

NEW ISSUE



**WORKING CONDITIONS
AUSTRALIA
FEBRUARY TO MAY 1979**

CATALOGUE NO. 6335.0

AUSTRALIAN BUREAU OF STATISTICS Canberra

**WORKING CONDITIONS
AUSTRALIA**

FEBRUARY TO MAY 1979

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Australian Statistician

Catalogue No. 6335.0

AUSTRALIAN BUREAU OF STATISTICS

INQUIRIES

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EXPLANATORY NOTES

Introduction

Working conditions was one of a number of topics included in a sample survey conducted throughout Australia during the period February to May 1979. This publication contains results of the inquiry into employees' attitudes to, or opinions about, selected aspects of their working conditions. A preliminary publication *Working Conditions, Australia, February to May 1979 (Preliminary)* (6333.0), containing a summary of the results of the survey, was released on 22 May 1980. Statistics relating to the other topics covered by the survey (sight, hearing, dental health and employment benefits) have already been published.

2. The survey was based on a multi-stage area sample of private dwellings (about 13,500 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.), and covered about one-third of one per cent of the population of Australia. The information was obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers.

Scope

3. The survey included all persons aged fifteen years and over except:

- (a) members of the permanent defence forces
- (b) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations
- (c) overseas visitors holidaying in Australia, and
- (d) members of non-Australian defence forces (and their dependants) stationed in Australia.

4. Questions concerning working conditions were asked only of persons who at the time of the survey were employed wage or salary earners (employees) and who usually worked at least 20 hours a week. Respondents were interviewed personally. Demographic and labour force characteristics were as reported by employees at the time of the survey.

Definitions

5. For the purposes of the survey *working conditions* were those aspects of the working situation which directly affected employees and had an influence on their overall satisfaction with their jobs.

6. The attitudes of employees to individual aspects of work were assessed by classifying their responses on the basis of frequency of occurrence or degree of satisfaction. The following aspects of the workplace were assessed on a frequency of occurrence basis:

- Uncomfortably hot or cold atmosphere
- Being bothered by noise
- Being bothered by dirty conditions
- Finding work interesting
- Able to develop job skills and abilities
- Able to use existing skills and abilities
- Feeling of doing worthwhile work
- Thinking about changing jobs to find more interesting work

The following aspects were assessed on a degree of satisfaction basis:

- Safety precautions
- Ventilation
- Being able to choose starting or finishing time at work
- Availability of regular paid overtime
- Entitlement to paid annual leave
- Entitlement to paid sick leave
- Membership of a superannuation, etc. scheme
- Gross pay
- Security of job tenure
- Availability of promotion opportunities
- Variety of work

7. Information was also obtained about other aspects of working conditions, as follows:

- Number of employees supervised in job
- Change in degree of responsibility desired in job
- Number of fellow employees in workgroup
- Desired changes to working conditions

8. The aspects of the working situation included in the survey were not an exhaustive list, but a selection of those considered to have a significant influence on the working lives of employees.

9. *Overall level of job satisfaction* was as given by the employee in response to a direct question on overall feelings about the job.

Factor analysis

10. An important requirement of the survey was to carry out a detailed analysis of satisfaction with working conditions. A technique known as factor analysis provides a convenient means of summarising the responses to satisfaction questions, grouping them in such a way that each group describes a different influence on satisfaction with working conditions. This analysis will be available in the near future.

Classification of industry and occupation

11. Industry is classified according to the *Australian Standard Industrial Classification (ASIC) 1969* and occupation according to the *Classification and Classified List of Occupations, Revised June 1976*.

Reliability of the estimates

12. Since the estimates in this publication 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. More information on this topic is given in the technical note, page 32.

Related publications

13. Users may also wish to refer to the following publications which are available on request:

The Labour Force, Australia (6203.0) — issued monthly

Employment Benefits, Australia, February to May 1979 (Preliminary) (6332.0)

14. Current publications produced by the ABS are listed in *Catalogue of Publications* (1101.0), which is available free of charge from any ABS office.

15. Users may also wish to refer to a 1976 publication of the Australian Government Publishing Service, *Living at Work*, by F.E. Emery & C. Phillips (ISBN 0 642 01314 4).

Symbols and other usages

* subject to sampling variability too high for most practical uses. See paragraph 2, page 32.

n.e.c. not elsewhere classified

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

TABLE 3. ALL EMPLOYEES: INDUSTRY AND OVERALL LEVEL OF JOB SATISFACTION

Industry	Number of employees represented in the survey ('000)	Very	Dissatisfied	Neither	Satisfied	Very	Total
		dissatisfied		satisfied nor dissatisfied		satisfied	
— percent —							
MALES							
Agriculture, forestry, fishing and hunting	70.3	*	*	*	62.3	28.3	100.0
Mining	73.1	*	*	*	62.9	21.5	100.0
Manufacturing	842.2	3.5	7.6	13.4	54.8	20.7	100.0
Electricity, gas and water	107.9	*	*	12.9	49.6	29.7	100.0
Construction	237.6	*	5.2	8.8	58.6	25.1	100.0
Wholesale and retail trade	449.8	3.2	7.7	11.1	53.1	24.9	100.0
Transport and storage	232.2	*	5.4	11.7	57.1	23.6	100.0
Communication	102.3	*	*	15.3	58.2	18.6	100.0
Finance, insurance, real estate and business services	186.5	*	7.0	14.6	54.4	22.3	100.0
Public administration and defence (a)	179.8	*	6.5	17.8	50.3	22.3	100.0
Community services	317.5	*	5.7	9.7	54.5	28.1	100.0
Entertainment, recreation, restaurants, hotels and personal services	92.1	*	*	11.6	56.4	25.6	100.0
Total	2,891.2	2.8	6.4	12.2	55.0	23.6	100.0
FEMALES							
Manufacturing	223.2	4.1	6.7	13.0	53.1	23.0	100.0
Wholesale and retail trade	289.6	4.4	6.6	13.2	50.0	25.7	100.0
Transport and storage	32.2	*	*	*	49.2	30.3	100.0
Communication	28.9	*	*	*	45.4	30.8	100.0
Finance, insurance, real estate and business services	181.6	*	8.2	8.3	49.1	31.4	100.0
Public administration and defence (a)	73.7	*	*	20.1	49.0	19.2	100.0
Community services	458.5	*	5.2	8.2	49.9	35.2	100.0
Entertainment, recreation, restaurants, hotels and personal services	106.8	*	9.2	8.2	48.0	32.4	100.0
Other industries (b)	34.5	*	*	*	44.3	30.7	100.0
Total	1,429.0	3.0	6.5	10.9	49.9	29.6	100.0
PERSONS							
Agriculture, forestry, fishing and hunting	78.9	*	*	*	61.7	26.9	100.0
Mining	80.8	*	*	*	59.8	25.0	100.0
Manufacturing	1,065.3	3.6	7.4	13.3	54.4	21.2	100.0
Electricity, gas and water	115.1	*	*	12.8	49.8	28.1	100.0
Construction	248.5	*	5.1	8.9	57.7	25.9	100.0
Wholesale and retail trade	739.5	3.7	7.3	11.9	51.9	25.3	100.0
Transport and storage	264.3	*	5.3	11.8	56.2	24.4	100.0
Communication	131.1	*	6.0	15.1	55.4	21.3	100.0
Finance, insurance, real estate and business services	368.1	2.4	7.6	11.5	51.8	26.8	100.0
Public administration and defence (a)	253.5	3.2	7.1	18.4	49.9	21.4	100.0
Community services	776.1	1.7	5.4	8.8	51.8	32.3	100.0
Entertainment, recreation, restaurants, hotels and personal services	198.9	*	6.7	10.0	51.9	29.3	100.0
Total	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

(a) Excludes defence forces. (b) Includes agriculture, forestry, fishing and hunting; mining; electricity, gas and water; and construction.

TABLE 4. ALL EMPLOYEES: OCCUPATION AND OVERALL LEVEL OF JOB SATISFACTION

Occupation group	Number of employees represented in the survey ('000)	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied — per cent —	Satisfied	Very satisfied	Total
MALES							
Professional, technical, etc.	395.3	*	6.6	12.2	56.8	23.2	100.0
Administrative, executive and managerial	228.7	*	3.8	9.7	52.4	32.8	100.0
Clerical	308.3	2.9	7.2	16.8	53.3	19.8	100.0
Sales	153.1	*	8.1	12.3	52.0	24.1	100.0
Farming, fishing, timber-getting, etc.	93.0	*	*	*	59.3	28.1	100.0
Mining and quarrying	29.2	*	*	*	65.7	*	100.0
Transport and communication	215.3	*	5.3	10.4	59.7	22.5	100.0
Trades and production-process workers and labourers n.e.c.	308.0	3.4	6.8	12.5	55.1	22.3	100.0
Service, sport and recreation	160.3	*	7.3	9.8	49.6	29.6	100.0
<i>Total</i>	<i>2,891.2</i>	<i>2.8</i>	<i>6.4</i>	<i>12.2</i>	<i>55.0</i>	<i>23.6</i>	<i>100.0</i>
FEMALES							
Professional, technical, etc.	302.7	*	6.2	7.7	47.8	36.6	100.0
Administrative, executive and managerial	22.1	*	*	*	41.9	36.4	100.0
Clerical	551.2	3.3	6.7	11.9	48.7	29.4	100.0
Sales	126.0	*	7.0	11.1	52.0	26.7	100.0
Transport and communication	32.8	*	*	*	41.2	33.4	100.0
Trades and production-process workers and labourers n.e.c.	171.6	6.1	7.1	15.4	52.2	19.2	100.0
Service, sport and recreation	213.5	*	6.2	8.4	54.7	29.0	100.0
<i>Total (a)</i>	<i>1,429.0</i>	<i>3.0</i>	<i>6.5</i>	<i>10.9</i>	<i>49.9</i>	<i>29.6</i>	<i>100.0</i>
PERSONS							
Professional, technical, etc.	698.1	1.4	6.4	10.3	52.9	29.0	100.0
Administrative, executive and managerial	250.8	*	4.1	9.8	51.5	33.1	100.0
Clerical	859.5	3.2	6.9	13.6	50.4	26.0	100.0
Sales	279.1	3.3	7.6	11.8	52.0	25.3	100.0
Farming, fishing, timber-getting, etc.	102.2	*	*	8.1	59.1	28.0	100.0
Mining and quarrying	29.2	*	*	*	65.7	*	100.0
Transport and communication	248.1	*	5.5	11.2	57.2	23.9	100.0
Trades and production-process workers and labourers n.e.c.	1,479.6	3.7	6.8	12.8	54.8	21.9	100.0
Service, sport and recreation	373.8	2.5	6.7	9.0	52.6	29.3	100.0
Total	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

(a) Includes farming, fishing, timbergetting, mining and quarrying occupations.

TABLE 5. ALL EMPLOYEES: USUAL WEEKLY EARNINGS (a) AND OVERALL LEVEL OF JOB SATISFACTION

Usual weekly earnings (a) (\$)	Number of employees represented in the survey ('000)	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied — per cent —	Satisfied	Very satisfied	Total
MALES							
Under 120	249.8	3.4	7.1	8.7	52.6	28.2	100.0
120 — 129	58.2	*	*	*	54.8	23.3	100.0
130 — 139	73.2	*	*	12.6	52.8	23.8	100.0
140 — 149	111.4	*	7.7	12.0	58.3	17.3	100.0
150 — 159	174.1	4.7	6.7	15.8	51.5	21.3	100.0
160 — 169	191.9	4.0	6.9	13.6	55.9	19.6	100.0
170 — 179	218.2	3.6	7.0	15.5	54.0	19.9	100.0
180 — 199	342.1	3.2	7.8	12.7	55.3	21.0	100.0
200 — 219	339.1	2.6	5.0	14.9	56.5	21.0	100.0
220 — 249	350.6	2.2	6.2	10.0	58.7	23.0	100.0
250 — 299	331.3	*	6.4	11.5	54.6	26.4	100.0
300 — 349	187.9	*	6.4	11.0	53.0	27.4	100.0
350 and over	192.7	*	3.7	9.6	54.3	31.7	100.0
<i>Total (b)</i>	<i>2,891.2</i>	<i>2.8</i>	<i>6.4</i>	<i>12.2</i>	<i>55.0</i>	<i>23.6</i>	<i>100.0</i>
FEMALES							
Under 120	312.7	4.8	7.5	11.4	45.9	30.4	100.0
120 — 129	76.3	*	*	13.0	50.5	26.0	100.0
130 — 139	106.5	*	*	12.4	51.9	25.3	100.0
140 — 149	108.9	*	*	12.7	58.8	21.8	100.0
150 — 159	149.7	*	8.3	10.5	51.1	28.3	100.0
160 — 169	134.2	*	7.3	9.3	51.0	27.8	100.0
170 — 179	114.1	*	*	12.9	51.8	29.4	100.0
180 — 199	123.4	*	7.7	8.0	52.9	30.3	100.0
200 — 219	104.6	*	*	8.9	46.8	37.3	100.0
220 — 249	77.1	*	*	12.0	46.1	34.0	100.0
250 — 299	69.2	*	*	*	54.2	28.8	100.0
300 and over	27.4	*	*	*	43.0	42.5	100.0
<i>Total (b)</i>	<i>1,429.0</i>	<i>3.0</i>	<i>6.5</i>	<i>10.9</i>	<i>49.9</i>	<i>29.6</i>	<i>100.0</i>
PERSONS							
Under 120	562.5	4.2	7.3	10.2	48.8	29.4	100.0
120 — 129	134.5	*	7.7	12.0	52.3	24.8	100.0
130 — 139	179.7	4.5	6.1	12.5	52.2	24.7	100.0
140 — 149	220.2	3.7	5.9	12.4	58.6	19.5	100.0
150 — 159	323.8	3.4	7.5	13.3	51.3	24.5	100.0
160 — 169	326.1	4.2	7.1	11.8	53.9	23.0	100.0
170 — 179	332.3	3.2	5.8	14.6	53.2	23.1	100.0
180 — 199	465.5	2.6	7.8	11.5	54.7	23.5	100.0
200 — 219	443.7	2.1	5.4	13.5	54.2	24.9	100.0
220 — 249	427.7	2.1	6.2	10.3	56.4	25.0	100.0
250 — 299	400.5	*	6.1	11.2	54.5	26.8	100.0
300 — 349	208.2	*	6.7	10.5	52.3	28.5	100.0
350 and over	199.9	*	3.8	9.5	53.6	32.5	100.0
Total (b)	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

(a) Usual weekly earnings reported at the time of the survey. Earnings for employees paid other than weekly have been converted to equivalent weekly amounts. (b) Includes employees who did not provide details of their earnings.

