



**August 1993
Working Arrangements
Australia**

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**WORKING ARRANGEMENTS
AUSTRALIA
AUGUST 1993**

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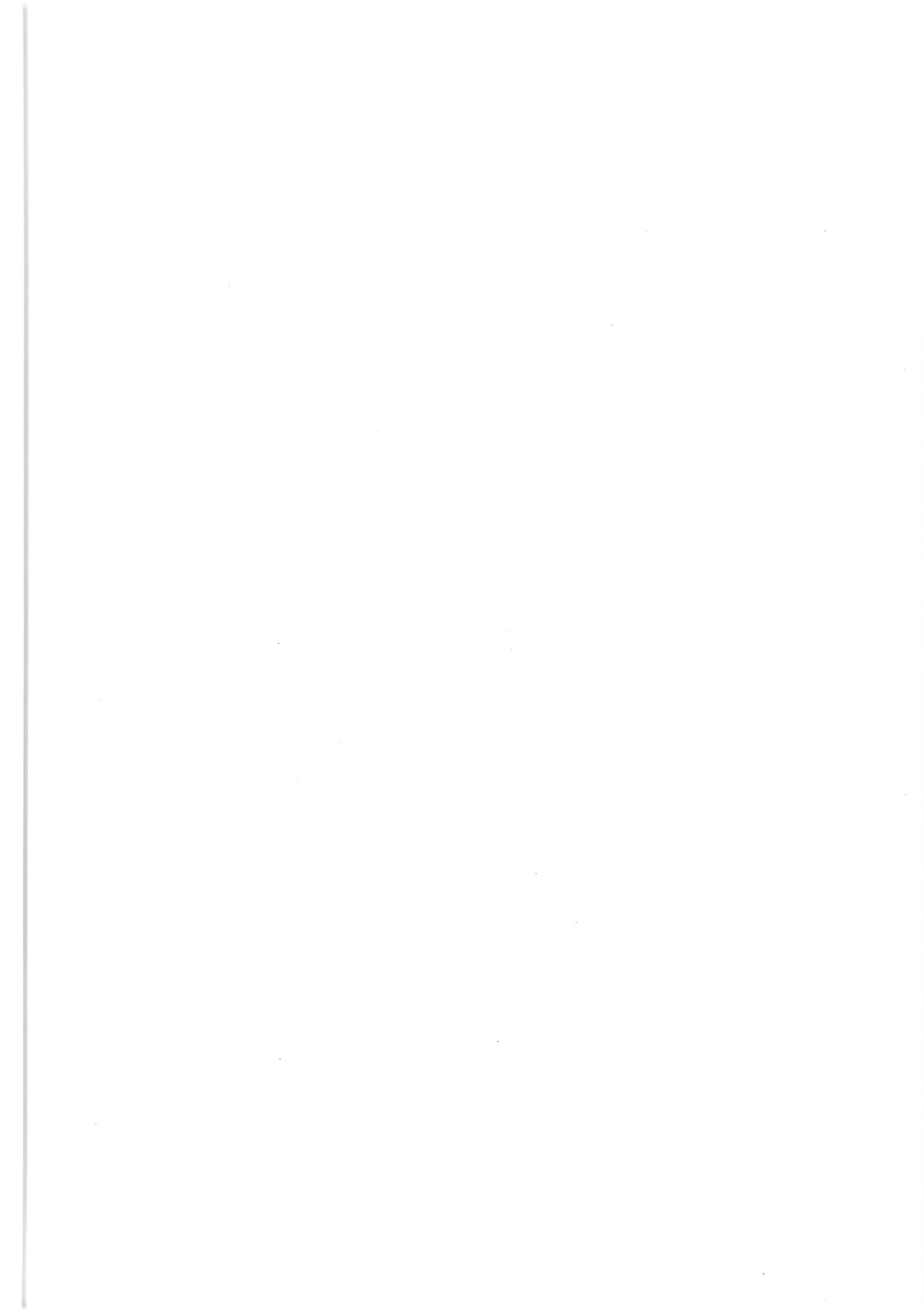
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INQUIRIES

- for further information about statistics in this publication and the availability of related unpublished statistics, contact Mr Leo Stinson on Canberra (06) 252 6661 or Labour Force Inquiries in your ABS State office (see page 41 for contact numbers).
- for information about other ABS statistics and services please refer to the last page of this publication.

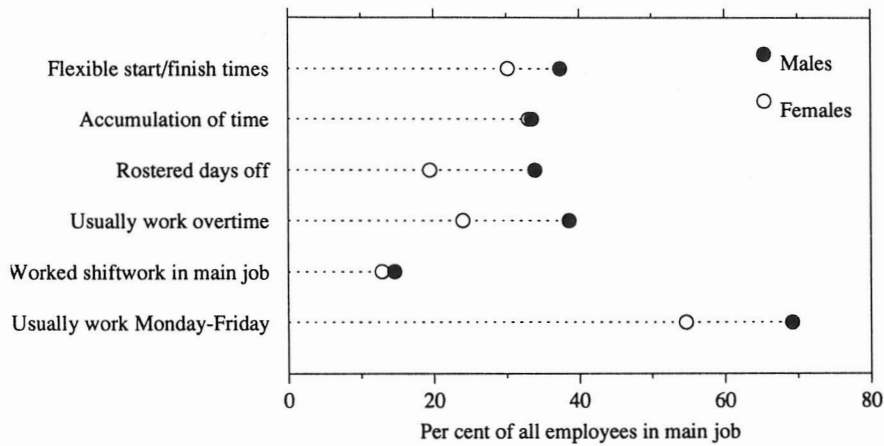
ADDITIONAL DATA ON REQUEST

The ABS offers a range of unpublished data from this survey upon request. An order form can be found on page 40.



SUMMARY OF FINDINGS

DIAGRAM 1. PROPORTION OF ALL EMPLOYEES PARTICIPATING IN SELECTED WORKING ARRANGEMENTS, AUGUST 1993



Source: Table 1.

Flexibility of work start and finish times

Some two-thirds of Australia's 6,323,400 employees in August 1993 had fixed times at which they start and finish work in their main job. Of these 4,156,300 persons, 833,000 had negotiated their start and finish times with their employer.

However, for 2,167,100 employees (34%) start and finish times were not fixed, and of these persons 1,324,300 (21%) had flexible working hours in that the start and finish times were variable on a daily basis (Diagram 1).

Male full-time employees had the greatest degree of flexibility in their start and finish times, with 24 per cent able to vary their start and finish times on a daily basis. In comparison, this level of flexibility was available to 18 per cent of male part-time employees, 19 per cent of female full-time employees and 17 per cent of female part-time employees (Table 1).

This level of flexibility was greatest for Managers and administrators (54% of males and 45% of females), Professionals (40% of males and 21% of females) and Clerks (33% of males and 27% of females).

Public sector employees were more likely to be able to vary their start and finish times on a daily basis (27% of males and 22% of females) than private sector employees (22% of males and 16% of females) (Table 4).

Employees with children aged under twelve years were more likely to be able to vary their start and finish times on a daily basis (27% of males and 23% of females), than those without children aged under twelve years (22% of males and 17% of females) (Table 3).

Accumulation of time credits

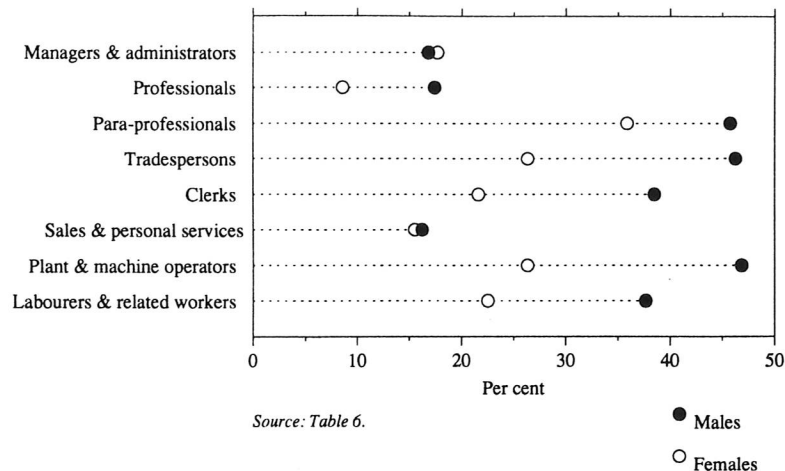
One-third of both male and female employees were able to work extra hours in order to take time off at a future date, that is they were able to accumulate time credits.

The proportion of full-time employees, whether permanent or casual, who could accumulate time credits was 36 per cent (35% of males and 38% of females).

Part-time employees had less access to time credit accumulation, with only 24 per cent able to work extra hours in order to take time off. For part-time employees, the proportion able to accumulate time credits was higher for permanent employees (30% of males and 36% of females) than for casual employees (16% of males and 20% of females) (Table 1).

Managers and administrators and Clerks had greater opportunity to accumulate time credits; 44 per cent and 49 per cent respectively. Male professionals and para-professionals also had high proportions able to accumulate time credits (42% and 40% respectively), although females in these occupations had lower levels of entitlement (26% and 29% respectively) (Table 5).

DIAGRAM 2. PROPORTION OF EMPLOYEES ENTITLED TO A ROSTERED DAY OFF: OCCUPATION AND SEX, AUGUST 1993



Rostered days off (RDO's)

Some 28 per cent (1,741,300) of employees had a rostered day off as part of their regular working arrangements in their main job (Diagram 1).

