

## CHAPTER 8

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

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

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

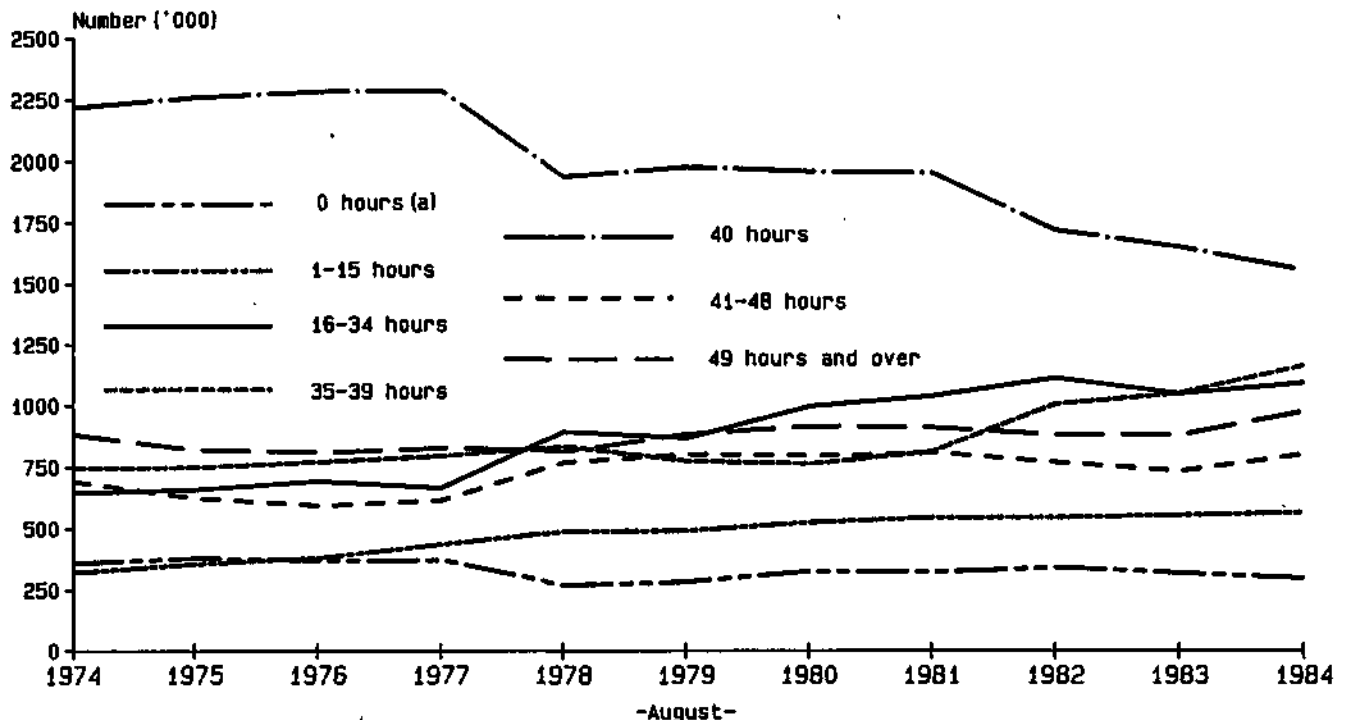
To supplement the statistics on hours worked collected in the labour force survey, additional data have been included in Chapter 6 on average weekly hours paid for and average weekly overtime hours worked. They were obtained from surveys of employers.

From a special household survey conducted in 1981 data have been obtained on the different types of working patterns of employees; in particular the number and characteristics of shiftworkers and nightworkers, the usual hours worked and days in the week usually worked. A more recent special household survey conducted in 1982 obtained information on permanent and casual work.

In this chapter attention is also given to working conditions from a broader perspective, with particular emphasis on employees' attitudes towards, and preferences for, the various aspects of their working conditions.

Information has been obtained from two household surveys. A survey of job satisfaction was conducted during the period February to May 1979 and aimed to obtain information on employees' attitudes to working conditions. Aspects such as the overall level of satisfaction with the job and with the amount of pay received together with opinions on desirable changes to working conditions were covered by the survey. A survey conducted during the period March to May 1982 obtained information about preferences for working arrangements, such as number of hours worked, type of working week, start/finish times, etc.

**CHART 8.a. HOURS WORKED BY EMPLOYED PERSONS :  
AUGUST 1974 TO AUGUST 1984**



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

**TABLE 8.1. EMPLOYED PERSONS: AGGREGATE AND AVERAGE WEEKLY HOURS WORKED(a),  
AUGUST 1980 TO AUGUST 1984**

	Males	Females		Persons
		Married	Total	
1980				
Aggregate weekly hours worked (million)	159.7	38.6	68.7	228.6
By full-time workers	156.6	28.8	56.0	212.7
By part-time workers	3.4	9.8	12.6	16.1
Average weekly hours worked	40.1	28.2	29.9	36.4
By full-time workers	41.5	38.7	37.9	40.5
By part-time workers	16.4	15.7	15.3	15.6
By wage and salary earners	38.3	27.9	29.9	35.1
By others(b)	48.2	29.1	29.9	42.8
1981				
Aggregate weekly hours worked (million)	161.5	38.8	69.8	231.5
By full-time workers	158.0	28.7	56.8	214.6
By part-time workers	3.6	10.2	13.1	16.7
Average weekly hours worked	39.8	28.2	29.9	36.2
By full-time workers	41.2	38.4	37.8	40.2
By part-time workers	16.3	16.2	15.7	15.8
By wage and salary earners	38.2	28.2	30.0	35.1
By others(b)	47.1	28.3	29.1	41.8
1982				
Aggregate weekly hours worked (million)	158.6	38.4	69.5	228.1
By full-time workers	154.7	28.4	56.2	210.9
By part-time workers	4.0	10.0	13.1	17.2
Average weekly hours worked	39.4	27.8	29.5	35.8
By full-time workers	41.0	37.9	37.4	39.9
By part-time workers	16.7	15.8	15.4	15.7
By wage and salary earners	37.9	27.7	29.5	34.6
By others(b)	46.7	28.2	29.2	41.5
1983				
Aggregate weekly hours worked (million)	154.4	39.0	69.5	223.9
By full-time workers	150.4	29.1	56.5	206.8
By part-time workers	4.0	9.9	13.1	17.1
Average weekly hours worked	39.5	28.2	29.8	35.9
By full-time workers	41.0	38.6	38.0	40.2
By part-time workers	16.7	15.7	15.4	15.7
By wage and salary earners	37.9	27.8	29.7	34.7
By others(b)	47.1	29.7	30.2	42.1
1984				
Aggregate weekly hours worked (million)	160.5	41.2	73.3	233.8
By full-time workers	156.6	30.4	59.0	215.6
By part-time workers	3.9	10.8	14.3	18.2
Average weekly hours worked	40.0	28.5	29.9	36.2
By full-time workers	41.6	38.6	38.1	40.6
By part-time workers	16.1	16.4	15.8	15.9
By wage and salary earners	38.4	28.3	29.9	35.1
By others(b)	46.9	29.4	29.9	41.2

(a) The figures refer to actual hours worked not hours paid for. (b) Comprises employers, self-employed persons and unpaid family helpers.