TABLE 6. ALL EMPLOYEES: EDUCATIONAL ATTAINMENT, OVERALL LEVEL OF JOB SATISFACTION AND AGE

<i>Educational attainment (a)</i>	<i>Number of employees represented in the survey ('000)</i>	<i>Very dissatisfied</i>	<i>Dissatisfied</i>	<i>Neither satisfied nor dissatisfied — per cent —</i>	<i>Satisfied</i>	<i>Very satisfied</i>	<i>Total</i>
AGED 15 — 24 YEARS							
With post-school qualifications (b)	352.3	3.0	8.6	13.3	48.9	26.3	100.0
Degree	38.4	*	*	*	54.0	26.2	100.0
Graduate diploma	12.4	*	*	*	59.7	*	100.0
Other diploma	39.1	*	*	*	45.3	36.1	100.0
Technician's, etc. certificate	100.9	*	8.5	12.2	47.4	29.2	100.0
Trade certificate	110.5	*	7.2	16.7	51.5	19.9	100.0
Without post-school qualifications (c)	900.4	4.7	7.8	12.6	49.3	25.6	100.0
Attended highest level of secondary school available	267.2	5.1	7.3	13.1	48.7	25.7	100.0
Did not attend highest level of secondary school available (c)	633.2	4.5	8.0	12.4	49.6	25.6	100.0
Left school at 16 years or over	352.4	3.7	8.9	12.7	48.0	26.7	100.0
15 years	247.0	5.4	6.9	12.3	50.3	25.1	100.0
14 years and under	32.3	*	*	*	62.8	*	100.0
<i>Total (d)</i>	<i>1,253.4</i>	<i>4.2</i>	<i>8.0</i>	<i>12.8</i>	<i>49.2</i>	<i>25.8</i>	<i>100.0</i>
AGED 25 — 54 YEARS							
With post-school qualifications (b)	1,193.4	2.0	6.7	11.5	54.0	25.8	100.0
Higher degree	39.5	*	*	*	51.6	20.3	100.0
Bachelor degree	134.1	*	7.8	12.2	50.9	26.8	100.0
Graduate diploma	43.9	*	*	*	55.8	22.3	100.0
Other diploma	177.2	*	5.0	10.4	53.7	30.4	100.0
Technician's, etc. certificate	301.7	*	7.4	11.7	51.7	26.8	100.0
Trade certificate	375.1	3.1	6.0	10.8	56.5	23.6	100.0
Without post-school qualifications (c)	1,464.3	2.8	6.0	11.7	55.6	24.0	100.0
Attended highest level of secondary school available	216.3	*	8.7	14.5	52.1	22.5	100.0
Did not attend highest level of secondary school available (c)	1,248.1	2.9	5.5	11.2	56.2	24.2	100.0
Left school at 16 years or over	317.5	3.7	6.5	11.5	54.7	23.6	100.0
15 years	454.8	2.7	4.4	13.0	54.0	25.8	100.0
14 years and under	474.9	2.5	5.7	9.3	59.3	23.2	100.0
<i>Total (d)</i>	<i>2,659.8</i>	<i>2.4</i>	<i>6.3</i>	<i>11.6</i>	<i>54.9</i>	<i>24.8</i>	<i>100.0</i>
AGED 55 YEARS AND OVER							
With post-school qualifications (b)	142.6	*	*	12.3	55.3	27.3	100.0
Degree or diploma	33.8	*	*	22.4	48.7	26.8	100.0
Technician's, etc. certificate	33.9	*	*	*	62.5	28.6	100.0
Trade certificate	57.7	*	*	*	58.6	25.3	100.0
Without post-school qualifications (c)	263.4	*	*	8.2	55.8	31.7	100.0
Attended highest level of secondary school available	24.3	*	*	*	58.8	30.5	100.0
Did not attend highest level of secondary school available (c)	239.1	*	*	8.2	55.5	31.9	100.0
Left school at 16 years or over	33.7	*	*	*	55.5	30.0	100.0
15 years	47.3	*	*	*	53.5	36.6	100.0
14 years and under	158.2	*	*	8.3	56.0	30.8	100.0
<i>Total (d)</i>	<i>407.1</i>	<i>*</i>	<i>*</i>	<i>9.6</i>	<i>55.8</i>	<i>30.1</i>	<i>100.0</i>
TOTAL							
With post-school qualifications (b)	1,688.2	2.2	6.8	11.9	53.0	26.0	100.0
Higher degree	43.9	*	*	19.4	51.0	19.1	100.0
Bachelor degree	181.2	*	8.0	11.6	52.0	26.4	100.0
Graduate diploma	60.7	*	*	13.2	56.8	19.1	100.0
Other diploma	232.6	*	4.9	11.5	51.3	31.7	100.0
Technician's, etc. certificate	435.8	*	7.3	11.3	51.6	27.6	100.0
Trade certificate	543.3	3.3	6.1	11.9	55.7	23.0	100.0
Without post-school qualifications (c)	2,628.2	3.3	6.2	11.6	53.5	25.3	100.0
Attended highest level of secondary school available	507.8	3.8	7.6	13.4	50.6	24.6	100.0
Did not attend highest level of secondary school available (c)	2,120.4	3.2	5.9	11.2	54.2	25.5	100.0
Left school at 16 years or over	703.5	3.5	7.5	12.1	51.4	25.4	100.0
15 years	749.2	3.5	5.2	12.3	52.8	26.3	100.0
14 years and under	665.6	2.6	5.0	9.0	58.7	24.7	100.0
Total (d)	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

(a) For definitions, etc. see *The Labour Force, Educational Attainment, Australia* (6235.0). (b) Includes post-school qualifications not separately specified. (c) Includes persons with no formal education. (d) Includes persons still at school.

TABLE 7. ALL EMPLOYEES: DURATION OF EMPLOYMENT WITH CURRENT EMPLOYER, OVERALL LEVEL OF JOB SATISFACTION AND AGE

Duration of employment with current employer (years)	Number of employees represented in the survey ('000)	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied — per cent —		Very satisfied	Total
				Satisfied	Very satisfied		
AGED 15 — 24 YEARS							
Under 1	467.6	4.5	7.9	11.4	45.7	30.5	100.0
1 and under 5	633.6	4.4	8.0	13.6	50.0	24.0	100.0
5 and over	152.2	*	8.6	13.5	56.7	18.8	100.0
<i>Total</i>	<i>1,253.4</i>	<i>4.2</i>	<i>8.0</i>	<i>12.8</i>	<i>49.2</i>	<i>25.8</i>	<i>100.0</i>
AGED 25 — 54 YEARS							
Under 1	386.7	3.8	7.2	12.2	54.4	22.4	100.0
1 and under 5	868.5	3.1	7.3	12.7	51.7	25.2	100.0
5 and under 10	652.1	1.9	5.4	11.7	56.9	24.1	100.0
10 and over	752.6	1.5	5.3	9.9	57.2	26.1	100.0
<i>Total</i>	<i>2,659.8</i>	<i>2.4</i>	<i>6.3</i>	<i>11.6</i>	<i>54.9</i>	<i>24.8</i>	<i>100.0</i>
AGED 55 YEARS AND OVER							
Under 1	22.7	*	*	*	68.4	*	100.0
1 and under 5	69.2	*	*	11.9	54.4	28.4	100.0
5 and under 10	83.1	*	*	12.9	48.3	35.8	100.0
10 and over	232.1	*	3.2	7.6	57.6	30.0	100.0
<i>Total</i>	<i>407.1</i>	<i>*</i>	<i>3.0</i>	<i>9.6</i>	<i>55.8</i>	<i>30.1</i>	<i>100.0</i>
TOTAL							
Under 1	877.0	4.1	7.4	11.8	50.1	26.5	100.0
1 and under 5	1,571.2	3.6	7.4	13.0	51.1	24.9	100.0
5 and under 10	886.2	1.9	5.6	12.2	56.0	24.3	100.0
10 and over	985.9	1.5	4.9	9.3	57.3	27.0	100.0
Total	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

TABLE 8. ALL EMPLOYEES: PERCEIVED FREQUENCY OF OCCURRENCE OF UNCOMFORTABLY HOT OR COLD ATMOSPHERE AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Perceived frequency of occurrence					Total (a)
		Never or rarely	Occasionally	Sometimes — per cent —	Often	Most or all of the time	
MALES							
Very dissatisfied	80.5	13.9	14.4	19.2	24.7	24.9	100.0
Dissatisfied	185.7	15.2	21.7	22.0	25.2	15.6	100.0
Neither satisfied nor dissatisfied	351.4	18.6	22.7	23.5	21.6	12.7	100.0
Satisfied	1,591.4	21.2	24.6	24.9	18.8	8.7	100.0
Very satisfied	682.2	28.7	25.6	23.3	12.8	7.1	100.0
<i>Total</i>	<i>2,891.2</i>	<i>22.1</i>	<i>24.2</i>	<i>24.0</i>	<i>18.3</i>	<i>9.7</i>	<i>100.0</i>
FEMALES							
Very dissatisfied	43.4	20.8	*	22.7	20.4	21.5	100.0
Dissatisfied	93.4	14.8	21.2	23.2	23.0	17.4	100.0
Neither satisfied nor dissatisfied	156.4	17.5	18.5	23.6	27.9	12.1	100.0
Satisfied	713.2	25.8	23.4	25.2	17.6	7.6	100.0
Very satisfied	422.6	34.1	21.9	20.8	12.4	5.5	100.0
<i>Total</i>	<i>1,429.0</i>	<i>28.0</i>	<i>22.0</i>	<i>23.5</i>	<i>17.6</i>	<i>8.5</i>	<i>100.0</i>
PERSONS							
Very dissatisfied	123.9	16.3	14.5	20.4	23.2	23.7	100.0
Dissatisfied	279.1	15.1	21.5	22.4	24.5	16.2	100.0
Neither satisfied nor dissatisfied	507.8	18.3	21.5	23.5	23.5	12.5	100.0
Satisfied	2,304.6	22.6	24.2	25.0	18.4	8.4	100.0
Very satisfied	1,104.8	32.7	24.2	22.4	12.7	6.5	100.0
Total	4,320.3	24.0	23.4	23.8	18.1	9.3	100.0

(a) Includes persons who did not answer this question.

