

CHAPTER 7

HOURS OF WORK

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.

In addition to 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

Apart from a fall to 35.6 hours in August 1987, average weekly hours worked remained relatively flat at around 35.9 hours between August 1983 and August 1990. Average weekly hours worked then fell to 35.3 hours in August 1991 and August 1992 before rising again to 35.8 hours in August 1993. Over the same period, average weekly hours worked by full-time workers generally increased, rising from 40.2 hours in August 1983 to 42.1 hours in August 1993. Average weekly hours worked by part-time workers remained relatively flat over this period, and in August 1993 was 15.7 hours, the same as in August 1983.

Average hours of work were higher for males than females. For female full-time workers the average weekly hours worked were 39.2 hours in August 1993, compared with 43.5 hours for male full-time workers.

TABLE 7.1. HOURS WORKED BY EMPLOYED PERSONS, AUSTRALIA, AUGUST 1983 AND AUGUST 1993 ('000)

	Females				Persons
	Males	Not Married	Married	Total	
AUGUST 1983					
Weekly hours worked—					
0	201.9	45.2	70.6	115.7	317.7
1-15	133.1	127.3	296.2	423.5	556.6
16-29	206.0	97.4	267.7	365.2	571.2
30-34	275.3	75.9	125.9	201.8	477.1
35-39	668.3	188.7	195.3	384.0	1,052.3
40	1,104.2	282.7	263.3	546.0	1,650.2
41-44	241.5	48.8	45.9	94.7	336.2
45-48	326.0	38.4	34.2	72.6	398.6
49 and over	747.2	49.1	84.9	134.0	881.1
Total	3,903.6	953.5	1,384.0	2,337.4	6,241.1
AUGUST 1993(a)					
Weekly hours worked—					
0	191.1	54.4	98.7	153.1	344.2
1-15	248.2	254.3	391.2	645.4	893.6
16-29	284.5	153.6	439.1	592.6	877.1
30-34	309.2	106.6	190.6	297.2	606.4
35-39	691.4	242.5	310.8	553.2	1,244.7
40	804.3	203.8	221.0	424.8	1,229.1
41-44	240.2	59.8	69.1	128.9	369.0
45-48	425.0	71.6	92.2	163.7	588.7
49 and over	1,188.8	99.7	179.5	279.3	1,468.1
Total	4,382.7	1,246.1	1,992.2	3,238.3	7,621.0

(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 1983 TO AUGUST 1993

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								
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	46.9	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 r	180.5	5.1	185.6	42.9	14.4	39.5	46.3	40.7
1990 r	179.0	5.4	184.4	42.6	14.7	39.4	45.1	40.4
1991 r	169.1	6.0	175.1	42.3	14.8	38.6	45.0	39.7
1992 r	168.5	6.9	175.4	43.0	14.9	38.9	44.7	40.0
1993	171.0	7.0	178.0	43.5	15.5	39.3	45.9	40.6
FEMALES								
1983	56.5	13.1	69.6	38.0	15.4	29.7	30.2	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	29.4	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 r	73.4	19.7	93.1	38.7	15.6	29.5	29.0	29.5
1990 r	75.5	20.2	95.7	38.8	15.6	29.7	28.3	29.5
1991 r	73.7	20.4	94.0	38.6	15.5	29.2	29.0	29.2
1992 r	72.0	21.8	93.7	39.3	15.6	29.0	28.8	29.0
1993	73.1	21.7	94.9	39.2	15.8	29.2	30.0	29.3
PERSONS								
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	40.8	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 r	253.8	24.8	278.7	41.6	15.3	35.3	40.7	36.1
1990 r	254.5	25.6	280.1	41.4	15.4	35.2	39.5	35.9
1991 r	242.7	26.4	269.1	41.1	15.3	34.5	39.6	35.3
1992 r	240.4	28.7	269.1	41.8	15.4	34.5	39.3	35.3
1993	244.2	28.7	272.8	42.1	15.7	34.8	40.6	35.8