The proportion was higher for full-time employees (35% or 1,676,300) than for part-time employees, (4% or 65,000).

Of the 1,193,900 males entitled to an RDO, 97 per cent were full-time permanent employees and of the 547,500 females entitled to an RDO, 89 per cent were full-time permanent employees (Table 1).

The occupations with the highest proportion entitled to RDO's were Para-professionals (46% of males, 36% of females), Tradespersons (46% of males, 26% of females), Clerks (39% of males, 22% of females), Plant and machine operators and drivers (47% of males, 26% of females) and Labourers and related workers (38% of males and 23% of females) (Diagram 2).

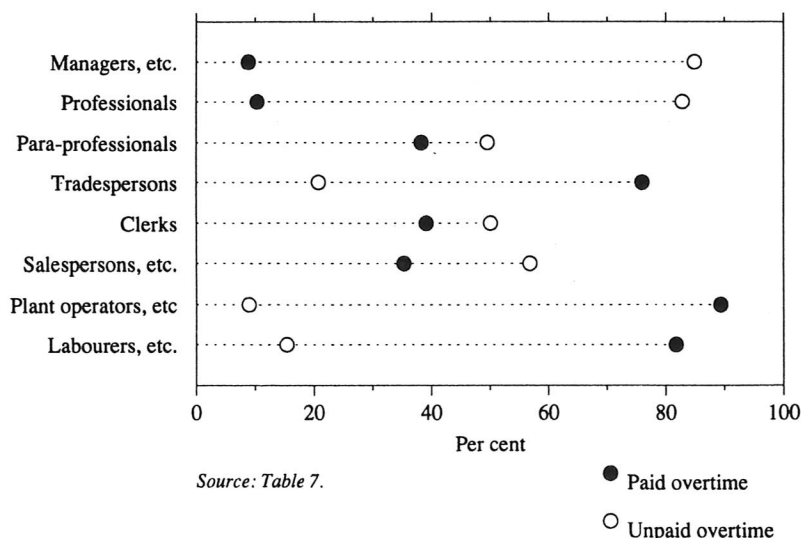
Of the 1,741,300 persons entitled to an RDO, 1,119,900 persons (64%) had some choice in which day they had their RDO.

Although females had a lower incidence of entitlement to an RDO, those that did have an RDO were more likely (74%) than their male counterparts (60%) to have a choice of days off. In particular, females aged between 20 and 34 were the most likely to be able to have some choice in when the RDO is taken (79%).

Sixty five per cent of males with an RDO entitlement came from the three manual occupation groups of Tradespersons, Plant and machine operators and drivers, and Labourers. For males, these occupations had a low level of choice of rostered days off (53%, 47% and 47% respectively).

For females entitled to an RDO, 54 per cent worked in the occupations of Clerks and Salespersons and personal service workers, which had relatively high levels of choice in when the RDO was taken (82% and 71% respectively) (Table 6).

DIAGRAM 3. PROPORTION OF EMPLOYEES WHO REGULARLY WORK OVERTIME: WHETHER MOST RECENT OVERTIME WAS PAID OR UNPAID AND OCCUPATION, AUGUST 1993



Overtime

Overtime was worked on a regular basis by 2,030,500 employees, or 32 per cent of all employees. Males accounted for two thirds of those working overtime, with 39 per cent of all male employees regularly working overtime, compared with 24 per cent of female employees (Diagram 1).

Some 40 per cent of full-time permanent employees work overtime on a regular basis (43% of males and 34% of females) while a fairly high proportion of full-time casual employees worked overtime regularly also (31% of males and 23% of females). A far lower proportion of part-time employees worked overtime regularly (10%) (Table 1).

Of those employees who work overtime on a regular basis, over half (53%) worked their most recent period as unpaid overtime. This proportion was higher for females (61%) than for males (49%). Some 45 per cent of males and 29 per cent of females were paid for their most recent period of overtime, and the remaining 5 per cent of males and 9 per cent of females had worked for time off in lieu or some other arrangements.

Of those employees who were paid for their most recent period of overtime:

- 17 per cent (136,000) were paid normal time.
- 50 per cent (405,700) were paid time and a half.
- 12 per cent (101,100) were paid double time.

For the remainder, the overtime rate had varied, or they were paid by some other arrangements, such as a set overtime allowance (Diagram 3).

Most employees who worked overtime regularly, usually work between 1 and 4 hours overtime per week (609,800, or 30%), or between 5 and 9 hours overtime per week (634,400, or 31%). A further 568,700 employees (28%) usually work between 10 and 19 hours overtime per week, and 217,700 (11%) usually work 20 hours or more overtime each week (Table 7).

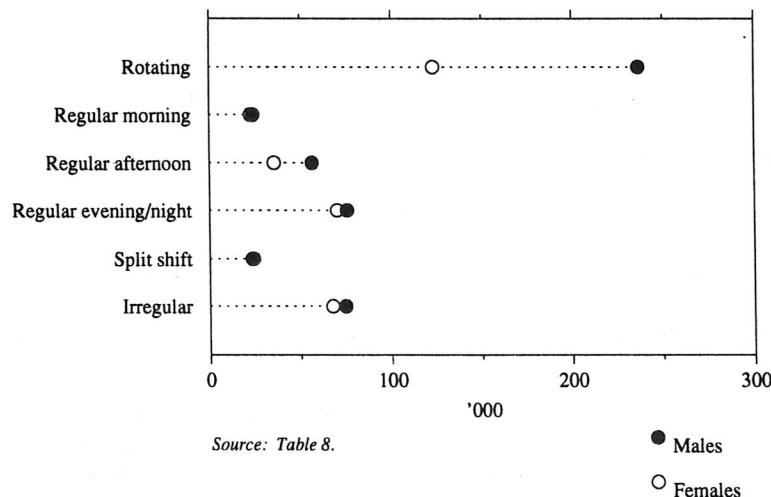
Shift work

In the four weeks before the survey, 14 per cent of employees (876,400) had worked shift work. Some characteristics of shift workers were:

- 513,900 were males and 362,500 were females;
- 602,200 (69%) were permanent full-time employees (Table 1);
- 22% were aged 15 to 24, 31% were aged 25 to 34, 26% were aged 35 to 44 and (21%) were aged 45 and over.
- The occupation groups para-professionals (191,200 or 22%) and labourers and related workers (183,900 or 21%) had the highest representation;
- The industry groups Community services (290,300 or 33%) and Manufacturing (170,800 or 19%) had the highest frequencies.

The most common type of shift worked was a rotating shift, by 41 per cent (359,800) of shift workers. The next most common types of shifts worked were regular evening, night or graveyard shift (146,000 or 17%), irregular shifts (142,300 or 16%) and regular afternoon shifts (92,000 or 9%) (Table 8, Diagram 4).

DIAGRAM 4. EMPLOYEES WHO WORKED SHIFT WORK IN THE PREVIOUS 4 WEEKS: TYPE OF SHIFT WORKED AND SEX, AUGUST 1993



Weekly work patterns

Some 76 per cent (3,658,200) of full-time employees usually worked Monday to Friday in their main job. A further 12 per cent (571,400) of full-time employees usually worked weekdays and weekends, and 9 per cent (429,300) worked varying days each week.

Part-time employees had a variety of work patterns in their main job:

- 315,400 (21%) usually worked on each of the days Monday to Friday;
- 483,300 (32%) usually worked week days only (not including those that work Monday to Friday);
- 336,500 (22%) worked varying days each week;
- 287,900 (19%) usually worked a combination of weekdays and weekends;
- 109,000 (7%) usually worked weekends only (Table 1).

Usual Hours Worked

Some 1,537,600 persons worked part-time hours in their main job. The majority of these persons (1,192,100) were female. The most common reasons given by females for working part-time hours were 'own choice' (24%), 'standard work arrangements' (18%), 'not enough work available' (15%), 'childcare' (14%) and 'attending an educational institution' (14%).

Of the 345,500 males who work part-time hours in their main job, the most common reasons were 'attending an educational institution' (34%) and 'not enough work available' (24%) (Table 9).

Absences from work

An estimated 1,094,900 employees (17%) had had at least one absence from their main job of at least 3 hours duration in the two weeks prior to the survey.

Full-time employees, both permanent and casual, had a higher rate of absences (19%) than permanent part-time employees (17%) and casual part-time employees (10%).

For full-time employees, females had higher rates of absences than males (18% of males and 21% of females). This was also the case for permanent part-time employees (14% of males and 17% of females), whereas for casual part-time employees the rate of absences was similar for males and females (11% of males and 10% of females) (Diagram 5).

Of those who had been absent from work at some time in the previous two weeks:

- Most absences had been taken on sick leave (51%) or holiday leave (25%) (Diagram 5);
- The most common reasons given for the most recent absence were 'own ill health, physical disability or pregnancy' (532,6200 or 49%) and 'recreational purposes' (233,300 or 21%);
- 74 per cent (814,600) of persons were on paid leave for their most recent absence from work.

Some 43 per cent of persons who had had an absence in the previous two weeks, had been absent for one day, while 10 per cent were away from work for less than one full day. Another 15 per cent were away for 2 days and 18 per cent were away for 3 to 5 days. The remaining 14 per cent were away for over 5 days (Table 13).