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

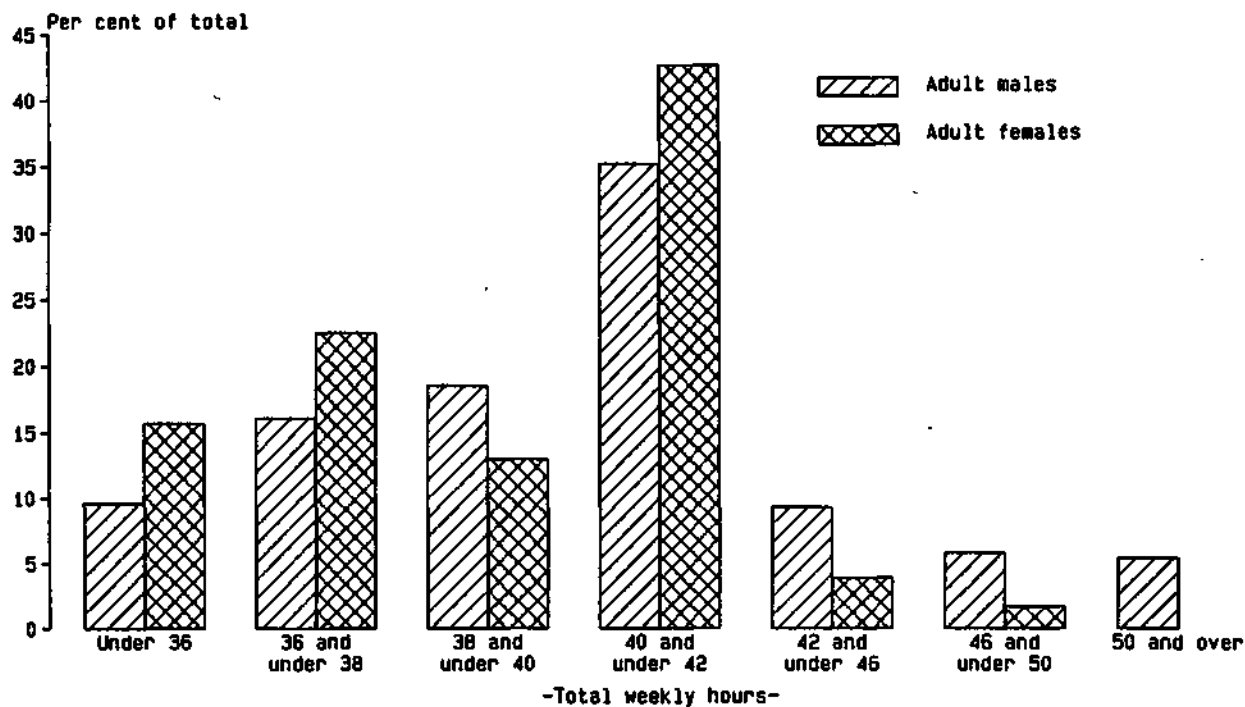
**TABLE 8.2. EMPLOYED PERSONS: AGGREGATE AND AVERAGE WEEKLY HOURS WORKED(a) BY FULL-TIME AND PART-TIME WORKERS, JANUARY TO DECEMBER 1984**

Period	Average weekly hours worked			Aggregate weekly hours worked (million)		
	Full-time workers	Part-time workers	Total	Full-time workers	Part-time workers	Total
<b>MALES</b>						
1984(b)	39.9	15.6	38.4	151.2	3.9	155.1
1984—						
January	29.0	13.4	28.1	107.7	3.1	110.8
February	38.3	15.6	37.0	144.3	3.6	148.0
March	40.7	15.8	39.2	154.9	3.8	158.7
April	41.7	16.2	40.1	157.8	4.1	161.9
May	41.2	15.7	39.6	156.2	3.9	160.1
June	40.1	15.6	38.6	152.1	3.8	155.9
July	41.1	15.7	39.5	156.3	4.0	160.4
August	41.6	16.1	40.0	156.6	3.9	160.5
September	40.4	15.4	38.9	153.8	3.9	157.8
October	40.5	16.2	39.0	153.9	4.1	158.0
November	41.2	15.4	39.6	156.5	3.9	160.4
December	42.8	16.0	41.2	164.4	3.9	168.3
<b>MARRIED FEMALES</b>						
1984(b)	36.8	15.3	26.9	29.0	10.0	39.0
1984—						
January	26.0	10.6	19.6	20.0	5.8	25.8
February	36.1	14.9	26.7	27.6	9.2	36.8
March	37.8	15.3	27.4	29.1	10.1	39.3
April	38.6	15.8	28.1	29.8	10.4	40.2
May	37.6	15.2	27.2	29.2	10.1	39.3
June	37.3	15.3	27.2	29.4	10.2	39.5
July	37.9	15.8	27.8	30.0	10.5	40.5
August	38.6	16.4	28.5	30.4	10.8	41.2
September	37.0	14.8	26.8	29.9	10.1	40.0
October	37.3	15.9	27.5	29.9	10.8	40.7
November	38.1	16.0	28.0	31.0	11.0	42.0
December	39.3	16.4	29.0	32.1	11.0	43.1
<b>ALL FEMALES</b>						
1984(b)	36.4	14.9	28.5	56.7	13.3	70.0
1984—						
January	26.9	11.0	21.6	41.3	8.5	49.8
February	35.3	14.8	28.0	53.9	12.4	66.4
March	37.1	15.0	28.9	57.3	13.6	70.9
April	38.2	15.4	29.7	58.7	13.9	72.6
May	37.1	14.9	28.9	57.2	13.5	70.7
June	36.6	15.0	28.5	56.5	13.6	70.1
July	37.6	15.3	29.4	58.6	13.8	72.4
August	38.1	15.8	29.9	59.0	14.3	73.3
September	36.6	14.4	28.3	57.7	13.5	71.2
October	37.0	15.3	28.9	57.9	14.2	72.1
November	37.4	15.4	29.3	59.2	14.3	73.5
December	38.5	15.9	30.4	62.5	14.5	77.1
<b>PERSONS</b>						
1984(b)	38.9	15.1	34.7	207.9	17.2	225.1
1984—						
January	28.4	11.6	25.7	149.0	11.6	160.7
February	37.4	15.0	33.7	198.3	16.1	214.3
March	39.6	15.1	35.3	212.2	17.4	229.6
April	40.7	15.5	36.2	216.5	18.0	234.6
May	40.0	15.0	35.6	213.4	17.4	230.8
June	39.0	15.1	34.8	208.6	17.4	226.1
July	40.0	15.4	35.7	215.0	17.8	232.8
August	40.6	15.9	36.2	215.6	18.2	233.8
September	39.3	14.6	34.8	211.5	17.4	228.9
October	39.5	15.5	35.2	211.8	18.3	230.0
November	40.1	15.4	35.6	215.7	18.2	233.9
December	41.5	15.9	37.0	227.0	18.4	245.4

(a) The figures refer to actual hours worked not hours paid for. (b) Average of 12 monthly estimates.

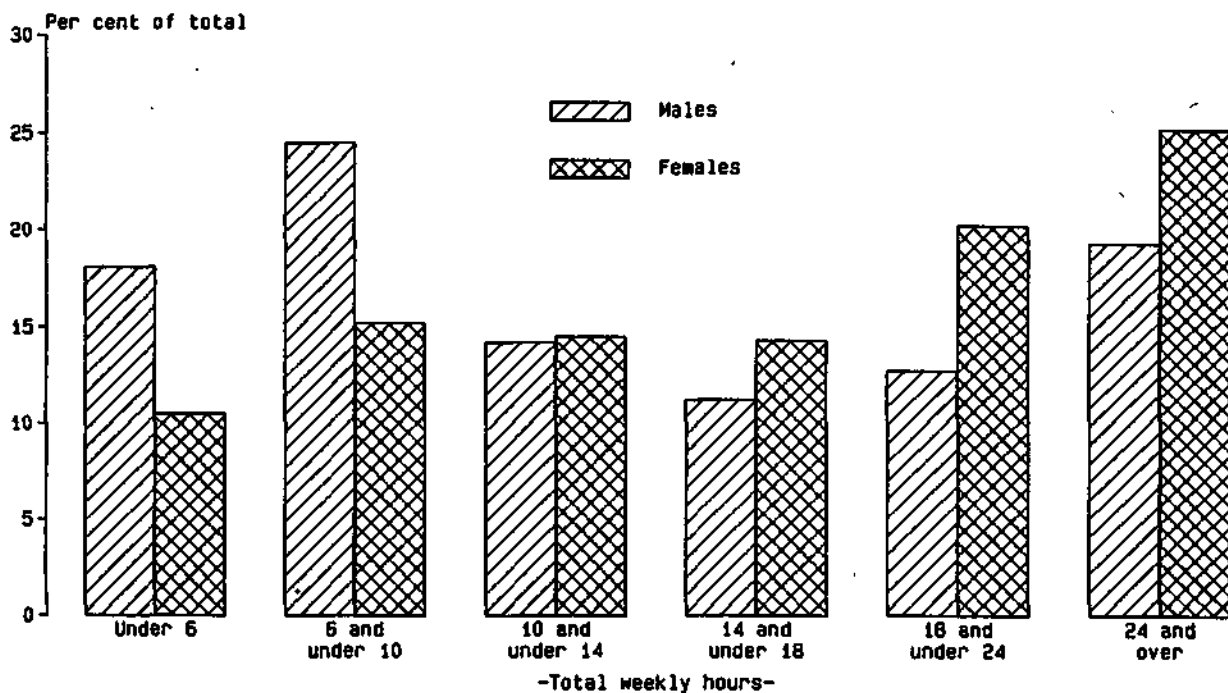
Source: *The Labour Force, Australia* (6203.0).