TABLE 9. ALL EMPLOYEES: PERCEIVED FREQUENCY OF OCCURRENCE OF BEING BOTHERED BY NOISE AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Perceived frequency of occurrence					Total
		Never or rarely	Occasionally	Sometimes	Often — per cent —	Most or all of the time	
MALES							
Very dissatisfied	80.5	21.1	18.0	14.9	15.3	30.7	100.0
Dissatisfied	185.7	27.6	20.7	14.6	17.8	19.3	100.0
Neither satisfied nor dissatisfied	351.4	28.3	21.9	15.3	17.3	17.2	100.0
Satisfied	1,591.4	35.9	22.5	14.0	14.0	13.6	100.0
Very satisfied	682.2	48.0	21.1	9.5	11.7	9.7	100.0
Total	2,891.2	36.9	21.9	13.2	14.2	14.0	100.0
FEMALES							
Very dissatisfied	43.4	36.1	*	*	*	24.9	100.0
Dissatisfied	93.4	29.0	18.6	18.6	20.0	13.8	100.0
Neither satisfied nor dissatisfied	156.4	33.4	23.0	16.7	14.3	12.5	100.0
Satisfied	713.2	43.5	21.8	13.3	11.6	9.8	100.0
Very satisfied	422.6	54.8	21.7	9.8	8.2	5.5	100.0
Total	1,429.0	44.6	21.5	13.0	11.4	9.5	100.0
PERSONS							
Very dissatisfied	123.9	26.4	17.2	14.0	13.7	28.3	100.0
Dissatisfied	279.1	28.1	20.0	15.9	18.5	17.4	100.0
Neither satisfied nor dissatisfied	507.8	29.9	22.2	15.7	16.4	15.8	100.0
Satisfied	2,304.6	38.2	22.3	13.8	13.3	12.4	100.0
Very satisfied	1,104.8	50.6	21.3	9.6	10.4	8.1	100.0
Total	4,320.3	39.4	21.7	13.1	13.3	12.5	100.0

TABLE 10. ALL EMPLOYEES: PERCEIVED FREQUENCY OF OCCURRENCE OF BEING BOTHERED BY DIRTY CONDITIONS AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Perceived frequency of occurrence					Total
		Never or rarely	Occasionally	Sometimes	Often — per cent —	Most or all of the time	
MALES							
Very dissatisfied	80.5	29.2	12.8	13.1	12.5	32.5	100.0
Dissatisfied	185.7	37.5	15.5	14.0	14.8	18.2	100.0
Neither satisfied nor dissatisfied	351.4	41.8	17.7	13.5	12.3	14.8	100.0
Satisfied	1,591.4	45.6	18.9	12.9	11.0	11.6	100.0
Very satisfied	682.2	57.8	14.6	9.9	8.2	9.5	100.0
Total	2,891.2	47.1	17.3	12.4	10.8	12.5	100.0
FEMALES							
Very dissatisfied	43.4	50.2	17.6	*	*	16.6	100.0
Dissatisfied	93.4	50.4	17.6	10.8	11.4	9.8	100.0
Neither satisfied nor dissatisfied	156.4	55.0	17.2	13.2	7.2	7.4	100.0
Satisfied	713.2	69.2	13.9	7.2	4.9	4.9	100.0
Very satisfied	422.6	82.0	8.7	4.4	2.4	2.6	100.0
Total	1,429.0	69.6	13.1	7.2	5.0	5.2	100.0
PERSONS							
Very dissatisfied	123.9	36.5	14.4	10.8	11.3	27.0	100.0
Dissatisfied	279.1	41.8	16.2	13.0	13.7	15.4	100.0
Neither satisfied nor dissatisfied	507.8	45.8	17.5	13.4	10.7	12.5	100.0
Satisfied	2,304.6	52.9	17.3	11.1	9.1	9.5	100.0
Very satisfied	1,104.8	67.1	12.3	7.8	6.0	6.8	100.0
Total	4,320.3	54.5	15.9	10.7	8.8	10.1	100.0

TABLE 11. ALL EMPLOYEES: PERCEIVED FREQUENCY OF OCCURRENCE OF FINDING WORK INTERESTING AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Perceived frequency of occurrence					Total
		Never or rarely	Occasionally	Sometimes	Often	Most or all of the time	
MALES							
Very dissatisfied	80.5	43.9	25.7	12.5	*	10.3	100.0
Dissatisfied	185.7	17.8	27.2	25.0	20.2	9.7	100.0
Neither satisfied nor dissatisfied	351.4	10.1	20.9	32.1	26.2	10.7	100.0
Satisfied	1,591.4	3.5	8.2	19.9	35.5	33.0	100.0
Very satisfied	682.2	*	2.0	4.4	23.9	69.0	100.0
Total	2,891.2	5.7	10.0	17.8	29.8	36.7	100.0
FEMALES							
Very dissatisfied	43.4	53.2	19.5	*	*	*	100.0
Dissatisfied	93.4	22.9	25.6	28.9	15.3	*	100.0
Neither satisfied nor dissatisfied	156.4	9.4	20.9	39.1	21.0	9.6	100.0
Satisfied	713.2	4.8	6.7	18.3	35.3	34.9	100.0
Very satisfied	422.6	*	*	3.3	18.6	75.9	100.0
Total	1,429.0	6.9	8.2	16.6	26.8	41.5	100.0
PERSONS							
Very dissatisfied	123.9	47.2	23.5	11.8	9.6	8.0	100.0
Dissatisfied	279.1	19.5	26.7	26.3	18.6	8.9	100.0
Neither satisfied nor dissatisfied	507.8	9.9	20.9	34.3	24.6	10.4	100.0
Satisfied	2,304.6	3.9	7.7	19.4	35.4	33.6	100.0
Very satisfied	1,104.8	0.8	1.7	4.0	21.9	71.7	100.0
Total	4,320.3	6.1	9.4	17.4	28.8	38.3	100.0

TABLE 12. ALL EMPLOYEES: PERCEIVED FREQUENCY OF OCCURRENCE OF BEING ABLE TO DEVELOP JOB SKILLS AND ABILITIES AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Perceived frequency of occurrence					Total
		Never or rarely	Occasionally	Sometimes	Often	Most or all of the time	
MALES							
Very dissatisfied	80.5	57.8	18.1	12.4	*	9.9	100.0
Dissatisfied	185.7	27.6	21.9	23.8	13.9	12.8	100.0
Neither satisfied nor dissatisfied	351.4	20.7	21.7	24.7	23.1	9.9	100.0
Satisfied	1,591.4	13.4	13.2	18.8	30.6	24.1	100.0
Very satisfied	682.2	5.9	6.3	12.0	27.2	48.6	100.0
Total	2,891.2	14.6	13.3	18.0	27.0	27.0	100.0
FEMALES							
Very dissatisfied	43.4	54.6	21.0	*	*	*	100.0
Dissatisfied	93.4	35.7	23.8	19.9	12.3	8.4	100.0
Neither satisfied nor dissatisfied	156.4	33.8	23.6	19.8	15.3	7.4	100.0
Satisfied	713.2	20.4	15.6	20.3	25.8	17.9	100.0
Very satisfied	422.6	9.6	8.0	14.7	30.1	37.5	100.0
Total	1,429.1	20.7	15.0	18.3	24.5	21.5	100.0
PERSONS							
Very dissatisfied	123.9	56.7	19.1	12.6	*	7.7	100.0
Dissatisfied	279.1	30.3	22.5	22.5	13.4	11.3	100.0
Neither satisfied nor dissatisfied	507.8	24.7	22.3	23.2	20.7	9.1	100.0
Satisfied	2,304.6	15.6	13.9	19.2	29.1	22.2	100.0
Very satisfied	1,104.8	7.3	7.0	13.0	28.3	44.4	100.0
Total	4,320.3	16.7	13.8	18.1	26.2	25.2	100.0

TABLE 13. ALL EMPLOYEES: PERCEIVED FREQUENCY OF OCCURRENCE OF BEING ABLE TO USE EXISTING SKILLS AND ABILITIES AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Perceived frequency of occurrence					Total
		Never or rarely	Occasionally	Sometimes	Often	Most or all of the time	
MALES							
Very dissatisfied	80.5	47.2	19.2	11.2	*	14.6	100.0
Dissatisfied	185.7	17.5	23.6	17.3	19.3	22.4	100.0
Neither satisfied nor dissatisfied	351.4	10.8	19.8	23.7	27.3	18.4	100.0
Satisfied	1,591.4	4.7	7.3	14.7	32.7	40.5	100.0
Very satisfied	682.2	1.2	3.0	6.1	21.0	68.7	100.0
Total	2,891.2	6.6	9.2	13.8	27.7	42.6	100.0
FEMALES							
Very dissatisfied	43.4	45.9	18.0	*	*	*	100.0
Dissatisfied	93.4	18.3	26.8	20.0	16.6	18.2	100.0
Neither satisfied nor dissatisfied	156.4	16.6	19.4	22.3	21.1	20.6	100.0
Satisfied	713.2	7.5	9.5	16.2	31.4	35.5	100.0
Very satisfied	422.6	2.2	3.1	6.0	24.2	64.4	100.0
Total	1,429.1	8.8	10.0	14.0	26.5	40.6	100.0
PERSONS							
Very dissatisfied	123.9	46.8	18.8	12.3	8.3	13.8	100.0
Dissatisfied	279.1	17.8	24.7	18.2	18.4	21.0	100.0
Neither satisfied nor dissatisfied	507.8	12.6	19.7	23.3	25.4	19.1	100.0
Satisfied	2,304.6	5.6	8.0	15.2	32.3	39.0	100.0
Very satisfied	1,104.8	1.6	3.1	6.1	22.2	67.1	100.0
Total	4,320.3	7.3	9.5	13.9	27.3	41.9	100.0

TABLE 14. ALL EMPLOYEES: PERCEIVED FREQUENCY OF OCCURRENCE OF FEELING OF DOING WORTHWHILE WORK AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Perceived frequency of occurrence					Total
		Never or rarely	Occasionally	Sometimes	Often	Most or all of the time	
MALES							
Very dissatisfied	80.5	53.9	22.5	10.6	*	*	100.0
Dissatisfied	185.7	25.3	32.2	22.6	13.3	6.6	100.0
Neither satisfied nor dissatisfied	351.4	14.2	25.7	35.7	17.3	7.1	100.0
Satisfied	1,591.4	4.5	10.2	24.8	37.6	23.0	100.0
Very satisfied	682.2	1.4	2.4	7.8	27.8	60.6	100.0
Total	2,891.2	7.7	12.0	21.6	30.3	28.5	100.0
FEMALES							
Very dissatisfied	43.4	61.4	19.9	*	*	*	100.0
Dissatisfied	93.4	30.7	26.5	22.5	12.8	7.5	100.0
Neither satisfied nor dissatisfied	156.4	17.9	24.1	31.9	16.5	9.5	100.0
Satisfied	713.2	5.1	11.6	24.0	33.5	25.7	100.0
Very satisfied	422.6	*	1.8	7.8	24.9	64.3	100.0
Total	1,429.0	8.8	11.3	19.6	26.9	33.4	100.0
PERSONS							
Very dissatisfied	123.9	56.5	21.6	10.9	*	6.2	100.0
Dissatisfied	279.1	27.1	30.3	22.6	13.2	6.9	100.0
Neither satisfied nor dissatisfied	507.8	15.3	25.2	34.5	17.1	7.8	100.0
Satisfied	2,304.6	4.7	10.6	24.6	36.3	23.8	100.0
Very satisfied	1,104.8	1.3	2.2	7.8	26.7	62.0	100.0
Total	4,320.3	8.0	11.8	20.9	29.2	30.1	100.0

TABLE 15. ALL EMPLOYEES: PERCEIVED FREQUENCY OF OCCURRENCE OF THINKING ABOUT CHANGING JOBS TO FIND MORE INTERESTING WORK AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Perceived frequency of occurrence					Total
		Never or rarely	Occasionally	Sometimes	Often	Most or all of the time	
-- per cent --							
MALES							
Very dissatisfied	80.5	12.0	*	*	26.0	53.0	100.0
Dissatisfied	185.7	6.9	9.4	14.5	43.0	26.1	100.0
Neither satisfied nor dissatisfied	351.4	14.1	18.0	27.0	31.2	9.7	100.0
Satisfied	1,591.4	38.0	25.4	22.8	10.4	3.4	100.0
Very satisfied	682.2	70.1	16.6	8.4	3.2	1.7	100.0
Total	2,891.2	39.9	20.8	18.9	13.8	6.6	100.0
FEMALES							
Very dissatisfied	43.4	*	*	*	26.5	60.1	100.0
Dissatisfied	93.4	8.0	*	10.9	45.8	29.8	100.0
Neither satisfied nor dissatisfied	156.4	10.6	15.7	25.9	39.1	8.7	100.0
Satisfied	713.2	40.6	25.5	22.6	9.0	2.4	100.0
Very satisfied	422.6	78.1	12.8	6.2	1.8	1.1	100.0
Total	1,429.0	45.4	18.6	16.7	13.1	6.2	100.0
PERSONS							
Very dissatisfied	123.9	11.6	*	*	26.2	55.5	100.0
Dissatisfied	279.1	7.3	8.0	13.3	44.0	27.4	100.0
Neither satisfied nor dissatisfied	507.8	13.0	17.3	26.7	33.7	9.4	100.0
Satisfied	2,304.6	38.8	25.4	22.7	10.0	3.1	100.0
Very satisfied	1,104.8	73.2	15.1	7.5	2.7	1.4	100.0
Total	4,320.3	41.7	20.1	18.1	13.6	6.5	100.0

TABLE 16. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH SAFETY PRECAUTIONS AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with safety precautions					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
-- per cent --							
MALES							
Very dissatisfied	80.5	10.9	20.0	19.4	35.7	14.0	100.0
Dissatisfied	185.7	7.3	17.7	14.9	45.1	14.9	100.0
Neither satisfied nor dissatisfied	351.4	3.4	10.3	20.1	50.8	15.4	100.0
Satisfied	1,591.4	3.0	6.5	8.9	59.8	21.7	100.0
Very satisfied	682.2	2.4	3.5	7.9	45.7	40.5	100.0
Total	2,891.2	3.4	7.4	10.7	53.8	24.7	100.0
FEMALES							
Very dissatisfied	43.4	*	*	20.3	44.9	20.1	100.0
Dissatisfied	93.4	*	12.0	17.3	51.6	16.1	100.0
Neither satisfied nor dissatisfied	156.4	3.4	6.5	15.6	55.8	18.7	100.0
Satisfied	113.2	2.0	4.5	8.6	59.7	25.2	100.0
Very satisfied	422.6	2.4	2.0	3.9	44.0	47.7	100.0
Total	1,429.0	2.4	4.6	8.9	53.7	30.4	100.0
PERSONS							
Very dissatisfied	123.9	8.8	16.4	19.7	38.9	16.1	100.0
Dissatisfied	279.1	5.9	15.8	15.7	47.3	15.3	100.0
Neither satisfied nor dissatisfied	507.8	3.4	9.2	18.7	52.3	16.4	100.0
Satisfied	2,304.6	2.7	5.9	8.8	59.8	22.8	100.0
Very satisfied	1,104.8	2.4	2.9	6.4	45.1	43.2	100.0
Total	4,320.3	3.1	6.5	10.1	53.8	26.6	100.0

