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# **PREFERRED WORKING HOURS OF WAGE AND SALARY EARNERS**

QUEENSLAND

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## INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or the Statistical Consultancy Unit on Brisbane (07) 3222 6012.

## NOTES

### ABOUT THIS PUBLICATION

This publication contains results relating to the Survey of Preferred Working Hours of Wage and Salary Earners conducted throughout Queensland in October 2006.

Information was obtained from wage and salary earners about the hours they usually work, the reasons they usually worked those hours, whether payment or compensation was received for additional hours, whether they would prefer to work more hours or fewer hours and, where applicable, the reasons they do not do so. Membership of a trade union, educational qualifications, income level and sources of income were also collected.

### NOTES ABOUT THE ESTIMATES

Table 1 of this publication provides a comparison between selected data items from the 2006 survey and a similar survey conducted in 1999 (*Working Hours of Wage and Salary Earners, Queensland*, (cat. no. 6344.3). Owing to a difference in scope between these two surveys, the 2006 data has been adjusted to enable comparisons with 1999 data. For this reason there may be some small differences in the 2006 data between table 1 and the remainder of the tables in this publication. See Explanatory Notes, paragraph 12 for details on scope and other changes between the 1999 and 2006 surveys.

### ROUNDING

Where figures have been rounded, discrepancies may occur between sums of the component items and totals. Published percentages are calculated prior to rounding of the figures and therefore some discrepancy may occur between these percentages and percentages calculated from the rounded figures.

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### ABBREVIATIONS

ABS Australian Bureau of Statistics  
MPS Monthly Population Survey  
Qld Queensland  
RSE relative standard error  
SE standard error

Andrea McIntyre  
Acting Regional Director, Queensland

## SUMMARY OF FINDINGS

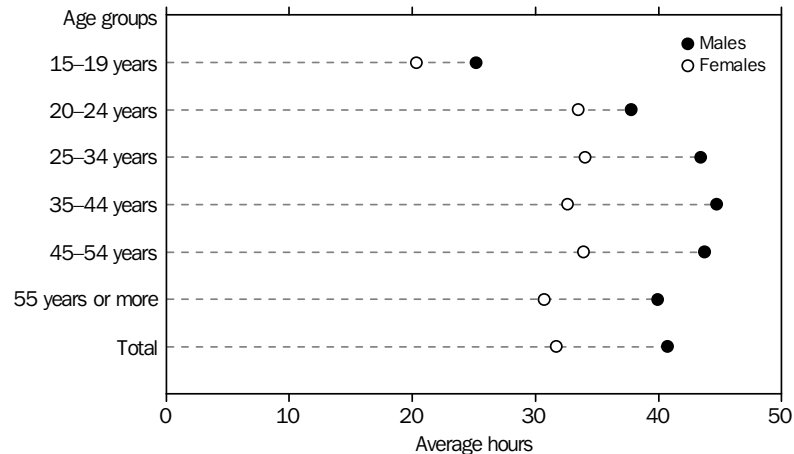
### USUAL HOURS OF WORK

In October 2006, an estimated 1.6 million wage and salary earners resided in private dwellings in Queensland. Of these, 842,500 were male wage and salary earners who usually worked an average of 40.7 hours per week compared with 786,800 female wage and salary earners who usually worked an average of 31.7 hours per week.

In total, 505,000 (31.0%) wage and salary earners in Queensland usually worked more than 40 hours per week.

Across age groups, male wage and salary earners in the 35-44 years age group reported usually working the highest average hours per week (44.7 hours), while for female wage and salary earners, average hours usually worked per week were the highest for the 25-34 years age group (34.0 hours).

AVERAGE HOURS PER WEEK USUALLY WORKED, Wage and Salary Earners



Wage and salary earners with lower annual incomes tended to work fewer average usual hours per week than those with higher incomes.

Compared with wage and salary earners in other industries, those employed in Mining reported usually working the highest average weekly hours (50.3 hours). Of all occupation groups, Managers reported the highest number of average hours usually worked per week (45.4 hours).

### MAIN REASON FOR USUAL HOURS OF WORK

The most common reason given by wage and salary earners for working their usual number of hours was that they were 'standard, award or contract hours'. Just over one-quarter (27.9%) of those working less than 16 hours per week reported 'study commitments' as a main reason, and 63.6% of those working more than 40 hours reported 'to get the job done' or 'expectation of the job'. Almost half (45.3%) of those who usually worked unpaid hours reported 'to get the job done' as the main reason for working their usual hours.

### UNPAID HOURS OF WORK

One in five (19.9% or 323,600) wage and salary earners reported that they usually worked unpaid hours. Of male wage and salary earners, 19.5% (164,000) reported an average of 8.2 unpaid weekly hours and 20.3% (159,600) of female wage and salary earners reported an average of 7.0 unpaid weekly hours.

## SUMMARY OF FINDINGS *continued*

### UNPAID HOURS OF WORK *continued*

Education and Training was the industry with the highest proportion of wage and salary earners who reported usually working unpaid hours (47.0%), followed by Rental, Hiring and Real Estate Services (33.0%).

Of all occupation groups, Managers represented the highest proportion of wage and salary earners that usually worked unpaid hours (41.7% or 49,900) closely followed by Professionals (40.8% or 102,200).

Most wage and salary earners who usually worked unpaid hours (62.7% or 203,000) received neither an allowance in their pay for unpaid hours worked nor time off in lieu.

A quarter of wage and salary earners who worked unpaid hours (24.5% or 79,300) received only time off in lieu for these hours and 6.4% (20,800) received only an allowance in their pay.

### PAID OVERTIME

In October 2006, 206,400 (12.7%) wage and salary earners reported that they usually worked paid overtime hours.

Of all male wage and salary earners, 18.9% (159,500) worked an average of 7.6 hours of paid overtime per week while 6.0% (47,000) of female wage and salary earners worked an average of 4.5 hours of paid overtime per week.

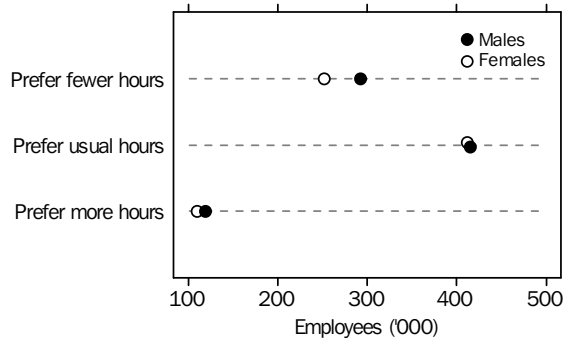
Manufacturing (27.6%) and Construction (27.2%) were the industries with the highest proportions of wage and salary earners working paid overtime.

Of all occupation groups, 'Machinery Operators and Drivers' and 'Technicians and Trades Workers' had the highest proportions of wage and salary earners who reported usually working some paid overtime each week (29.2% and 26.4%, respectively). In comparison, Managers (5.3%) and Sales Workers (5.1%) had the lowest proportion of wage and salary earners who reported usually working some paid overtime each week.

### PREFERRED WORKING HOURS

Just over half of all wage and salary earners preferred their usual hours per week (50.8% or 828,000) while one-third (33.4% or 545,300) reported that they would like to work fewer hours. The remainder (14.1% or 229,500) reported that they would like to work more hours per week.

PREFERRED WORKING HOURS, Wage and Salary Earners



#### *Prefer fewer hours*

Of those who usually work some unpaid hours (323,600 or 19.9%), most (58.1%) preferred to work fewer hours per week.

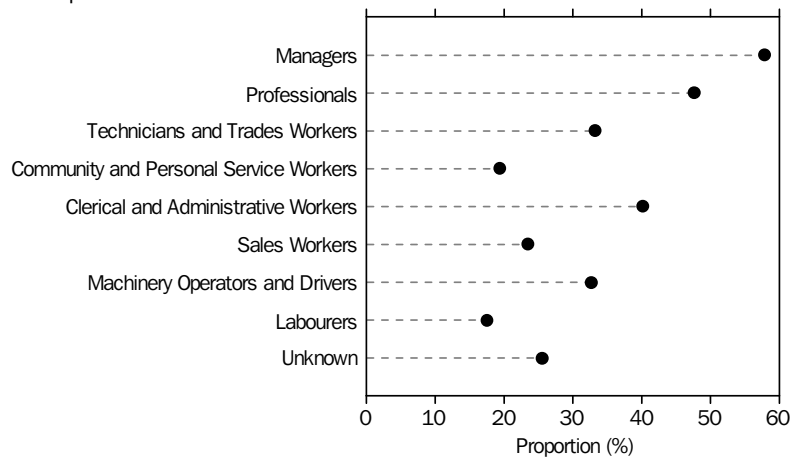
## SUMMARY OF FINDINGS *continued*

### *Prefer fewer hours continued*

The Financial and Insurance Services industry had the highest proportion of wage and salary earners who would prefer to work fewer hours (48.3%). Of these, 24.0% were willing to work fewer hours for less pay.