**CHART 8.b. FULL-TIME ADULT NON-MANAGERIAL EMPLOYEES :  
PERCENTAGE OF EMPLOYEES AT EACH LEVEL OF WEEKLY HOURS PAID,  
MAY 1983**



Source : Distribution and Composition of Employee Earnings and Hours, Australia, May 1983 (6306.0).

**CHART 8.c. PART-TIME NON-MANAGERIAL EMPLOYEES :  
PERCENTAGE OF EMPLOYEES AT EACH LEVEL OF WEEKLY HOURS PAID,  
MAY 1983**



Source : Distribution and Composition of Employee Earnings and Hours, Australia, May 1983 (6306.0).

TABLE 8.3. EMPLOYED PERSONS: AVERAGE WEEKLY HOURS WORKED(a), OCCUPATION, 1984

<i>Occupation</i>	<i>February</i>	<i>May</i>	<i>August</i>	<i>November</i>	<i>Annual average</i>
<b>MALES</b>					
Professional, technical, etc.	36.2	38.5	40.2	39.6	38.6
Administrative, executive and managerial	44.7	47.1	47.4	47.1	46.6
Clerical	32.8	35.7	36.4	35.0	35.0
Sales	38.1	40.5	41.2	40.0	40.0
Farmers, fishermen, timbergetters, etc.	45.2	48.1	45.9	49.8	47.3
Miners, quarryworkers and related workers	36.2	35.5	35.1	35.8	35.6
Transport and communication	37.5	39.9	39.9	39.8	39.3
Tradespersons, production-process workers and labourers, n.e.c.	34.5	37.5	38.0	36.9	36.7
Service, sport and recreation	35.2	37.1	36.7	35.9	36.2
<i>Total employed</i>	<i>37.0</i>	<i>39.6</i>	<i>40.0</i>	<i>39.6</i>	<i>39.0</i>
<b>MARRIED FEMALES</b>					
Professional, technical, etc.	26.9	25.7	29.0	28.9	27.7
Administrative, executive and managerial	37.1	37.3	38.7	39.8	38.3
Clerical	25.8	27.2	28.3	26.8	27.0
Sales	28.8	30.3	29.5	29.9	29.7
Farmers, fishermen, timbergetters, etc.	28.1	26.6	27.8	30.1	28.2
Miners, quarryworkers and related workers	*	*	*	*	*
Transport and communication	25.1	25.2	28.1	27.4	26.4
Tradespersons, production-process workers and labourers, n.e.c.	29.7	31.2	32.5	30.6	31.0
Service, sport and recreation	22.8	23.3	23.7	23.8	23.4
<i>Total employed</i>	<i>26.7</i>	<i>27.2</i>	<i>28.5</i>	<i>28.0</i>	<i>27.6</i>
<b>ALL FEMALES</b>					
Professional, technical, etc.	29.4	28.8	31.7	31.5	30.4
Administrative, executive and managerial	37.7	37.9	39.7	39.9	38.8
Clerical	28.0	29.9	30.5	29.2	29.4
Sales	27.5	28.4	27.9	27.6	27.8
Farmers, fishermen, timbergetters, etc.	29.0	27.9	29.2	30.8	29.2
Miners, quarryworkers and related workers	*	*	*	*	*
Transport and communication	27.6	27.3	29.1	28.7	28.2
Tradespersons, production-process workers and labourers, n.e.c.	30.3	31.5	32.9	31.6	31.6
Service, sport and recreation	24.3	24.6	25.3	24.9	24.8
<i>Total employed</i>	<i>28.0</i>	<i>28.9</i>	<i>29.9</i>	<i>29.3</i>	<i>29.0</i>
<b>PERSONS</b>					
Professional, technical, etc.	33.2	34.1	36.3	35.8	34.9
Administrative, executive and managerial	43.8	45.8	46.2	46.0	45.5
Clerical	29.3	31.5	32.1	30.8	31.0
Sales	32.4	34.0	34.0	33.2	33.4
Farmers, fishermen, timbergetters, etc.	41.6	43.8	42.3	45.7	43.4
Miners, quarryworkers and related workers	36.0	35.5	34.9	35.8	35.5
Transport and communication	36.1	38.2	38.5	38.4	37.8
Tradespersons, production-process workers and labourers, n.e.c.	34.0	36.8	37.4	36.2	36.1
Service, sport and recreation	28.5	29.3	29.6	29.0	29.1
<i>Total employed</i>	<i>33.7</i>	<i>35.6</i>	<i>36.2</i>	<i>35.6</i>	<i>35.3</i>

(a) Includes persons who had a job from which they were absent for the whole of the survey week.

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

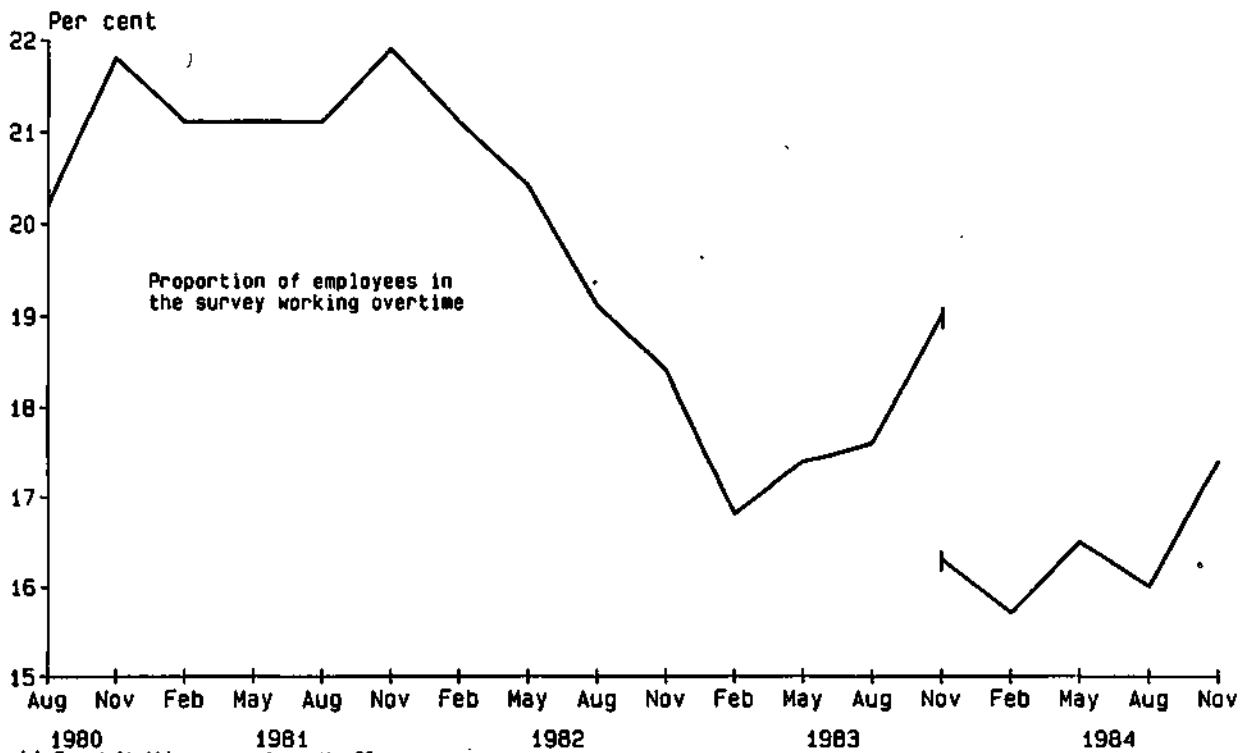
TABLE 8.4. EMPLOYED PERSONS: AVERAGE WEEKLY HOURS WORKED<sup>(a)</sup>, INDUSTRY, 1984