TABLE 17. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH VENTILATION AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey (<i>'000</i>)	Level of satisfaction with ventilation					Total (a)
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied — per cent —	Satisfied	Very satisfied	
MALES							
Very dissatisfied	80.5	22.6	18.1	9.3	31.2	13.9	100.0
Dissatisfied	185.7	14.4	23.9	11.8	33.5	13.6	100.0
Neither satisfied nor dissatisfied	351.4	10.2	18.9	14.2	41.0	12.0	100.0
Satisfied	1,591.4	5.5	13.2	10.4	47.3	19.0	100.0
Very satisfied	682.2	3.6	6.2	9.4	41.5	34.6	100.0
<i>Total</i>	<i>2,891.2</i>	<i>6.7</i>	<i>13.1</i>	<i>10.7</i>	<i>43.8</i>	<i>21.3</i>	<i>100.0</i>
FEMALES							
Very dissatisfied	43.4	21.7	30.4	*	25.9	*	100.0
Dissatisfied	93.4	13.3	30.7	15.5	34.1	*	100.0
Neither satisfied nor dissatisfied	156.4	9.5	24.3	17.3	40.7	7.3	100.0
Satisfied	713.2	6.6	16.4	11.9	51.2	13.4	100.0
Very satisfied	422.6	4.2	10.9	7.5	44.5	32.3	100.0
<i>Total</i>	<i>1,429.0</i>	<i>7.1</i>	<i>17.0</i>	<i>11.4</i>	<i>46.2</i>	<i>17.8</i>	<i>100.0</i>
PERSONS							
Very dissatisfied	123.9	22.3	22.4	10.5	29.4	12.3	100.0
Dissatisfied	279.1	14.0	26.2	13.0	33.7	11.2	100.0
Neither satisfied nor dissatisfied	507.8	10.0	20.6	15.1	40.9	10.5	100.0
Satisfied	2,304.6	5.9	14.1	10.9	48.5	17.2	100.0
Very satisfied	1,104.8	3.8	8.0	8.7	42.6	33.7	100.0
Total	4,320.3	6.8	14.4	10.9	44.6	20.1	100.0

(a) Includes persons for whom ventilation was not an influence in their jobs.

TABLE 18. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH ABILITY TO CHOOSE STARTING OR FINISHING TIME AT WORK AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with ability to choose starting or finishing time at work					Total (a)
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
COULD CHOOSE STARTING OR FINISHING TIME							
Very dissatisfied	24.0	*	*	*	46.9	41.8	100.0
Dissatisfied	63.5	*	*	*	51.1	34.3	100.0
Neither satisfied nor dissatisfied	126.9	*	*	*	48.7	43.6	100.0
Satisfied	645.6	*	*	2.0	53.2	43.2	100.0
Very satisfied	354.4	*	*	2.1	32.2	64.2	100.0
<i>Total</i>	<i>1,214.4</i>	<i>1.2</i>	<i>0.8</i>	<i>2.7</i>	<i>46.4</i>	<i>48.9</i>	<i>100.0</i>
COULD NOT CHOOSE STARTING OR FINISHING TIME							
Very dissatisfied	99.9	14.2	18.7	27.6	34.9	*	100.0
Dissatisfied	215.6	7.0	21.7	26.2	41.4	3.8	100.0
Neither satisfied nor dissatisfied	380.8	3.8	15.3	31.2	46.4	3.2	100.0
Satisfied	1,659.0	1.2	8.9	19.4	65.1	5.5	100.0
Very satisfied	750.5	1.5	4.6	12.2	63.7	18.1	100.0
<i>Total</i>	<i>3,105.9</i>	<i>2.4</i>	<i>9.8</i>	<i>19.8</i>	<i>59.8</i>	<i>8.1</i>	<i>100.0</i>
TOTAL							
Very dissatisfied	123.9	12.4	16.2	22.4	37.2	11.8	100.0
Dissatisfied	279.1	6.2	17.6	21.9	43.6	10.7	100.0
Neither satisfied nor dissatisfied	507.8	3.3	11.6	24.8	47.0	13.3	100.0
Satisfied	2,304.6	1.1	6.5	14.5	61.7	16.0	100.0
Very satisfied	1,104.8	1.3	3.3	8.9	53.6	32.9	100.0
Total	4,320.3	2.1	7.3	15.0	56.0	19.6	100.0

TABLE 19. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH AVAILABILITY OF REGULAR PAID OVERTIME AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with availability of regular paid overtime					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
REGULAR PAID OVERTIME AVAILABLE							
Very dissatisfied	29.7	*	*	*	47.8	*	100.0
Dissatisfied	73.1	*	22.3	13.1	58.8	*	100.0
Neither satisfied nor dissatisfied	138.7	*	13.5	20.0	56.0	8.1	100.0
Satisfied	649.4	2.5	8.0	7.7	72.2	9.6	100.0
Very satisfied	295.8	2.5	4.5	4.5	57.8	30.6	100.0
<i>Total</i>	<i>1,186.8</i>	<i>2.8</i>	<i>8.7</i>	<i>8.9</i>	<i>65.3</i>	<i>14.3</i>	<i>100.0</i>
REGULAR PAID OVERTIME NOT AVAILABLE							
Very dissatisfied	94.1	9.9	21.0	22.6	32.4	14.2	100.0
Dissatisfied	206.0	8.5	17.4	28.2	34.6	11.3	100.0
Neither satisfied nor dissatisfied	369.1	5.9	13.4	30.0	40.6	10.2	100.0
Satisfied	1,655.2	3.0	9.5	21.5	54.4	11.2	100.0
Very satisfied	809.0	2.5	4.1	18.9	50.8	23.8	100.0
<i>Total</i>	<i>3,133.4</i>	<i>3.8</i>	<i>9.4</i>	<i>22.3</i>	<i>49.9</i>	<i>14.6</i>	<i>100.0</i>
TOTAL							
Very dissatisfied	123.9	10.2	18.4	20.9	36.1	14.4	100.0
Dissatisfied	279.1	7.4	18.7	24.3	41.0	8.7	100.0
Neither satisfied nor dissatisfied	507.8	4.9	13.4	27.3	44.8	9.6	100.0
Satisfied	2,304.6	2.9	9.1	17.6	59.4	11.0	100.0
Very satisfied	1,104.8	2.5	4.2	15.1	52.7	25.6	100.0
Total	4,320.3	3.5	9.2	18.6	54.1	14.5	100.0

TABLE 20. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH ENTITLEMENT TO PAID ANNUAL LEAVE AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with entitlement to paid annual leave					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
ENTITLED TO PAID ANNUAL LEAVE							
Very dissatisfied	110.2	9.6	11.3	13.0	53.8	12.3	100.0
Dissatisfied	265.4	3.1	14.1	9.2	62.9	10.8	100.0
Neither satisfied nor dissatisfied	481.8	1.7	9.2	12.3	64.7	12.1	100.0
Satisfied	2,191.6	1.1	4.5	6.1	72.6	15.7	100.0
Very satisfied	1,041.4	1.3	2.5	2.4	52.3	41.4	100.0
Total	4,090.3	1.6	5.4	6.3	65.4	21.4	100.0
NOT ENTITLED TO PAID ANNUAL LEAVE							
Very dissatisfied	13.7	*	*	*	*	*	100.0
Dissatisfied	13.8	*	*	*	*	*	100.0
Neither satisfied nor dissatisfied	25.9	*	*	35.4	35.1	*	100.0
Satisfied	113.0	*	18.3	19.0	53.6	*	100.0
Very satisfied	63.5	*	*	*	53.3	26.4	100.0
Total	229.9	5.8	17.1	18.3	48.2	10.5	100.0
TOTAL							
Very dissatisfied	123.9	12.0	12.9	12.7	50.8	11.7	100.0
Dissatisfied	279.1	3.5	15.0	10.0	61.1	10.3	100.0
Neither satisfied nor dissatisfied	507.8	1.8	10.0	13.5	63.2	11.5	100.0
Satisfied	2,304.6	1.2	5.2	6.7	71.7	15.2	100.0
Very satisfied	1,104.8	1.5	2.7	2.9	52.4	40.5	100.0
Total	4,320.3	1.8	6.0	6.9	64.5	20.8	100.0

TABLE 21. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH ENTITLEMENT TO PAID SICK LEAVE AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with entitlement to paid sick leave					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
ENTITLED TO PAID SICK LEAVE							
Very dissatisfied	109.1	6.6	16.1	10.1	52.5	12.6	100.0
Dissatisfied	258.6	3.3	16.3	9.7	57.8	11.0	100.0
Neither satisfied nor dissatisfied	471.4	2.4	9.5	11.9	60.6	13.4	100.0
Satisfied	2,172.9	1.3	6.4	5.9	66.2	18.8	100.0
Very satisfied	1,034.1	1.1	3.1	3.9	48.7	41.1	100.0
Total	4,046.1	1.7	6.8	6.4	60.2	23.2	100.0
NOT ENTITLED TO PAID SICK LEAVE							
Very dissatisfied	13.3	*	*	*	*	*	100.0
Dissatisfied	17.0	*	*	*	*	*	100.0
Neither satisfied nor dissatisfied	27.5	*	32.3	27.1	30.8	*	100.0
Satisfied	108.3	*	22.1	18.8	50.7	*	100.0
Very satisfied	56.7	*	*	15.8	52.5	17.7	100.0
Total	222.8	10.1	20.2	18.9	44.7	5.9	100.0
TOTAL (a)							
Very dissatisfied	123.9	9.1	16.5	10.4	49.4	11.6	100.0
Dissatisfied	279.1	4.7	17.2	10.2	54.5	10.3	100.0
Neither satisfied nor dissatisfied	507.8	2.8	10.6	12.5	57.9	12.4	100.0
Satisfied	2,304.6	1.5	7.1	6.4	64.8	17.8	100.0
Very satisfied	1,104.8	1.4	3.2	4.5	48.3	39.3	100.0
Total	4,320.3	2.1	7.4	7.0	58.7	22.0	100.0

(a) Includes persons who did not know whether they were entitled to sick leave.

TABLE 22. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH SUPERANNUATION, ETC. SCHEME MEMBERSHIP AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with superannuation, etc. scheme membership					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
MEMBER OF A SUPERANNUATION, ETC. SCHEME							
Very dissatisfied	38.6	*	*	*	44.6	20.0	100.0
Dissatisfied	105.1	*	12.0	15.3	52.1	14.8	100.0
Neither satisfied nor dissatisfied	233.9	*	10.7	13.7	58.6	14.5	100.0
Satisfied	1,103.7	1.9	5.8	9.3	59.2	23.8	100.0
Very satisfied	532.5	1.5	3.2	5.9	39.6	49.7	100.0
<i>Total</i>	<i>2,013.7</i>	<i>2.3</i>	<i>6.1</i>	<i>9.3</i>	<i>53.3</i>	<i>29.0</i>	<i>100.0</i>
NOT A MEMBER OF A SUPERANNUATION, ETC. SCHEME							
Very dissatisfied	84.0	12.5	25.8	33.9	22.8	*	100.0
Dissatisfied	171.3	8.4	22.0	38.8	27.4	*	100.0
Neither satisfied nor dissatisfied	271.1	8.0	17.2	41.2	30.3	3.3	100.0
Satisfied	1,171.5	3.8	16.7	37.5	39.2	2.8	100.0
Very satisfied	558.6	2.8	12.4	35.2	40.2	9.4	100.0
<i>Total</i>	<i>2,256.6</i>	<i>4.7</i>	<i>16.5</i>	<i>37.3</i>	<i>36.8</i>	<i>4.6</i>	<i>100.0</i>
TOTAL (a)							
Very dissatisfied	123.9	12.8	21.2	26.1	29.4	9.6	100.0
Dissatisfied	279.1	7.3	18.0	29.6	36.5	7.7	100.0
Neither satisfied nor dissatisfied	507.8	5.4	14.1	28.3	43.2	8.5	100.0
Satisfied	2,304.6	2.8	11.3	23.5	48.2	12.8	100.0
Very satisfied	1,104.8	2.2	7.8	20.6	39.4	28.7	100.0
Total	4,320.3	3.5	11.5	23.8	44.1	15.9	100.0

(a) Includes persons who did not know whether they were covered by superannuation, etc. scheme membership.