(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 1983 TO AUGUST 1993

Industry	August										
	1983	1984	1985	1986(a)	1987	1988	1989 r	1990 r	1991r	1992 r	1993
MALES											
Agriculture, forestry, fishing and hunting	48.0	47.8	48.0	48.6	48.2	48.0	46.0	47.4	47.4	46.4	47.5
Mining	37.2	36.9	39.2	38.6	38.6	41.5	42.2	42.2	40.6	41.6	43.2
Manufacturing	38.4	39.4	39.1	39.5	39.3	40.5	40.9	40.9	39.4	40.5	40.5
Electricity, gas and water	35.3	35.5	34.5	35.0	35.5	33.8	36.4	35.7	36.3	36.0	37.0
Construction	37.9	38.9	38.7	38.3	39.2	40.4	40.9	38.7	38.5	38.5	40.4
Wholesale and retail trade	41.5	41.6	41.3	41.5	40.9	41.2	41.0	40.7	40.2	40.0	40.6
Transport and storage	39.3	39.7	40.4	39.9	39.5	40.3	40.9	41.3	41.1	41.0	42.0
Communication	33.5	33.7	35.7	34.1	34.5	34.4	36.5	35.3	35.3	35.5	36.5
Finance, property and business services	39.6	40.7	40.2	40.4	40.5	42.0	42.0	41.2	40.8	41.7	42.4
Public administration and defence	35.5	36.2	34.8	35.4	35.6	36.2	36.2	37.4	35.4	37.0	36.5
Community services	39.2	39.1	37.9	38.4	38.5	39.2	39.4	39.1	38.9	38.7	38.9
Recreation, personal and other services	39.4	39.9	39.1	39.6	39.2	38.9	38.9	38.6	37.1	37.4	37.5
<i>Total employed</i>	<i>39.5</i>	<i>40.0</i>	<i>39.8</i>	<i>39.9</i>	<i>39.8</i>	<i>40.6</i>	<i>40.7</i>	<i>40.4</i>	<i>39.7</i>	<i>40.0</i>	<i>40.6</i>
MARRIED FEMALES											
Agriculture, forestry, fishing and hunting	28.8	27.5	27.4	27.9	29.3	26.6	26.5	28.1	29.3	27.1	31.6
Mining	37.9	30.2	28.5	34.5	32.5	34.4	32.9	36.1	38.8	30.8	29.0
Manufacturing	32.1	32.4	31.0	31.6	31.9	32.1	32.5	32.0	31.4	32.9	32.2
Electricity, gas and water	30.7	26.5	27.7	29.4	30.5	27.0	31.6	27.8	33.0	31.7	28.0
Construction	19.1	18.3	18.5	17.9	17.7	18.8	17.7	18.4	17.9	18.4	18.9
Wholesale and retail trade	29.4	29.5	29.7	29.5	29.0	28.7	28.8	29.5	29.2	29.4	29.4
Transport and storage	24.1	28.9	27.0	26.7	25.3	27.0	28.8	28.1	27.1	29.8	28.6
Communication	28.1	29.8	28.4	28.1	27.9	30.1	31.1	29.4	29.0	30.7	30.7
Finance, property and business services	27.6	28.9	27.0	27.0	27.6	28.2	28.8	28.5	28.9	28.2	27.5
Public administration and defence	28.5	28.3	27.6	28.6	28.3	29.5	28.2	29.5	28.9	30.5	28.9
Community services	27.4	27.4	26.9	27.2	26.9	27.5	27.3	27.7	28.0	28.0	28.7
Recreation, personal and other services	25.5	26.7	28.5	27.8	27.4	27.5	28.1	28.7	27.4	27.5	27.9
<i>Total employed</i>	<i>28.2</i>	<i>28.5</i>	<i>28.0</i>	<i>28.0</i>	<i>28.0</i>	<i>28.2</i>	<i>28.3</i>	<i>28.6</i>	<i>28.5</i>	<i>28.6</i>	<i>28.8</i>
ALL FEMALES											
Agriculture, forestry, fishing and hunting	29.7	28.7	29.2	28.5	29.2	27.3	26.8	28.3	29.8	27.8	31.2
Mining	36.8	32.3	30.8	34.9	33.3	37.2	35.1	35.1	39.5	32.1	32.9
Manufacturing	33.1	33.5	32.2	32.7	33.1	33.0	33.4	32.9	32.1	33.4	33.1
Electricity, gas and water	31.4	32.2	30.7	31.9	33.1	30.0	31.6	31.8	33.7	32.9	32.1
Construction	21.5	21.2	21.6	20.0	20.1	21.1	20.6	21.4	19.7	20.1	21.0
Wholesale and retail trade	28.9	28.5	28.9	28.7	27.7	27.5	27.7	27.8	27.0	27.0	26.9
Transport and storage	29.8	32.8	29.9	30.0	29.3	30.2	31.9	31.6	30.9	31.6	31.4
Communication	29.7	30.5	31.2	30.3	28.2	29.8	31.6	30.2	30.5	32.5	31.6
Finance, property and business services	30.5	31.1	30.5	30.0	30.6	31.3	31.8	31.2	31.2	30.2	30.0
Public administration and defence	30.6	31.1	29.8	30.9	30.6	31.3	30.7	31.4	30.5	31.1	30.8
Community services	30.1	29.9	29.3	29.3	29.1	29.5	29.2	29.6	29.6	29.5	30.0
Recreation, personal and other services	26.3	27.8	28.4	27.7	27.4	27.6	28.3	28.0	27.0	26.6	27.8
<i>Total employed</i>	<i>29.8</i>	<i>29.9</i>	<i>29.5</i>	<i>29.4</i>	<i>29.1</i>	<i>29.3</i>	<i>29.5</i>	<i>29.5</i>	<i>29.2</i>	<i>29.0</i>	<i>29.3</i>
PERSONS											
Agriculture, forestry, fishing and hunting	43.7	43.2	43.0	43.0	43.1	42.0	40.5	41.9	42.3	40.8	42.7
Mining	37.2	36.5	38.4	38.3	38.1	41.2	41.5	41.5	40.5	40.7	42.4
Manufacturing	37.1	37.9	37.3	37.6	37.7	38.5	38.8	38.8	37.4	38.6	38.5
Electricity, gas and water	35.0	35.2	34.2	34.7	35.3	33.5	36.0	35.2	36.0	35.5	36.3
Construction	36.1	37.1	36.6	35.9	36.8	38.0	38.3	36.5	36.2	36.1	37.6
Wholesale and retail trade	36.0	35.9	36.0	35.9	35.1	35.1	34.9	34.8	34.3	34.1	34.4
Transport and storage	37.9	38.6	38.8	38.2	37.7	38.3	39.1	39.3	39.0	39.2	39.8
Communication	32.6	32.9	34.6	33.1	32.9	33.2	35.2	34.0	33.9	34.6	35.0
Finance, property and business services	35.3	36.2	35.7	35.4	35.8	36.7	37.1	36.1	36.1	36.1	36.5
Public administration and defence	33.9	34.5	33.0	33.8	33.7	34.4	34.1	34.9	33.3	34.8	34.1
Community services	33.5	33.2	32.4	32.7	32.4	32.9	32.8	32.8	32.8	32.7	32.9
Recreation, personal and other services	31.9	33.4	33.1	32.9	32.5	32.4	32.9	32.5	31.4	31.4	32.1
<i>Total employed</i>	<i>35.9</i>	<i>36.2</i>	<i>35.8</i>	<i>35.8</i>	<i>35.6</i>	<i>36.0</i>	<i>36.1</i>	<i>35.9</i>	<i>35.3</i>	<i>35.3</i>	<i>35.8</i>