DIAGRAM 5. EMPLOYEES WHO HAD AN ABSENCE FROM WORK DURING A TWO WEEK REFERENCE PERIOD, AUGUST 1993

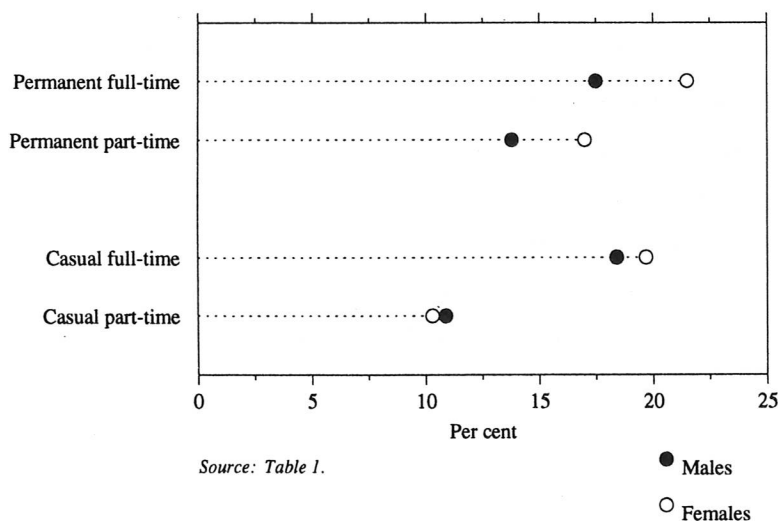


TABLE 1. ALL EMPLOYEES: WORKING ARRANGEMENTS, FULL-TIME AND PART-TIME AND PERMANENT AND CASUAL EMPLOYEES IN MAIN JOB, AUGUST 1993
(*000)

	<i>Permanent employee</i>			<i>Casual employee</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
FULL-TIME EMPLOYEE IN MAIN JOB									
<i>Whether work start/finish times are fixed—</i>									
Start and finish times are not fixed	1,013.5	403.5	1,417.1	152.5	56.5	208.9	1,166.0	460.0	1,626.0
Variable daily	650.8	269.6	920.4	103.1	31.3	134.5	753.9	301.0	1,054.9
Not variable daily	362.8	133.9	496.6	49.3	25.2	74.5	412.1	159.0	571.1
Start and finish times are fixed	1,869.5	1,098.9	2,968.4	127.7	68.0	195.7	1,997.2	1,166.9	3,164.1
Times were negotiated with employer	316.8	196.2	513.1	37.3	21.7	59.0	354.1	217.9	572.1
Times were not negotiated with employer	1,552.6	902.7	2,455.3	90.4	46.3	136.7	1,643.0	949.0	2,592.1
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	1,007.0	583.7	1,590.7	105.2	39.4	144.6	1,112.2	623.1	1,735.3
Unable to work extra hours	1,876.0	918.7	2,794.8	174.9	85.1	260.1	2,051.0	1,003.9	3,054.9
<i>Whether entitled to a rostered day off—</i>									
Entitled to a rostered day off	1,154.5	485.6	1,640.1	26.1	10.1	36.2	1,180.6	495.7	1,676.3
Not entitled to a rostered day off	1,728.6	1,016.8	2,745.3	254.0	114.4	368.4	1,982.6	1,131.2	3,113.8
<i>Whether overtime is worked on a regular basis—</i>									
Overtime worked on a regular basis	1,238.5	517.3	1,755.9	85.9	28.1	113.9	1,324.4	545.4	1,869.8
Overtime not worked on a regular basis	1,644.5	985.1	2,629.6	194.3	96.4	290.7	1,838.8	1,081.5	2,920.3
<i>Whether worked shiftwork in the last four weeks—</i>									
Worked shiftwork in the last four weeks	433.9	168.2	602.2	22.6	12.4	35.0	456.5	180.6	637.1
Did not work shiftwork in the last four weeks	2,449.1	1,334.2	3,783.3	257.6	112.1	369.7	2,706.6	1,446.3	4,153.0
<i>Days of the week usually worked in main job—</i>									
Monday to Friday	2,200.2	1,213.0	3,413.2	166.0	78.9	244.9	2,366.2	1,291.9	3,658.2
Nine day fortnight	51.3	14.3	65.6	* 1.0	* 0.3	* 1.3	52.3	14.6	66.9
Days vary from week to week	252.1	135.1	387.2	27.6	14.5	42.1	279.7	149.6	429.3
Other	379.4	140.0	519.4	85.6	30.8	116.4	465.0	170.8	635.8
Usually works week days only	28.2	26.3	54.5	* 1.9	7.5	9.4	30.1	33.8	63.9
Usually works weekends only	* 0.4	* 0.1	* 0.5	* 0.0	* 0.0	* 0.0	* 0.4	* 0.1	* 0.5
Works some week days and some weekends	350.8	113.6	464.5	83.7	23.3	107.0	434.5	136.9	571.4
<i>Whether could choose when to take holidays—</i>									
Able to choose	2,078.6	1,020.0	3,098.6	175.0	80.1	255.1	2,253.6	1,100.1	3,353.7
Sometimes able to choose	355.4	165.4	520.9	21.6	7.6	29.2	377.0	173.1	550.1
Unable to choose	449.0	317.0	766.0	83.5	36.8	120.3	532.6	353.7	886.3
<i>Whether had an absence from main job in the last two weeks and type of absence—</i>									
Had an absence	504.3	323.1	827.4	51.6	24.5	76.1	555.9	347.6	903.5
Holiday leave	138.6	84.2	222.9	7.9	6.6	14.4	146.5	90.8	237.3
Study leave, examination leave	15.0	9.2	24.1	* 0.8	* 0.0	* 0.8	15.8	9.2	24.9
Sick leave	272.4	177.3	449.7	15.0	7.7	22.7	287.4	185.0	472.4
Long service leave	* 4.2	* 2.3	6.5	* 0.0	* 0.0	* 0.0	* 4.2	* 2.3	6.5
Bereavement leave	9.8	7.5	17.2	* 1.1	* 0.8	* 1.9	10.9	8.2	19.1
Maternity, paternity and parental leave	* 4.2	8.8	13.1	* 0.4	* 0.6	* 1.0	* 4.7	9.4	14.1
More than one type of leave	* 2.1	* 2.5	* 4.6	* 0.0	* 0.0	* 0.0	* 2.1	* 2.5	* 4.6
Unapproved leave	12.9	10.4	23.2	* 2.6	* 1.1	* 3.7	15.5	11.5	27.0
Other	45.1	20.9	66.0	23.8	7.8	31.6	68.9	28.7	97.6
Had not had an absence	2,378.8	1,179.3	3,558.1	228.5	100.0	328.6	2,607.3	1,279.3	3,886.6
Total	2,883.0	1,502.4	4,385.5	280.2	124.5	404.7	3,163.2	1,626.9	4,790.1

TABLE 1. ALL EMPLOYEES: WORKING ARRANGEMENTS, FULL-TIME AND PART-TIME AND PERMANENT AND CASUAL EMPLOYEES IN MAIN JOB, AUGUST 1993 ('000)