Industry division or subdivision	February	May	August	November	Annual average
<b>MALES</b>					
Agriculture, forestry, fishing and hunting	47.7	50.7	47.8	52.5	49.7
Agriculture and services to agriculture	48.6	51.7	49.0	53.3	50.7
Forestry and logging, fishing and hunting	37.5	38.4	34.4	42.9	38.3
Mining	37.0	36.8	36.9	37.9	37.1
Manufacturing	35.4	38.5	39.4	37.7	37.8
Food, beverages and tobacco	34.8	37.6	39.3	37.7	37.4
Metal products	35.4	38.4	39.6	37.7	37.8
Other manufacturing	35.6	38.7	39.4	37.7	37.8
Electricity, gas and water	30.9	34.3	35.5	34.1	33.7
Construction	36.1	39.3	38.9	38.3	38.2
Wholesale and retail trade	38.4	41.2	41.6	40.7	40.5
Transport and storage	36.6	39.0	39.7	39.6	38.7
Communication	30.5	34.1	33.7	33.6	33.0
Finance, property and business services	37.6	39.6	40.7	39.4	39.3
Public administration and defence	32.4	35.6	36.2	35.3	34.9
Community services	35.0	36.9	39.1	38.4	37.4
Recreation, personal and other services	39.8	41.6	39.9	40.2	40.4
<i>Total employed</i>	<i>37.0</i>	<i>39.6</i>	<i>40.0</i>	<i>39.6</i>	<i>39.0</i>
<b>MARRIED FEMALES</b>					
Agriculture, forestry, fishing and hunting	27.6	25.8	27.5	30.1	27.8
Agriculture and services to agriculture	27.8	26.0	27.5	30.3	27.9
Manufacturing	30.3	32.1	32.4	30.5	31.4
Food, beverages and tobacco	29.0	30.8	31.9	29.0	30.2
Metal products	29.4	31.6	30.8	28.9	30.2
Other manufacturing	30.8	32.4	32.8	31.1	31.8
Electricity, gas and water	24.8	28.5	26.6	33.3	27.8
Construction	18.5	17.9	18.3	17.0	17.9
Wholesale and retail trade	27.6	29.4	29.5	29.3	29.0
Transport and storage	23.3	26.7	28.9	27.9	26.7
Communication	27.2	26.5	29.8	28.3	28.0
Finance, property and business services	26.3	26.6	28.9	26.6	27.1
Public administration and defence	27.3	30.2	28.3	27.9	28.4
Community services	25.4	24.9	27.3	27.3	26.2
Recreation, personal and other services	26.2	26.6	26.7	26.8	26.6
<i>Total employed(b)</i>	<i>26.7</i>	<i>27.2</i>	<i>28.5</i>	<i>28.0</i>	<i>27.6</i>
<b>ALL FEMALES</b>					
Agriculture, forestry, fishing and hunting	28.6	27.5	28.7	31.0	29.0
Agriculture and services to agriculture	28.8	27.7	28.7	31.2	29.1
Manufacturing	31.4	32.7	33.5	31.8	32.4
Food, beverages and tobacco	29.9	31.6	32.1	30.1	31.0
Metal products	30.9	33.2	32.3	31.2	31.9
Other manufacturing	31.8	32.9	34.0	32.3	32.7
Electricity, gas and water	27.0	30.5	32.2	33.0	30.4
Construction	20.6	20.8	21.2	19.9	20.6
Wholesale and retail trade	27.0	28.6	28.5	28.3	28.1
Transport and storage	27.6	30.3	32.7	31.4	30.5
Communication	28.5	28.5	30.5	28.5	29.0
Finance, property and business services	28.7	29.8	31.1	29.9	29.9
Public administration and defence	28.1	32.1	31.1	30.2	30.4
Community services	27.8	27.7	29.9	29.6	28.8
Recreation, personal and other services	27.3	27.2	27.8	27.1	27.3
<i>Total employed(b)</i>	<i>28.0</i>	<i>28.9</i>	<i>29.9</i>	<i>29.3</i>	<i>29.0</i>
<b>PERSONS</b>					
Agriculture, forestry, fishing and hunting	43.0	45.1	43.2	47.3	44.6
Agriculture and services to agriculture	43.5	45.7	43.9	47.7	45.2
Forestry and logging, fishing and hunting	35.9	36.1	33.8	41.1	36.7
Mining	36.4	36.4	36.5	37.4	36.6
Manufacturing	34.4	37.0	37.9	36.2	36.4
Food, beverages and tobacco	33.5	35.9	37.3	35.6	35.6
Metal products	34.9	37.7	38.6	36.9	37.0
Other manufacturing	34.5	37.1	37.9	36.1	36.4
Electricity, gas and water	30.5	33.9	35.2	34.0	33.4
Construction	34.5	37.1	37.1	36.2	36.2
Wholesale and retail trade	33.5	35.7	35.9	35.2	35.1
Transport and storage	35.3	37.6	38.6	38.3	37.4
Communication	30.0	32.7	32.9	32.3	32.0
Finance, property and business services	33.5	34.9	36.2	34.9	34.9
Public administration and defence	31.0	34.4	34.5	33.6	33.4
Community services	30.6	31.1	33.2	32.9	32.0
Recreation, personal and other services	32.8	33.7	33.4	32.9	33.2
<i>Total employed</i>	<i>33.7</i>	<i>35.6</i>	<i>36.2</i>	<i>35.6</i>	<i>35.3</i>

(a) Includes persons who had a job from which they were absent for the whole of the survey week. (b) Includes mining.

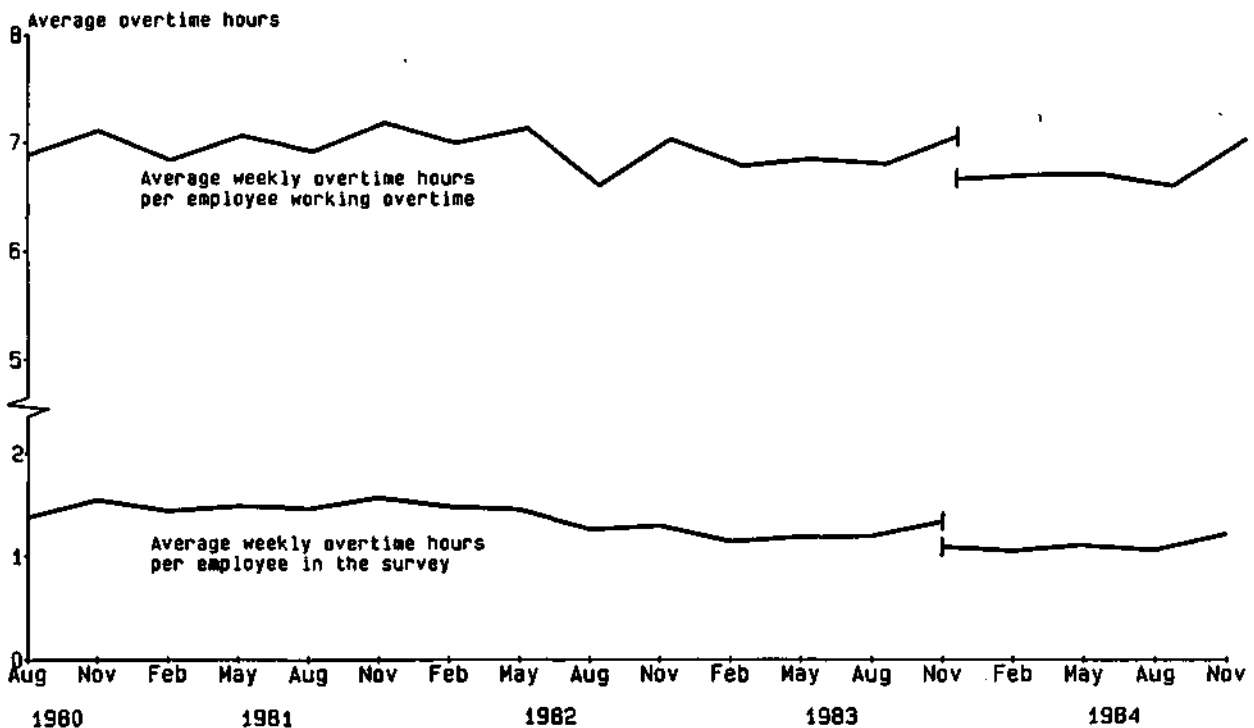
Source: The Labour Force, Australia (6203.0).