(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).

TABLE 7.4. HOURS PAID PER EMPLOYEE: STATES AND TERRITORIES, INDUSTRY, EMPLOYER SIZE AND SECTOR, 1991-92
(number of hours per employee)

	Hours worked	Hours paid but not worked					Total hours paid
		Annual leave	Sick leave	Other leave	Public holidays	Total	
<i>States/Territories—</i>							
New South Wales	1,502	104	28	11	45	188	1,690
Victoria	1,479	113	28	11	54	206	1,685
Queensland	1,462	99	22	8	41	170	1,632
South Australia	1,477	104	26	10	44	185	1,661
Western Australia	1,474	113	24	13	54	203	1,677
Tasmania	1,461	106	25	10	51	192	1,653
Northern Territory	1,481	129	24	9	50	212	1,693
Australian Capital Territory	1,503	103	31	16	56	205	1,708
<i>Industry—</i>							
Mining	1,790	153	38	17	62	270	2,060
Manufacturing	1,711	117	30	9	57	213	1,924
Electricity, gas and water	1,635	140	53	28	71	292	1,927
Construction	1,693	99	23	9	58	189	1,883
Wholesale and retail trade	1,390	74	15	4	37	129	1,520
Transport, storage and communication	1,654	129	42	15	58	243	1,897
Finance, property and business services	1,541	102	24	7	54	188	1,728
Public administration and defence	1,512	112	40	22	63	238	1,750
Community services	1,330	136	31	18	45	229	1,559
Recreation, personal and other services	1,206	52	10	2	20	84	1,290
<i>Employer size—</i>							
0-19 employees	1,464	73	11	2	39	125	1,588
20-99 employees	1,491	97	21	5	44	167	1,657
100 or more employees	1,491	124	35	17	53	229	1,720
<i>Sector—</i>							
Private	1,483	92	20	6	43	161	1,644
Public	1,485	141	42	23	59	265	1,751
Total 1991-92	1,484	106	27	11	48	192	1,675
Total 1986-87	1,539	104	30	11	52	196	1,734