	<i>Permanent employee</i>			<i>Casual employee</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
PART-TIME EMPLOYEE IN MAIN JOB									
<i>Whether work start/finish times are fixed —</i>									
Start and finish times are not fixed	18.9	102.9	121.8	132.6	286.8	419.3	151.5	389.7	541.1
Variable daily	10.3	65.0	75.3	54.7	139.5	194.1	65.0	204.5	269.5
Not variable daily	8.6	37.9	46.5	77.9	147.3	225.2	86.4	185.2	271.7
Start and finish times are fixed	38.9	342.2	381.1	165.3	445.8	611.0	204.2	788.0	992.2
Times were negotiated with employer	12.3	96.3	108.6	32.8	119.6	152.4	45.1	215.9	261.0
Times were not negotiated with employer	26.6	245.9	272.6	132.4	326.2	458.6	159.1	572.1	731.2
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	17.4	159.5	176.8	48.9	146.6	195.5	66.3	306.0	372.3
Unable to work extra hours	40.5	285.6	326.1	248.9	586.0	834.9	289.4	871.6	1,161.0
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	6.1	35.5	41.6	7.2	16.2	23.4	13.3	51.7	65.0
Not entitled to a rostered day off	51.7	409.6	461.3	290.7	716.4	1,007.0	342.4	1,125.9	1,468.3
<i>Whether overtime is worked on a regular basis —</i>									
Overtime worked on a regular basis	9.7	78.7	88.4	24.4	47.9	72.3	34.1	126.6	160.7
Overtime not worked on a regular basis	48.1	366.4	414.5	273.4	684.7	958.1	321.6	1,051.0	1,372.6
<i>Whether worked shiftwork in the last four weeks —</i>									
Worked shiftwork in the last four weeks	10.5	84.0	94.5	46.8	97.9	144.8	57.3	181.9	239.3
Did not work shiftwork in the last four weeks	47.3	361.1	408.4	251.0	634.6	885.6	298.3	995.7	1,294.0
<i>Days of the week usually worked in main job —</i>									
Monday to Friday	21.2	129.2	150.4	52.6	112.3	165.0	73.9	241.5	315.4
Nine day fortnight	* 0.0	* 0.1	* 0.1	* 0.5	* 0.6	* 1.1	* 0.5	* 0.7	* 1.2
Days vary from week to week	5.4	70.3	75.7	74.7	186.0	260.8	80.1	256.4	336.5
Other	31.2	245.5	276.7	169.9	433.6	603.5	201.1	679.1	880.2
Usually works week days only	16.9	178.4	195.2	66.9	221.1	288.0	83.8	399.5	483.3
Usually works weekends only	* 1.6	9.0	10.6	32.2	66.1	98.3	33.8	75.2	109.0
Works some week days and some weekends	12.7	58.0	70.8	70.8	146.4	217.2	83.5	204.4	287.9
<i>Whether could choose when to take holidays —</i>									
Able to choose	38.6	302.0	340.7	162.1	468.8	630.9	200.7	770.8	971.5
Sometimes able to choose	* 4.9	46.5	51.4	19.2	49.7	69.0	24.1	96.2	120.3
Unable to choose	14.3	96.6	110.9	116.5	214.0	330.5	130.8	310.6	441.4
<i>Whether had an absence from main job in the last two weeks and type of absence —</i>									
Had an absence	8.0	75.5	83.6	32.4	75.4	107.8	40.5	150.9	191.4
Holiday leave	* 2.4	15.3	17.8	5.5	11.4	16.9	8.0	26.7	34.7
Study leave, examination leave	* 0.2	* 1.0	* 1.2	* 0.7	* 2.0	* 2.7	* 0.8	* 3.0	* 3.9
Sick leave	* 3.3	46.1	49.3	9.3	27.3	36.6	12.6	73.4	86.0
Long service leave	* 0.2	* 0.6	* 0.8	* 0.0	* 0.3	* 0.3	* 0.2	* 1.0	* 1.1
Bereavement leave	* 0.3	* 0.3	* 0.6	* 0.0	* 1.8	* 1.8	* 0.3	* 2.1	* 2.4
Maternity, paternity and parental leave	* 0.0	* 1.8	* 1.8	* 0.0	* 1.2	* 1.2	* 0.0	* 3.0	* 3.0
More than one type of leave	* 0.0	* 0.3	* 0.3	* 0.2	* 0.0	* 0.2	* 0.2	* 0.3	* 0.5
Unapproved leave	* 0.5	* 2.3	* 2.8	* 2.9	* 4.5	7.4	* 3.4	6.8	10.3
Other	* 1.1	7.7	8.8	13.8	26.9	40.7	14.9	34.6	49.5
Had not had an absence	49.8	369.6	419.3	265.4	657.2	922.6	315.2	1,026.7	1,341.9
Total	57.8	445.1	502.9	297.8	732.6	1,030.4	355.6	1,177.6	1,533.3

TABLE 1. ALL EMPLOYEES: WORKING ARRANGEMENTS, FULL-TIME AND PART-TIME AND PERMANENT AND CASUAL EMPLOYEES IN MAIN JOB, AUGUST 1993
(^{'000})

	<i>Permanent employee</i>			<i>Casual employee</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
TOTAL									
<i>Whether work start/finish times are fixed —</i>									
Start and finish times are not fixed	1,032.4	506.4	1,538.9	285.0	343.2	628.3	1,317.5	849.7	2,167.1
Variable daily	661.1	334.6	995.7	157.8	170.8	328.6	818.9	505.4	1,324.3
Not variable daily	371.3	171.8	543.1	127.2	172.5	299.7	498.6	344.3	842.8
Start and finish times are fixed	1,908.4	1,441.1	3,349.5	292.9	513.8	806.8	2,201.4	1,954.9	4,156.3
Times were negotiated with employer	329.1	292.5	621.6	70.1	141.3	211.4	399.2	433.8	833.0
Times were not negotiated with employer	1,579.3	1,148.6	2,727.9	222.8	372.5	595.4	1,802.1	1,521.1	3,323.2
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	1,024.3	743.2	1,767.5	154.1	186.0	340.1	1,178.5	929.1	2,107.6
Unable to work extra hours	1,916.5	1,204.4	3,120.9	423.8	671.1	1,095.0	2,340.4	1,875.5	4,215.8
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	1,160.6	521.2	1,681.8	33.3	26.3	59.6	1,193.9	547.5	1,741.3
Not entitled to a rostered day off	1,780.3	1,426.4	3,206.6	544.7	830.8	1,375.5	2,324.9	2,257.1	4,582.1
<i>Whether overtime is worked on a regular basis —</i>									
Overtime worked on a regular basis	1,248.2	596.1	1,844.3	110.2	76.0	186.2	1,358.5	672.1	2,030.5
Overtime not worked on a regular basis	1,692.6	1,351.4	3,044.1	467.7	781.1	1,248.8	2,160.4	2,132.5	4,292.9
<i>Whether worked shiftwork in the last four weeks —</i>									
Worked shiftwork in the last four weeks	444.5	252.2	696.6	69.4	110.3	179.8	513.9	362.5	876.4
Did not work shiftwork in the last four weeks	2,496.4	1,695.3	4,191.7	508.6	746.7	1,255.3	3,004.9	2,442.1	5,447.0
<i>Days of the week usually worked in main job —</i>									
Monday to Friday	2,221.4	1,342.2	3,563.6	218.7	191.2	409.9	2,440.1	1,533.4	3,973.6
Nine day fortnight	51.3	14.4	65.7	* 1.5	* 0.9	* 2.4	52.8	15.3	68.1
Days vary from week to week	257.5	205.4	462.9	102.3	200.5	302.8	359.8	406.0	765.7
Other	410.6	385.5	796.1	255.5	464.4	719.9	666.1	849.9	1,516.0
Usually works week days only	45.1	204.7	249.8	68.8	228.7	297.4	113.8	433.3	547.2
Usually works weekends only	* 2.0	9.1	11.1	32.2	66.1	98.3	34.2	75.3	109.4
Works some week days and some weekends	363.6	171.7	535.2	154.5	169.6	324.1	518.1	341.3	859.4
<i>Whether could choose when to take holidays —</i>									
Able to choose	2,117.2	1,322.1	3,439.2	337.1	548.9	886.0	2,454.3	1,871.0	4,325.2
Sometimes able to choose	360.3	212.0	572.2	40.8	57.4	98.2	401.1	269.3	670.4
Unable to choose	463.4	413.5	876.9	200.0	250.8	450.9	663.4	664.3	1,327.7
<i>Whether had an absence from main job in the last two weeks and type of absence —</i>									
Had an absence	512.3	398.7	910.9	84.1	99.9	183.9	596.4	498.5	1,094.9
Holiday leave	141.1	99.6	240.6	13.4	17.9	31.3	154.5	117.5	272.0
Study leave, examination leave	15.2	10.2	25.4	* 1.5	* 2.0	* 3.5	16.6	12.2	28.8
Sick leave	275.6	223.4	499.0	24.3	35.0	59.3	299.9	258.4	558.4
Long service leave	* 4.4	* 2.9	7.3	* 0.0	* 0.3	* 0.3	* 4.4	* 3.2	7.6
Bereavement leave	10.1	7.8	17.8	* 1.1	* 2.6	* 3.7	11.2	10.3	21.5
Maternity, paternity and parental leave	* 4.2	10.7	14.9	* 0.4	* 1.7	* 2.2	* 4.7	12.4	17.1
More than one type of leave	* 2.1	* 2.8	5.0	* 0.2	* 0.0	* 0.2	* 2.3	* 2.8	5.2
Unapproved leave	13.4	12.7	26.1	5.5	5.6	11.1	18.9	18.3	37.2
Other	46.2	28.7	74.8	37.6	34.7	72.3	83.8	63.3	147.1
Had not had an absence	2,428.6	1,548.9	3,977.4	493.9	757.2	1,251.1	2,922.5	2,306.1	5,228.5
Total	2,940.8	1,947.5	4,888.4	578.0	857.1	1,435.0	3,518.8	2,804.6	6,323.4

TABLE 2. ALL EMPLOYEES: WORKING ARRANGEMENTS AND AGE, AUGUST 1993
(^{'000})

