3	26.6
Agriculture and services to agriculture	28.6	26.4	29.0	27.5	27.7	28.2	29.7	27.1
Manufacturing	33.2	31.7	32.1	32.4	31.0	31.6	31.9	32.1
Food, beverages and tobacco	33.6	29.8	32.5	31.9	30.2	31.0	30.6	32.5
Metal products	32.6	30.0	29.8	30.8	29.6	31.3	32.2	30.8
Other manufacturing	33.1	32.3	32.2	32.8	31.4	31.7	32.2	32.2
Electricity, gas and water	26.7	35.6	30.7	26.5	27.7	29.4	30.5	27.0
Construction	18.4	18.1	19.1	18.3	18.5	17.9	17.7	18.8
Wholesale and retail trade	28.6	29.1	29.4	29.5	29.7	29.5	29.0	28.7
Wholesale trade	28.5	28.9	27.5	30.1	29.6	29.8	28.3	28.2
Retail trade	28.6	29.2	29.9	29.4	29.8	29.4	29.2	28.9
Transport and storage	26.7	26.0	24.1	28.9	27.0	26.7	25.3	27.0
Communication	28.6	27.0	28.1	29.8	28.4	28.1	27.9	30.1
Finance, property and business services	27.0	26.1	27.6	28.9	27.0	27.0	27.6	28.2
Public administration and defence	28.8	28.3	28.5	28.3	27.6	28.6	28.3	29.5
Community services	27.6	27.3	27.4	27.4	26.9	27.2	26.9	27.5
Recreation, personal and other services	25.5	26.4	25.5	26.7	28.5	27.8	27.4	27.5
Total employed(b)	28.2	27.8	28.2	28.5	28.0	28.0	28.0	28.2
ALL FEMALES								
Agriculture, forestry, fishing and hunting	29.8	27.4	29.7	28.7	29.2	28.5	29.2	27.3
Agriculture and services to agriculture	30.2	27.5	29.7	28.7	29.5	28.7	29.5	27.8
Mining	32.1	34.7	36.8	32.3	30.8	34.9	33.3	37.2
Manufacturing	33.9	32.8	33.1	33.5	32.2	32.7	33.1	33.0
Food, beverages and tobacco	33.5	29.5	32.8	32.2	30.0	32.0	30.0	32.6
Metal products	34.0	32.0	31.8	32.3	31.1	32.4	33.2	31.9
Other manufacturing	34.0	33.6	33.4	34.0	32.9	32.9	33.9	33.1
Electricity, gas and water	30.7	33.3	31.4	32.2	30.7	31.9	33.1	30.0
Construction	21.5	21.2	21.5	21.2	21.6	20.0	20.1	21.1
Wholesale and retail trade	28.7	28.7	28.9	28.5	28.9	28.7	27.7	27.5
Wholesale trade	31.4	31.2	30.8	32.0	31.6	31.7	31.1	31.1
Retail trade	28.0	28.1	28.5	27.7	28.3	27.9	26.8	26.5
Transport and storage	30.2	29.8	29.8	32.8	29.9	30.0	29.3	30.3
Communication	29.7	29.1	29.7	30.5	31.2	30.3	28.2	29.8
Finance, property and business services	30.9	29.7	30.5	31.1	30.5	30.0	30.6	31.3
Public administration and defence	30.6	30.3	30.6	31.1	29.9	30.9	30.6	31.3
Community services	30.3	29.9	30.1	29.9	29.3	29.3	29.1	29.5
Recreation, personal and other services	26.1	27.2	26.3	27.8	28.4	27.7	27.4	27.6
Total employed	29.9	29.5	29.8	29.9	29.5	29.4	29.1	29.3
PERSONS								
Agriculture, forestry, fishing and hunting	43.1	42.7	43.7	43.2	43.0	43.0	43.1	42.0
Agriculture and services to agriculture	43.7	43.3	44.1	43.9	43.4	43.4	43.3	42.4
Forestry and logging, fishing and hunting	35.1	33.6	38.4	33.8	33.9	35.7	40.9	36.6
Mining	39.2	38.3	37.2	36.5	38.4	38.3	38.1	41.2
Manufacturing	37.9	37.1	37.1	37.9	37.3	37.6	37.7	38.5
Food, beverages and tobacco	36.9	36.3	37.4	37.3	35.8	37.0	36.0	37.5
Metal products	38.5	37.4	37.0	38.6	37.6	38.7	38.9	40.4
Other manufacturing	37.9	37.1	37.0	37.9	37.5	37.6	37.8	38.2
Electricity, gas and water	35.8	35.2	35.0	35.2	34.2	34.7	35.3	33.5
Construction	36.6	36.5	36.1	37.1	36.6	35.9	36.8	38.0
Wholesale and retail trade	35.6	35.6	36.0	35.9	36.0	35.9	35.1	35.1
Wholesale trade	38.2	37.7	38.1	38.4	38.0	38.4	38.6	38.6
Retail trade	34.4	34.7	35.2	34.9	35.1	34.8	33.6	33.6
Transport and storage	38.1	37.8	37.9	38.6	38.8	38.2	37.7	38.3
Communication	33.0	32.7	32.6	32.9	34.6	33.1	32.9	33.2
Finance, property and business services	35.6	34.5	35.3	36.2	35.8	35.4	35.8	36.7
Public administration and defence	34.3	33.6	33.9	34.5	33.0	33.8	33.7	34.4
Community services	33.6	33.3	33.5	33.2	32.4	32.7	32.4	32.9
Recreation, personal and other services	32.6	33.1	31.9	33.4	33.1	32.9	32.5	32.4
Total employed	36.2	35.8	35.9	36.2	35.8	35.8	35.6	36.0