TABLE 23. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH AMOUNT OF GROSS PAY, OVERALL LEVEL OF JOB SATISFACTION AND AGE

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with amount of gross pay					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
— per cent —							
AGED 15 — 24 YEARS							
Very dissatisfied	52.5	20.6	25.6	19.2	32.8	*	100.0
Dissatisfied	100.4	*	33.8	14.7	38.8	*	100.0
Neither satisfied nor dissatisfied	160.3	6.7	24.9	22.9	41.1	4.4	100.0
Satisfied	617.0	3.1	17.5	13.0	59.3	7.1	100.0
Very satisfied	323.2	*	8.1	8.6	52.7	29.3	100.0
<i>Total</i>	<i>1,253.4</i>	<i>4.1</i>	<i>17.7</i>	<i>13.5</i>	<i>52.5</i>	<i>12.2</i>	<i>100.0</i>
AGED 25 — 54 YEARS							
Very dissatisfied	64.9	26.9	32.1	*	29.8	*	100.0
Dissatisfied	166.6	12.0	40.6	9.3	32.2	5.9	100.0
Neither satisfied nor dissatisfied	308.5	7.8	31.0	22.1	36.4	2.7	100.0
Satisfied	1,460.6	3.5	17.7	12.9	59.9	6.1	100.0
Very satisfied	659.1	2.8	8.0	8.8	54.2	26.2	100.0
<i>Total</i>	<i>2,659.8</i>	<i>4.9</i>	<i>18.6</i>	<i>12.6</i>	<i>53.3</i>	<i>10.6</i>	<i>100.0</i>
AGED 55 YEARS AND OVER							
Very dissatisfied	*	*	*	*	*	*	100.0
Dissatisfied	12.1	*	*	*	*	*	100.0
Neither satisfied nor dissatisfied	39.0	*	32.4	28.3	27.7	*	100.0
Satisfied	227.0	*	17.6	13.3	62.4	5.8	100.0
Very satisfied	122.6	*	8.6	6.5	54.1	29.6	100.0
<i>Total</i>	<i>407.1</i>	<i>2.5</i>	<i>17.1</i>	<i>12.8</i>	<i>55.3</i>	<i>12.4</i>	<i>100.0</i>
TOTAL							
Very dissatisfied	123.9	24.7	28.7	13.4	30.7	*	100.0
Dissatisfied	279.1	9.6	38.2	11.4	34.9	5.9	100.0
Neither satisfied nor dissatisfied	507.8	7.5	29.2	22.8	37.3	3.2	100.0
Satisfied	2,304.6	3.2	17.6	13.0	60.0	6.3	100.0
Very satisfied	1,104.8	2.2	8.1	8.5	53.7	27.5	100.0
Total	4,320.3	4.5	18.2	12.9	53.2	11.2	100.0

TABLE 24. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH SECURITY OF JOB TENURE AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with security of job tenure					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
MALES							
Very satisfied	80.5	31.3	14.1	14.5	23.0	17.1	100.0
Dissatisfied	185.7	11.2	21.8	14.3	39.3	13.3	100.0
Neither satisfied nor dissatisfied	351.4	4.3	13.2	20.0	48.1	14.4	100.0
Satisfied	1,591.4	1.9	5.8	8.2	56.4	27.8	100.0
Very satisfied	682.2	1.4	1.7	3.8	32.0	61.1	100.0
Total	2,891.2	3.5	7.0	9.1	47.6	32.8	100.0
FEMALES							
Very dissatisfied	43.4	24.8	19.0	*	31.7	*	100.0
Dissatisfied	93.4	7.9	20.1	13.4	43.6	15.1	100.0
Neither satisfied nor dissatisfied	156.4	*	11.0	18.9	49.9	16.7	100.0
Satisfied	713.2	2.0	6.1	8.8	60.3	22.9	100.0
Very satisfied	422.6	*	2.2	3.2	38.0	55.7	100.0
Total	1,429.0	2.9	6.8	8.6	50.6	31.1	100.0
PERSONS							
Very dissatisfied	123.9	29.0	15.8	13.9	26.0	15.2	100.0
Dissatisfied	279.1	10.1	21.2	14.0	40.7	13.9	100.0
Neither satisfied nor dissatisfied	507.8	4.1	12.5	19.6	48.7	15.1	100.0
Satisfied	2,304.6	1.9	5.9	8.4	57.6	26.3	100.0
Very satisfied	1,104.8	1.2	1.9	3.6	34.3	59.1	100.0
Total	4,320.3	3.3	6.9	9.0	48.6	32.2	100.0

TABLE 25. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH AVAILABILITY OF PROMOTION OPPORTUNITIES AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with availability of promotion opportunities					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
PROMOTION OPPORTUNITIES AVAILABLE							
Very dissatisfied	27.7	28.5	*	*	*	*	100.0
Dissatisfied	92.0	*	35.7	26.3	29.0	*	100.0
Neither satisfied nor dissatisfied	213.6	5.4	25.4	31.0	35.1	*	100.0
Satisfied	1,148.4	1.4	9.9	18.9	62.5	7.3	100.0
Very satisfied	643.7	1.1	3.1	8.8	55.8	31.2	100.0
Total	2,125.3	2.3	10.6	17.4	55.7	13.9	100.0
PROMOTION OPPORTUNITIES NOT AVAILABLE							
Very dissatisfied	96.2	35.7	32.1	19.9	9.9	*	100.0
Dissatisfied	187.1	20.7	37.5	25.1	15.3	*	100.0
Neither satisfied nor dissatisfied	294.2	13.8	32.4	35.9	17.1	*	100.0
Satisfied	1,156.2	3.8	14.6	30.5	48.3	2.7	100.0
Very satisfied	461.2	1.8	5.5	23.0	52.8	16.9	100.0
Total	2,194.9	7.6	17.8	28.7	40.6	5.3	100.0
TOTAL							
Very dissatisfied	123.9	34.1	29.0	20.1	13.2	*	100.0
Dissatisfied	279.1	15.8	36.9	25.5	19.8	*	100.0
Neither satisfied nor satisfied	507.8	10.2	29.4	33.8	24.6	1.9	100.0
Satisfied	2,304.6	2.6	12.3	24.7	55.4	5.0	100.0
Very satisfied	1,104.8	1.4	4.1	14.7	54.5	25.2	100.0
Total	4,320.3	5.0	14.3	23.2	48.0	9.6	100.0

TABLE 26. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH VARIETY OF WORK AND OVERALL LEVEL OF JOB SATISFACTION

Overall level of job satisfaction	Number of employees represented in the survey ('000)	Level of satisfaction with variety of work					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied — per cent —	Satisfied	Very satisfied	
MALES							
Very dissatisfied	80.5	32.6	23.5	18.6	17.3	*	100.0
Dissatisfied	185.7	11.9	34.2	17.4	29.2	7.2	100.0
Neither satisfied nor dissatisfied	351.4	6.1	22.6	30.2	36.8	4.2	100.0
Satisfied	1,591.4	1.0	7.2	14.7	61.1	16.0	100.0
Very satisfied	682.2	*	1.4	4.0	42.5	51.2	100.0
<i>Total</i>	<i>2,891.2</i>	<i>3.2</i>	<i>9.9</i>	<i>14.3</i>	<i>50.5</i>	<i>22.1</i>	<i>100.0</i>
FEMALES							
Very dissatisfied	43.4	34.8	27.1	*	24.0	*	100.0
Dissatisfied	93.4	11.4	41.1	20.8	23.9	*	100.0
Neither satisfied nor dissatisfied	156.4	5.6	25.4	30.3	34.8	*	100.0
Satisfied	713.2	*	7.6	15.2	62.1	14.1	100.0
Very satisfied	422.6	*	*	3.5	45.0	49.7	100.0
<i>Total</i>	<i>1,429.0</i>	<i>3.1</i>	<i>10.4</i>	<i>13.7</i>	<i>50.4</i>	<i>22.4</i>	<i>100.0</i>
PERSONS							
Very dissatisfied	123.9	33.4	24.8	16.3	19.7	5.9	100.0
Dissatisfied	279.1	11.7	36.5	18.6	27.5	5.7	100.0
Neither satisfied nor dissatisfied	507.8	6.0	23.5	30.2	36.2	4.1	100.0
Satisfied	2,304.6	1.0	7.3	14.8	61.4	15.4	100.0
Very satisfied	1,104.8	0.7	1.3	3.8	43.5	50.6	100.0
Total	4,320.3	3.1	10.1	14.1	50.5	22.2	100.0

TABLE 27. ALL EMPLOYEES: NUMBER OF EMPLOYEES SUPERVISED, OVERALL LEVEL OF JOB SATISFACTION AND DURATION OF EMPLOYMENT WITH CURRENT EMPLOYER

Overall level of job satisfaction and duration of employment with current employer	Number of employees represented in the survey	Number of employees supervised					One or more	Total
		None	1	2-5	6-9	10 or more		
MALES								
	('000)						— per cent —	
Very dissatisfied	80.5	4.0	3.5	*	*	*	1.5	2.8
Dissatisfied	185.7	7.0	7.9	5.9	4.5	5.1	5.8	6.4
Neither satisfied nor dissatisfied	351.4	13.5	11.9	11.2	12.9	8.2	10.7	12.2
Satisfied	1,591.4	54.8	51.4	58.0	58.0	51.5	55.3	55.0
Very satisfied	682.2	20.7	25.3	23.9	23.5	33.7	26.6	23.6
Under 1 year	504.9	24.6	17.0	11.3	7.1	5.3	10.0	17.5
1 and under 5 years	963.4	38.1	38.5	31.7	22.3	20.1	28.3	33.3
5 and under 10 years	599.2	18.3	21.1	24.6	23.7	22.1	23.3	20.7
10 years and over	823.7	19.0	23.4	32.3	46.8	52.5	38.4	28.5
<i>Total</i>	<i>2,891.2</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
— '000 —								
Total number of employees	2,891.2	1,480.1	205.3	631.7	199.3	374.7	1,411.1	2,891.2
FEMALES								
	('000)						— per cent —	
Very dissatisfied	43.4	3.4	*	*	*	*	2.3	3.0
Dissatisfied	93.4	7.4	7.1	3.7	*	*	4.8	6.5
Neither satisfied nor dissatisfied	156.4	12.3	6.5	8.3	*	*	8.1	10.9
Satisfied	713.2	50.1	50.2	50.6	46.4	47.2	49.6	49.9
Very satisfied	422.6	26.8	33.5	35.3	34.6	38.5	35.2	29.6
Under 1 year	372.0	29.8	23.8	20.1	*	*	18.4	26.0
1 and under 5 years	607.8	42.9	45.0	44.3	39.5	27.5	41.8	42.5
5 and under 10 years	287.0	18.1	23.1	22.4	31.2	28.4	24.2	20.1
10 years and over	162.2	9.3	8.1	13.2	16.7	37.8	15.6	11.4
<i>Total</i>	<i>1,429.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>	<i>100.0</i>
— '000 —								
Total number of employees	1,429.0	961.9	110.1	247.3	47.7	62.0	467.1	1,429.0
PERSONS								
	('000)						— per cent —	
Very dissatisfied	123.9	3.7	3.2	1.4	*	1.6	1.7	2.9
Dissatisfied	279.1	7.2	7.6	5.3	4.8	5.0	5.5	6.5
Neither satisfied nor dissatisfied	507.8	13.0	10.0	10.4	12.6	8.2	10.1	11.8
Satisfied	2,304.6	52.9	51.0	55.9	55.8	50.9	53.9	53.3
Very satisfied	1,104.8	23.1	28.1	27.1	25.7	34.3	28.8	25.6
Under 1 year	877.0	26.6	19.4	13.8	8.2	5.4	12.1	20.3
1 and under 5 years	1,571.2	40.0	40.8	35.3	25.6	21.2	31.6	36.4
5 and under 10 years	886.2	18.2	21.8	24.0	25.2	23.0	23.5	20.5
10 years and over	985.9	15.2	18.1	27.0	41.0	50.4	32.8	22.8
Total	4,320.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0
— '000 —								
Total number of employees	4,320.3	2,442.1	315.4	879.0	247.0	436.8	1,878.2	4,320.3