	Age (years)							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
MALES								
<i>Whether work start/finish times are fixed —</i>								
Start and finish times are not fixed	69.0	125.4	372.3	383.7	270.9	60.0	36.0	1,317.5
Variable daily	22.1	55.3	219.7	255.4	195.5	43.8	27.2	818.9
Not variable daily	47.0	70.1	152.6	128.3	75.5	16.2	8.8	498.6
Start and finish times are fixed	177.1	346.3	601.2	509.2	380.2	112.0	75.4	2,201.4
Times were negotiated with employer	23.3	46.9	108.4	104.9	79.1	19.8	16.8	399.2
Times were not negotiated with employer	153.7	299.4	492.8	404.3	301.1	92.2	58.6	1,802.1
<i>Whether entitled to a rostered day off —</i>								
Entitled to a rostered day off	44.5	156.5	351.6	305.8	232.2	66.7	36.6	1,193.9
Not entitled to a rostered day off	201.7	315.2	621.9	587.1	418.9	105.3	74.9	2,324.9
<i>Whether overtime is worked on a regular basis —</i>								
Overtime worked on a regular basis	41.0	145.2	430.6	407.8	259.8	54.2	19.8	1,358.5
Overtime not worked on a regular basis	205.1	326.5	542.9	485.2	391.3	117.7	91.6	2,160.4
<i>Whether worked shiftwork in the last four weeks —</i>								
Worked shiftwork in the last four weeks	27.0	71.8	170.3	134.4	83.8	19.3	7.4	513.9
Did not work shiftwork in the last four weeks	219.1	399.9	803.2	758.6	567.3	152.7	104.1	3,004.9
Total	246.1	471.7	973.5	893.0	651.1	172.0	111.5	3,518.8
FEMALES								
<i>Whether work start/finish times are fixed —</i>								
Start and finish times are not fixed	58.2	122.6	238.3	236.5	147.2	30.4	16.5	849.7
Variable daily	12.7	50.3	150.9	163.1	96.7	20.4	11.4	505.4
Not variable daily	45.5	72.3	87.4	73.4	50.5	10.0	5.1	344.3
Start and finish times are fixed	177.0	323.5	501.5	490.6	366.7	65.9	29.7	1,954.9
Times were negotiated with employer	32.6	65.9	117.1	122.1	76.7	11.7	7.7	433.8
Times were not negotiated with employer	144.4	257.5	384.4	368.5	290.1	54.2	22.1	1,521.1
<i>Whether entitled to a rostered day off —</i>								
Entitled to a rostered day off	21.2	112.7	162.7	128.6	96.4	19.7	6.1	547.5
Not entitled to a rostered day off	214.0	333.4	577.1	598.5	417.5	76.6	40.1	2,257.1
<i>Whether overtime is worked on a regular basis —</i>								
Overtime worked on a regular basis	25.6	98.3	213.6	188.1	124.5	16.3	5.7	672.1
Overtime not worked on a regular basis	209.6	347.8	526.3	539.0	389.4	80.0	40.5	2,132.5
<i>Whether worked shiftwork in the last four weeks —</i>								
Worked shiftwork in the last four weeks	31.2	62.8	100.1	97.4	56.9	11.0	* 3.1	362.5
Did not work shiftwork in the last four weeks	204.0	383.2	639.8	629.7	457.0	85.3	43.1	2,442.1
Total	235.2	446.1	739.8	727.1	513.9	96.3	46.2	2,804.6
PERSONS								
<i>Whether work start/finish times are fixed —</i>								
Start and finish times are not fixed	127.2	248.0	610.6	620.3	418.1	90.4	52.5	2,167.1
Variable daily	34.7	105.5	370.6	418.5	292.2	64.1	38.6	1,324.3
Not variable daily	92.5	142.5	240.0	201.7	125.9	26.2	13.9	842.8
Start and finish times are fixed	354.1	669.8	1,102.7	999.8	746.9	177.9	105.2	4,156.3
Times were negotiated with employer	56.0	112.9	225.5	227.0	155.7	31.6	24.4	833.0
Times were not negotiated with employer	298.1	556.9	877.2	772.8	591.2	146.3	80.7	3,323.2
<i>Whether entitled to a rostered day off —</i>								
Entitled to a rostered day off	65.7	269.1	514.3	434.5	328.6	86.4	42.7	1,741.3
Not entitled to a rostered day off	415.6	648.7	1,199.0	1,185.6	836.4	181.8	115.0	4,582.1
<i>Whether overtime is worked on a regular basis —</i>								
Overtime worked on a regular basis	66.6	243.4	644.1	595.9	384.3	70.5	25.5	2,030.5
Overtime not worked on a regular basis	414.7	674.3	1,069.2	1,024.2	780.7	197.7	132.2	4,292.9
<i>Whether worked shiftwork in the last four weeks —</i>								
Worked shiftwork in the last four weeks	58.2	134.6	270.3	231.8	140.7	30.3	10.5	876.4
Did not work shiftwork in the last four weeks	423.1	783.2	1,443.0	1,388.3	1,024.3	238.0	147.2	5,447.0
Total	481.3	917.8	1,713.3	1,620.1	1,165.0	268.2	157.7	6,323.4

TABLE 3. ALL EMPLOYEES: WORKING ARRANGEMENTS AND WHETHER HAD CHILDREN AGED UNDER TWELVE YEARS, AUGUST 1993
(*000)

	<i>Had child(ren) aged under twelve years</i>			<i>Did not have child(ren) aged under twelve years</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
<i>Full-time or part-time employee in main job —</i>									
Full-time employee	966.7	260.6	1,227.2	2,196.5	1,366.4	3,562.9	3,163.2	1,626.9	4,790.1
Part-time employee	50.7	410.0	460.7	304.9	767.6	1,072.6	355.6	1,177.6	1,533.3
<i>Permanent or casual employee in main job —</i>									
Permanent employee	900.3	415.2	1,315.4	2,040.6	1,532.4	3,573.0	2,940.8	1,947.5	4,888.4
Casual employee	117.1	255.5	372.6	460.9	601.6	1,062.5	578.0	857.1	1,435.0
<i>Whether work start/finish times are fixed —</i>									
Start and finish times are not fixed	430.2	223.7	653.9	887.3	626.0	1,513.2	1,317.5	849.7	2,167.1
Variable daily	274.0	151.3	425.3	544.9	354.1	899.0	818.9	505.4	1,324.3
Not variable daily	156.2	72.4	228.6	342.4	271.8	614.2	498.6	344.3	842.8
Start and finish times are fixed	587.2	446.9	1,034.1	1,614.2	1,508.0	3,122.2	2,201.4	1,954.9	4,156.3
Times were negotiated with employer	115.1	127.3	242.5	284.1	306.5	590.6	399.2	433.8	833.0
Times were not negotiated with employer	472.0	319.6	791.6	1,330.1	1,201.5	2,531.6	1,802.1	1,521.1	3,323.2
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	360.4	234.0	594.3	818.1	695.2	1,513.3	1,178.5	929.1	2,107.6
Unable to work extra hours	657.0	436.7	1,093.6	1,683.4	1,438.8	3,122.2	2,340.4	1,875.5	4,215.8
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	360.0	92.9	452.8	833.9	454.6	1,288.5	1,193.9	547.5	1,741.3
Not entitled to a rostered day off	657.4	577.7	1,235.1	1,667.5	1,679.4	3,346.9	2,324.9	2,257.1	4,582.1
<i>Whether overtime is worked on a regular basis —</i>									
Overtime worked on a regular basis	470.5	142.9	613.4	887.9	529.2	1,417.1	1,358.5	672.1	2,030.5
Overtime not worked on a regular basis	546.8	527.7	1,074.6	1,613.5	1,604.8	3,218.3	2,160.4	2,132.5	4,292.9
<i>Whether worked shiftwork in the last four weeks —</i>									
Worked shiftwork in the last four weeks	166.5	95.3	261.9	347.3	267.2	614.5	513.9	362.5	876.4
Did not work shiftwork in the last four weeks	850.8	575.3	1,426.1	2,154.1	1,866.8	4,020.9	3,004.9	2,442.1	5,447.0
<i>Days of the week usually worked in main job —</i>									
Monday to Friday	721.6	297.4	1,019.0	1,718.5	1,236.1	2,954.6	2,440.1	1,533.4	3,973.6
Nine day fortnight	12.0	* 2.1	14.1	40.8	13.1	54.0	52.8	15.3	68.1
Days vary from week to week	117.0	106.6	223.6	242.8	299.3	542.1	359.8	406.0	765.7
Other	166.8	264.5	431.3	499.3	585.4	1,084.7	666.1	849.9	1,516.0
Usually works week days only	17.4	177.9	195.3	96.5	255.4	351.9	113.8	433.3	547.2
Usually works weekends only	* 1.2	17.2	18.4	33.0	58.0	91.0	34.2	75.3	109.4
Works some week days and some weekends	148.2	69.3	217.5	369.9	272.0	641.9	518.1	341.3	859.4
<i>Weekly earnings in main job (\$) —</i>									
Under 160	20.1	133.9	153.9	191.7	339.6	531.3	211.8	473.4	685.2
160 and under 320	44.7	183.9	228.7	277.4	433.4	710.8	322.2	617.3	939.5
320 and under 480	218.5	175.3	393.8	672.5	648.1	1,320.6	891.0	823.4	1,714.4
480 and under 640	290.0	100.5	390.5	641.2	427.1	1,068.3	931.2	527.6	1,458.8
640 and under 800	193.9	50.6	244.6	334.4	184.3	518.7	528.4	234.9	763.2
800 and over	250.1	26.4	276.5	384.3	101.5	485.8	634.4	127.9	762.3
Total	1,017.4	670.6	1,688.0	2,501.5	2,134.0	4,635.4	3,518.8	2,804.6	6,323.4

TABLE 4. ALL EMPLOYEES: SELECTED CHARACTERISTICS, BY FLEXIBILITY OF START AND FINISH TIMES IN MAIN JOB,
AUGUST 1993
(*000)