(a) Includes persons who had a job from which they were absent for the whole of the survey week. (b) Includes mining. (c) Estimates from August 1986 are based on a revised definition introduced in April 1986. See paragraph 22 of Appendix C for further information.

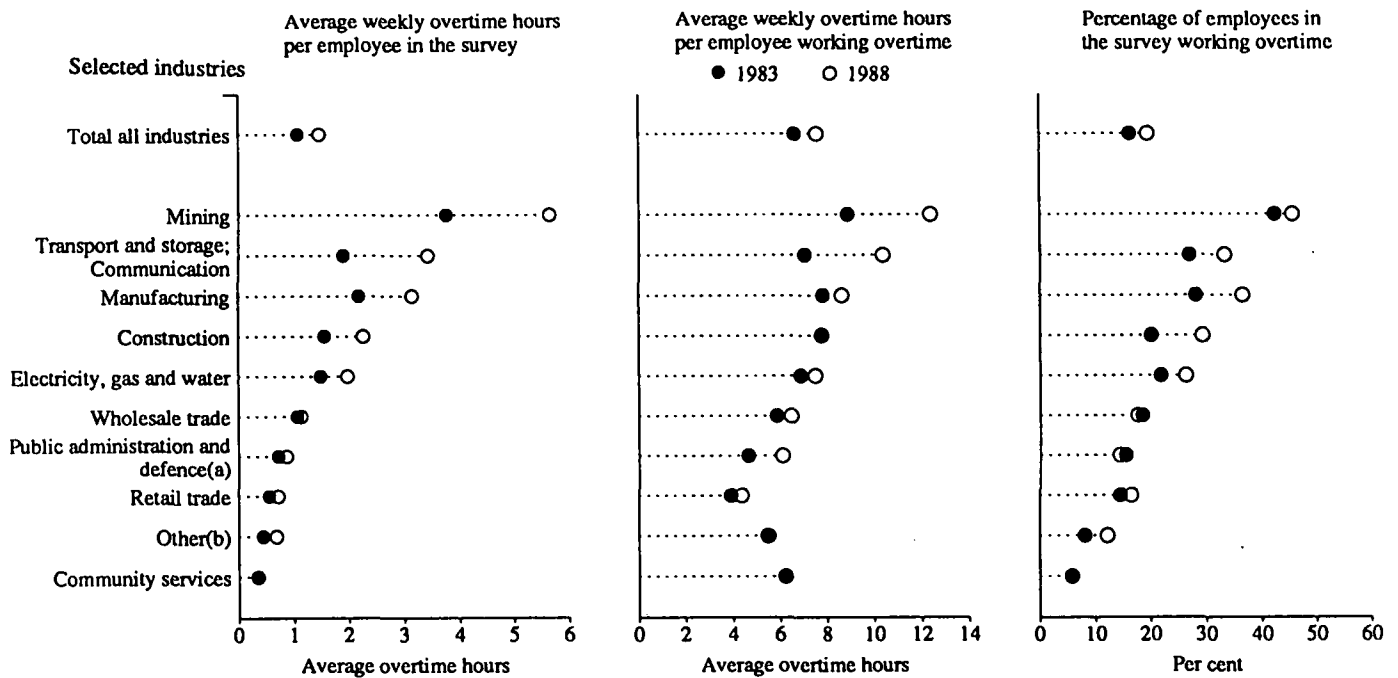
Source: The Labour Force, Australia (6203.0).

CHART 8.2. DISTRIBUTION OF FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES, FOR LEVELS OF WEEKLY TOTAL HOURS PAID FOR, AUSTRALIA, MAY 1988



Source: *Distribution and Composition of Employee Earnings and Hours, Australia (6306.0).*

CHART 8.3. OVERTIME HOURS PAID FOR, AUSTRALIA, NOVEMBER



(a) Excludes permanent defence forces. (b) Includes Finance, property and business services and Recreation, personal and other services.

