

CHAPTER 7

HOURS OF WORK

The data in this chapter have been obtained from the labour force survey, special supplementary surveys and the surveys of employers.

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

To supplement the statistics on hours worked collected in the labour force survey, data on hours paid for are collected from surveys of employers. Information on overtime hours paid for is presented in this chapter.

Hours of work

Average hours of work were slightly lower in August 1990 than in August 1980, although there was some variability over the ten-year period. The average weekly hours worked declined from 36.4 hours in August 1980 to 35.9 hours in August 1990, although over the same period the average hours worked by full-time workers increased (40.5 hours per week in August 1980 compared with 41.4 hours per week in August 1990). The average weekly hours worked by part-time workers has decreased to 15.4 hours in August 1990 from 15.6 hours in August 1980.

Average hours of work were higher for males than females. For full-time female workers the average weekly hours worked were 38.8 hours in August 1990, compared with 42.6 hours for full-time male workers.

TABLE 7.1. HOURS WORKED BY EMPLOYED PERSONS, AUSTRALIA, AUGUST 1980 AND AUGUST 1990
(^{'000})

	Females				
	Males	Not Married	Married	Total	Persons
AUGUST 1980					
Weekly hours worked—					
0	204.4	48.4	72.7	121.0	325.4
1-15	124.7	112.5	288.4	400.9	525.4
16-29	190.7	84.0	275.5	359.8	550.5
30-34	251.2	80.5	115.8	196.3	447.5
35-39	428.7	170.5	164.2	334.7	763.4
40	1,354.2	312.5	289.9	602.3	1,956.5
41-44	254.8	44.6	42.7	87.3	342.1
45-48	382.2	30.7	40.7	71.4	453.7
49 and over	792.0	44.7	80.2	124.9	916.9
Total	3,982.8	928.3	1,370.2	2,298.5	6,281.4
AUGUST 1990(a)					
Weekly hours worked—					
0	211.1	51.1	90.1	141.3	352.4
1-15	234.8	228.0	405.3	633.3	868.1
16-29	257.8	139.7	419.6	559.3	817.2
30-34	284.6	97.4	175.8	273.1	557.7
35-39	764.6	289.0	322.6	611.6	1,376.2
40	974.4	242.3	270.5	512.9	1,487.3
41-44	279.6	66.1	70.6	136.7	416.4
45-48	438.1	62.1	73.4	135.5	573.6
49 and over	1,138.7	85.9	151.6	237.5	1,376.2
Total	4,583.8	1,261.6	1,979.6	3,241.2	7,825.0