TABLE 28. ALL EMPLOYEES: CHANGE IN DEGREE OF RESPONSIBILITY DESIRED, AGE AND OCCUPATION

Change in degree of responsibility desired and age	Occupation group (a)									Total (b)
	Number of employees represented in the survey ('000)	Pro-fessional, technical etc.	Adminis-trative, executive, and managerial	Clerical	Sales	Farming, fishing, timber-getting etc.	Transport and com-munication	Trades and production-process workers and labourers, n.e.c.	Service, sport and recreation	
MALES										
More responsibility	928.3	38.2	44.2	48.2	42.6	21.7	20.2	26.3	30.0	32.1
15-24 years	232.9	4.4	*	16.4	9.4	*	3.5	8.7	10.3	8.1
25-54 years	644.9	31.5	38.8	29.7	32.5	13.3	15.6	16.1	17.7	22.3
55 years and over	50.6	2.3	*	*	*	*	*	1.5	*	1.7
The same responsibility	1,812.2	56.7	51.1	48.9	53.4	75.4	74.3	67.5	64.6	62.7
15-24 years	450.5	9.0	*	12.6	15.1	27.0	11.9	20.7	12.5	15.6
25-54 years	1,116.2	42.5	38.0	30.2	32.4	39.8	51.8	37.8	37.7	38.6
55 years and over	245.5	5.2	10.4	6.1	5.9	8.7	10.6	9.0	14.5	8.5
Less responsibility	150.5	5.1	4.7	2.9	*	*	5.5	6.2	*	5.2
15-24 years	18.7	*	*	*	*	*	*	0.8	*	0.6
25-54 years	106.4	3.7	3.2	*	*	*	3.9	4.4	*	3.7
55 years and over	25.4	*	*	*	*	*	*	1.0	*	0.9
Total	2,891.2	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-24 years	702.1	13.8	5.5	29.4	25.0	34.3	16.5	30.3	23.1	24.3
25-54 years	1,867.5	77.7	80.0	62.2	68.1	55.2	71.3	58.2	58.0	64.6
55 years and over	321.4	8.5	14.4	8.4	6.9	10.5	12.2	11.5	18.9	11.1
FEMALES										
More responsibility	319.4	23.4	*	28.2	19.3	*	*	14.0	16.6	22.4
15-24 years	155.8	8.7	*	14.8	14.4	*	*	5.8	7.4	10.9
25-54 years	155.2	13.4	*	13.1	*	*	*	7.9	8.7	10.9
55 years and over	8.5	*	*	*	*	*	*	*	*	0.6
The same responsibility	1,054.9	71.2	85.1	69.3	75.6	84.8	79.0	80.9	80.0	73.8
15-24 years	378.8	25.1	*	31.6	37.1	*	*	18.4	19.1	26.5
25-54 years	602.5	43.1	70.6	33.4	*	*	57.9	57.4	51.3	42.2
55 years and over	73.6	3.0	*	4.3	33.3	*	*	5.1	9.6	5.2
Less responsibility	54.7	5.3	*	2.6	*	*	*	5.1	*	3.8
15-24 years	16.7	*	*	*	*	*	*	*	*	1.2
25 years and over	38.0	4.0	*	1.6	*	*	*	4.4	*	2.7
Total	1,429.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-24 years	551.3	35.2	*	47.3	54.3	*	23.8	25.0	27.2	38.6
25-54 years	792.1	60.2	79.6	47.9	38.7	*	68.6	69.6	62.1	55.4
55 years and over	85.7	4.6	*	4.7	7.0	*	*	5.4	10.7	6.0
PERSONS										
More responsibility	1,247.8	31.8	41.3	35.3	32.1	2.3	20.1	24.9	22.3	28.9
15-24 years	388.7	6.3	*	15.4	11.7	*	4.2	8.4	8.6	9.0
25-54 years	800.1	23.6	36.0	19.1	19.5	12.7	15.0	15.1	12.5	18.5
55 years and over	59.0	1.9	*	0.9	*	*	*	1.4	*	1.4
The same responsibility	2,867.2	63.0	54.1	62.0	63.4	76.2	10.2	69.0	73.4	66.4
15-24 years	829.3	16.0	3.3	24.8	25.0	27.4	12.1	20.5	16.2	19.2
25-54 years	1,718.8	42.8	40.9	32.2	32.8	39.6	52.6	40.1	45.4	39.8
55 years and over	319.1	4.3	9.9	4.9	5.6	9.2	74.9	8.5	11.7	7.4
Less responsibility	205.2	5.2	4.6	2.7	4.5	*	5.0	6.0	4.3	4.7
15-24 years	35.5	*	*	*	*	*	*	0.8	*	0.8
25-54 years	140.8	3.7	3.2	1.8	2.5	*	3.4	4.4	*	3.3
55 years and over	28.9	*	*	*	*	*	*	0.8	*	0.7
Total	4,320.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
15-24 years	1,253.4	23.1	6.3	40.9	38.2	34.6	17.4	29.7	25.4	29.0
25-54 years	2,659.6	70.2	80.0	53.0	54.8	54.6	71.0	59.5	60.3	61.6
55 years and over	407.2	6.8	13.6	6.0	6.9	10.9	11.6	10.8	14.2	9.4

(a) Numbers of employees in these groups can be obtained from Table 4.

(b) Includes mining and quarrying occupations.

TABLE 29. ALL EMPLOYEES: CHANGE IN DEGREE OF RESPONSIBILITY DESIRED, OVERALL LEVEL OF JOB SATISFACTION AND EDUCATIONAL ATTAINMENT

<i>Educational attainment (a)</i>	<i>Number of employees represented in the survey ('000)</i>	<i>Very dissatisfied</i>	<i>Dissatisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Satisfied</i>	<i>Very satisfied</i>	<i>Total (a)</i>
				<i>— per cent —</i>			
MORE RESPONSIBILITY							
With post-school qualifications (b)	545.8	3.7	10.9	16.9	47.8	20.6	100.0
Degree	116.5	*	14.1	16.4	48.9	17.7	100.0
Diploma	67.5	*	*	17.5	51.2	21.9	100.0
Technician's, etc. certificate	144.1	*	11.4	17.4	46.3	20.7	100.0
Trade certificate	153.4	5.7	10.6	15.6	47.3	20.7	100.0
Without post-school qualifications (c)	701.9	6.2	11.0	16.6	46.9	19.3	100.0
<i>Total (d)</i>	<i>1,247.8</i>	<i>5.1</i>	<i>11.0</i>	<i>16.7</i>	<i>47.3</i>	<i>19.9</i>	<i>100.0</i>
THE SAME RESPONSIBILITY							
With post-school qualifications (b)	1,057.2	1.2	4.2	9.1	55.7	29.7	100.0
Degree	158.3	*	*	10.8	55.6	28.9	100.0
Diploma	150.6	*	*	9.0	51.3	37.3	100.0
Technician's, etc. certificate	267.1	*	4.9	7.6	53.8	32.3	100.0
Trade certificate	361.5	*	3.7	9.9	60.0	24.7	100.0
Without post-school qualifications (c)	1,806.5	2.1	4.2	9.7	55.9	28.0	100.0
<i>Total (d)</i>	<i>2,867.2</i>	<i>1.8</i>	<i>4.2</i>	<i>9.5</i>	<i>55.9</i>	<i>28.6</i>	<i>100.0</i>
LESS RESPONSIBILITY							
With post-school qualifications (b)	85.2	*	12.9	15.3	53.2	14.5	100.0
Degree	11.0	*	*	*	*	*	100.0
Diploma	14.5	*	*	*	52.4	*	100.0
Technician's, etc. certificate	24.6	*	*	*	58.5	*	100.0
Trade certificate	28.5	*	*	*	46.7	*	100.0
Without post-school qualifications (c)	119.6	*	9.5	11.3	55.1	19.7	100.0
<i>Total (d)</i>	<i>205.2</i>	<i>4.3</i>	<i>10.9</i>	<i>12.9</i>	<i>54.3</i>	<i>17.5</i>	<i>100.0</i>
TOTAL							
With post-school qualifications (b)	1,688.2	2.2	6.8	11.9	53.0	26.0	100.0
Degree	285.8	*	8.3	13.2	52.9	23.7	100.0
Diploma	232.6	*	4.9	11.5	51.3	31.7	100.0
Technician's, etc. certificate	435.8	2.3	7.3	11.3	51.6	27.6	100.0
Trade certificate	543.3	3.3	6.1	11.9	55.7	23.0	100.0
Without post-school qualifications (c)	2,628.2	3.3	6.2	11.6	53.5	25.3	100.0
Total (d)	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

(a) For definitions, etc. see *The Labour Force, Educational Attainment, Australia* (6235.0). (b) Includes post-school qualifications not separately identified. (c) Includes persons with no formal education. (d) Includes persons still at school.

TABLE 30. ALL EMPLOYEES: NUMBER OF FELLOW EMPLOYEES IN WORK GROUP (a) AND OVERALL LEVEL OF JOB SATISFACTION

Number of fellow employees in work group (a)	Number of employees represented in the survey ('000)	Level of job satisfaction					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
		— per cent —					
None	261.4	3.0	7.8	11.0	52.9	25.2	100.0
1	295.3	3.5	6.2	13.4	49.2	27.6	100.0
2-5	1,606.5	2.9	6.8	11.6	53.9	24.9	100.0
6-9	884.1	2.8	6.3	12.8	53.6	24.4	100.0
10-14	540.1	2.4	6.8	11.0	54.9	25.0	100.0
15-19	207.4	*	5.8	11.8	52.0	27.6	100.0
20 and over	525.6	3.0	5.2	10.8	52.7	28.3	100.0
One or more	4,058.9	2.9	6.4	11.8	53.4	25.6	100.0
Total	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

(a) Not including the respondent.

TABLE 31. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH ABILITY TO CHOOSE STARTING OR FINISHING TIME AT WORK, AND TRAVELLING TIME TO WORK

Travelling time to work	Number of employees represented in the survey ('000)	Level of satisfaction with ability to choose starting or finishing time at work					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
		— per cent —					
COULD CHOOSE STARTING TIME OR FINISHING TIME							
Works at home	45.8	*	*	*	49.4	45.6	100.0
Less than 15 minutes	407.7	*	*	1.8	50.8	46.1	100.0
15 and under 30 minutes	379.4	*	*	2.4	45.4	50.3	100.0
30 and under 60 minutes	285.3	*	*	3.0	43.3	50.5	100.0
1 hour and under 1½ hours	77.9	*	*	*	40.3	51.4	100.0
1½ hours or more	18.3	*	*	*	*	51.5	100.0
Total	1,214.4	1.3	0.8	2.7	46.4	48.9	100.0
COULD NOT CHOOSE STARTING OR FINISHING TIME							
Works at home	44.7	*	*	26.3	58.8	*	100.0
Less than 15 minutes	1,346.6	2.2	8.5	17.4	62.4	9.4	100.0
15 and under 30 minutes	955.6	2.2	10.1	22.0	58.1	7.6	100.0
30 and under 60 minutes	597.1	2.9	12.1	21.1	57.6	6.4	100.0
1 hour and under 1½ hours	130.1	*	12.8	22.4	55.3	6.3	100.0
1½ hours or more	31.9	*	*	*	64.3	*	100.0
Total	3,105.9	2.4	9.8	19.8	59.8	8.1	100.0
TOTAL							
Works at home	90.5	*	*	13.6	54.0	27.5	100.0
Less than 15 minutes	1,754.3	1.8	6.7	13.8	59.7	18.0	100.0
15 and under 30 minutes	1,334.9	2.0	7.4	16.4	54.5	19.7	100.0
30 and under 60 minutes	882.4	2.5	8.7	15.2	53.0	20.6	100.0
1 hour and under 1½ hours	208.0	*	8.3	16.0	46.7	23.2	100.0
1½ hours or more	50.2	*	*	15.8	52.7	22.8	100.0
Total	4,320.3	2.1	7.3	15.0	56.0	19.6	100.0

TABLE 32. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH ABILITY TO CHOOSE STARTING OR FINISHING TIME AT WORK, STATE CAPITAL CITIES AND OTHER AREAS

Area and ability to choose starting or finishing time	Number of employees represented in the survey ('000)	Level of satisfaction with ability to choose starting or finishing time					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
		— per cent —					
MALES							
State capital cities (a)	1,890.6	2.3	7.5	15.2	54.4	20.5	100.0
Could choose	597.9	1.5	*	2.6	46.2	48.8	100.0
Could not choose	1,292.7	2.6	10.6	21.0	58.2	7.4	100.0
Other areas	1,000.6	2.2	6.9	13.5	60.0	17.5	100.0
Could choose	261.5	*	*	3.0	50.1	44.7	100.0
Could not choose	739.1	2.4	9.1	17.2	63.5	7.8	100.0
Total	2,891.2	2.2	7.1	14.6	56.3	19.5	100.0
Could choose	859.4	1.5	0.8	2.7	47.4	47.5	100.0
Could not choose	2,031.9	2.6	10.1	19.6	60.1	7.6	100.0
FEMALES							
State capital cities (a)	1,022.3	1.9	8.4	16.5	53.8	19.4	100.0
Could choose	272.1	*	*	3.0	44.5	50.9	100.0
Could not choose	750.2	2.4	11.0	21.3	57.2	7.9	100.0
Other areas	406.6	*	4.5	14.1	59.4	20.5	100.0
Could choose	82.9	*	*	*	42.1	55.6	100.0
Could not choose	323.7	*	5.7	17.5	63.8	11.5	100.0
Total	1,428.9	1.8	7.3	15.8	55.4	19.7	100.0
Could choose	355.1	*	*	2.5	43.9	52.0	100.0
Could not choose	1,073.9	2.1	9.4	20.2	59.2	9.0	100.0
PERSONS							
State capital cities (a)	2,912.9	2.2	7.8	15.7	54.2	20.1	100.0
Could choose	870.0	1.2	1.0	2.8	45.6	49.4	100.0
Could not choose	2,042.9	2.6	10.8	21.1	57.9	7.6	100.0
Other areas	1,407.2	2.0	6.2	13.7	59.8	18.4	100.0
Could choose	344.4	*	*	2.5	48.2	47.4	100.0
Could not choose	1,062.8	2.1	8.0	17.3	63.6	9.0	100.0
Total	4,320.3	2.1	7.3	15.0	56.0	19.6	100.0
Could choose	1,214.6	1.3	0.8	2.7	46.4	48.8	100.0
Could not choose	3,105.7	2.4	9.8	19.8	59.8	8.1	100.0

(a) State Capital City Statistical Divisions, as defined in *Census of Population and Housing, 30 June, 1976, Local Government Area Code List* (2118.0).