CHART 8.d. PROPORTION OF EMPLOYEES WORKING OVERTIME (a).  
AUGUST 1980 TO NOVEMBER 1984



Source: Overtime, Australia (6330.0).

CHART 8.e. AVERAGE WEEKLY OVERTIME HOURS WORKED (a).  
AUGUST 1980 TO NOVEMBER 1984



Source: Overtime, Australia (6330.0).

TABLE 8.5. AVERAGE WEEKLY OVERTIME HOURS WORKED, INDUSTRY, 1983 TO 1984

Industry	August 1983(a)	November 1983(a)	November 1983(b)	February 1984(b)	May 1984(b)	August 1984(b)	November 1984(b)
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY							
Mining	3.71	4.08	*	3.67	4.03	4.11	4.24
Manufacturing	1.97	2.39	2.19	2.16	2.17	2.09	2.58
Food, beverages and tobacco	2.45	2.95	2.45	2.45	2.04	2.04	2.82
Textiles, clothing and footwear	2.43	2.69	2.23	2.59	2.13	1.98	2.08
Paper, printing, etc.	1.57	1.86	1.56	1.15	1.11	1.22	1.66
Chemical, petroleum and coal products	1.43	1.79	2.00	1.43	2.30	1.76	1.88
Basic metal products	2.57	3.06	2.75	3.23	4.06	3.14	3.16
Fabricated metal products; other machinery, etc.	1.68	2.07	2.33	2.14	2.07	2.03	2.70
Transport equipment	1.34	1.95	1.93	1.88	2.38	2.48	2.98
Other manufacturing	2.13	2.53	1.99	2.22	2.15	2.21	2.89
Electricity, gas and water	1.59	1.61	1.50	1.48	1.66	1.58	1.86
Construction	1.88	1.86	1.56	1.36	1.20	1.52	1.71
Wholesale trade	0.86	1.10	1.07	0.95	0.93	0.86	1.15
Retail trade	0.70	0.77	0.57	0.57	0.58	0.57	0.71
Transport and storage; communication	1.98	2.20	1.90	1.77	1.97	1.88	2.23
Public administration; community services	0.51	0.53	0.43	0.39	0.47	0.42	0.42
Other	0.59	0.56	*	0.38	0.45	0.46	0.41
All industries	1.20	1.34	1.09	1.05	1.11	1.06	1.22
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME							
Mining	8.36	8.96	8.85	8.28	8.65	8.53	8.99
Manufacturing	7.71	7.99	7.82	7.98	7.76	7.19	7.98
Food, beverages and tobacco	7.04	7.71	6.92	7.31	5.95	5.98	7.67
Textiles, clothing and footwear	9.40	10.05	8.58	8.25	8.63	8.81	9.20
Paper, printing, etc.	7.06	7.43	6.92	5.87	6.22	5.71	6.87
Chemical, petroleum and coal products	6.95	6.92	7.61	7.83	10.34	8.12	7.67
Basic metal products	7.58	8.51	8.97	9.13	10.69	8.52	8.70
Fabricated metal products; other machinery, etc.	7.47	7.50	8.85	8.38	7.72	7.09	7.68
Transport equipment	8.22	8.62	8.05	7.71	7.75	8.06	8.53
Other manufacturing	8.53	7.87	7.03	8.52	7.75	6.96	8.16
Electricity, gas and water	7.21	7.40	6.89	6.99	7.21	7.17	7.77
Construction	8.17	7.61	7.78	7.56	6.92	8.78	8.65
Wholesale trade	5.79	6.20	5.85	6.40	6.00	6.21	6.96
Retail trade	3.86	3.99	3.91	3.91	3.74	3.78	4.07
Transport and storage; communication	7.09	7.17	7.04	6.84	7.30	7.16	7.99
Public administration; community services	6.69	7.38	5.61	5.59	5.64	5.68	5.53
Other	5.05	5.09	5.52	5.08	6.18	6.07	5.75
All industries	6.80	7.06	6.66	6.70	6.71	6.60	7.03
PROPORTION OF EMPLOYEES IN THE SURVEY WORKING OVERTIME (per cent)							
Mining	44.36	45.59	42.62	44.28	46.65	48.19	47.24
Manufacturing	25.49	29.90	28.04	27.07	28.03	29.14	32.27
Food, beverages and tobacco	34.79	38.24	35.37	33.63	34.23	34.16	36.77
Textiles, clothing and footwear	25.81	26.81	26.81	31.32	24.63	22.50	22.64
Paper, printing, etc.	22.17	25.08	22.39	19.51	17.87	21.32	24.15
Chemical, petroleum and coal products	20.63	25.87	26.31	18.29	22.23	21.65	24.49
Basic metal products	33.89	36.02	30.62	36.06	37.96	36.91	36.36
Fabricated metal products; other machinery, etc.	22.46	27.64	26.30	25.51	26.81	28.62	35.13
Transport equipment	16.27	22.59	24.03	24.28	30.70	30.79	34.97
Other manufacturing	24.96	32.10	28.35	25.97	27.80	31.79	35.35
Electricity, gas and water	22.12	21.68	21.70	21.11	23.01	22.05	23.92
Construction	22.97	24.41	20.04	18.04	17.37	17.29	19.74
Wholesale trade	14.89	17.67	18.27	14.68	15.52	13.76	16.58
Retail trade	18.21	19.25	14.52	14.73	15.54	15.22	17.36
Transport and storage; communication	27.93	30.72	26.91	26.06	26.98	26.30	27.93
Public administration; community services	7.60	7.18	7.70	6.91	8.30	7.37	7.57
Other	11.65	10.94	8.17	7.40	7.35	7.53	7.21
All industries	17.59	19.02	16.34	15.74	16.52	16.06	17.35

(a) Results from payroll tax based survey. (b) Results of sample from ABS register.

Source: Overtime, Australia (6330.0).



**TABLE 8.6. EMPLOYEES WHO WERE SHIFTWORKERS : INDUSTRY, FEBRUARY TO MAY 1981**  
( ' 000 )

Industry	N.S.W.	Vic.	Qld	S.A.	W.A.	Tas.	Aust.(a)
Mining	3.9	*	5.2	1.7	8.9	2.0	23.6
Manufacturing	36.0	19.6	9.0	12.8	5.7	7.4	90.5
Wholesale and retail trade	6.5	4.6	3.0	*	1.4	*	16.7
Transport and storage	24.3	21.1	10.0	5.6	5.8	1.5	69.7
Communication	5.4	3.0	2.4	1.8	1.8	0.7	15.8
Community services	48.3	31.8	25.3	16.2	15.9	4.3	146.1
Recreation, personal and other services	10.9	5.6	4.5	1.7	2.8	1.2	28.0
Other(b)	12.3	11.4	4.2	2.5	4.0	*	36.7
<b>Total</b>	<b>147.6</b>	<b>97.5</b>	<b>63.7</b>	<b>43.1</b>	<b>46.3</b>	<b>17.4</b>	<b>427.1</b>

(a) Includes the Northern Territory and the Australian Capital Territory. (b) Includes agriculture, forestry, fishing and hunting; electricity, gas and water; construction; finance, property and business services; and public administration and defence.