Source: *Overtime, Australia (6330.0).*

TABLE 8.3. AVERAGE WEEKLY OVERTIME HOURS PAID FOR : INDUSTRY, AUSTRALIA, NOVEMBER 1983 TO NOVEMBER 1988

Industry	1983	1984	1985	1986	1987	1988
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY						
Mining	*3.77	4.24	4.35	4.12	4.00	5.66
Manufacturing	2.19	2.58	2.64	2.73	2.99	3.16
Food, beverages and tobacco	2.45	2.82	2.88	2.90	3.09	2.84
Textiles; Clothing and footwear	2.23	2.08	2.00	2.14	2.15	2.48
Paper, paper products, printing and publishing	1.56	1.66	1.68	1.67	*1.83	*2.06
Chemical, petroleum and coal products	2.00	1.88	2.11	2.36	2.75	2.62
Basic metal products	2.75	3.16	4.02	4.37	4.42	4.86
Fabricated metal products; other machinery and equipment	2.33	2.70	2.61	2.81	3.31	3.40
Transport equipment	1.93	2.98	2.95	2.56	3.44	3.58
Other manufacturing	1.99	2.89	2.84	3.02	3.25	3.68
Electricity, gas and water	1.50	1.86	1.89	1.57	1.75	1.98
Construction	1.56	1.71	2.12	1.84	2.81	2.27
Wholesale trade	1.07	1.15	0.99	1.35	1.35	1.14
Retail trade	0.57	0.71	0.72	0.72	0.79	0.72
Transport and storage; Communication	1.90	2.23	2.45	2.35	2.70	3.44
Public administration and defence(a)	0.72	0.73	0.66	0.73	0.77	0.88
Community services	0.36	0.33	0.34	0.34	0.40	0.36
Other(b)	*0.45	0.41	0.73	0.73	0.64	0.68
All industries	1.09	1.22	1.30	1.29	1.46	1.48
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	8.85	8.99	9.63	9.13	9.98	12.39
Manufacturing	7.82	7.98	7.78	7.67	8.11	8.63
Food, beverages and tobacco	6.92	7.67	7.25	6.73	6.89	7.92
Textiles; Clothing and footwear	8.58	9.20	7.66	7.11	7.34	8.66
Paper, paper products, printing and publishing	6.92	6.87	7.06	6.52	6.89	7.11
Chemical, petroleum and coal products	7.61	7.67	7.99	8.56	8.96	8.64
Basic metal products	8.97	8.70	9.39	9.73	10.04	10.31
Fabricated metal products; other machinery and equipment	8.85	7.68	7.13	7.39	8.40	8.69
Transport equipment	8.05	8.53	8.69	8.01	9.66	9.13
Other manufacturing	7.03	8.16	8.19	8.41	8.08	8.98
Electricity, gas and water	6.89	7.77	7.07	6.84	7.30	7.51
Construction	7.78	8.65	8.00	8.19	8.72	7.77
Wholesale trade	5.85	6.96	6.22	7.40	7.24	6.47
Retail trade	3.91	4.07	4.08	4.02	4.27	4.39
Transport and storage; Communication	7.04	7.99	7.83	7.85	8.92	10.34
Public administration and defence(a)	4.65	5.32	5.27	5.54	5.61	6.10
Community services	6.23	5.67	5.92	5.72	5.70	6.22
Other(b)	5.52	5.75	6.52	6.41	5.77	5.48
All industries	6.66	7.03	6.96	6.92	7.27	7.59
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME						
Mining	r42.37	47.24	45.23	45.15	40.07	45.65
Manufacturing	r28.09	32.27	33.87	35.52	36.85	36.59
Food, beverages and tobacco	35.37	36.77	39.69	43.03	44.85	35.80
Textiles; Clothing and footwear	r25.98	22.64	26.05	30.13	29.30	28.63
Paper, paper products, printing and publishing	r22.56	24.15	23.74	25.69	26.53	28.93
Chemical, petroleum and coal products	26.31	24.49	26.37	27.57	30.66	30.30
Basic metal products	30.62	36.36	42.77	44.90	44.05	47.07
Fabricated metal products; other machinery and equipment	r26.22	35.13	36.64	38.02	39.37	39.18
Transport equipment	r24.47	34.97	33.92	32.01	35.63	39.21
Other manufacturing	r28.33	35.35	34.63	35.88	40.19	40.98
Electricity, gas and water	21.70	23.92	26.76	22.96	24.00	26.31
Construction	20.04	19.74	26.53	22.41	32.17	29.27
Wholesale trade	r18.33	16.58	15.95	18.30	18.64	17.60
Retail trade	r14.49	17.36	17.60	17.91	18.49	16.49
Transport and storage; Communication	r26.90	27.93	31.27	29.92	30.23	33.26
Public administration and defence(a)	15.36	13.81	12.60	13.21	13.79	14.40
Community services	5.82	5.88	5.68	5.98	7.03	5.82
Other(b)	r8.15	7.21	11.16	11.43	11.03	12.11
All industries	16.34	17.35	18.68	18.68	20.05	19.51

(a) Excludes permanent defence forces. (b) Includes Finance, property and business services and Recreation, personal and other services.

Source: *Overtime, Australia* (6330.0).

TABLE 8.4. ALL EMPLOYEES IN MAIN JOB : PERMANENT OR CASUAL WORKER, PREFERRED WORKING HOURS AND USUAL HOURS WORKED, AUSTRALIA, SEPTEMBER TO NOVEMBER 1986 ('000)

	Usual hours worked								Total
	1-19	20-29	30-34	35	36-39	40	41-48	49 and over	
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	1,757.9
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	1,740.6
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

Source: Alternative Working Arrangements, Australia, September to November 1986 (6341.0).