TABLE 33. ALL EMPLOYEES: ABILITY TO CHOOSE STARTING OR FINISHING TIME, OCCUPATION AND OVERALL LEVEL OF JOB SATISFACTION

<i>Occupation group</i>	<i>Number of employees represented in the survey ('000)</i>	<i>Very dissatisfied</i>	<i>Dissatisfied</i>	<i>Neither satisfied nor dissatisfied — per cent —</i>	<i>Satisfied</i>	<i>Very satisfied</i>	<i>Total</i>
COULD CHOOSE STARTING OR FINISHING TIME							
Professional, technical etc.	250.7	*	6.5	11.2	53.7	28.3	100.0
Administrative, executive and managerial	146.4	*	*	6.0	51.9	37.8	100.0
Clerical	335.7	2.9	5.9	15.3	47.7	28.2	100.0
Sales	88.7	*	8.2	11.8	51.2	25.7	100.0
Farming, fishing, timbergetting, etc.	48.8	*	*	*	61.3	27.2	100.0
Transport and communication	47.9	*	*	*	62.0	24.6	100.0
Trades and production-process workers and labourers, n.e.c.	226.6	*	5.4	7.5	58.6	26.0	100.0
Service, sport and recreation	67.0	*	*	*	53.4	38.5	100.0
<i>Total (a)</i>	<i>1,214.6</i>	<i>2.0</i>	<i>5.2</i>	<i>10.5</i>	<i>53.2</i>	<i>29.2</i>	<i>100.0</i>
COULD NOT CHOOSE STARTING OR FINISHING TIME							
Professional, technical, etc.	447.3	2.0	6.4	9.7	52.5	29.4	100.0
Administrative, executive and managerial	104.4	*	*	15.2	50.9	26.5	100.0
Clerical	523.8	3.4	7.5	12.5	52.1	24.5	100.0
Sales	190.3	*	7.3	11.7	52.5	25.1	100.0
Farming, fishing, timbergetting, etc.	53.3	*	*	*	57.2	28.7	100.0
Mining and quarrying	26.8	*	*	*	67.2	*	100.0
Transport and communication	200.2	*	6.3	11.3	56.1	23.7	100.0
Trades and production-process workers and labourers, n.e.c.	1,253.0	3.9	7.1	13.8	54.0	21.2	100.0
Service, sport and recreation	306.8	2.8	7.4	10.2	52.4	27.2	100.0
<i>Total</i>	<i>3,105.7</i>	<i>3.2</i>	<i>6.9</i>	<i>12.3</i>	<i>53.4</i>	<i>24.2</i>	<i>100.0</i>
TOTAL							
Professional, technical, etc.	698.1	1.4	6.4	10.3	52.9	29.0	100.0
Administrative, executive and managerial	250.8	*	4.1	9.8	51.5	33.1	100.0
Clerical	859.5	3.2	6.9	13.6	50.4	26.0	100.0
Sales	279.1	3.3	7.6	11.8	52.0	25.2	100.0
Farming, fishing, timbergetting, etc.	102.2	*	*	8.0	59.0	28.0	100.0
Mining and quarrying	29.2	*	*	*	65.7	*	100.0
Transport and communications	248.1	*	5.5	11.2	57.2	23.9	100.0
Trades and production-process workers and labourers, n.e.c.	1,479.6	3.7	6.8	12.8	54.7	21.9	100.0
Service, sport and recreation	373.8	2.5	6.7	9.0	52.6	29.3	100.0
Total	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

(a) Includes mining and quarrying occupations.

TABLE 34. ALL EMPLOYEES: SUPERANNUATION, ETC. SCHEME MEMBERSHIP, AGE AND OCCUPATION

Occupation group	Number of employees represented in the survey (<i>'000</i>)	Belonged to superannuation etc. scheme		Total — per cent —	Did not belong to a superannuation etc. scheme	Total (a)
		Arranged etc. by current employer	Arranged etc. by other sources(s)			
AGED 15 — 24 YEARS						
Males	702.1	28.0	3.8	31.8	65.0	100.0
Females	551.3	23.7	*	24.5	73.7	100.0
<i>Persons (b)</i>	1253.4	26.1	2.5	28.6	68.8	100.0
Professional, technical, etc.	161.1	32.7	*	33.7	65.6	100.0
Administrative, executive and managerial	15.9	*	*	*	56.1	100.0
Clerical	351.6	41.5	*	43.0	55.1	100.0
Sales	106.7	13.8	*	15.2	83.7	100.0
Farming, fishing, timbergetting, etc.	35.3	*	*	*	86.9	100.0
Transport and communication	43.3	31.3	*	32.1	65.8	100.0
Trades and production-process workers and labourers, n.e.c.	439.1	17.3	4.3	21.6	74.4	100.0
Service, sport and recreation	95.1	15.4	*	17.0	80.0	100.0
AGED 25 — 54 YEARS						
Males	1,867.7	58.0	5.8	63.8	35.7	100.0
Females	792.1	28.5	1.7	30.3	69.0	100.0
<i>Persons</i>	2,659.8	49.2	4.6	53.8	45.6	100.0
Professional, technical, etc.	489.7	62.2	3.9	66.1	33.6	100.0
Administrative, executive and managerial	200.7	68.5	4.5	73.0	27.0	100.0
Clerical	455.9	55.4	3.2	58.6	41.1	100.0
Sales	153.1	40.4	5.5	45.9	53.5	100.0
Farming, fishing, timbergetting, etc.	55.8	26.9	13.0	39.9	60.1	100.0
Mining and quarrying	22.0	68.8	*	78.4	*	100.0
Transport and communication	176.1	49.6	5.0	54.6	45.2	100.0
Trades and production-process workers and labourers, n.e.c.	881.1	42.5	5.3	47.8	51.1	100.0
Service, sport and recreation	225.5	27.2	*	29.6	69.5	100.0
AGED 55 YEARS AND OVER						
Males	321.4	57.2	4.5	61.7	38.1	100.0
Females	85.7	28.2	*	30.1	69.0	100.0
<i>Persons</i>	407.1	51.1	3.9	55.1	44.6	100.0
Professional, technical, etc.	47.3	69.3	*	74.1	25.9	100.0
Administrative, executive and managerial	34.2	75.0	*	78.2	21.8	100.0
Clerical	52.0	58.6	*	61.3	38.7	100.0
Sales	19.3	*	*	41.4	58.6	100.0
Farming, fishing, timbergetting, etc.	11.1	*	*	*	72.7	100.0
Transport and communication	28.7	47.4	*	52.4	47.6	100.0
Trades and production-process workers and labourers, n.e.c.	159.4	51.8	4.6	56.4	43.1	100.0
Service, sport and recreation	53.2	23.2	*	24.8	75.2	100.0
TOTAL						
Males	2,891.2	50.6	5.2	55.8	43.1	100.0
Females	1,429.0	26.6	1.4	28.0	70.8	100.0
Persons	4,320.3	42.7	3.9	46.6	52.2	100.0
Professional, technical, etc.	698.1	55.8	3.3	59.2	40.4	100.0
Administrative, executive and managerial	250.8	67.4	4.5	71.9	28.1	100.0
Clerical	859.5	49.9	2.5	52.4	46.7	100.0
Sales	279.1	29.8	4.1	33.9	65.4	100.0
Farming, fishing, timbergetting, etc.	102.2	19.0	7.7	26.8	70.7	100.0
Mining and quarrying	29.2	63.2	*	73.2	25.5	100.0
Transport and communication	248.1	46.1	4.3	50.4	49.1	100.0
Trades and production-process workers and labourers, n.e.c.	1,479.6	36.0	4.9	40.9	57.2	100.0
Service, sport and recreation	373.8	23.6	2.1	25.7	73.0	100.0

(a) Includes persons who did not know whether they were covered by superannuation, etc. scheme membership.

(b) Includes mining and quarrying occupations not separately specified.

TABLE 35. ALL EMPLOYEES: LEVEL OF SATISFACTION WITH AMOUNT OF GROSS PAY, AND USUAL WEEKLY EARNINGS

Usual weekly earnings (\$) (a)	Number of employees represented in the survey ('000)	Level of satisfaction with amount of gross pay					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
		— per cent —					
MALES							
Under 120	249.8	6.9	17.6	14.5	54.8	6.2	100.0
120-149	242.8	9.8	26.4	12.8	45.1	6.9	100.0
150-199	926.5	7.8	26.9	15.3	43.8	6.2	100.0
200-249	689.7	3.6	18.3	14.0	55.5	8.6	100.0
250 and over	711.9	2.7	13.6	11.5	57.8	14.3	100.0
Total (b)	2,891.2	5.5	20.5	13.8	51.3	9.0	100.0
FEMALES							
Under 120	312.7	3.2	13.0	13.5	59.2	11.1	100.0
120-149	291.6	3.3	18.5	11.3	56.1	10.9	100.0
150-199	521.3	2.5	14.3	12.3	55.5	15.4	100.0
200-249	181.7	*	9.4	5.8	56.5	27.4	100.0
250 and over	96.6	*	*	*	61.0	25.6	100.0
Total (b)	1,429.0	2.5	13.5	11.1	57.2	15.7	100.0
PERSONS							
Under 120	562.5	4.8	15.1	14.0	57.2	8.9	100.0
120-149	534.5	5.8	22.1	12.0	51.1	9.0	100.0
150-199	1,447.8	5.9	22.4	14.2	48.0	9.5	100.0
200-249	871.4	3.1	16.4	12.3	55.7	12.5	100.0
250 and over	808.6	2.5	12.7	11.0	58.2	15.7	100.0
Total (b)	4,320.3	4.5	18.2	12.9	53.2	11.2	100.0

(a) Usual weekly earnings reported at the time of the survey. Earnings for employees paid other than weekly have been converted to equivalent weekly amounts. (b) Includes employees who did not provide details of their earnings.

TABLE 36. ALL EMPLOYEES: PROMOTION OPPORTUNITIES, DURATION OF EMPLOYMENT WITH CURRENT EMPLOYER AND OVERALL LEVEL OF JOB SATISFACTION

Duration of employment with current employer	Number of employees represented in the survey ('000)	Level of satisfaction with amount of gross pay					Total
		Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	
		— per cent —					
HAD PROMOTION OPPORTUNITIES							
Under 1 year	400.6	2.1	4.9	7.9	50.6	34.5	100.0
1 and under 5 years	741.3	1.4	4.5	12.0	51.8	30.3	100.0
5 and under 10 years	461.3	*	4.8	10.8	57.8	25.8	100.0
10 years and over	522.1	*	3.2	8.3	56.6	31.0	100.0
Total	2,125.3	1.3	4.3	10.0	54.0	30.3	100.0
DID NOT HAVE PROMOTION OPPORTUNITIES							
Under 1 year	476.4	5.9	9.6	15.0	49.7	19.8	100.0
1 and under 5 years	829.9	5.5	9.9	14.0	50.6	20.0	100.0
5 and under 10 years	424.8	3.0	6.5	13.6	54.1	22.7	100.0
10 years and over	463.8	2.2	6.7	10.5	58.1	22.4	100.0
Total	2,194.9	4.4	8.5	13.4	52.7	21.0	100.0
TOTAL							
Under 1 year	877.0	4.1	7.4	11.8	50.1	26.5	100.0
1 and under 5 years	1,571.2	3.6	7.4	13.0	51.1	24.9	100.0
5 and under 10 years	886.2	1.9	5.6	12.2	56.0	24.3	100.0
10 years and over	985.9	1.5	4.9	9.3	57.3	27.0	100.0
Total	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

TABLE 37. ALL EMPLOYEES: DESIRED CHANGES TO WORKING CONDITIONS, OVERALL LEVEL OF JOB SATISFACTION AND AGE

- NOTE (a) Employees who indicated more than one improvement are counted more than once. Hence totals obtained from this table will exceed those in the other tables in this publication.
- (b) This table shows the proportions of persons within each level of satisfaction category who desired the changes shown. (The number of employees in each level of satisfaction category can be ascertained from Table 7.)