	<i>Start and finish times are not fixed</i>			<i>Start and finish times are fixed</i>			<i>Total</i>
	<i>Variable daily</i>	<i>Not variable daily</i>	<i>Total</i>	<i>Times were negotiated with employer</i>	<i>Times were not negotiated with employer</i>	<i>Total</i>	
MALES							
<i>Family status —</i>							
Member of a family	668.3	396.1	1,064.4	321.1	1,475.1	1,796.2	2,860.6
Husband or wife	581.5	292.5	874.0	252.3	1,033.5	1,285.8	2,159.8
With dependants present	383.7	194.2	577.9	158.6	626.8	785.3	1,363.2
Without dependants present	197.8	98.3	296.2	93.8	406.7	500.5	796.6
Sole parent with dependants present	6.6	* 4.7	11.3	5.0	9.5	14.5	25.8
Other family head	9.1	5.1	14.2	* 2.9	18.4	21.3	35.4
Full-time student aged 15-24	14.3	21.5	35.8	16.0	53.6	69.6	105.4
Other child of married couple or family head	50.7	66.9	117.6	42.9	333.1	376.0	493.6
Other relative of married couple or family head	6.1	5.3	11.5	* 2.1	27.0	29.0	40.5
Not a member of a family	120.7	80.6	201.2	64.0	252.3	316.3	517.6
Living alone	61.8	35.5	97.3	26.2	112.2	138.4	235.7
Not living alone	58.9	45.0	103.9	37.8	140.1	178.0	281.8
Family status not determined	30.0	21.9	51.9	14.1	74.8	88.8	140.7
<i>Occupation of main job —</i>							
Managers and administrators	197.5	50.9	248.4	50.6	69.6	120.2	368.7
Professionals	198.1	66.8	264.9	58.2	178.0	236.2	501.1
Para-professionals	61.6	32.8	94.5	30.9	101.2	132.2	226.6
Tradespersons	90.1	80.3	170.4	93.0	511.3	604.4	774.7
Clerks	87.4	27.3	114.7	34.0	116.9	150.9	265.7
Salespersons and personal service workers	91.5	58.7	150.3	37.1	164.5	201.6	351.9
Plant and machine operators, and drivers	29.1	80.6	109.7	27.7	235.4	263.0	372.8
Labourers and related workers	63.6	101.0	164.6	67.7	425.1	492.8	657.4
<i>Industry of main job —</i>							
Agriculture, forestry, fishing and hunting	33.9	17.0	51.0	13.4	36.8	50.2	101.2
Mining	10.3	6.7	16.9	6.1	53.5	59.6	76.6
Manufacturing	108.4	81.7	190.1	84.1	463.9	548.1	738.2
Electricity, gas and water	18.8	* 2.4	21.2	7.9	52.7	60.6	81.8
Construction	67.3	45.8	113.2	27.3	133.1	160.4	273.6
Wholesale and retail trade	145.5	107.0	252.4	97.8	362.3	460.1	712.6
Transport and storage	35.7	64.3	99.9	22.3	105.8	128.0	228.0
Communication	17.8	7.5	25.3	7.8	47.0	54.7	80.0
Finance, property and business services	137.6	46.2	183.8	29.7	124.0	153.7	337.5
Public administration and defence	94.5	11.9	106.4	16.1	108.9	125.0	231.4
Community services	110.7	62.1	172.8	57.6	230.8	288.4	461.2
Recreation, personal and other services	38.4	46.0	84.4	29.1	83.3	112.4	196.8
<i>Sector of main job —</i>							
Public	238.6	92.1	330.7	86.3	481.8	568.1	898.8
Private	580.3	406.5	986.8	313.0	1,320.3	1,633.3	2,620.1
<i>Size of location (employees) —</i>							
Less than 10	276.9	133.2	410.0	125.0	350.2	475.1	885.2
10-19	94.5	67.4	162.0	55.9	235.2	291.1	453.1
20-99	171.0	146.0	317.1	97.3	536.5	633.8	950.8
100 or more	266.1	138.3	404.4	113.3	632.4	745.6	1,150.0
Don't know	10.4	13.6	24.0	7.8	47.9	55.7	79.7
<i>Trade union membership(a) —</i>							
Member of a trade union	211.5	183.9	395.3	142.3	900.1	1,042.4	1,437.7
Not a member of a trade union	597.7	307.2	904.8	252.2	871.6	1,123.9	2,028.7
Total	818.9	498.6	1,317.5	399.2	1,802.1	2,201.4	3,518.8

(a) Excludes persons for whom trade union membership information was not collected.

TABLE 4. ALL EMPLOYEES: SELECTED CHARACTERISTICS, BY FLEXIBILITY OF START AND FINISH TIMES IN MAIN JOB,
AUGUST 1993—continued
(*000)

	<i>Start and finish times are not fixed</i>			<i>Start and finish times are fixed</i>			<i>Total</i>
	<i>Variable daily</i>	<i>Not variable daily</i>	<i>Total</i>	<i>Times were negotiated with employer</i>	<i>Times were not negotiated with employer</i>	<i>Total</i>	
FEMALES							
<i>Family status—</i>							
Member of a family	416.1	271.9	688.0	349.0	1,253.2	1,602.2	2,290.2
Husband or wife	330.5	167.3	497.8	249.1	836.8	1,085.9	1,583.7
With dependants present	201.1	90.7	291.8	153.2	451.8	605.0	896.8
Without dependants present	129.4	76.6	206.0	95.8	385.0	480.9	686.9
Sole parent with dependants present	28.9	18.7	47.6	28.0	71.0	99.0	146.6
Other family head	10.9	7.4	18.3	10.1	37.9	48.0	66.3
Full-time student aged 15-24	9.2	32.2	41.4	22.0	81.6	103.6	145.0
Other child of married couple or family head	32.4	44.1	76.5	36.0	208.8	244.7	321.2
Other relative of married couple or family head	* 4.3	* 2.0	6.3	* 3.9	17.1	21.0	27.3
Not a member of a family	70.9	58.3	129.2	61.3	209.7	271.0	400.2
Living alone	37.7	21.9	59.6	24.6	86.4	110.9	170.5
Not living alone	33.3	36.3	69.6	36.7	123.3	160.0	229.6
Family status not determined	18.3	14.1	32.5	23.5	58.2	81.7	114.2
<i>Occupation of main job—</i>							
Managers and administrators	39.2	11.0	50.2	12.5	25.3	37.8	88.0
Professionals	87.3	39.2	126.4	56.6	239.7	296.3	422.8
Para-professionals	27.1	23.2	50.3	42.2	124.7	166.9	217.2
Tradespersons	11.4	13.0	24.4	11.1	47.0	58.1	82.5
Clerks	235.8	73.2	309.0	149.9	420.1	570.0	879.0
Salespersons and personal service workers	56.6	124.8	181.4	114.4	391.9	506.3	687.7
Plant and machine operators, and drivers	7.1	7.4	14.5	7.9	46.7	54.6	69.1
Labourers and related workers	41.1	52.4	93.5	39.1	225.7	264.8	358.3
<i>Industry of main job—</i>							
Agriculture, forestry, fishing and hunting	12.9	* 4.8	17.7	* 3.9	9.9	13.9	31.6
Mining	* 1.5	* 1.0	* 2.5	* 1.1	* 2.4	* 3.5	6.0
Manufacturing	37.2	25.4	62.6	36.4	159.6	196.0	258.7
Electricity, gas and water	* 3.6	* 1.0	* 4.6	* 1.5	7.3	8.8	13.4
Construction	19.2	* 2.9	22.2	6.2	9.9	16.1	38.3
Wholesale and retail trade	79.7	86.0	165.8	111.5	327.0	438.5	604.2
Transport and storage	12.7	7.3	20.0	7.1	32.5	39.6	59.6
Communication	10.5	* 4.7	15.2	* 3.6	17.4	21.0	36.2
Finance, property and business services	81.7	37.8	119.5	48.4	198.4	246.8	366.3
Public administration and defence	79.7	12.6	92.4	21.7	51.3	73.0	165.4
Community services	129.3	86.3	215.6	153.6	586.5	740.1	955.7
Recreation, personal and other services	37.4	74.3	111.7	38.7	118.9	157.6	269.3
<i>Sector of main job—</i>							
Public	186.2	71.1	257.3	114.4	456.4	570.8	828.1
Private	319.2	273.2	592.3	319.4	1,064.7	1,384.2	1,976.5
<i>Size of location (employees)—</i>							
Less than 10	174.5	97.5	272.0	141.5	356.0	497.5	769.5
10-19	56.1	55.0	111.1	57.4	217.2	274.6	385.7
20-99	109.2	96.6	205.8	105.4	474.5	579.9	785.7
100 or more	155.6	86.6	242.2	122.3	448.7	571.0	813.2
Don't know	10.1	8.4	18.5	7.2	24.7	32.0	50.5
<i>Trade union membership(a)—</i>							
Member of a trade union	122.7	101.9	224.6	115.4	599.2	714.6	939.2
Not a member of a trade union	379.0	238.4	617.5	315.2	902.5	1,217.8	1,835.2
Total	505.4	344.3	849.7	433.8	1,521.1	1,954.9	2,804.6

(a) Excludes persons for whom trade union membership information was not collected.