Source: Labour Costs, Australia (6348.0).

Overtime

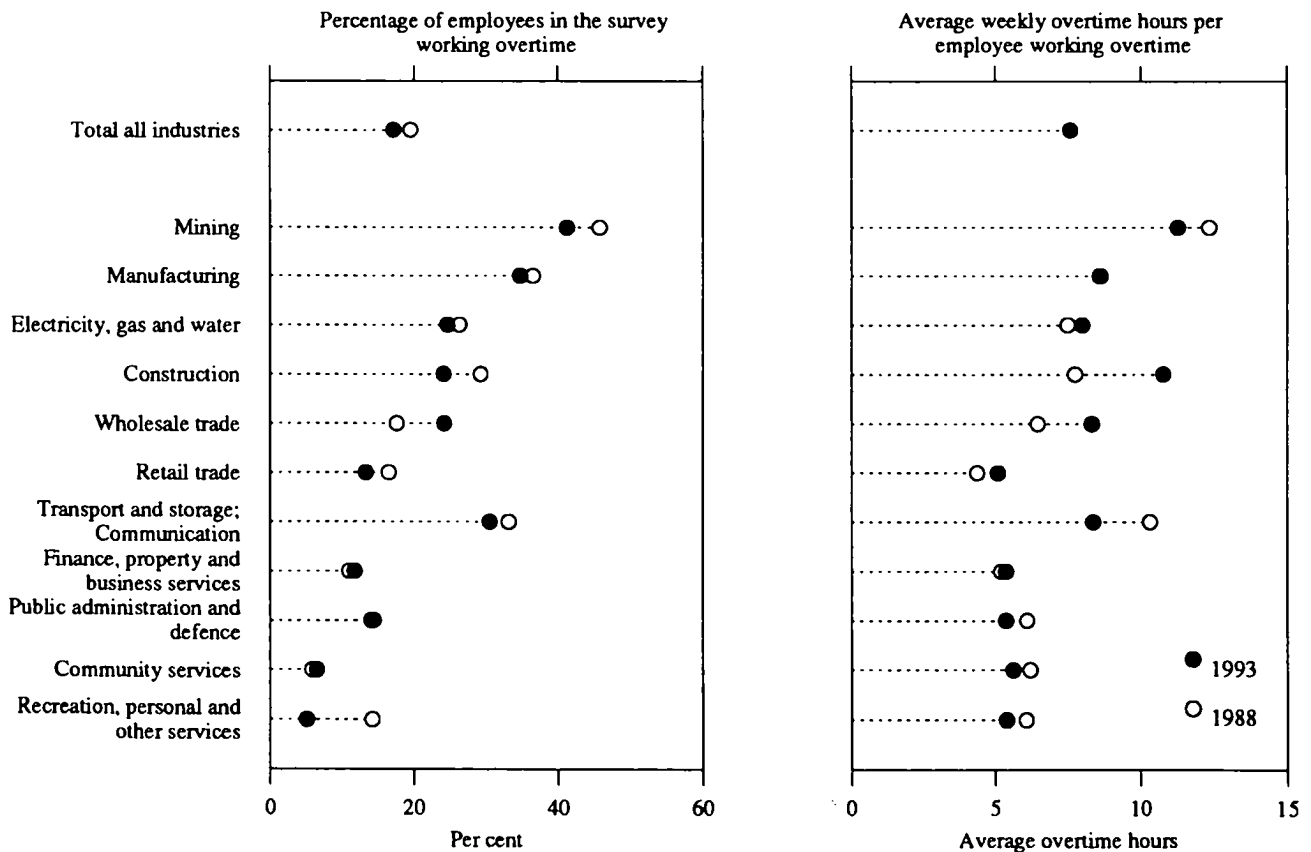
In the five years to November 1993, overtime has fluctuated, reaching a peak in November 1989, followed by a fall to a trough in August 1991 and a rise to November 1993.