(a) Estimates are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

TABLE 7.2. EMPLOYED PERSONS : AGGREGATE AND AVERAGE WEEKLY HOURS WORKED, AUSTRALIA, AUGUST 1980 TO AUGUST 1990

August	Aggregate weekly hours worked (million)			Average weekly hours worked				Total
	Full-time workers	Part-time workers	Total	Full-time workers	Part-time workers	Wage and salary earners	Other(a)	
MALES								
1980	156.5	3.4	159.9	41.5	16.4	38.3	48.2	40.1
1981	157.9	3.6	161.5	41.2	16.3	38.2	47.1	39.8
1982	154.7	4.0	158.7	40.9	16.7	37.9	46.7	39.4
1983	150.4	4.0	154.4	41.0	16.7	37.9	47.1	39.6
1984	156.8	3.9	160.8	41.6	16.1	38.4	46.8	40.0
1985	159.4	4.1	163.5	41.3	16.2	38.1	47.0	39.8
1986(b)	163.3	4.3	167.7	41.6	15.4	38.4	46.5	39.9
1987	165.5	4.9	170.4	41.8	15.3	38.3	46.6	39.8
1988	173.2	4.6	177.8	42.5	15.0	39.1	47.2	40.6
1989	181.1	5.1	186.2	42.9	14.4	39.5	46.3	40.7
1990	179.9	5.4	185.3	42.6	14.8	39.4	45.1	40.4
FEMALES								
1980	56.0	12.6	68.6	37.9	15.4	29.9	29.9	29.9
1981	56.7	13.1	69.8	37.8	15.7	30.0	29.1	29.9
1982	56.3	13.1	69.4	37.4	15.4	29.5	29.2	29.5
1983	56.5	13.1	69.6	38.0	15.4	29.7	30.3	29.8
1984	59.0	14.3	73.2	38.1	15.8	29.9	29.9	29.9
1985	60.5	15.1	75.7	37.7	15.8	29.4	30.2	29.5
1986(b)	63.8	15.9	79.7	37.8	15.5	29.5	28.7	29.4
1987	64.8	17.2	82.0	37.9	15.6	29.2	28.4	29.1
1988	68.7	18.3	87.1	38.2	15.6	29.5	28.0	29.3
1989	73.2	19.7	93.0	38.7	15.6	29.5	29.0	29.5
1990	75.4	20.2	95.6	38.8	15.6	29.7	28.3	29.5
PERSONS								
1980	212.5	16.0	228.5	40.5	15.6	35.1	42.8	36.4
1981	214.6	16.7	231.3	40.2	15.8	35.1	41.8	36.2
1982	210.9	17.2	228.1	39.9	15.7	34.7	41.5	35.8
1983	206.8	17.1	223.9	40.2	15.7	34.7	42.1	35.9
1984	215.8	18.2	234.0	40.6	15.9	35.1	42.0	36.2
1985	220.0	19.3	239.2	40.3	15.9	34.7	41.9	35.8
1986(b)	227.1	20.2	247.4	40.5	15.5	34.7	40.7	35.8
1987	230.3	22.1	252.4	40.6	15.5	34.6	40.8	35.6
1988	241.9	22.9	264.8	41.2	15.5	35.1	40.9	36.0
1989	254.3	24.8	279.2	41.6	15.3	35.3	40.7	36.1
1990	255.2	25.6	280.8	41.4	15.4	35.2	39.5	35.9