**TABLE 4. ALL EMPLOYEES: SELECTED CHARACTERISTICS, BY FLEXIBILITY OF START AND FINISH TIMES IN MAIN JOB,
AUGUST 1993—continued
(*000)**

	<i>Start and finish times are not fixed</i>			<i>Start and finish times are fixed</i>			<i>Total</i>
	<i>Variable daily</i>	<i>Not variable daily</i>	<i>Total</i>	<i>Times were negotiated with employer</i>	<i>Times were not negotiated with employer</i>	<i>Total</i>	
PERSONS							
<i>Family status —</i>							
Member of a family	1,084.4	668.0	1,752.4	670.2	2,728.2	3,398.4	5,150.8
Husband or wife	912.0	459.9	1,371.9	501.4	1,870.3	2,371.7	3,743.6
With dependants present	584.8	284.9	869.7	311.8	1,078.6	1,390.4	2,260.0
Without dependants present	327.2	175.0	502.2	189.6	791.7	981.4	1,483.5
Sole parent with dependants present	35.5	23.4	58.9	33.1	80.4	113.5	172.5
Other family head	20.0	12.5	32.5	12.9	56.3	69.3	101.8
Full-time student aged 15-24	23.5	53.8	77.2	38.0	135.2	173.2	250.4
Other child of married couple or family head	83.0	111.0	194.1	78.9	541.9	620.7	814.8
Other relative of married couple or family head	10.4	7.4	17.8	5.9	44.0	50.0	67.7
Not a member of a family	191.6	138.8	330.4	125.3	462.0	587.3	917.7
Living alone	99.5	57.5	156.9	50.8	198.6	249.3	406.3
Not living alone	92.2	81.3	173.5	74.5	263.5	338.0	511.5
Family status not determined	48.3	36.0	84.3	37.6	133.0	170.6	254.9
<i>Occupation of main job —</i>							
Managers and administrators	236.7	61.9	298.6	63.1	95.0	158.1	456.7
Professionals	285.3	106.0	391.4	114.8	417.8	532.6	923.9
Para-professionals	88.7	56.1	144.8	73.2	225.9	299.1	443.8
Tradespersons	101.5	93.3	194.7	104.2	558.3	662.5	857.2
Clerks	323.2	100.5	423.7	183.9	537.0	720.9	1,144.6
Salespersons and personal service workers	148.1	183.6	331.7	151.5	556.4	707.9	1,039.6
Plant and machine operators, and drivers	36.2	88.0	124.2	35.6	282.1	317.6	441.8
Labourers and related workers	104.6	153.4	258.1	106.8	650.8	757.6	1,015.7
<i>Industry of main job —</i>							
Agriculture, forestry, fishing and hunting	46.8	21.8	68.7	17.3	46.8	64.1	132.7
Mining	11.7	7.7	19.4	7.2	55.9	63.1	82.5
Manufacturing	145.6	107.1	252.7	120.6	623.5	744.1	996.8
Electricity, gas and water	22.4	* 3.4	25.8	9.4	60.0	69.4	95.2
Construction	86.6	48.8	135.3	33.6	143.0	176.6	311.9
Wholesale and retail trade	225.2	193.0	418.2	209.3	689.3	898.6	1,316.8
Transport and storage	48.3	71.6	119.9	29.3	138.3	167.6	287.5
Communication	28.3	12.2	40.5	11.4	64.3	75.7	116.2
Finance, property and business services	219.2	84.1	303.3	78.1	322.4	400.5	703.9
Public administration and defence	174.3	24.5	198.8	37.8	160.2	198.0	396.8
Community services	240.0	148.4	388.4	211.2	817.3	1,028.5	1,416.9
Recreation, personal and other services	75.8	120.3	196.1	67.8	202.2	270.0	466.1
<i>Sector of main job —</i>							
Public	424.9	163.2	588.0	200.7	938.2	1,138.8	1,726.9
Private	899.4	679.7	1,579.1	632.4	2,385.1	3,017.5	4,596.5
<i>Size of location (employees) —</i>							
Less than 10	451.4	230.7	682.0	266.5	706.2	972.6	1,654.6
10-19	150.7	122.5	273.1	113.3	452.4	565.7	838.8
20-99	280.2	242.7	522.9	202.7	1,011.0	1,213.7	1,736.5
100 or more	421.6	225.0	646.6	235.5	1,081.1	1,316.6	1,963.2
Don't know	20.5	22.0	42.5	15.1	72.6	87.7	130.2
<i>Trade union membership(a) —</i>							
Member of a trade union	334.2	285.7	619.9	257.7	1,499.3	1,757.0	2,376.9
Not a member of a trade union	976.7	545.6	1,522.3	567.4	1,774.2	2,341.6	3,863.9
Total	1,324.3	842.8	2,167.1	833.0	3,323.2	4,156.3	6,323.4

(a) Excludes persons for whom trade union membership information was not collected.

**TABLE 5. ALL EMPLOYEES: SELECTED CHARACTERISTICS AND WHETHER ABLE TO WORK EXTRA HOURS
IN ORDER TO TAKE TIME OFF, AUGUST 1993**

	<i>Able to work extra hours in order to take time off</i>			<i>Total</i>			<i>Proportion of all employees</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	— '000 —			— '000 —			— per cent —		
<i>Full-time or part-time employee in main job—</i>									
Full-time employee	1,112.2	623.1	1,735.3	3,163.2	1,626.9	4,790.1	35.2	38.3	36.2
Part-time employee	66.3	306.0	372.3	355.6	1,177.6	1,533.3	18.6	26.0	24.3
<i>Family status —</i>									
Member of a family	942.1	747.5	1,689.6	2,860.6	2,290.2	5,150.8	32.9	32.6	32.8
Husband or wife	744.9	541.6	1,286.5	2,159.8	1,583.7	3,743.6	34.5	34.2	34.4
With dependants present	479.4	301.8	781.2	1,363.2	896.8	2,260.0	35.2	33.7	34.6
Without dependants present	265.4	239.8	505.3	796.6	686.9	1,483.5	33.3	34.9	34.1
Sole parent with dependants present	8.5	56.2	64.7	25.8	146.6	172.5	32.8	38.4	37.5
Other family head	12.6	22.8	35.4	35.4	66.3	101.8	35.5	34.4	34.8
Full-time student aged 15-24	14.1	14.6	28.7	105.4	145.0	250.4	13.4	10.0	11.5
Other child of married couple or family head	146.1	104.0	250.1	493.6	321.2	814.8	29.6	32.4	30.7
Other relative of married couple or family head	16.0	8.2	24.2	40.5	27.3	67.7	39.5	30.0	35.7
Not a member of a family	195.3	142.5	337.8	517.6	400.2	917.7	37.7	35.6	36.8
Living alone	88.6	66.9	155.5	235.7	170.5	406.3	37.6	39.2	38.3
Not living alone	106.7	75.6	182.3	281.8	229.6	511.5	37.9	32.9	35.6
Family status not determined	41.1	39.2	80.2	140.7	114.2	254.9	29.2	34.3	31.5
<i>Occupation of main job —</i>									
Managers and administrators	160.2	39.1	199.3	368.7	88.0	456.7	43.5	44.4	43.6
Professionals	210.0	111.2	321.2	501.1	422.8	923.9	41.9	26.3	34.8
Para-professionals	89.5	63.6	153.0	226.6	217.2	443.8	39.5	29.3	34.5
Tradespersons	260.2	25.9	286.1	774.7	82.5	857.2	33.6	31.4	33.4
Clerks	121.1	443.6	564.7	265.7	879.0	1,144.6	45.6	50.5	49.3
Salespersons and personal service workers	103.7	162.4	266.1	351.9	687.7	1,039.6	29.5	23.6	25.6
Plant and machine operators, and drivers	73.8	18.2	92.0	372.8	69.1	441.8	19.8	26.3	20.8
Labourers and related workers	160.0	65.2	225.2	657.4	358.3	1,015.7	24.3	18.2	22.2
<i>Industry of main job —</i>									
Agriculture, forestry, fishing and hunting	49.4	12.3	61.6	101.2	31.6	132.7	48.8	38.8	46.4
Mining	18.6	* 3.0	21.6	76.6	6.0	82.5	24.3	* 50.0	26.2
Manufacturing	227.9	86.7	314.6	738.2	258.7	996.8	30.9	33.5	31.6
Electricity, gas and water	28.5	5.8	34.3	81.8	13.4	95.2	34.8	43.1	36.0
Construction	99.6	22.5	122.1	273.6	38.3	311.9	36.4	58.8	39.2
Wholesale and retail trade	248.7	190.6	439.4	712.6	604.2	1,316.8	34.9	31.5	33.4
Transport and storage	48.0	22.7	70.6	228.0	59.6	287.5	21.0	38.0	24.6
Communication	21.9	14.9	36.8	80.0	36.2	116.2	27.3	41.3	31.7
Finance, property and business services	136.2	147.2	283.4	337.5	366.3	703.9	40.4	40.2	40.3
Public administration and defence	109.5	102.9	212.4	231.4	165.4	396.8	47.3	62.2	53.5
Community services	131.3	262.9	394.1	461.2	955.7	1,416.9	28.5	27.5	27.8
Recreation, personal and other services	58.9	57.8	116.6	196.8	269.3	466.1	29.9	21.5	25.0
<i>Sector of main job —</i>									
Public	288.6	290.9	579.4	898.8	828.1	1,726.9	32.1	35.1	33.6
Private	889.9	638.3	1,528.1	2,620.1	1,976.5	4,596.5	34.0	32.3	33.2
<i>Size of location (employees) —</i>									
Less than 10	382.0	279.7	661.7	885.2	769.5	1,654.6	43.2	36.3	40.0
10-19	161.4	122.5	283.9	453.1	385.7	838.8	35.6	31.8	33.8
20-99	268.8	221.9	490.7	950.8	785.7	1,736.5	28.3	28.2	28.3
100 or more	351.6	294.7	646.3	1,150.0	813.2	1,963.2	30.6	36.2	32.9
Don't know	14.7	10.4	25.1	79.7	50.5	130.2	18.4	20.6	19.2
<i>Trade union membership(a) —</i>									
Member of a trade union	374.0	258.4	632.4	1,437.7	939.2	2,376.9	26.0	27.5	26.6
Not a member of a trade union	790.7	662.0	1,452.6	2,028.7	1,835.2	3,863.9	39.0	36.1	37.6
Total	1,178.5	929.1	2,107.6	3,518.8	2,804.6	6,323.4	33.5	33.1	33.3

(a) Excludes persons for whom trade union membership information was not collected.