More than half of Managers (57.8%) reported that they would prefer to work fewer hours per week with 22.3% of these wage and salary earners willing to work fewer hours for less pay. Similarly, almost half of Professionals (47.6%) reported that they would prefer to work fewer hours with 24.0% of these wage and salary earners being willing to work fewer hours for less pay.

EMPLOYEES WHO WOULD PREFER TO WORK FEWER HOURS, by Occupation



The most common reasons given for preferring to work fewer hours was 'leisure/ more time for self/ lifestyle' (50.4%) and 'prefer to spend more time with family' (28.2%).

The most common reason reported by wage and salary earners (who preferred fewer hours) for not working fewer hours was 'income needs' (37.4%).

### *Prefer more hours*

The Accommodation and Food Services industry had the highest proportion of wage and salary earners who would prefer to work more hours (25.8%). Of all the occupation groups, Labourers had the highest proportion of wage and salary earners who would prefer to work more hours (23.3%).

### COMPARISON BETWEEN 1999 AND ADJUSTED 2006 DATA

This section provides a comparison between selected data items from the 2006 survey and a similar survey conducted in 1999 (Working Hours of Wage and Salary Earners, Queensland). Owing to a difference in scope between these two surveys, the 2006 data has been adjusted to compare with 1999 data.

In October 2006, the proportion of wage and salary earners who reported that they usually worked more than 40 hours (31.0%) was similar to that reported in 1999 (30.7%).

From 1999 to 2006, the proportion of male wage and salary earners working paid overtime increased from 16.8% to 19.0% while the proportion of female wage and salary earners working paid overtime remained relatively stable over the same time period, 6.1% in 1999 and 6.0% in 2006.

## SUMMARY OF FINDINGS *continued*

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### COMPARISON BETWEEN 1999 AND ADJUSTED 2006 DATA *continued*

From 1999 to 2006, the proportion of female wage and salary earners working unpaid hours increased by 2.0 percentage points (18.3% to 20.3%). This compares to a decrease of 0.9 percentage points for male wage and salary earners working unpaid hours over the same time period (20.2% to 19.3%).

From 1999 to 2006, the proportion of male wage and salary earners who preferred to work fewer hours increased 0.7 percentage points to 34.5% while the proportion for females rose 3.1 percentage points to 31.9%.

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# 1

## COMPARISON TABLE 1999–2006(a), Wage and Salary Earners

	NUMBER OF PERSONS 1999			NUMBER OF PERSONS 2006			PROPORTION OF PERSONS 1999			PROPORTION OF PERSONS 2006		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	%	%	%	%	%	%
Usual hours worked per week												
0–15 hours	39.5	108.9	148.5	60.6	114.7	175.3	5.9	18.4	11.8	7.3	14.8	10.9
16–34 hours	47.4	170.9	218.2	69.1	232.1	301.2	7.1	28.9	17.4	8.3	30.0	18.8
35–40 hours	295.6	209.1	504.7	335.7	291.3	626.9	44.4	35.4	40.2	40.5	37.7	39.1
41–48 hours	129.5	63.6	193.1	167.8	82.4	250.2	19.5	10.8	15.4	20.3	10.7	15.6
49 hours or more	153.6	38.1	191.7	195.0	52.3	247.3	23.1	6.4	15.3	23.5	6.8	15.4
Paid overtime												
Paid overtime usually worked	112.1	36.3	148.3	157.8	46.3	204.1	16.8	6.1	11.8	19.0	6.0	12.7
Paid overtime not usually worked	548.6	552.9	1 101.5	664.9	723.4	1 388.3	82.4	93.6	87.7	80.2	93.6	86.7
Unpaid hours												
Unpaid hours usually worked	134.2	108.0	242.2	160.3	156.7	317.0	20.2	18.3	19.3	19.3	20.3	19.8
Unpaid hours not usually worked	527.4	480.5	1 007.9	660.9	611.6	1 272.5	79.2	81.4	80.2	79.8	79.1	79.5
Prefer fewer hours	225.0	170.0	395.0	286.1	246.9	532.9	33.8	28.8	31.4	34.5	31.9	33.3
<b>Total<sup>(b)</sup></b>	<b>665.6</b>	<b>590.6</b>	<b>1 256.2</b>	<b>828.7</b>	<b>772.7</b>	<b>1 601.5</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>	<b>100.0</b>

(a) See Explanatory Notes, paragraph 12 for information on scope difference.

(b) Includes "don't know".



## SELECTED CHARACTERISTICS, Wage and Salary Earners

	BRISBANE			BALANCE OF QUEENSLAND			TOTAL		
	STATISTICAL DIVISION								
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
Age groups									
15-19 years	38.2	38.6	76.8	48.4	45.9	94.3	86.5	84.5	171.0
20-24 years	55.8	57.1	112.8	54.5	45.9	100.4	110.3	103.0	213.3
25-34 years	102.6	88.3	190.9	98.5	80.7	179.2	201.1	169.0	370.1
35-44 years	87.3	85.3	172.6	93.1	92.1	185.2	180.4	177.4	357.8
45-54 years	77.1	79.2	156.3	81.3	83.5	164.8	158.4	162.7	321.2
55 years or more	50.3	41.6	91.9	55.4	48.5	103.9	105.7	90.1	195.8
Gross annual income									
\$0 to less than \$10,000	24.2	36.6	60.8	27.6	43.0	70.6	51.8	79.6	131.4
\$10,000 to less than \$20,000	21.5	46.6	68.1	31.1	58.9	90.0	52.6	105.5	158.1
\$20,000 to less than \$30,000	40.2	70.6	110.8	40.5	85.5	126.0	80.7	156.1	236.8
\$30,000 to less than \$40,000	65.1	78.8	143.8	78.8	90.2	169.0	143.9	168.9	312.8
\$40,000 to less than \$50,000	66.7	59.1	125.8	68.2	43.7	111.9	134.9	102.8	237.7
\$50,000 to less than \$60,000	58.1	35.4	93.5	52.5	22.5	75.0	110.6	57.9	168.5
\$60,000 to less than \$70,000	38.6	19.8	58.4	34.8	14.2	49.0	73.4	34.0	107.4
\$70,000 to less than \$80,000	18.2	8.7	26.9	22.8	6.5	29.3	41.0	15.2	56.2
\$80,000 to less than \$90,000	17.9	4.3	22.3	17.9	*2.7	20.6	35.8	7.1	42.9
\$90,000 or more	38.6	9.1	47.7	32.7	*3.2	35.9	71.3	12.3	83.6
Not stated	9.1	7.5	16.6	*4.1	6.8	10.9	13.3	14.3	27.5
Trade union membership									
Does belong to a trade union	90.2	95.6	185.8	99.3	89.0	188.3	189.4	184.6	374.0
Does not belong to a trade union	309.8	285.9	595.7	310.7	298.8	609.5	620.5	584.7	1 205.2
Highest educational qualification(a)									
Secondary education	199.0	200.8	399.8	229.1	220.6	449.7	428.1	421.5	849.5
Certificate level	90.4	44.1	134.5	119.0	63.8	182.7	209.4	107.9	317.2
Advanced diploma and diploma	31.7	39.1	70.8	26.5	29.5	56.0	58.2	68.6	126.8
Bachelor degree	56.0	73.7	129.7	37.1	61.9	98.9	93.1	135.6	228.7
Graduate diploma and graduate certificate	5.5	9.9	15.4	*3.4	9.5	12.9	8.9	19.5	28.3
Postgraduate degree	16.6	10.8	27.5	5.5	5.8	11.3	22.1	16.7	38.8
Usual hours worked per week									
0-15 hours	29.2	49.0	78.2	31.4	67.3	98.6	60.6	116.3	176.8
16-34 hours	34.8	118.9	153.8	37.6	119.5	157.0	72.4	238.4	310.8
35-40 hours	168.5	144.6	313.1	173.2	149.8	322.9	341.7	294.4	636.0
41-48 hours	83.2	50.7	133.8	87.2	33.5	120.7	170.4	84.2	254.5
49 hours or more	95.4	26.9	122.2	101.6	26.7	128.3	196.9	53.6	250.5
Paid overtime									
Paid overtime usually worked	79.8	22.6	102.4	79.7	24.4	104.1	159.5	47.0	206.4
Paid overtime not usually worked	329.3	364.9	694.3	347.6	371.9	719.5	676.9	736.8	1 413.8
Unpaid hours									
Unpaid hours usually worked	97.0	91.7	188.7	67.0	67.8	134.9	164.0	159.6	323.6
Unpaid hours not usually worked	310.9	295.4	606.3	359.7	327.3	687.1	670.6	622.7	1 293.3
Preferred hours									
Prefer more hours	54.9	50.1	105.0	64.7	59.8	124.6	119.6	109.9	229.5
Prefer usual hours	200.3	202.0	402.4	215.4	210.2	425.6	415.7	412.2	828.0
Prefer fewer hours	150.7	130.9	281.7	142.2	121.4	263.6	293.0	252.3	545.3
<b>Total(b)</b>	<b>411.3</b>	<b>390.1</b>	<b>801.4</b>	<b>431.2</b>	<b>396.7</b>	<b>827.9</b>	<b>842.5</b>	<b>786.8</b>	<b>1 629.2</b>