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

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

TABLE 7.3. AVERAGE WEEKLY HOURS WORKED: EMPLOYED PERSONS BY INDUSTRY, AUSTRALIA, AUGUST 1980 TO AUGUST 1990

Industry	August										
	1980	1981	1982	1983	1984	1985	1986(a)	1987	1988	1989	1990
MALES											
Agriculture, forestry, fishing and hunting	49.7	47.8	47.9	48.0	47.8	48.0	48.6	48.2	48.0	46.0	47.3
Mining	36.1	39.9	38.7	37.2	36.9	39.2	38.6	38.6	41.5	42.2	42.1
Manufacturing	39.5	39.2	38.5	38.4	39.4	39.1	39.5	39.3	40.5	40.9	40.9
Electricity, gas and water	37.0	36.4	35.3	35.3	35.5	34.5	35.0	35.5	33.8	36.4	35.6
Construction	38.8	38.3	38.1	37.9	38.9	38.7	38.3	39.2	40.4	40.9	38.7
Wholesale and retail trade	42.0	40.8	40.8	41.5	41.6	41.3	41.5	40.9	41.2	41.0	40.7
Transport and storage	40.1	39.5	39.3	39.3	39.7	40.4	39.9	39.5	40.3	40.9	41.3
Communication	34.9	34.1	33.9	33.5	33.7	35.7	34.1	34.5	34.4	36.5	35.3
Finance, property and business services	38.6	39.5	38.7	39.7	40.7	40.2	40.4	40.5	42.0	42.0	41.2
Public administration and defence	35.6	36.1	35.2	35.5	36.2	34.8	35.4	35.6	36.2	36.2	37.4
Community services	38.3	39.1	38.9	39.2	39.1	37.9	38.4	38.5	39.2	39.4	39.1
Recreation, personal and other services	40.1	40.8	41.1	39.4	39.9	39.1	39.6	39.2	38.9	39.0	38.6
Total employed	40.1	39.8	39.4	39.5	40.0	39.8	39.9	39.8	40.6	40.7	40.4
MARRIED FEMALES											
Agriculture, forestry, fishing and hunting	28.6	28.3	26.3	28.8	27.5	27.4	27.9	29.3	26.6	26.5	28.1
Mining	32.5	28.9	32.5	37.9	30.2	28.5	34.5	32.5	34.4	32.9	36.2
Manufacturing	33.4	33.2	31.7	32.1	32.4	31.0	31.6	31.9	32.1	32.5	32.0
Electricity, gas and water	31.1	26.7	35.6	30.7	26.5	27.7	29.4	30.5	27.0	31.6	27.9
Construction	18.8	18.4	18.1	19.1	18.3	18.5	17.9	17.7	18.8	17.7	18.3
Wholesale and retail trade	29.2	28.6	29.1	29.4	29.5	29.7	29.5	29.0	28.7	28.8	29.5
Transport and storage	27.4	26.7	26.0	24.1	28.9	27.0	26.7	25.3	27.0	28.8	28.1
Communication	28.8	28.6	27.0	28.1	29.8	28.4	28.1	27.9	30.1	31.1	29.5
Finance, property and business services	26.7	27.0	26.1	27.6	28.9	27.0	27.0	27.6	28.2	28.8	28.5
Public administration and defence	28.7	28.8	28.3	28.5	28.3	27.6	28.6	28.3	29.5	28.2	29.5
Community services	27.0	27.6	27.3	27.4	27.4	26.9	27.2	26.9	27.5	27.3	27.7
Recreation, personal and other services	24.9	25.5	26.4	25.5	26.7	28.5	27.8	27.4	27.5	28.1	28.7
Total employed	28.2	28.2	27.8	28.2	28.5	28.0	28.0	28.0	28.2	28.3	28.6
ALL FEMALES											
Agriculture, forestry, fishing and hunting	29.9	29.8	27.4	29.7	28.7	29.2	28.5	29.2	27.3	26.8	28.3
Mining	31.5	32.1	34.7	36.8	32.3	30.8	34.9	33.3	37.2	35.1	35.1
Manufacturing	34.0	33.9	32.8	33.1	33.5	32.2	32.7	33.1	33.0	33.4	32.9
Electricity, gas and water	34.2	30.7	33.3	31.4	32.2	30.7	31.9	33.1	30.0	31.6	31.8
Construction	21.4	21.5	21.2	21.5	21.2	21.6	20.0	20.1	21.1	20.6	21.3
Wholesale and retail trade	29.2	28.7	28.7	28.9	28.5	28.9	28.7	27.7	27.5	27.7	27.8
Transport and storage	30.9	30.2	29.8	29.8	32.8	29.9	30.0	29.3	30.3	31.9	31.6
Communication	31.6	29.7	29.1	29.7	30.5	31.2	30.3	28.2	29.8	31.6	30.3
Finance, property and business services	30.3	30.9	29.7	30.5	31.1	30.5	30.0	30.6	31.3	31.8	31.1
Public administration and defence	29.9	30.6	30.3	30.6	31.1	29.9	30.9	30.6	31.3	30.7	31.4
Community services	29.9	30.3	29.9	30.1	29.9	29.3	29.3	29.1	29.5	29.2	29.6
Recreation, personal and other services	26.5	26.1	27.2	26.3	27.8	28.4	27.7	27.4	27.6	28.3	28.0
Total employed	29.9	29.9	29.5	29.8	29.9	29.5	29.4	29.1	29.3	29.5	29.5
PERSONS											
Agriculture, forestry, fishing and hunting	45.0	43.1	42.7	43.7	43.2	43.0	43.0	43.1	42.0	40.5	41.9
Mining	35.7	39.2	38.3	37.2	36.5	38.4	38.3	38.1	41.2	41.5	41.4
Manufacturing	38.1	37.9	37.1	37.1	37.9	37.3	37.6	37.7	38.5	38.8	38.8
Electricity, gas and water	36.8	35.8	35.2	35.0	35.2	34.2	34.7	35.3	33.5	36.0	35.2
Construction	37.1	36.6	36.5	36.1	37.1	36.6	35.9	36.8	38.0	38.3	36.5
Wholesale and retail trade	36.5	35.6	35.6	36.0	35.9	36.0	35.9	35.1	35.1	34.9	34.9
Transport and storage	38.7	38.1	37.8	37.9	38.6	38.8	38.2	37.7	38.3	39.1	39.3
Communication	34.0	33.0	32.7	32.6	32.9	34.6	33.1	32.9	33.2	35.2	34.0
Finance, property and business services	34.9	35.6	34.5	35.3	36.2	35.8	35.4	35.8	36.7	37.1	36.2
Public administration and defence	33.6	34.3	33.6	33.9	34.5	33.0	33.8	33.7	34.4	34.0	34.9
Community services	32.9	33.6	33.3	33.5	33.2	32.4	32.7	32.4	32.9	32.8	32.9
Recreation, personal and other services	32.0	32.6	33.1	31.9	33.4	33.1	32.9	32.5	32.4	32.9	32.6
Total employed	36.4	36.2	35.8	35.9	36.2	35.8	35.8	35.6	36.0	36.1	35.9

(a) Estimates from August 1986 are based on a revised definition introduced in April 1986. See the Technical Notes for further information.