Source: Working Hours Arrangements, February to May 1981 (6338.0).

**TABLE 8.7. EMPLOYEES WHO WERE SHIFTWORKERS : FREQUENCY OF CHANGE IN SHIFTS, OCCUPATION AND NUMBER OF DIFFERENT SHIFTS WORKED, FEBRUARY TO MAY 1981**  
( ' 000 )

Frequency of change in shifts	Occupation group						Total
	Professional, technical, etc.	Clerical	Transport and communi- cation	Tradespersons, production- process workers and labourers, n.e.c.	Service, sport and recreation	Other (a)	
2 SHIFTS							
Every day	9.9	*	*	*	6.1	*	20.0
2-6 days	10.7	*	2.3	3.6	13.3	*	33.1
7 days	6.6	6.2	9.8	23.5	12.6	6.5	65.1
8-14 days	3.2	2.0	2.7	7.3	6.6	*	22.7
15 days or more	3.9	*	2.8	8.2	5.8	*	23.6
Total	34.3	11.6	18.8	43.5	44.5	11.9	164.5
3 SHIFTS OR MORE							
Every day	21.6	*	11.5	4.7	15.1	*	55.8
2-6 days	10.6	*	6.4	13.3	13.5	3.7	48.8
7 days	8.6	6.6	21.6	52.7	21.6	7.6	118.7
8-14 days	3.2	*	2.8	4.7	3.6	*	15.5
15 days or more	3.7	2.5	3.5	7.4	5.6	*	23.8
Total	47.6	13.1	45.7	82.9	59.4	14.0	262.7
TOTAL							
Every day	31.5	*	12.7	5.7	21.2	3.1	75.9
2-6 days	21.3	2.9	8.6	16.9	26.8	5.4	81.9
7 days	15.1	12.7	31.4	76.2	34.2	14.1	183.8
8-14 days	6.3	3.1	5.5	12.0	10.2	*	38.2
15 days or more	7.6	4.4	6.3	15.6	11.4	2.2	47.4
Total	81.8	24.7	64.6	126.3	103.8	25.9	427.1

(a) Includes administrative, executive and managerial; sales; farming, fishing and timbergetting; and mining and quarrying occupations.

Source: Working Hours Arrangements, February to May 1981 (6338.0).

**TABLE 8.8. EMPLOYEES(a) : PREFERRED WORKING ARRANGEMENT, USUAL WORKING ARRANGEMENT AND WHETHER HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT, MARCH TO MAY 1982**  
(<sup>'000</sup>)

Usual working arrangement	Preferred working arrangement					Could not decide	Total
	4-day week	5-day week	9-day fortnight	'19-day month'	Other		
HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT							
4-day fortnight or 2-day week	*	*	*	*	30.1	*	38.4
6-day fortnight or 3-day week	6.1	*	*	*	35.5	*	49.1
9-day fortnight	10.8	*	26.6	*	*	*	40.0
10-day fortnight	*	7.6	5.6	*	*	*	19.2
'19-day month'	*	*	*	4.3	*	*	11.3
4-day week	37.3	5.0	4.0	*	9.6	*	59.1
5-day week	83.0	131.0	94.4	15.5	31.1	10.8	365.7
6-day week	11.1	32.6	12.9	*	29.8	8.7	97.3
7-day week	*	9.1	*	*	16.1	*	31.8
Other	*	*	*	*	9.1	*	17.9
Total	162.4	196.2	149.3	26.0	164.7	31.2	729.9
HAD NO CONTROL OVER USUAL WORKING ARRANGEMENT							
4-day fortnight or 2-day week	5.6	4.2	*	*	32.9	*	46.9
6-day fortnight or 3-day week	10.7	13.5	*	*	42.3	*	74.4
9-day fortnight	30.6	5.3	81.9	*	*	*	124.2
10-day fortnight	9.1	22.4	16.9	*	6.8	*	59.2
'19-day month'	5.7	4.4	8.2	15.1	*	*	35.4
4-day week	63.6	12.7	11.9	*	13.9	*	106.8
5-day week	653.1	1,258.2	1,033.9	167.5	133.6	95.7	3,342.0
6-day week	44.6	155.6	83.9	15.3	50.8	10.4	360.6
7-day week	4.3	21.7	7.2	*	20.4	4.8	61.7
Other	8.3	16.5	14.4	*	11.9	4.2	57.8
Total	835.3	1,514.4	1,262.8	207.9	316.4	131.9	4,268.8
TOTAL							
4-day fortnight or 2-day week	9.2	6.0	*	*	63.0	4.8	85.3
6-day fortnight or 3-day week	16.8	16.6	4.7	*	77.8	6.4	123.5
9-day fortnight	41.4	6.8	108.4	*	*	*	164.2
10-day fortnight	11.6	30.0	22.5	*	9.1	4.7	78.4
'19-day month'	7.7	5.6	11.5	19.5	*	*	46.7
4-day week	100.9	17.7	15.9	*	23.5	6.2	165.9
5-day week	736.0	1,389.1	1,128.3	182.9	164.7	106.5	3,707.7
6-day week	55.7	188.3	96.8	17.4	80.6	19.1	457.8
7-day week	7.4	30.8	7.2	*	36.5	7.6	93.5
Other	11.0	19.7	15.3	4.2	21.0	4.4	75.7
Total	997.8	1,710.6	1,412.1	233.9	481.2	163.1	4,998.7

(a) Employees who usually worked 10 hours or more per week

Source: *Alternative Working Arrangements, Australia, March to May 1982* (6341.0).

**TABLE 8.9 EMPLOYEES WHO PREFERRED TO WORK LESS HOURS AND IN PERMANENT PART-TIME JOBS : INDUSTRY, MARITAL STATUS AND WHETHER PRIVATE OR GOVERNMENT EMPLOYEES, MARCH TO MAY 1982**  
(<sup>'000</sup>)

Industry division	Females			Persons		
	Males	Married	Total	Married	Not married	Total
<b>PRIVATE EMPLOYEES</b>						
Manufacturing	*	10.7	12.0	12.4	*	14.5
Wholesale and retail trade	*	9.3	1.4	10.2	*	13.3
Finance, property and business services	*	7.3	10.1	7.6	*	10.5
Community services	*	6.1	8.4	6.8	*	9.7
Other	*	4.1	4.1	4.7	*	4.9
<b>Total</b>	<b>6.8</b>	<b>37.6</b>	<b>46.0</b>	<b>41.7</b>	<b>11.2</b>	<b>52.8</b>
<b>GOVERNMENT EMPLOYEES</b>						
Public administration and defence	*	4.6	6.7	6.1	*	9.1
Community services	*	22.8	28.2	24.0	5.9	30.0
Other	*	4.3	4.5	5.9	*	7.0
<b>Total</b>	<b>6.7</b>	<b>31.6</b>	<b>39.4</b>	<b>36.1</b>	<b>10.1</b>	<b>46.1</b>
<b>TOTAL</b>						
Manufacturing	*	10.7	12.0	12.4	*	14.5
Wholesale and retail trade	*	9.3	11.4	10.2	*	13.3
Finance, property and business services	*	8.8	11.6	9.1	*	12.1
Public administration and defence	*	4.6	6.7	6.1	*	9.1
Community services	*	28.9	36.6	30.8	8.8	39.6
Other	*	6.9	7.1	9.1	*	10.4
<b>Total</b>	<b>13.5</b>	<b>69.2</b>	<b>85.4</b>	<b>77.7</b>	<b>21.2</b>	<b>98.9</b>

Source: *Alternative Working Arrangements, Australia, March to May 1982* (6341.0).