Average weekly overtime hours per employee rose by 8 per cent from 1.48 hours in November 1988 to 1.60 hours in November 1989, fell by 33 per cent to 1.07 hours in August 1991 and then rose by 21 per cent to 1.30 hours in November 1993.

Average weekly overtime hours worked for persons working overtime rose by 2.6 per cent from 7.59 hours in November 1988 to 7.79 hours in November 1989, fell by 12 per cent to 6.83 hours in August 1991 and then rose by 11 per cent to 7.61 hours in November 1993.

The percentage of employed persons who worked overtime was 19.51 per cent in November 1988, rose to 20.48 per cent in November 1989, fell to 15.69 in August 1991 and then rose to 17.16 in November 1993.

CHART 7.1. OVERTIME HOURS PAID FOR, AUSTRALIA, NOVEMBER 1988 AND NOVEMBER 1993



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

CHART 7.2. AVERAGE WEEKLY OVERTIME HOURS
PER EMPLOYEE, AUSTRALIA



Source: Job Vacancies and Overtime (6354.0).

TABLE 7.5. AVERAGE WEEKLY OVERTIME HOURS PAID FOR: INDUSTRY, AUSTRALIA, NOVEMBER 1988 TO NOVEMBER 1993

Industry	1988	1989	1990	1991	1992	1993
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE IN THE SURVEY						
Mining	5.66	5.92	5.25	5.44	5.20	4.67
Manufacturing	3.16	3.71	2.69	2.59	2.92	3.00
Electricity, gas and water	1.98	1.85	1.99	1.62	1.89	1.98
Construction	2.27	2.96	3.45	2.08	1.99	2.60
Wholesale trade	1.14	1.41	1.04	1.40	1.35	2.02
Retail trade	0.72	0.77	0.81	0.64	0.64	0.68
Transport and storage; Communication	3.44	2.82	2.55	1.89	2.31	2.57
Public administration and defence	0.88	0.87	0.84	0.80	0.76	0.75
Community services	0.36	0.39	0.42	0.37	0.39	0.36
Other(a)	0.68	0.70	0.53	0.37	0.41	0.50
All Industries	1.48	1.60	1.34	1.14	1.20	1.30
AVERAGE WEEKLY OVERTIME HOURS PER EMPLOYEE WORKING OVERTIME						
Mining	12.39	11.51	11.38	10.89	10.82	11.31
Manufacturing	8.63	9.25	8.23	7.93	8.50	8.61
Electricity, gas and water	7.51	7.40	7.91	7.20	7.80	8.02
Construction	7.77	9.50	10.72	9.76	9.80	10.80
Wholesale trade	6.47	7.04	6.25	6.79	7.97	8.34
Retail trade	4.39	4.54	4.96	4.67	4.79	5.09
Transport and storage; Communication	10.34	8.98	8.27	7.05	8.33	8.39
Public administration and defence	6.10	6.04	5.62	5.60	5.96	5.36
Community services	6.22	5.94	5.96	6.05	5.21	5.63
Other(a)	5.48	5.65	5.70	4.83	4.91	5.36
All Industries	7.59	7.79	7.44	6.96	7.31	7.60
PERCENTAGE OF EMPLOYEES IN THE SURVEY WORKING OVERTIME						
Mining	45.65	51.45	46.12	49.92	48.06	41.29
Manufacturing	36.59	40.15	32.68	32.69	34.32	34.82
Electricity, gas and water	26.31	25.00	25.14	22.45	24.25	24.70
Construction	29.27	31.12	32.24	21.32	20.28	24.11
Wholesale trade	17.60	19.97	16.67	20.57	16.98	24.23
Retail trade	16.49	17.01	16.26	13.75	13.44	13.32
Transport and storage; Communication	33.26	31.38	30.79	26.77	27.73	30.64
Public administration and defence	14.40	14.46	15.02	14.26	12.79	13.99
Community services	5.82	6.50	7.12	6.07	7.42	6.46
Other(a)	12.11	12.46	9.28	7.71	8.33	9.30
All Industries	19.51	20.48	17.98	16.31	16.45	17.16

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

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