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

(a) Excludes "level not determined" and "no educational attainment".

(b) Includes "don't know".

## HOURS PER WEEK USUALLY WORKED, Wage and Salary Earners

	NUMBER OF PERSONS					Total persons(b)	Average usual hours worked per week(a)
	Usually works 0-15 hours	Usually works 16-34 hours	Usually works 35-40 hours	Usually works 41-48 hours	Usually works 49 hours or more		
	'000	'000	'000	'000	'000	'000	hours
<b>Male</b>							
15-19 years	34.2	14.3	30.4	np	np	86.5	25.2
20-24 years	8.7	18.0	48.0	20.3	15.4	110.3	37.8
25-34 years	5.0	10.8	84.7	47.2	53.5	201.1	43.4
35-44 years	*2.5	9.7	69.1	42.9	56.3	180.4	44.7
45-54 years	*1.8	9.7	66.0	np	43.9	158.4	43.7
55 years or more	8.4	10.0	43.5	20.3	23.4	105.7	39.9
All ages	60.6	72.4	341.7	np	np	842.5	40.7
<b>Female</b>							
15-19 years	44.2	17.5	18.7	np	np	84.5	20.3
20-24 years	11.2	25.8	47.5	9.8	8.6	103.0	33.5
25-34 years	18.9	39.5	78.2	21.2	11.2	169.0	34.0
35-44 years	17.2	65.6	59.8	21.2	13.5	177.4	32.6
45-54 years	10.9	56.5	63.1	20.2	12.1	162.7	33.9
55 years or more	13.8	33.5	27.0	10.3	5.5	90.1	30.7
All ages	116.3	238.4	294.4	np	np	786.8	31.7
<b>Gross annual income</b>							
Less than \$10,000	101.3	27.3	np	np	np	131.4	12.0
\$10,000 to less than \$20,000	46.7	82.2	25.0	np	np	158.1	21.7
\$20,000 to less than \$30,000	13.0	104.2	94.1	17.5	8.1	236.8	32.7
\$30,000 to less than \$40,000	*3.4	44.3	200.5	45.5	19.1	312.8	38.2
\$40,000 to less than \$50,000	*1.9	19.2	119.8	60.3	36.5	237.7	41.5
\$50,000 to less than \$60,000	np	np	75.0	45.3	41.6	168.5	44.1
\$60,000 to less than \$70,000	np	np	39.1	26.2	38.0	107.4	45.7
\$70,000 to less than \$80,000	np	np	17.6	13.9	21.0	56.2	46.6
\$80,000 to less than \$90,000	**—	np	np	16.1	17.6	42.9	48.0
\$90,000 or more	np	np	13.8	17.7	49.0	83.6	50.0
Not stated	*1.5	4.5	11.4	4.8	5.3	27.5	39.1
<b>Trade union membership</b>							
Does belong to a trade union	np	64.0	161.3	72.0	58.3	374.0	38.8
Does not belong to a trade union	156.0	241.2	452.8	173.9	181.3	1 205.2	35.5
<b>Highest educational qualification(c)</b>							
Secondary education	133.2	175.0	334.3	105.0	np	849.5	33.8
Certificate level	15.8	44.3	134.2	66.1	56.7	317.2	39.8
Advanced diploma and diploma	6.7	28.7	50.2	19.1	22.2	126.8	38.0
Bachelor degree	15.2	42.8	81.1	46.9	42.7	228.7	38.4
Graduate diploma and graduate certificate	np	8.0	9.2	np	4.6	28.3	36.7
Postgraduate degree	np	5.2	14.2	np	12.2	38.8	43.2
<b>Paid overtime</b>							
Paid overtime usually worked	np	np	55.8	70.3	61.3	206.4	44.3
Paid overtime not usually worked	np	294.8	576.1	182.4	188.2	1 413.8	35.2
<b>Unpaid hours</b>							
Unpaid hours usually worked	np	np	85.8	97.6	99.5	323.6	43.5
Unpaid hours not usually worked	np	273.2	545.8	154.9	147.6	1 293.3	34.5
<b>Preferred hours</b>							
Prefer more hours	57.2	82.4	59.7	22.2	np	229.5	27.2
Prefer usual hours	108.4	175.7	365.3	99.3	np	828.0	34.1
Prefer fewer hours	9.9	48.7	197.3	130.6	158.9	545.3	43.5

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

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

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Excludes those with unknown number of usual hours.

(b) Includes "don't know".

(c) Excludes "level not determined" and "no educational attainment".

	NUMBER OF PERSONS						Average usual hours worked per week(a)
	Usually works 0-15 hours	Usually works 16-34 hours	Usually works 35-40 hours	Usually works 41-48 hours	Usually works 49 hours or more	Total persons(b)	
	'000	'000	'000	'000	'000	'000	hours
Relationship in household(c)							
Husband, wife or partner with dependants	31.7	99.0	166.1	84.3	88.7	469.7	38.2
Husband, wife or partner without dependants	np	81.4	210.9	85.8	90.7	494.5	39.1
Lone parent	10.5	23.2	23.6	12.7	6.9	76.9	32.5
Dependent student	75.9	24.0	np	**—	np	101.6	12.3
Non-dependent child	np	31.4	97.2	19.3	10.2	166.6	36.5
Other family person	4.3	7.7	np	6.2	np	40.4	35.4
Person living alone	7.6	19.9	58.1	31.6	25.5	142.7	39.7
Non-family member	8.7	18.5	48.8	11.0	20.5	107.4	37.9
Industry							
Agriculture, Forestry and Fishing	**—	—	10.3	*3.7	9.5	30.2	42.0
Mining	**—	np	np	12.4	12.9	28.6	50.3
Manufacturing	5.1	12.0	67.4	32.9	23.4	140.8	40.8
Electricity, Gas, Water and Waste Services	np	np	np	*1.6	*3.8	14.8	41.8
Construction	np	6.3	61.1	24.8	29.7	125.6	42.2
Wholesale Trade	*2.9	4.8	21.1	12.2	13.9	54.9	41.7
Retail Trade	42.6	49.5	58.7	19.6	20.6	191.0	30.9
Accommodation and Food Services	33.2	36.0	23.3	8.3	10.5	111.2	27.2
Transport, Postal and Warehousing	np	np	31.0	13.7	24.7	81.5	43.3
Information Media and Telecommunications	*2.0	4.7	13.7	*3.5	*3.6	27.5	37.4
Financial and Insurance Services	**1.3	10.0	21.8	6.5	7.9	47.5	38.2
Rental, Hiring and Real Estate Services	*3.0	6.5	10.2	7.0	7.8	34.5	38.9
Professional, Scientific and Technical Services	4.9	12.9	37.0	14.9	11.3	80.9	37.7
Administrative and Support Services	4.4	8.0	17.3	4.5	4.6	38.8	34.8
Public Administration and Safety	*2.8	11.7	66.1	18.0	9.0	107.6	38.6
Education and Training	12.7	35.0	36.2	22.6	18.0	124.5	35.1
Health Care and Social Assistance	15.8	54.2	65.1	18.7	11.6	165.4	33.2
Arts and Recreation Services	5.8	5.7	8.2	*3.5	*2.9	26.1	30.9
Other Services	6.6	7.3	25.9	7.6	7.2	54.7	35.9
Unknown(d)	24.8	32.1	50.0	18.4	17.7	143.0	33.2
Occupation							
Managers	*2.2	7.8	37.5	24.6	47.6	119.7	45.4
Professionals	np	48.2	92.8	51.2	45.6	250.5	39.0
Technicians and Trades Workers	9.6	12.8	119.4	52.1	36.2	230.1	40.6
Community and Personal Service Workers	23.1	54.8	41.9	11.9	9.1	140.9	30.1
Clerical and Administrative Workers	18.7	51.1	133.5	30.8	19.3	253.4	35.3
Sales Workers	45.6	50.2	45.8	15.6	14.8	172.0	28.7
Machinery Operators and Drivers	5.8	7.9	44.5	27.9	37.9	124.1	43.6
Labourers	np	45.9	70.8	21.8	22.3	195.6	32.8
Unknown(d)	24.8	32.1	50.0	18.4	17.7	143.0	33.2
<b>Total(b)</b>	np	<b>310.8</b>	<b>636.0</b>	<b>254.5</b>	<b>250.5</b>	<b>1 629.2</b>	<b>36.4</b>

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

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

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Excludes those with unknown number of usual hours.