**TABLE 8.10. EMPLOYEES(a) : PREFERENCE FOR PERMANENT OR CASUAL WORK AND USUAL HOURS WORKED PER WEEK, MARCH TO MAY 1982 ('000)**

	Usual hours worked per week (in main job)								
Preference for permanent or casual work	10-19	20-29	30-34	35	36-39	40	41-48	49 and over	Total
MALES									
Permanent worker—									
Preferred permanent	*	10.0	31.7	110.1	421.7	1,083.9	531.2	473.4	2,665.2
Preferred casual	*	*	*	9.8	33.2	102.3	46.7	62.7	258.5
Could not decide	*	*	*	*	4.2	17.7	9.2	17.5	52.1
Total	*	10.9	35.2	122.1	459.1	1,203.9	587.1	553.6	2,975.8
Casual worker—									
Preferred permanent	10.4	9.7	5.3	5.9	4.4	29.1	9.8	18.4	93.0
Preferred casual	6.1	7.8	5.4	*	*	21.4	6.8	19.8	72.5
Could not decide	*	*	*	*	*	*	*	6.4	18.0
Total	19.4	19.4	11.7	9.5	7.1	53.9	17.8	44.6	183.5
Total—									
Preferred permanent	13.6	19.7	37.0	116.0	426.0	1,113.1	541.0	491.8	2,758.2
Preferred casual	6.8	7.8	8.6	13.1	35.1	123.7	53.5	82.5	331.1
Could not decide	*	*	*	*	5.0	21.1	10.4	24.0	70.1
Total	23.4	30.3	46.9	131.6	466.2	1,257.8	604.9	598.2	3,159.3
FEMALES									
Permanent worker—									
Preferred permanent	47.5	79.4	80.0	110.1	271.9	621.2	120.4	55.6	1,386.0
Preferred casual	6.8	9.5	6.5	9.1	17.9	45.0	8.7	6.3	109.8
Could not decide	*	*	*	*	4.0	10.4	*	*	28.1
Total	55.8	92.2	89.8	121.3	293.8	676.6	130.3	64.2	1,523.9
Casual worker—									
Preferred permanent	57.5	47.4	19.0	7.7	8.5	16.8	4.7	*	163.4
Preferred casual	58.2	39.9	12.9	5.1	4.3	6.4	*	*	130.6
Could not decide	11.3	4.4	*	*	*	*	*	*	21.4
Total	127.0	91.7	33.0	13.7	14.9	24.2	6.9	4.1	315.4
Total—									
Preferred permanent	105.0	126.8	99.0	117.8	280.3	637.9	125.1	57.4	1,549.5
Preferred casual	65.0	49.4	19.4	14.2	22.2	51.3	10.8	8.1	240.4
Could not decide	12.8	7.7	4.3	*	6.2	11.6	*	*	49.5
Total	182.8	183.8	122.7	135.0	308.7	700.9	137.1	68.4	1,839.4
PERSONS									
Permanent worker—									
Preferred permanent	50.7	89.3	111.7	220.3	693.5	1,705.1	651.5	529.1	4,051.2
Preferred casual	7.6	9.5	9.6	19.0	51.1	147.2	55.4	68.9	368.2
Could not decide	*	4.2	*	4.2	8.2	28.2	10.5	19.9	80.2
Total	59.7	103.1	125.0	243.5	752.8	1,880.5	717.3	617.8	4,499.7
Casual worker—									
Preferred permanent	68.0	57.1	24.3	13.5	12.8	45.9	14.5	20.2	256.4
Preferred casual	64.3	47.7	18.3	8.3	6.2	27.8	9.0	21.6	203.2
Could not decide	14.3	6.2	*	*	*	4.5	*	6.9	39.4
Total	146.5	111.1	44.6	23.2	22.0	78.2	24.7	48.8	499.0
Total—									
Preferred permanent	118.7	146.5	136.0	233.8	706.4	1,751.0	666.1	549.3	4,307.6
Preferred casual	71.8	57.2	27.9	27.3	57.3	175.0	64.3	90.5	571.5
Could not decide	15.7	10.4	5.6	5.5	11.2	32.6	11.7	26.8	119.6
Total	206.2	214.1	169.6	266.6	774.9	1,958.7	742.0	666.6	4,998.7

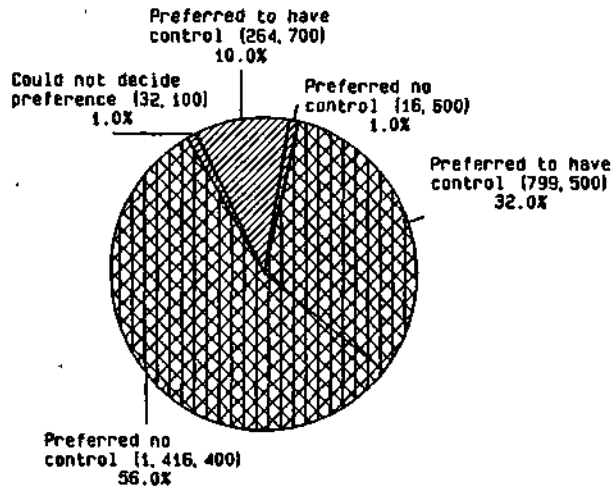
(a) Employees who were permanent or casual workers and usually worked 10 hours or more per week

Source: Alternative Working Arrangements, Australia, March to May 1982 (6341.0).

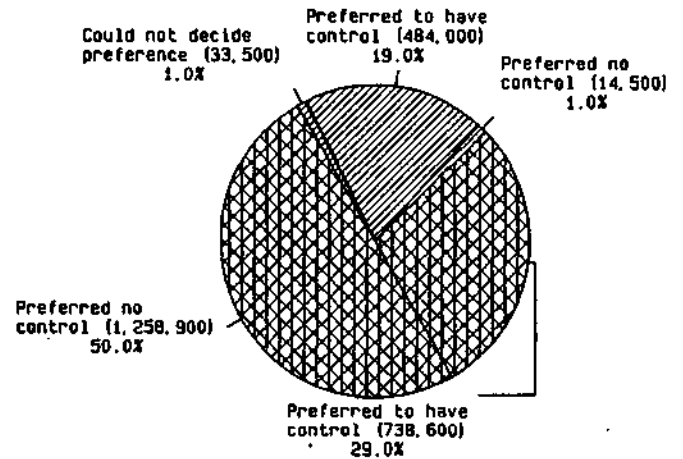
CHART 8.f. EMPLOYEES WHO USUALLY WORKED 10 HOURS OR MORE  
PER WEEK IN MAIN JOB : WHETHER TRADE UNION MEMBER,  
PREFERENCE FOR AND ACTUAL CONTROL OVER WORKING DAYS  
ARRANGEMENTS AND START/FINISH TIMES, MARCH TO MAY 1982