Source: The Labour Force, Australia (6203.0).

Overtime

In the November 1990 survey week, estimated average weekly overtime hours paid for as reported by employers were 1.34 hours per employee, 16.1 per cent lower than the November 1989 average of 1.60 hours.

In November 1990, the Mining industry had the highest level of average overtime hours paid for (5.25 hours).

Average weekly overtime hours per employee working overtime decreased by 4.5 per cent since November 1989, to 7.44 hours. For employees working overtime, the Mining industry again recorded the highest level for November 1990, at 11.38 hours.

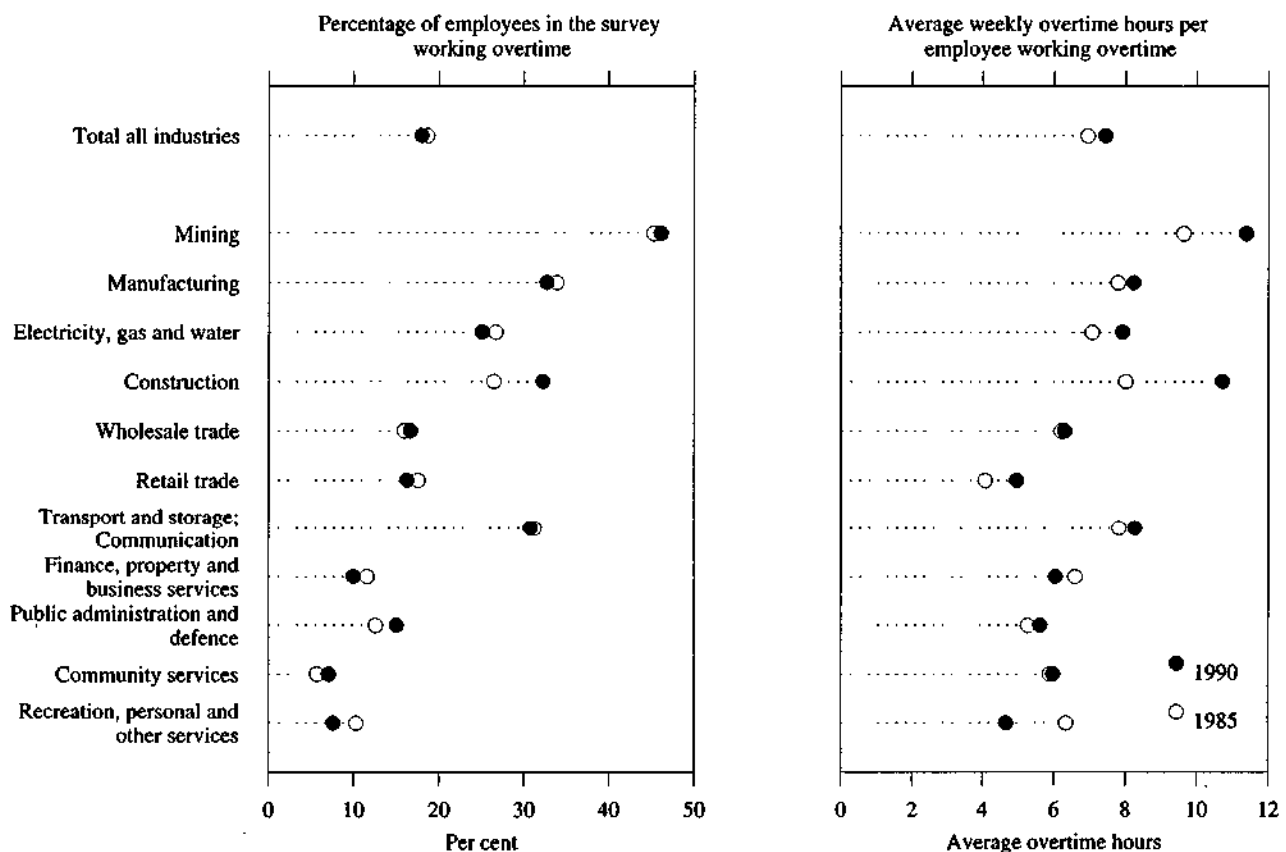
The Basic metal products subdivision of the Manufacturing industry recorded the highest percentage of employees working overtime (47.2%) in November 1990 while the Mining industry recorded 46.1 per cent.