(b) Includes "don't know".

(c) Excludes "relationship not determined".

(d) See Explanatory Notes, paragraph 10.

## MAIN REASON FOR WORKING USUAL HOURS, Wage and Salary Earners

## NUMBER OF PERSONS

	Standard/ award/ contract hours	Expectation of the job	To get the job done	Study com- mitments	Own choice	Family com- mitments	Income	Other reason	Total(a)
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Sex</b>									
Male	398.6	122.7	164.6	33.0	18.4	*3.4	72.3	28.5	842.5
Female	400.1	63.3	118.6	37.0	42.0	35.9	58.9	29.2	786.8
<b>Gross annual income</b>									
\$0 to less than \$10,000	47.0	4.2	**1.3	47.0	6.2	*2.7	15.2	7.9	131.4
\$10,000 to less than \$20,000	78.3	8.4	6.5	14.9	12.8	12.1	12.6	12.1	158.1
\$20,000 to less than \$30,000	139.2	16.6	20.3	4.2	14.0	9.8	22.9	9.8	236.8
\$30,000 to less than \$40,000	192.1	31.5	39.3	**1.1	6.0	7.0	27.4	7.6	312.8
\$40,000 to less than \$50,000	120.0	32.3	50.9	**—	7.4	*3.6	18.0	5.6	237.7
\$50,000 to less than \$60,000	70.6	23.1	51.6	**—	np	np	13.4	*2.9	168.5
\$60,000 to less than \$70,000	34.5	22.3	36.9	np	np	**—	6.9	*3.2	107.4
\$70,000 to less than \$80,000	21.4	11.6	16.7	**—	np	np	*3.9	*1.6	56.2
\$80,000 to less than \$90,000	16.6	7.0	15.8	**—	np	**—	np	*1.6	42.9
\$90,000 or more	30.9	12.8	31.9	np	np	np	4.2	*2.2	83.6
Not stated	14.1	*2.6	4.8	np	*1.8	np	np	**1.2	27.5
<b>Trade union membership</b>									
Does belong to a trade union	192.0	43.0	74.1	5.3	10.7	8.7	30.1	9.3	374.0
Does not belong to a trade union	578.1	137.0	202.7	63.5	48.4	30.3	97.2	46.0	1 205.2
<b>Highest educational qualification(b)</b>									
Secondary education	452.6	83.6	100.8	58.2	28.6	20.8	72.0	30.8	849.5
Certificate level	156.2	48.3	53.1	*2.7	11.8	5.1	30.0	10.1	317.2
Advanced diploma and diploma	62.8	14.4	24.6	**1.2	6.3	*2.8	10.1	4.2	126.8
Bachelor degree	83.9	25.7	72.8	6.3	10.1	9.0	13.2	7.4	228.7
Graduate diploma and graduate certificate	11.2	*2.5	9.8	np	np	np	*1.9	**1.2	28.3
Postgraduate degree	13.8	5.4	14.6	np	np	np	**1.2	*1.5	38.8
<b>Usual hours worked per week</b>									
0–15 hours	60.2	6.5	*3.4	49.4	13.2	11.6	17.7	14.9	176.8
16–34 hours	159.5	15.5	19.6	19.3	27.6	24.4	26.4	18.3	310.8
35–40 hours	472.1	47.5	55.1	np	6.4	np	43.6	8.2	636.0
41–48 hours	68.2	54.8	94.0	**—	6.5	**0.9	20.4	8.9	254.5
49 hours or more	38.7	61.5	111.0	np	6.8	np	23.2	7.4	250.5
<b>Paid overtime</b>									
Paid overtime usually worked	66.1	41.8	54.8	**1.1	6.4	*1.5	28.1	6.6	206.4
Paid overtime not usually worked	727.5	143.5	227.3	68.3	54.1	37.5	101.8	51.1	1 413.8
<b>Unpaid hours</b>									
Unpaid hours usually worked	75.5	61.1	146.7	*1.7	8.6	*2.7	12.4	12.7	323.6
Unpaid hours not usually worked	716.4	122.7	134.7	68.3	51.8	36.6	117.8	44.4	1 293.3
<b>Preferred hours</b>									
Prefer more hours	123.4	19.5	17.0	15.9	8.1	10.0	19.9	14.9	229.5
Prefer usual hours	454.9	77.2	98.9	50.2	39.7	20.4	56.5	29.5	828.0
Prefer fewer hours	204.1	87.4	164.3	*3.9	11.4	7.9	53.4	11.9	545.3
<b>Total(a)</b>	<b>798.6</b>	<b>186.0</b>	<b>283.2</b>	<b>70.0</b>	<b>60.5</b>	<b>39.3</b>	<b>131.2</b>	<b>57.7</b>	<b>1 629.2</b>

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

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

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Includes "don't know".

(b) Excludes "level not determined" and "no educational attainment".

## WHETHER UNPAID HOURS USUALLY WORKED, Wage and Salary Earners

	NUMBER OF PERSONS				Average unpaid hours worked per week (a)
	Unpaid hours usually worked	Unpaid hours not usually worked	Total (b)	Unpaid hours usually worked	
	'000	'000	'000	%	hours
.....					
Sex					
Male	164.0	670.6	842.5	19.5	8.2
Female	159.6	622.7	786.8	20.3	7.0
Age groups					
15-19 years	8.8	161.3	171.0	5.1	4.3
20-24 years	24.5	185.4	213.3	11.5	8.0
25-34 years	81.2	288.3	370.1	21.9	7.0
35-44 years	90.6	264.4	357.8	25.3	7.9
45-54 years	73.7	245.0	321.2	22.9	8.3
55 years or more	44.9	148.9	195.8	22.9	7.3
Relationship in household(c)					
Husband, wife or partner with dependants	117.3	348.2	469.7	25.0	8.1
Husband, wife or partner without dependants	107.6	384.0	494.5	21.8	8.0
Lone parent	19.2	57.4	76.9	25.0	6.9
Dependent student	*3.6	97.4	101.6	*3.5	*7.6
Non-dependent child	16.8	146.9	166.6	10.1	5.7
Other family person	6.3	33.5	40.4	15.5	5.5
Person living alone	29.7	112.0	142.7	20.8	7.3
Non-family member	19.7	87.7	107.4	18.3	5.7
Gross annual income					
\$0 to less than \$10,000	4.5	126.9	131.4	3.4	5.2
\$10,000 to less than \$20,000	10.8	146.5	158.1	6.8	6.0
\$20,000 to less than \$30,000	28.0	206.9	236.8	11.8	5.1
\$30,000 to less than \$40,000	50.3	261.0	312.8	16.1	4.8
\$40,000 to less than \$50,000	55.1	181.4	237.7	23.2	7.2
\$50,000 to less than \$60,000	52.8	115.0	168.5	31.3	7.6
\$60,000 to less than \$70,000	44.3	62.5	107.4	41.2	8.8
\$70,000 to less than \$80,000	16.4	39.5	56.2	29.2	10.7
\$80,000 to less than \$90,000	16.7	25.6	42.9	38.9	8.6
\$90,000 or more	29.7	52.4	83.6	35.5	11.4
Not stated	5.4	20.8	27.5	19.7	9.7
Highest educational qualification(d)					
Secondary education	106.8	736.2	849.5	12.6	6.8
Certificate level	56.5	258.3	317.2	17.8	6.0
Advanced diploma and diploma	33.9	92.3	126.8	26.8	6.6
Bachelor degree	86.0	141.5	228.7	37.6	9.4
Graduate diploma and graduate certificate	12.0	16.4	28.3	42.3	7.7
Postgraduate degree	16.9	20.3	38.8	43.6	9.1
.....					