MEMBERS OF TRADE UNIONS

WORKING DAYS ARRANGEMENTS

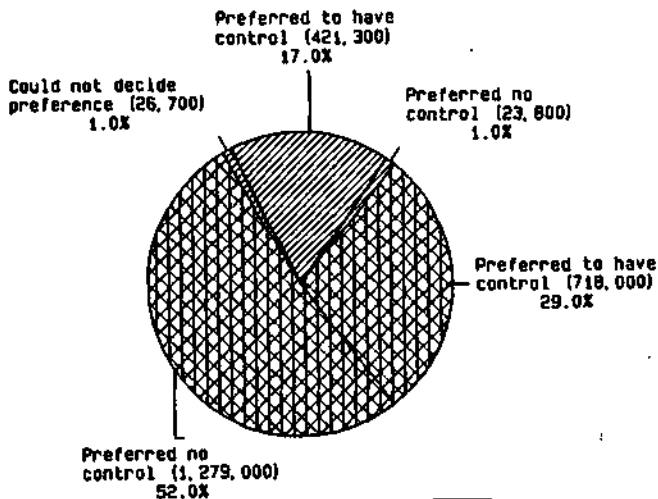


START/FINISH TIMES

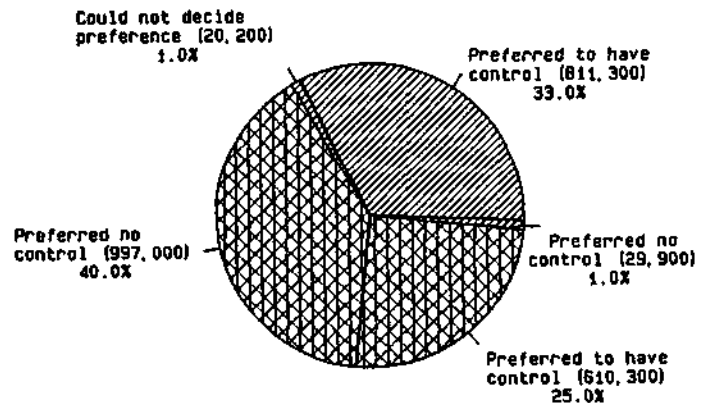


NOT MEMBERS OF TRADE UNIONS

WORKING DAYS ARRANGEMENTS



START/FINISH TIMES



Had no control



Had some control

**TABLE 8.11. EMPLOYEES(a) : OVERALL LEVEL OF JOB SATISFACTION AND OCCUPATION, FEBRUARY TO MAY 1979**  
(per cent)

<i>Occupation group</i>	<i>Very dissatisfied</i>	<i>Dissatisfied</i>	<i>Neither satisfied nor dissatisfied</i>	<i>Satisfied</i>	<i>Very satisfied</i>	<i>Total</i>
<b>MALES</b>						
Professional, technical, etc.	*	6.6	12.2	56.8	23.2	100.0
Administrative, executive and managerial	*	3.8	9.7	52.4	32.8	100.0
Clerical	2.9	7.2	16.8	53.3	19.8	100.0
Sales	*	8.1	12.3	52.0	24.1	100.0
Farming, fishing, timbergetting, etc.	*	*	*	59.3	28.1	100.0
Miners and quarryworkers	*	*	*	65.7	*	100.0
Transport and communication	*	5.3	10.4	59.7	22.5	100.0
Tradespersons, production-process workers and labourers, n.e.c.	3.4	6.8	12.5	55.1	22.3	100.0
Service, sport and recreation	*	7.3	9.8	49.6	29.6	100.0
<b>Total</b>	<b>2.8</b>	<b>6.4</b>	<b>12.2</b>	<b>55.0</b>	<b>23.6</b>	<b>100.0</b>
<b>FEMALES</b>						
Professional, technical, etc.	*	6.2	7.7	47.8	36.6	100.0
Administrative, executive and managerial	*	*	*	41.9	36.4	100.0
Clerical	3.3	6.7	11.9	48.7	29.4	100.0
Sales	*	7.0	11.1	52.0	26.7	100.0
Transport and communication	*	*	*	41.2	33.4	100.0
Tradespersons, production-process workers and labourers, n.e.c.	6.1	7.1	15.4	52.2	19.2	100.0
Service, sport and recreation	*	6.2	8.4	54.7	29.0	100.0
<b>Total</b>	<b>3.0</b>	<b>6.5</b>	<b>10.9</b>	<b>49.9</b>	<b>29.6</b>	<b>100.0</b>
<b>PERSONS</b>						
Professional, technical, etc.	1.4	6.4	10.3	52.9	29.0	100.0
Administrative, executive and managerial	*	4.1	9.8	51.5	33.1	100.0
Clerical	3.2	6.9	13.6	50.4	26.0	100.0
Sales	3.3	7.6	11.8	52.0	25.3	100.0
Farming, fishing, timbergetting, etc.	*	*	8.1	59.1	28.0	100.0
Miners and quarryworkers	*	*	*	65.7	*	100.0
Transport and communication	*	5.5	11.2	57.2	23.9	100.0
Tradespersons, production-process workers and labourers, n.e.c.	3.7	6.8	12.8	54.8	21.9	100.0
Service, sport and recreation	2.5	6.7	9.0	52.6	29.3	100.0
<b>Total</b>	<b>2.9</b>	<b>6.5</b>	<b>11.8</b>	<b>53.3</b>	<b>25.6</b>	<b>100.0</b>

(a) Employees who usually worked 20 hours or more per week.

Source: Working Conditions, Australia, February to May 1979 (6335.0).

**TABLE 8.12. EMPLOYEES(a) : MOST IMPORTANT DESIRED CHANGES TO WORKING CONDITIONS AND OCCUPATION, FEBRUARY TO MAY 1979 (Per cent)**

Most important desired changes	Occupation group								Total(b)
	Pro- fessional, technical, etc.	Adminis- trative, executive and managerial	Clerical	Sales	Farming, fishing timber- getting, etc.	Transport and communi- cation	Trades- persons, production- process workers, and labourers, n.e.c.	Service, sport and recreation	
RESPONDENTS' RANKING OF DESIRED CHANGES—MOST IMPORTANT									
More say in decisions	22.6	18.6	16.3	17.3	9.7	11.1	9.9	10.7	14.4
More security of job tenure	7.1	7.0	5.5	10.5	7.6	11.9	12.8	6.8	9.2
Improved superannuation, etc. benefits	6.8	12.2	8.2	7.5	9.0	9.1	9.0	6.9	8.4
More promotion opportunities	6.9	3.6	12.0	7.2	*	5.6	5.5	4.3	6.9
Shorter working hours	4.9	7.1	6.8	5.7	*	8.2	7.7	6.3	6.7
Work which is more worthwhile	2.6	*	4.9	3.8	*	*	2.4	4.0	3.1
More paid leave	1.7	*	1.3	*	*	*	2.3	2.5	2.0
Higher wages or salary	5.7	7.8	9.1	10.3	9.7	10.3	11.8	11.5	9.7
More variety in work	2.2	*	3.9	*	*	*	2.8	2.0	2.6
Better physical working conditions	7.7	*	3.4	3.5	*	4.0	5.3	3.4	4.8
More paid overtime	*	*	*	*	*	*	2.1	*	1.3
Improved health or safety standards	2.5	*	1.4	*	*	4.7	6.4	3.3	3.8
Other improvements	12.6	10.9	7.4	3.4	*	8.1	5.7	7.0	7.5
No improvement	16.0	23.2	19.2	24.5	35.8	20.9	16.2	30.1	19.6
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
RESPONDENTS' RANKING OF DESIRED CHANGES—SECOND MOST IMPORTANT									
More say in decisions	3.8	*	2.8	3.2	*	*	2.6	3.1	2.9
More security of job tenure	3.0	*	1.9	3.5	*	*	3.0	*	2.5
Improved superannuation, etc. benefits	3.8	7.3	2.9	4.7	*	4.6	4.2	3.1	4.1
More promotion opportunities	6.5	3.4	6.6	5.1	*	4.8	4.4	2.7	5.0
Shorter working hours	2.7	*	2.9	2.8	*	4.5	3.5	3.3	3.1
Work which is more worthwhile	3.7	*	5.5	3.2	*	*	3.1	2.4	3.5
More paid leave	1.7	*	1.1	*	*	*	3.1	*	2.2
Higher wages or salary	8.6	11.9	10.5	12.5	8.4	14.0	12.4	9.4	11.1
More variety in work	3.9	*	9.9	4.6	*	4.4	4.2	4.5	5.2
Better physical working conditions	6.6	*	4.5	3.3	*	4.0	5.4	3.5	4.7
More paid overtime	2.6	*	2.1	*	*	3.0	4.7	2.8	3.2
Improved health or safety standards	3.6	*	2.6	2.6	*	6.6	9.7	4.3	5.7
Other improvements	13.5	10.7	7.1	6.2	*	9.4	5.8	8.2	8.1
No second improvement	36.2	47.3	39.6	45.0	55.6	35.9	33.8	49.5	38.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0

(a) Employees who usually worked 20 hours or more per week. (b) Includes miners and quarryworkers.

Source: Working Conditions, Australia, February to May 1979 (6335.0).