Overall, the estimated percentage of employees working overtime increased by 12.2 per cent since November 1989.

A comparison of overtime statistics between November 1985 and November 1990, at the total, all industries level, shows that there has been very little change in the average levels of overtime hours (i) per employee and (ii) per employee working overtime, and little change also in the percentage of employees working overtime.

However, in the Mining and Construction industries overtime hours per employee in the survey and overtime hours per employee working overtime have risen significantly in that period.

CHART 7.1. OVERTIME HOURS PAID FOR, AUSTRALIA, NOVEMBER 1985 AND NOVEMBER 1990



Source: *Job Vacancies and Overtime, Australia (6354.0)*.

TABLE 7.4. AVERAGE WEEKLY OVERTIME HOURS PAID FOR : INDUSTRY, AUSTRALIA, NOVEMBER 1985 TO NOVEMBER 1990

Industry	1985	1986	1987	1988	1989	1990
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY						
Mining	4.35	4.12	4.00	5.66	5.92	5.25
Manufacturing	2.64	2.73	2.99	3.16	3.71	2.69
Electricity, gas and water	1.89	1.57	1.75	1.98	1.85	1.99
Construction	2.12	1.84	2.81	2.27	2.96	3.45
Wholesale trade	0.99	1.35	1.35	1.14	1.41	1.04
Retail trade	0.72	0.72	0.79	0.72	0.77	0.81
Transport and storage; Communication	2.45	2.35	2.70	3.44	2.82	2.55
Public administration and defence	0.66	0.73	0.77	0.88	0.87	0.84
Community services	0.34	0.34	0.40	0.36	0.39	0.42
Other(a)	0.73	0.73	0.64	0.68	0.70	0.53
All industries	1.30	1.29	1.46	1.48	1.60	1.34
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	9.63	9.13	9.98	12.39	11.51	11.38
Manufacturing	7.78	7.67	8.11	8.63	9.25	8.23
Electricity, gas and water	7.07	6.84	7.30	7.51	7.40	7.91
Construction	8.00	8.19	8.72	7.77	9.50	10.72
Wholesale trade	6.22	7.40	7.24	6.47	7.04	6.25
Retail trade	4.08	4.02	4.27	4.39	4.54	4.96
Transport and storage; Communication	7.83	7.85	8.92	10.34	8.98	8.27
Public administration and defence	5.27	5.54	5.61	6.10	6.04	5.62
Community services	5.92	5.72	5.70	6.22	5.94	5.96
Other(a)	6.52	6.41	5.77	5.48	5.65	5.70
All industries	6.96	6.92	7.27	7.59	7.79	7.44
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME						
Mining	45.23	45.15	40.07	45.65	51.45	46.12
Manufacturing	33.87	35.52	36.85	36.59	40.15	32.68
Electricity, gas and water	26.76	22.96	24.00	26.31	25.00	25.14
Construction	26.53	22.41	32.17	29.27	31.12	32.24
Wholesale trade	15.95	18.30	18.64	17.60	19.97	16.67
Retail trade	17.60	17.91	18.49	16.49	17.01	16.26
Transport and storage; Communication	31.27	29.92	30.23	33.26	31.38	30.79
Public administration and defence	12.60	13.21	13.79	14.40	14.46	15.02
Community services	5.68	5.98	7.03	5.82	6.50	7.12
Other(a)	11.16	11.43	11.03	12.11	12.46	9.28
All industries	17.35	18.68	18.68	20.05	19.51	20.48

(a) Comprises Finance, property and business services and Recreation, personal and other services.

Source: Job Vacancies and Overtime, Australia (6354.0).