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

(a) Per person who usually worked unpaid hours, excluding those with unknown number of hours.

(b) Includes "don't know".

(c) Excludes "relationship not determined".

(d) Excludes "level not determined" and "no educational attainment".

	NUMBER OF PERSONS				Average unpaid hours worked per week(a)
	Unpaid hours usually worked	Unpaid hours not usually worked	Total(b)	Unpaid hours usually worked	
	'000	'000	'000	%	hours
<b>Industry</b>					
Agriculture, Forestry and Fishing	4.5	24.8	30.2	14.7	8.7
Mining	4.4	23.6	28.6	15.2	7.4
Manufacturing	21.1	117.9	140.8	15.0	6.1
Electricity, Gas, Water and Waste Services	*3.2	11.6	14.8	*21.8	*6.9
Construction	17.8	107.1	125.6	14.2	6.1
Wholesale Trade	10.0	44.6	54.9	18.2	8.6
Retail Trade	30.4	159.1	191.0	15.9	7.0
Accommodation and Food Services	15.2	95.8	111.2	13.6	6.8
Transport, Postal and Warehousing	12.4	69.1	81.5	15.3	8.0
Information Media and Telecommunications	7.0	20.3	27.5	25.3	8.4
Financial and Insurance Services	12.6	34.9	47.5	26.6	8.4
Rental, Hiring and Real Estate Services	11.4	22.2	34.5	33.0	7.7
Professional, Scientific and Technical Services	22.7	57.4	80.9	28.0	6.8
Administrative and Support Services	5.3	33.3	38.8	13.6	8.5
Public Administration and Safety	27.1	79.9	107.6	25.2	6.2
Education and Training	58.5	65.0	124.5	47.0	10.6
Health Care and Social Assistance	28.2	136.8	165.4	17.1	4.9
Arts and Recreation Services	*3.6	22.5	26.1	*13.7	*5.9
Other Services	10.6	43.1	54.7	19.3	7.5
Unknown(c)	17.9	124.4	143.0	12.5	8.3
<b>Occupation</b>					
Managers	49.9	68.5	119.7	41.7	9.2
Professionals	102.2	145.5	250.5	40.8	9.0
Technicians and Trades Workers	34.1	194.2	230.1	14.8	6.1
Community and Personal Service Workers	17.8	122.7	140.9	12.7	5.0
Clerical and Administrative Workers	51.0	200.5	253.4	20.1	6.5
Sales Workers	24.4	145.7	172.0	14.2	6.9
Machinery Operators and Drivers	10.6	113.2	124.1	8.5	5.2
Labourers	15.5	178.5	195.6	7.9	4.8
Unknown(c)	17.9	124.4	143.0	12.5	8.3
<b>Total(b)</b>	<b>323.6</b>	<b>1 293.3</b>	<b>1 629.2</b>	<b>19.9</b>	<b>7.6</b>

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

(b) Includes "don't know".

(c) See Explanatory Notes, paragraph 10.

(a) Per person who usually worked unpaid hours, excluding those with unknown number of hours.

COMPENSATION RECEIVED FOR UNPAID HOURS WORKED, Wage and Salary Earners

	NUMBER OF PERSONS			AVERAGE UNPAID HOURS WORKED PER WEEK(a)		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	hours	hours	hours
<b>Time off in lieu received</b>						
Allowance received for unpaid hours	6.4	6.1	12.6	8.4	5.5	7.0
Allowance not received for unpaid hours	41.5	37.8	79.3	6.5	6.1	6.3
<b>Total(b)</b>	<b>50.3</b>	<b>44.9</b>	<b>95.1</b>	<b>6.6</b>	<b>5.9</b>	<b>6.3</b>
<b>Time off in lieu not received</b>						
Allowance received for unpaid hours	15.3	5.5	20.8	10.0	10.5	10.1
Allowance not received for unpaid hours	95.0	108.1	203.0	8.7	7.3	8.0
<b>Total(b)</b>	<b>112.2</b>	<b>113.9</b>	<b>226.1</b>	<b>8.9</b>	<b>7.5</b>	<b>8.2</b>
<b>Total who usually work unpaid hours</b>						
Allowance received for unpaid hours	22.1	11.6	33.7	9.5	7.9	9.0
Allowance not received for unpaid hours	137.4	146.4	283.8	8.0	7.0	7.5
<b>Total(b)</b>	<b>164.0</b>	<b>159.6</b>	<b>323.6</b>	<b>8.2</b>	<b>7.0</b>	<b>7.6</b>

(a) Per person who usually worked unpaid hours, excluding those with unknown number of hours.

(b) Includes "don't know".

## WHETHER PAID OVERTIME HOURS USUALLY WORKED, Wage and Salary Earners

	NUMBER OF PERSONS				Average paid overtime worked per week(a)
	Paid overtime usually worked	Paid overtime not usually worked	Total(b)	Paid overtime usually worked	
	'000	'000	'000	%	hours
.....					
Sex					
Male	159.5	676.9	842.5	18.9	7.6
Female	47.0	736.8	786.8	6.0	4.5
Age groups					
15-19 years	14.8	155.1	171.0	8.7	4.1
20-24 years	31.1	180.4	213.3	14.6	6.1
25-34 years	53.6	314.9	370.1	14.5	6.6
35-44 years	49.8	306.4	357.8	13.9	7.3
45-54 years	35.6	283.4	321.2	11.1	8.3
55 years or more	21.5	173.6	195.8	11.0	7.2
Relationship in household(c)					
Husband, wife or partner with dependants	58.9	408.7	469.7	12.5	7.0
Husband, wife or partner without dependants	70.0	422.7	494.5	14.2	7.0
Lone parent	5.0	71.3	76.9	6.5	4.7
Dependent student	*2.8	98.5	101.6	*2.7	*4.0
Non-dependent child	21.8	142.0	166.6	13.1	5.2
Other family person	6.4	33.7	40.4	15.9	5.9
Person living alone	21.6	120.7	142.7	15.1	7.3
Non-family member	16.2	90.9	107.4	15.0	8.9
Gross annual income					
\$0 to less than \$10,000	4.6	126.4	131.4	3.5	2.7
\$10,000 to less than \$20,000	8.4	149.7	158.1	5.3	2.6
\$20,000 to less than \$30,000	16.9	217.9	236.8	7.1	4.9
\$30,000 to less than \$40,000	42.1	270.0	312.8	13.5	4.8
\$40,000 to less than \$50,000	42.6	193.2	237.7	17.9	7.0
\$50,000 to less than \$60,000	32.5	135.0	168.5	19.3	7.1
\$60,000 to less than \$70,000	21.4	85.8	107.4	19.9	9.6
\$70,000 to less than \$80,000	8.3	47.7	56.2	14.7	11.4
\$80,000 to less than \$90,000	4.8	38.0	42.9	11.3	9.6
\$90,000 or more	13.1	70.2	83.6	15.7	11.2
Not stated	5.2	20.7	27.5	19.0	8.1
Highest educational qualification(d)					
Secondary education	100.8	742.7	849.5	11.9	6.8
Certificate level	69.7	246.6	317.2	22.0	7.2
Advanced diploma and diploma	14.5	111.8	126.8	11.4	6.0
Bachelor degree	12.7	214.8	228.7	5.5	5.6
Graduate diploma and graduate certificate	*1.6	26.7	28.3	*5.7	*3.6
Postgraduate degree	*2.5	36.3	38.8	*6.4	*11.5

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

(a) Per person who usually worked paid overtime, excluding those with unknown number of hours.

(b) Includes "don't know".

(c) Excludes "relationship not determined".

(d) Excludes "level not determined" and "no educational attainment".