<i>Desired changes</i>	<i>Number of employees represented in the survey</i> (<i>'000</i>)	<i>Very dissatisfied</i>	<i>Dissatisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Satisfied</i>	<i>Very satisfied</i>	<i>Total</i>
AGED 15 — 24 YEARS							
More say in decisions	353.9	44.8	43.7	34.7	27.9	18.2	28.2
More security of job tenure	194.3	32.8	27.1	20.9	13.9	19.5	15.5
Improved superannuation, etc. benefits	171.5	23.4	20.2	18.3	12.3	10.4	13.7
More promotion opportunities	330.9	44.4	42.5	47.5	24.9	10.9	26.4
Shorter working hours	205.8	19.4	26.1	20.3	16.6	10.6	16.4
Work which is more worthwhile	208.7	57.7	49.6	31.5	11.2	2.7	16.7
More paid leave	152.7	19.1	15.5	15.2	13.1	6.7	12.2
Higher wages or salary	453.4	50.5	47.5	49.5	38.0	20.3	36.2
More variety in work	299.2	63.8	57.1	42.7	19.6	5.9	23.9
Better physical working conditions	229.0	37.1	33.0	25.0	16.4	10.8	18.3
More paid overtime	213.0	26.7	23.1	20.8	16.6	12.5	17.0
Improved health or safety standards	203.0	35.8	30.7	20.3	15.5	7.8	16.2
Other improvements	261.3	32.6	32.3	29.3	18.4	16.0	20.8
No improvements	223.5	*	*	*	16.0	35.6	17.8
AGED 25 — 54 YEARS							
More say in decisions	771.1	47.1	49.8	42.3	27.8	18.3	29.0
More security of job tenure	472.8	38.8	32.2	26.1	17.1	9.7	17.8
Improved superannuation, etc. benefits	621.1	33.7	29.1	25.8	24.0	18.2	23.4
More promotion opportunities	610.3	38.1	44.1	40.2	21.5	11.2	22.9
Shorter working hours	475.1	21.4	22.7	22.7	18.7	12.1	17.9
Work which is more worthwhile	335.7	38.0	39.1	30.6	9.0	2.9	12.6
More paid leave	337.6	19.4	15.5	17.4	12.7	9.1	12.7
Higher wages or salary	855.2	50.9	48.6	42.4	31.3	23.2	32.2
More variety in work	405.5	40.8	41.6	33.0	12.1	4.6	15.2
Better physical working conditions	485.5	32.3	28.2	27.4	17.9	10.8	18.3
More paid overtime	273.1	17.7	15.3	15.2	9.9	6.8	10.3
Improved health or safety standards	434.6	31.6	25.3	25.3	15.4	10.4	16.3
Other improvements	693.2	31.1	39.4	30.9	24.7	22.9	26.1
No improvements	500.6	*	*	6.2	17.8	32.2	18.8
AGED 55 YEARS AND OVER							
More say in decisions	90.9	*	*	35.9	24.3	11.6	22.3
More security of job tenure	40.1	*	*	*	10.4	*	9.9
Improved superannuation, etc. benefits	112.9	*	*	30.2	29.5	21.0	27.7
More promotion opportunities	47.3	*	*	26.7	10.1	7.0	11.6
Shorter working hours	73.2	*	*	22.3	18.2	13.8	18.0
Work which is more worthwhile	41.1	*	*	25.1	9.4	*	10.1
More paid leave	44.9	*	*	*	13.0	*	11.0
Higher wages or salary	94.9	*	*	39.7	23.4	15.3	23.3
More variety in work	36.3	*	*	19.5	9.5	*	8.9
Better physical working conditions	65.9	*	*	26.7	16.5	10.3	16.2
More paid overtime	17.7	*	*	*	5.3	*	4.4
Improved health or safety standards	69.5	*	*	26.4	17.5	11.9	17.1
Other improvements	78.9	*	*	26.4	18.9	14.4	19.4
No improvements	122.4	*	*	*	27.5	43.9	30.1
TOTAL							
More say in decisions	1,215.8	45.0	47.6	39.4	27.5	17.5	28.1
More security of job tenure	707.2	36.1	29.8	23.7	15.6	9.1	16.4
Improved superannuation, etc. benefits	905.5	30.0	26.6	23.8	21.4	16.2	21.0
More promotion opportunities	988.5	41.0	42.6	41.5	21.3	10.6	22.9
Shorter working hours	754.1	21.9	24.1	21.9	18.1	11.8	17.5
Work which is more worthwhile	585.5	45.6	43.5	30.5	9.7	2.7	13.6
More paid leave	535.2	19.6	15.5	16.5	12.9	7.9	12.4
Higher wages or salary	1,403.4	49.8	48.0	44.4	32.3	21.5	32.5
More variety in work	741.0	50.2	46.2	35.0	13.9	4.7	17.1
Better physical working conditions	780.4	34.1	30.0	26.6	17.4	10.8	18.1
More paid overtime	503.9	21.1	18.0	16.2	11.2	7.8	11.7
Improved health or safety standards	707.1	33.1	27.3	23.8	15.6	9.8	16.4
Other improvements	1,033.5	32.0	37.2	30.1	22.5	19.9	23.9
No improvements	846.5	*	2.8	6.0	18.3	34.5	19.6

TABLE 38. ALL EMPLOYEES: MOST IMPORTANT DESIRED CHANGES TO WORKING CONDITIONS, AND OCCUPATION

Most important desired changes	Occupation group									Total (a)
	Number of employees represented in the survey	Professional, technical, etc.	Administrative, executive and managerial	Clerical	Sales	Farming, fishing, timber-getting, etc.	Transport and communication	Trades and production-process workers and labourers, n.e.c.	Service, sport and recreation	
RESPONDENTS' RANKING OF DESIRED CHANGES – MOST IMPORTANT										
	('000)	— per cent —								
More say in decisions	620.1	22.6	18.6	16.3	17.3	9.7	11.1	9.9	10.7	14.4
More security of job tenure	399.1	7.1	7.0	5.5	10.5	7.6	11.9	12.8	6.8	9.2
Improved superannuation, etc. benefits	365.0	6.8	12.2	8.2	7.5	9.0	9.1	9.0	6.9	8.4
More promotion opportunities	296.9	6.9	3.6	12.0	7.2	*	5.6	5.5	4.3	6.9
Shorter working hours	289.5	4.9	7.1	6.8	5.7	*	8.2	7.7	6.3	6.7
Work which is more worthwhile	134.7	2.6	*	4.9	3.8	*	*	2.4	4.0	3.1
More paid leave	86.4	1.7	*	1.3	*	*	*	2.3	2.5	2.0
Higher wages or salary	420.8	5.7	7.8	9.1	10.3	9.7	10.3	11.8	11.5	9.7
More variety in work	111.0	2.2	*	3.9	*	*	*	2.8	2.0	2.6
Better physical working conditions	207.1	7.7	*	3.4	3.5	*	4.0	5.3	3.4	4.8
More paid overtime	55.9	*	*	*	*	*	*	2.1	*	1.3
Improved health or safety standards	162.7	2.5	*	1.4	*	*	4.7	6.4	3.3	3.8
Other improvements	324.6	12.6	10.9	7.4	3.4	*	8.1	5.7	7.0	7.5
No improvement	846.5	16.0	23.2	19.2	24.5	35.8	20.9	16.2	30.1	19.6
Total	4,320.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
— '000 —										
Total number of employees	4,320.3	698.1	250.8	859.5	279.1	102.2	248.1	1,479.6	373.8	4,320.3
RESPONDENTS' RANKING OF DESIRED CHANGES – SECOND MOST IMPORTANT										
	('000)	— per cent —								
More say in decisions	124.0	3.8	*	2.8	3.2	*	*	2.6	3.1	2.9
More security of job tenure	108.2	3.0	*	1.9	3.5	*	*	3.0	*	2.5
Improved superannuation, etc. benefits	175.3	3.8	7.3	2.9	4.7	*	4.6	4.2	3.1	4.1
More promotion opportunities	216.0	6.5	3.4	6.6	5.1	*	4.8	4.4	2.7	5.0
Shorter working hours	134.6	2.7	*	2.9	2.8	*	4.5	3.5	3.3	3.1
Work which is more worthwhile	149.4	3.7	*	5.5	3.2	*	*	3.1	2.4	3.5
More paid leave	93.1	1.7	*	1.1	*	*	*	3.1	*	2.2
Higher wages or salary	480.7	8.6	11.9	10.5	12.5	8.4	14.0	12.4	9.4	11.1
More variety in work	225.8	3.9	*	9.9	4.6	*	4.4	4.2	4.5	5.2
Better physical working conditions	204.2	6.6	*	4.5	3.3	*	4.0	5.4	3.5	4.7
More paid overtime	138.9	2.6	*	2.1	*	*	3.0	4.7	2.8	3.2
Improved health or safety standards	245.9	3.6	*	2.6	2.6	*	6.6	9.7	4.3	5.7
Other improvements	348.4	13.5	10.7	7.1	6.2	*	9.4	5.8	8.2	8.1
No second improvement	1,675.3	36.2	47.3	39.6	45.0	55.6	35.9	33.8	49.5	38.8
Total	4,320.3	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
— '000 —										
Total number of employees	4,320.3	698.1	250.8	859.5	279.1	102.2	248.1	1,479.6	373.8	4,320.3

(a) Includes mining and quarrying occupations (29,200 employees).

TECHNICAL NOTE

Estimation procedure

Estimates derived from the survey are obtained by using a complex ratio estimation procedure, which ensures that the survey estimates conform to an independently estimated distribution of the population by age and sex, rather than to the age and sex 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 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. Another measure is the *relative standard error*, which expresses the standard error as a percentage of the estimate.

3. Space does not allow for the separate indication of the standard error of all estimates in this publication. Relative standard errors for estimates of numbers of employees are given in the table below. 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 use of the calculation and use of standard errors is as follows:

From Table 1 it can be seen that there are about 1,022,500 female employees in the State capital cities. The table below shows that the relative standard error of this estimate is about 1.4 per cent, or 14,300. 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 within the range 1,008,200 to 1,036,800 and about nineteen chances in twenty that the value will fall within the range 993,900 to 1,051,100.

4. As the standard errors in the table show, the smaller the estimated number of employees 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. Therefore, estimates and percentages below the levels shown in the table have not been included. Although figures for these small components can in some cases be derived by subtraction they should not be regarded as reliable.

5. The reliability of an estimated percentage computed by using sample data for both numerator and denominator, depends upon both the size of the numerator

and the size of the denominator. However, the relative standard error of the estimated percentage will generally be lower than the relative standard error of the estimate of the numerator.

6. Approximate standard errors of percentages may be derived by first obtaining the relative standard error of the number of persons corresponding to the numerator of the percentage and then applying this figure to the estimated percentage. The relative standard error of the numerator can be obtained from the table below. An example of the calculation and use of standard errors of estimated percentages is as follows:

From Table 3 it can be seen that 25 per cent of employees in the mining industry were very satisfied overall with their jobs and it can be calculated that the numerator of this percentage is 20,200. The table below shows that the relative standard error of the numerator is approximately 16.0 per cent. The standard error of the percentage in Table 3 is given by

$$\begin{aligned} \text{Standard error} &= \frac{16.0 \times 25}{100} \\ &= 4.0 \text{ per cent} \end{aligned}$$

Therefore, there are about two chances in three that the rate would have been obtained if all dwellings had been included in the survey is in the range 21.0 to 29.0 per cent and nineteen chances in twenty that it is in the range 17.0 to 33.0 per cent.

7. Published figures may also be used to estimate the difference between two survey estimates (estimates of numbers or percentages). Such a figure is itself an estimate and is therefore subject to sampling error. The sampling error of the difference between two survey estimates depends on the standard errors of the original estimates and on the relationship (correlation) between the two original estimates. An approximate standard error of the differences between two estimates ($x-y$) may be calculated using the following formula:

$$\text{Standard error } (x-y) = \sqrt{(\text{standard error } (x))^2 + (\text{standard error } (y))^2}$$

While this formula will only be exact for differences between separate and unrelated (uncorrelated) characteristics or sub-populations it is expected to provide a good approximation for all differences likely to be of interest in the publication.

8. An example of the use of the above formula is as follows:

From Table 3 it can be seen that the difference between the estimated percentages of persons in the manufacturing industry and the finance, insurance, real estate, etc. industry who were satisfied overall with their jobs is $54.4 - 51.8 = 2.6$. The standard error of this estimate is calculated as follows.

The numerators of these percentages are approximately 579,600 and 190,700 respectively. From the table below, the relative standard errors of each of the two original estimates can be approximated as 2.1 per cent and 4.2 per cent respectively. These correspond to standard errors of $(2.1 \times 54.4) \div 100$ and $(4.2 \times 51.8) \div 100$, ie. 1.1424 and 2.1756, respectively. Therefore, the standard error of the difference is given by

$$\begin{aligned} \text{Standard error } (54.4)-(51.8) &= \sqrt{(1.1424)^2 + (2.1756)^2} \\ &= \sqrt{6.0383} \\ &= 2.457 \text{ or} \\ &\text{approximately } 2.5 \end{aligned}$$

Thus there are about two chances in three that the difference that would have been obtained if all

dwellings had been included in the survey is within the range 0.1 per cent and 5.1 per cent and about nineteen chances in twenty that this difference is between -2.4 per cent and 7.6 per cent.

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. 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 only 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.

APPROXIMATE RELATIVE STANDARD ERRORS OF ESTIMATES: PERSONS

(per cent)

Size of estimate or numerator	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	N.T.	A.C.T.	Australia
2,000						27.1			
2,500						23.8			
3,000						21.4			
3,500				26.5	26.8	19.5	26.6	24.3	
4,000				24.5	24.8	18.0	24.6	22.3	
4,500				22.9	23.2	16.8	23.0	20.6	
5,000			27.2	21.5	21.8	15.7	21.6	19.2	
6,000			24.5	19.3	19.6	14.0	19.4	17.0	
7,000	28.7	27.9	22.5	17.6	17.9	12.7	17.7	15.3	27.3
8,000	26.7	25.9	20.8	16.3	16.6	11.7	16.4	13.9	25.0
9,000	25.1	24.2	19.4	15.1	15.4	10.8	15.2	12.8	23.9
10,000	23.7	22.7	18.3	14.2	14.5	10.1	14.3	11.9	22.0
15,000	18.9	17.9	14.4						18.2
20,000	16.1	15.1							16.0
50,000									9.2
100,000									6.2
200,000									4.1
500,000									2.2
1,000,000									1.4
2,000,000									0.9
5,000,000									0.5