	NUMBER OF PERSONS				Average paid overtime worked per week(a)  hours
	Paid overtime usually worked	Paid overtime not usually worked	Total(b)	Paid overtime usually worked	
	'000	'000	'000	%	
<b>Industry</b>					
Agriculture, Forestry and Fishing	**0.9	29.0	30.2	**3.0	**7.5
Mining	*4.0	23.9	28.6	*14.0	*8.7
Manufacturing	38.8	100.8	140.8	27.6	7.8
Electricity, Gas, Water and Waste Services	*3.8	11.0	14.8	*25.4	*8.6
Construction	34.2	90.7	125.6	27.2	7.9
Wholesale Trade	11.6	43.2	54.9	21.2	8.2
Retail Trade	14.8	174.5	191.0	7.8	3.6
Accommodation and Food Services	8.0	102.8	111.2	7.2	4.8
Transport, Postal and Warehousing	18.8	62.0	81.5	23.1	9.0
Information Media and Telecommunications	**1.0	26.6	27.5	**3.5	**2.0
Financial and Insurance Services	*1.9	45.7	47.5	*3.9	*2.2
Rental, Hiring and Real Estate Services	*3.3	30.9	34.5	*9.6	*5.2
Professional, Scientific and Technical Services	8.0	72.6	80.9	9.9	5.1
Administrative and Support Services	*3.6	35.2	38.8	*9.3	*10.1
Public Administration and Safety	9.8	97.2	107.6	9.1	4.3
Education and Training	*2.1	122.4	124.5	*1.7	*4.1
Health Care and Social Assistance	16.0	148.4	165.4	9.7	5.9
Arts and Recreation Services	**1.3	24.8	26.1	**4.8	**3.9
Other Services	10.7	43.8	54.7	19.5	5.7
Unknown(c)	13.8	128.2	143.0	9.7	7.1
<b>Occupation</b>					
Managers	6.3	113.4	119.7	5.3	7.5
Professionals	18.7	230.3	250.5	7.5	5.9
Technicians and Trades Workers	60.7	168.7	230.1	26.4	7.1
Community and Personal Service Workers	10.3	130.3	140.9	7.3	3.8
Clerical and Administrative Workers	20.4	231.9	253.4	8.1	4.4
Sales Workers	8.8	161.3	172.0	5.1	4.0
Machinery Operators and Drivers	36.3	86.5	124.1	29.2	8.7
Labourers	31.1	163.3	195.6	15.9	8.1
Unknown(c)	13.8	128.2	143.0	9.7	7.1
<b>Total(b)</b>	<b>206.4</b>	<b>1 413.8</b>	<b>1 629.2</b>	<b>12.7</b>	<b>6.9</b>

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

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

(a) Per person who usually worked paid overtime, excluding those with unknown number of hours.

(b) Includes "don't know".

(c) See Explanatory Notes, paragraph 10.

EMPLOYEES WHO WOULD  
PREFER TO WORK FEWER HOURS

	Prepared to work fewer hours for less pay	Not prepared to work fewer hours for less pay	Total(a)	Employees who prefer their usual hours	Employees who would prefer to work more hours	Total(a)
	'000	'000	'000	'000	'000	'000
<b>Sex</b>						
Male	54.2	229.1	293.0	415.7	119.6	842.5
Female	56.1	192.5	252.3	412.2	109.9	786.8
<b>Age groups</b>						
15-19 years	np	np	15.9	107.2	46.0	171.0
20-24 years	np	np	47.8	121.7	38.7	213.3
25-34 years	23.6	107.9	134.5	183.3	46.7	370.1
35-44 years	33.3	110.0	147.4	162.6	44.0	357.8
45-54 years	29.6	101.4	134.3	143.0	37.9	321.2
55 years or more	14.8	48.4	65.4	110.2	16.3	195.8
<b>Relationship in household(b)</b>						
Husband, wife or partner with dependants	40.8	150.8	198.7	219.9	46.8	469.7
Husband, wife or partner without dependants	41.5	148.8	194.7	243.1	46.5	494.5
Lone parent	4.6	18.4	23.0	36.9	16.1	76.9
Dependent student	np	np	5.9	69.7	25.3	101.6
Non-dependent child	np	np	21.2	101.8	37.9	166.6
Other family person	*3.1	8.7	12.0	18.4	8.9	40.4
Person living alone	11.0	41.8	53.1	65.5	23.1	142.7
Non-family member	5.5	23.3	29.2	56.5	19.4	107.4
<b>Gross annual income</b>						
\$0 to less than \$10,000	**1.2	6.7	8.0	84.1	38.6	131.4
\$10,000 to less than \$20,000	*3.1	14.3	17.4	86.4	52.1	158.1
\$20,000 to less than \$30,000	6.1	43.3	49.4	137.6	47.1	236.8
\$30,000 to less than \$40,000	18.6	79.4	98.6	168.9	40.4	312.8
\$40,000 to less than \$50,000	18.2	82.9	102.1	111.4	21.5	237.7
\$50,000 to less than \$60,000	17.0	57.3	76.7	80.8	9.2	168.5
\$60,000 to less than \$70,000	16.4	43.2	62.4	38.7	4.9	107.4
\$70,000 to less than \$80,000	6.7	22.8	30.4	22.8	*2.7	56.2
\$80,000 to less than \$90,000	4.6	18.2	24.2	15.9	*2.2	42.9
\$90,000 or more	13.6	35.7	51.6	28.2	*2.1	83.6
Not stated	*2.2	6.3	8.7	14.7	*2.2	27.5
<b>Highest educational qualification(c)</b>						
Secondary education	42.6	180.9	228.0	462.1	143.4	849.5
Certificate level	22.2	89.2	114.0	159.0	41.4	317.2
Advanced diploma and diploma	11.6	38.8	50.9	57.6	16.5	126.8
Bachelor degree	24.2	75.2	103.6	103.7	18.3	228.7
Graduate diploma and graduate certificate	*2.2	10.1	12.7	12.8	*2.2	28.3
Postgraduate degree	4.6	15.3	20.5	13.5	*3.8	38.8

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

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

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Includes "don't know".

(b) Excludes "relationship not determined".

(c) Excludes "level not determined" and "no educational attainment".

EMPLOYEES WHO WOULD  
PREFER TO WORK FEWER HOURS

	Prepared to work fewer hours for less pay	Not prepared to work fewer hours for less pay	Total(a)	Employees who prefer their usual hours	Employees who would prefer to work more hours	Total(a)
	'000	'000	'000	'000	'000	'000
<b>Industry</b>						
Agriculture, Forestry and Fishing	*2.2	6.4	8.9	17.2	*3.5	30.2
Mining	*3.7	8.7	12.7	np	np	28.6
Manufacturing	10.2	40.6	52.1	64.8	19.1	140.8
Electricity, Gas, Water and Waste Services	np	np	6.9	np	np	14.8
Construction	6.1	32.3	38.8	66.6	18.8	125.6
Wholesale Trade	4.8	18.6	24.3	24.3	5.6	54.9
Retail Trade	8.9	38.6	50.0	99.7	38.5	191.0
Accommodation and Food Services	*3.0	17.1	20.1	62.1	28.7	111.2
Transport, Postal and Warehousing	4.7	25.7	31.9	40.3	8.0	81.5
Information Media and Telecommunications	*2.9	8.3	11.2	11.9	*3.7	27.5
Financial and Insurance Services	5.5	16.2	23.0	19.9	4.3	47.5
Rental, Hiring and Real Estate Services	*2.7	10.7	14.1	14.1	6.0	34.5
Professional, Scientific and Technical Services	7.4	26.0	34.7	39.2	5.3	80.9
Administrative and Support Services	*1.9	8.2	10.4	20.5	8.0	38.8
Public Administration and Safety	9.6	34.9	44.5	53.3	8.2	107.6
Education and Training	12.1	38.9	51.6	57.4	13.7	124.5
Health Care and Social Assistance	11.3	41.4	53.3	91.1	18.8	165.4
Arts and Recreation Services	np	np	6.4	14.8	5.0	26.1
Other Services	*3.2	10.6	14.1	31.2	8.7	54.7
Unknown(b)	7.8	27.7	36.4	79.0	23.8	143.0
<b>Occupation</b>						
Managers	15.5	51.2	69.2	42.4	5.7	119.7
Professionals	28.7	86.7	119.3	110.4	17.0	250.5
Technicians and Trades Workers	14.8	60.4	76.5	120.5	28.9	230.1
Community and Personal Service Workers	*3.4	24.1	27.4	81.9	30.2	140.9
Clerical and Administrative Workers	20.5	77.8	101.5	126.7	21.7	253.4
Sales Workers	7.6	31.5	40.3	91.8	37.7	172.0
Machinery Operators and Drivers	7.1	33.1	40.6	62.8	19.1	124.1
Labourers	5.0	29.2	34.2	112.6	45.6	195.6
Unknown(b)	7.8	27.7	36.4	79.0	23.8	143.0
<b>Total(a)</b>	<b>110.3</b>	<b>421.6</b>	<b>545.3</b>	<b>828.0</b>	<b>229.5</b>	<b>1 629.2</b>

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

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Includes "don't know".

(b) See Explanatory Notes, paragraph 10.

## WAGE AND SALARY EARNERS WHO WOULD PREFER TO WORK FEWER HOURS

	NUMER OF PERSONS				
	<i>Usually works 0-34 hours</i>	<i>Usually works 35-40 hours</i>	<i>Usually works 41-48 hours</i>	<i>Usually works 49 hours or more</i>	<i>Total</i>
	'000	'000	'000	'000	'000
<b>Main reason would prefer fewer hours</b>					
Job is too stressful / too much work	*1.7	5.5	8.1	10.6	25.9
Working more hours than being paid for	**—	*1.5	6.4	5.0	12.9
Prefer to look after children	8.3	11.4	np	np	21.5
Prefer to spend more time with family	11.8	44.8	41.8	55.2	153.6
Attending an educational institution	6.9	5.9	**0.9	**—	13.7
Leisure / more time for self / lifestyle	22.6	109.9	63.9	78.7	275.1
Other reason	7.3	17.3	np	np	41.0
<b>Main reason does not work fewer hours</b>					
No control over working hours	9.7	69.5	45.5	42.0	166.8
Income needs	38.5	98.1	37.3	29.9	203.7
Staffing issues	*2.6	5.1	6.2	11.0	24.8
To get the job done	*4.1	21.0	38.0	72.2	135.2
Other reason	*3.8	*3.6	*3.3	*3.8	14.5
<b>Would work fewer hours for less pay</b>					
Would work fewer hours for less pay	8.4	40.6	30.7	30.6	110.3
Would not work fewer hours for less pay	49.3	155.7	96.9	119.6	421.6
<b>Sex</b>					
Male	7.9	84.8	78.6	121.6	293.0
Female	50.7	112.4	52.0	37.3	252.3
<b>Total employees who would prefer to work fewer hours</b>	<b>58.6</b>	<b>197.3</b>	<b>130.6</b>	<b>158.9</b>	<b>545.3</b>

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

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

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

## EXPLANATORY NOTES

### INTRODUCTION

**1** This publication summarises the results of the survey of Preferred Working Hours of Wage and Salary Earners. This survey was conducted throughout Queensland during October 2006 as a supplement to the Australian Bureau of Statistics (ABS) Monthly Population Survey (MPS) which is described in Labour Force, Australia (cat. no. 6203.0).

**2** Information was obtained only for persons who were usual residents of private dwellings within Queensland, and satisfied either of the following job characteristics:

- persons who had only one job were required to be a wage and salary earner in that job
- persons with more than one job were required to be a wage and salary earner in their main job.

**3** The survey collected information on characteristics of wage and salary earners, such as usual hours worked, unpaid overtime, paid overtime, preferred working hours and related socio-demographic characteristics such as highest non-school qualification.

### SURVEY METHODOLOGY

**4** The MPS is based on a multi-stage area sample of private dwellings (houses, flats, etc.) and a list sample of non-private dwellings (hotels, motels, etc.). The survey was conducted using seven-eighths of the full sample of private dwellings in Queensland that were included in the MPS. Sparsely populated areas were excluded. Information was obtained from the occupants of the selected dwellings by specially trained interviewers.

### SCOPE

**5** The survey questions were asked of all persons within the selected households who were aged 15 years or over and were wage or salary earners, with the following exceptions:

- visitors to the selected dwelling;
- members of permanent defence forces;
- certain diplomatic personnel of overseas governments, customarily excluded from censuses and surveys;
- overseas residents in Australia; and
- members of non-Australian defence forces (and their dependents) stationed in Australia.

**6** Information was sought from approximately 5,400 persons of whom about 5,000 (93%) responded.

### COVERAGE

**7** For the survey, coverage rules were applied which aimed to ensure that each person was associated with only one dwelling, and hence had only one chance of selection in the survey.

### DATA COLLECTION

**8** Information was obtained for the occupants of selected dwellings by personal or telephone interviews, conducted during the two weeks commencing 9 October 2006. Interviewers for the survey were obtained from a panel of trained interviewers who have extensive experience in conducting household surveys.

**9** One responsible adult member of each selected household was interviewed, answering questions regarding themselves and/or other persons in scope within that household. It is possible that some answers supplied by the responding person may be different to what would have been answered by the in-scope person themselves. Therefore, care should be taken when interpreting the results of this survey, for although it has been estimated that the error resulting from this occurrence is small, its impact has not been quantified. See Technical Note paragraph 2 regarding non-sampling error.

### INDUSTRY AND OCCUPATION

**10** Industry and occupation of employment were not collected in this survey nor in the October 2006 labour force survey. However, records from this supplementary survey were matched with the November 2006 labour force survey when questions regarding the industry and occupation of employment were asked. Where there was no matching November record, industry and occupation were coded as 'unknown'.

## EXPLANATORY NOTES *continued*

### EFFECTS OF ROUNDING

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

### COMPARABILITY WITH 1999 DATA

**12** This survey was a repeat of a similar survey conducted in 1999 (Working Hours of Wage and Salary Earners, Qld, October 1999 (cat. no. 6344.3)). The 2006 survey used some reworded questions (mainly those relating to educational qualifications), and a different scope compared to the 1999 survey. The difference in scope was:

- the 2006 survey includes persons who were wage and salary earners in their main job
- the 1999 survey includes persons who were wage and salary earners in all of their jobs.

### ACKNOWLEDGEMENT

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

### RELATED PUBLICATIONS

**14** Other ABS publications which include information on Wage and Salary Earners include:

Working Hours of Wage and Salary Earners, Queensland, October 1999 (cat. no. 6344.3)

Working Arrangements, Australia, November 2003 (cat. no. 6342.0)

Wage and Salary Earners, Public Sector, Australia, December 2006 (cat. no. 6248.0.55.001)

Underemployed Workers, Australia, September 2006 (cat. no. 6265.0)

Labour Force, Australia, November 2006 (cat. no. 6302.0)

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

### ADDITIONAL DATA AVAILABLE

**16** In addition to the statistics provided in this publication, the ABS can produce customised tabulations on request. Subject to confidentiality and sampling variability constraints, tabulations can be produced by cross-classifying data items for the relevant survey populations.

**17** Additional available data for this survey of Preferred Working Hours of Wage and Salary Earners include:

- number of hours prefer to work;
- sources of income (multiple response possible);
- main source of income; and
- type of post-school qualification.

**18** Subject to confidentiality and data quality restrictions, all data items can be cross-classified with person items available from the Monthly Population Survey, such as labour force region, household type and country of birth.

**19** This additional data is available on a fee-for-service basis. For further information about this service, please contact ABS Queensland Statistical Consultancy Unit on 07 3222 6012.

## TECHNICAL NOTE DATA RELIABILITY

### RELIABILITY OF THE ESTIMATES

**1** The estimates provided in this publication are based on information obtained from the occupants of a sample of dwellings and may be subject to two types of error: sampling error and non-sampling error.

### NON-SAMPLING ERROR

**2** Non-sampling errors may arise as a result of errors in the reporting, recording or processing of data and can occur even if there is complete enumeration of the population. Non-sampling error can be introduced through inadequacies in the questionnaire, non-response, inaccurate reporting by respondents, error in the application of survey procedures, incorrect recording of answers and errors in data entry and processing.

**3** It is difficult to measure the size of the non-sampling error. The extent of these errors can vary considerably from survey to survey and even from question to question. Every effort is made during the design and development of the survey to minimise the effect of these errors.

**4** The methodology employed for this survey of asking questions of one adult only within a household, who answers for all in-scope members of the household, is one possible source of non-sampling error. Every effort is made in the design of the survey and the development of survey procedures to minimise the effect of this type of error.

### SAMPLING ERROR

**5** This is the difference which would be expected between the estimate and the corresponding figure that would have been obtained if all dwellings in Queensland had been included in the survey, using the same questionnaires and procedures.

### ESTIMATES OF SAMPLING ERROR

**6** One measure of the sampling error which occurs as a result of surveying only a sample of the population is the standard error (SE) (see Table T1).

**7** There are about two chances in three (67%) that the survey estimate will differ by less than one SE from the figure that would have been obtained if all persons in Queensland had been included in the survey and about nineteen chances in twenty (95%) that the difference will be less than two standard errors.

**8** The standard error can also be expressed as a percentage of the estimate. This is known as the relative standard error (RSE) and is determined by dividing the standard error of the estimate  $SE(x)$  by the estimate  $x$  and expressing it as a percentage. That is:  $RSE(x) = 100 * SE(x) / x$  (where  $x$  is the estimate). The RSE is a measure of the percentage error likely to have occurred due to sampling.

**9** The following table gives approximate SEs and RSEs for this survey, for general application to estimates of counts. These figures will not give a precise measure of the SE of a particular estimate, but will provide an indication of its magnitude.

ESTIMATES OF SAMPLING  
ERROR *continued*

T1: STANDARD ERRORS OF ESTIMATES

<i>Size of estimate</i>	<i>Standard Error</i> no.	<i>Relative Standard Error</i> %
100	250	250.0
200	330	165.0
300	390	130.0
500	470	94.0
700	540	77.1
1,000	620	62.0
1,500	730	48.7
2,000	810	40.5
2,500	900	36.0
3,000	950	31.7
3,500	1 000	28.6
4,000	1 050	26.3
5,000	1 150	23.0
7,000	1 300	18.6
10,000	1 500	15.0
15,000	1 750	11.7
20,000	1 950	9.8
30,000	2 300	7.7
40,000	2 550	6.4
50,000	2 800	5.6
100,000	3 600	3.6
150,000	4 350	2.9
200,000	5 200	2.6
300,000	6 800	2.3
500,000	9 300	1.9
1,000,000	13 700	1.4
2,000,000	19 350	1.0
5,000,000	28 550	0.6
10,000,000	36 450	0.4

**10** Linear interpolation can be used to calculate the SE of estimates falling between the sizes of estimates listed in Table T1 above, by using the following general formula:

$$SE \text{ of estimate} = \text{lower } SE + \left[ \left( \frac{\text{upper } SE - \text{lower } SE}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{estimate} - \text{lower estimate}) \right]$$

**11** Estimates derived from very small sample sizes are subject to high RSEs, which can detract seriously from their value for most reasonable uses. In this survey, estimates between 4,120 and 1,385 have a RSE between 25% and 50% and have been indicated with the symbol '\*'. Estimates smaller than 1,385 have a RSE greater than 50% and have been indicated with the symbol '\*\*'.

PROPORTIONS AND  
PERCENTAGES

**12** Percentages formed from the ratio of two estimates of the same type (such as proportions) are also subject to sampling error. The size of the error depends on the accuracy of both the estimate used as the numerator (x) and the estimate used as the denominator (y). The formula for the relative standard error of a proportion or percentage is given below:

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

MEANS

**13** This publication contains means. The mean is a measure for locating the centre of a set of values and is calculated by obtaining the arithmetic average of those values.



MEANS *continued*

**14** The RSE of an estimate of the mean number of hours usually worked can be obtained by firstly finding the RSE of the estimate of the total number of persons contributing to the mean (see Table T1), then multiplying the RSE by the relevant factor below:

- average hours usually worked in a week: 0.74
- average unpaid hours usually worked in week: 1.23
- average overtime hours usually worked in week: 1.09

**15** The following is an example of the calculation of RSEs where the use of a factor is required. Publication Table 5 (see page 13) shows that the estimated number of males in Queensland who usually worked unpaid hours was 164,000. Table 5 also shows that the average number of unpaid hours worked per week by males is 8.2 hours. The SE for this estimate of 164,000 males can be calculated from Table T1 by interpolation (see paragraph 10) as 4,588. To convert this to a RSE, the SE is expressed as a percentage of the estimate, or  $4,588/164,000 \times 100 = 2.8\%$ .

**16** Therefore, the RSE of the estimate of the mean number of unpaid hours usually worked in a week by males who usually work unpaid hours is calculated by multiplying this number (2.8%) by the appropriate factor shown in paragraph 14 (in this case 1.23):  $2.8 \times 1.23 = 3.4\%$ . The SE of the estimate of the mean number of unpaid hours usually worked in a week by males is therefore 3.4% of 8.2 hours (i.e. about 0.3 hours). Therefore, if this mean estimate were obtained by a census of the population rather than a sample, then there are 2 chances in 3 that the mean number of unpaid hours usually worked in a week by males would have been within the range 7.9 hours to 8.5 hours (one standard error either side of the estimate), and about 19 chances in 20 that it would have been within the range 7.6 hours to 8.8 hours (two standard errors either side of the estimate).

## GLOSSARY

<b>Dependent student</b>	A natural, adopted, step, or foster child who is 15-24 years of age and who attends a secondary or tertiary educational institution as a full-time student and for whom there is no identified partner or child of his/her own usually resident in the same household.
<b>Don't know</b>	On occasions when the 'any responsible adult' is unable to provide an answer to a question on behalf of another resident in the household, 'don't know' is recorded.
<b>Extra hours</b>	Hours worked in addition to what a person considers to be their standard working hours. Equivalent to overtime.
<b>Hours usually worked</b>	Number of hours in total usually worked in a week, in all current jobs working for wages and salary, including paid overtime, unpaid hours, work taken home, and weekend work.
<b>Husband, wife or partner with dependants</b>	Any persons living in a couple relationship with another person usually resident in the same household and has at least one dependent child. The couple relationship may be in either a registered or de facto marriage, and includes same-sex couples. The household may also include non-dependent children, other relatives and unrelated individuals.
<b>Husband, wife or partner without dependants</b>	Any persons living in a couple relationship with another person usually resident in the same household and does not have any dependent children. The couple relationship may be in either a registered or de facto marriage, and includes same-sex couples. The household may also include non-dependent children, other relatives and unrelated individuals.
<b>Industry</b>	Classified according to the AUSTRALIAN AND NEW ZEALAND STANDARD INDUSTRIAL CLASSIFICATION (ANZSIC) 2006 (cat. no. 1292.0)
<b>Lone parent</b>	A lone parent is a person who has no spouse or partner usually resident in the household, but who forms a parent-child relationship with at least one child usually resident in the household. The child may be either dependent or non-dependent.
<b>Main job</b>	The job in which most hours were usually worked.
<b>Non-dependent child</b>	A natural, adopted, step or foster child of a couple or lone parent usually resident in the household, who is aged 15 years and over and is not a full-time student aged 15-24 years, and who has no identified partner or child of his/her own usually resident in the household.
<b>Non-family member</b>	A person for whom there is no identified couple relationship, parent-child relationship, or other blood relationship with any of the other usual residents of the household. They may live within a family household, or they may form a non-family household either as a lone person or a group household.
<b>Occupation</b>	Classified according to the AUSTRALIAN AND NEW ZEALAND STANDARD CLASSIFICATION OF OCCUPATIONS (ANZSCO) 2006 (cat. no. 1220.0)
<b>Other family person</b>	An individual who is related to at least one other member of the household, but who does not form an identified couple relationship or parent-child relationship according to the priority rules of family coding. He/she can be related through blood, step or in-law relationship and include any direct ancestor or descendant. Relatives beyond first cousin are excluded.
<b>Overtime</b>	Work undertaken which is outside, or in addition to, ordinary working hours of the respondent, whether paid or unpaid.
<b>Paid overtime</b>	Hours worked in excess of award, standard or agreed hours of work. Workers are specially paid for these hours at either standard or penalty rates.
<b>Person living alone</b>	Anyone at least 15 years of age living in a private dwelling in which they are the only usual resident.
<b>Reference Period</b>	The period of time for which the data are collected and/or compiled. In this survey, the reference period refers to the first two weeks in October 2006.

## GLOSSARY *continued*

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<b>Standard / award / contract hours</b>	Award, standard or agreed hours of work, paid for at the ordinary time rate.
<b>Time off in lieu</b>	Time off that must be made up in another work period or that has already been made up by working extra hours.
<b>Trade union</b>	An organisation consisting predominantly of employees, the principal activities of which are the negotiation of rates of pay and conditions of employment for its members.
<b>Unknown</b>	Industry and occupation of employment were not collected in this survey nor the October 2006 labour force survey. However records from this supplementary survey were matched with the November 2006 labour force survey when questions regarding industry and occupation of employment were asked. Where there was no matching November record, industry and occupation were coded as 'unknown'.
<b>Unpaid hours</b>	Hours that an employee works in excess of his/her perception of what they should be expected to work on a regular basis as a normal part of their job. They are not specifically paid for these hours, although they may receive an allowance in their salary package or time off in lieu of these extra hours.
<b>Usual hours</b>	Usual hours of work refers to a typical period rather than to a specified reference period.
<b>Wage and salary earner</b>	Persons who worked for an employer for wages or salary. Multiple job holders were included in this survey if they were a wage or salary earner in any of their jobs.

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