TABLE 6. EMPLOYEES ENTITLED TO A ROSTERED DAY OFF IN THEIR MAIN JOB: WHETHER CAN CHOOSE WHEN A ROSTERED DAY OFF IS TO BE TAKEN AND SELECTED CHARACTERISTICS, AUGUST 1993

	<i>All employees entitled to a rostered day off</i>								
	<i>Has some choice in when a rostered day off is to be taken</i>			<i>Total</i>			<i>Proportion of all employees entitled to a rostered day off</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	— '000 —						— per cent —		
<i>Age (years) —</i>									
15-19	22.0	14.1	36.2	44.5	21.2	65.7	49.5	66.7	55.1
20-24	95.7	88.4	184.1	156.5	112.7	269.1	61.2	78.5	68.4
25-34	217.2	128.0	345.2	351.6	162.7	514.3	61.8	78.7	67.1
35-44	191.1	94.2	285.4	305.8	128.6	434.5	62.5	73.3	65.7
45-54	137.9	63.4	201.4	232.2	96.4	328.6	59.4	65.8	61.3
55-59	35.2	10.3	45.5	66.7	19.7	86.4	52.8	52.1	52.7
60 and over	18.0	* 4.1	22.2	36.6	6.1	42.7	49.4	* 67.1	51.9
<i>Full-time or part-time employee in main job —</i>									
Full-time employee	709.6	364.9	1,074.5	1,180.6	495.7	1,676.3	60.1	73.6	64.1
Part-time employee	7.7	37.7	45.4	13.3	51.7	65.0	58.1	72.8	69.8
<i>Permanent or casual employee in main job —</i>									
Permanent employee	699.2	383.3	1,082.5	1,160.6	521.2	1,681.8	60.2	73.5	64.4
Casual employee	18.1	19.3	37.3	33.3	26.3	59.6	54.3	73.2	62.7
<i>Family status —</i>									
Member of a family	565.7	308.7	874.4	972.1	425.5	1,397.6	58.2	72.5	62.6
Husband or wife	452.2	213.5	665.7	767.7	291.0	1,058.8	58.9	73.3	62.9
With dependants present	285.9	96.5	382.5	471.9	131.8	603.7	60.6	73.3	63.4
Without dependants present	166.3	116.9	283.3	295.8	159.3	455.1	56.2	73.4	62.2
Sole parent with dependants present	4.9	17.1	22.0	8.4	24.1	32.6	58.4	70.7	67.5
Other family head	8.1	10.8	19.0	11.8	17.0	28.7	69.0	63.8	65.9
Full-time student aged 15-24	* 0.8	* 1.5	* 2.3	* 1.2	* 1.5	* 2.7	* 69.2	* 100.0	* 86.2
Other child of married couple or family head	88.8	61.6	150.4	168.2	84.6	252.8	52.8	72.8	59.5
Other relative of married couple or family head	10.8	* 4.2	15.0	14.7	7.3	22.0	73.1	* 57.8	68.0
Not a member of a family	121.5	78.0	199.5	173.8	101.6	275.4	69.9	76.7	72.4
Living alone	60.0	35.9	95.9	90.1	48.0	138.1	66.6	74.8	69.5
Not living alone	61.5	42.0	103.6	83.7	53.6	137.3	73.5	78.5	75.4
Family status not determined	30.1	15.9	46.0	48.0	20.3	68.3	62.7	78.3	67.4
<i>Occupation of main job —</i>									
Managers and administrators	50.2	13.2	63.4	62.1	15.6	77.7	80.8	84.8	81.6
Professionals	73.8	34.1	107.9	87.2	36.5	123.7	84.6	93.4	87.2
Para-professionals	75.2	63.8	139.0	103.7	78.0	181.7	72.5	81.7	76.5
Tradespersons	188.4	14.3	202.7	358.6	21.7	380.4	52.5	65.7	53.3
Clerks	87.4	155.6	242.9	102.4	190.0	292.4	85.3	81.9	83.1
Salespersons and personal service workers	43.9	76.0	119.9	57.0	106.7	163.7	77.0	71.2	73.2
Plant and machine operators, and drivers	81.5	6.1	87.6	174.7	18.2	192.9	46.7	33.5	45.4
Labourers and related workers	116.9	39.6	156.5	248.1	80.7	328.8	47.1	49.0	47.6
<i>Industry of main job —</i>									
Agriculture, forestry, fishing and hunting	9.2	* 1.9	11.2	13.4	* 2.2	15.6	69.0	* 88.1	71.6
Mining	15.5	* 1.3	16.8	30.2	* 1.7	32.0	51.3	* 77.1	52.7
Manufacturing	147.3	33.1	180.4	306.6	65.8	372.3	48.0	50.3	48.4
Electricity, gas and water	38.2	* 4.8	43.0	68.7	7.5	76.2	55.6	* 63.5	56.4
Construction	53.5	* 2.8	56.3	115.8	* 3.5	119.2	46.2	* 81.0	47.3
Wholesale and retail trade	79.1	50.7	129.8	116.3	76.9	193.2	68.0	65.9	67.2
Transport and storage	59.4	12.7	72.1	102.2	19.3	121.6	58.1	65.7	59.3
Communication	33.8	7.8	41.6	49.6	9.4	59.0	68.2	83.1	70.6
Finance, property and business services	60.2	72.2	132.4	72.6	82.8	155.4	83.0	87.2	85.2
Public administration and defence	77.0	43.8	120.8	124.7	49.8	174.5	61.8	87.9	69.2
Community services	107.2	142.3	249.4	140.5	185.4	325.8	76.3	76.7	76.6
Recreation, personal and other services	36.8	29.1	65.9	53.4	43.1	96.5	68.9	67.6	68.3
<i>Trade union membership(a) —</i>									
Member of a trade union	446.8	210.2	657.0	797.0	311.2	1,108.2	56.1	67.6	59.3
Not a member of a trade union	263.5	187.4	451.0	385.5	229.1	614.6	68.4	81.8	73.4
Total	717.3	402.6	1,119.9	1,193.9	547.5	1,741.3	60.1	73.5	64.3

(a) Excludes persons for whom trade union membership information was not collected.

TABLE 7. EMPLOYEES WHO REGULARLY WORK OVERTIME IN THEIR MAIN JOB: OCCUPATION, FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB, HOURS OF OVERTIME USUALLY WORKED EACH WEEK, WHETHER OVERTIME PAID AND METHOD OF PAYMENT, AUGUST 1993
(*000)

	Occupation in main job								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators and drivers	Labourers and related workers	
MALE FULL-TIME EMPLOYEES IN MAIN JOB									
<i>Hours of overtime usually worked each week —</i>									
1 to 4 hours	23.2	43.5	23.4	74.6	33.4	27.9	34.8	44.2	305.1
5 to 9 hours	49.9	87.7	26.4	96.2	31.2	35.2	39.3	51.9	417.6
10 to 14 hours	64.2	71.8	19.0	54.1	17.7	29.4	27.1	29.5	312.7
15 to 19 hours	24.8	30.4	* 3.9	14.0	5.3	8.7	11.7	8.4	107.1
20 to 24 hours	35.6	26.1	4.9	13.0	* 1.6	9.1	14.4	6.5	111.2
25 and over	27.4	16.0	* 2.4	6.6	* 1.4	* 3.5	10.1	* 3.2	70.6
<i>Whether most recent period of overtime was paid and method of payment —</i>									
Paid overtime	19.2	33.6	35.5	199.1	39.5	26.4	122.7	121.3	597.1
Normal time	* 4.6	7.9	* 4.7	29.0	* 3.6	* 3.9	16.0	17.4	87.0
Time and a half	8.5	15.7	17.1	98.3	23.3	14.5	57.2	63.1	297.6
Double time	* 1.5	* 2.9	5.3	24.7	5.2	* 2.2	16.9	18.4	77.1
Rate varied	* 2.6	* 3.4	6.4	39.5	6.2	* 4.2	27.8	19.3	109.3
Other(a)	* 1.3	* 2.9	* 1.6	* 4.2	* 0.7	* 1.4	* 2.5	* 1.6	16.1
Don't know	* 0.7	* 0.9	* 0.3	* 3.5	* 0.5	* 0.2	* 2.2	* 1.6	10.0
Time off in lieu	6.7	14.7	6.0	6.3	5.7	7.2	* 1.2	* 2.7	50.6
Unpaid overtime	195.0	222.5	36.6	52.2	44.9	77.8	12.8	19.0	660.6
Other arrangements	* 4.2	* 4.7	* 1.9	* 1.0	* 0.4	* 2.5	* 0.7	* 0.7	16.0
Total	225.0	275.4	80.0	258.6	90.5	113.8	137.3	143.7	1,324.4
ALL MALE EMPLOYEES IN MAIN JOB									
<i>Hours of overtime usually worked each week —</i>									
1 to 4 hours	23.9	47.0	24.0	74.6	33.9	30.7	35.9	49.8	319.9
5 to 9 hours	50.3	89.3	26.7	97.6	31.9	36.1	39.9	55.4	427.1
10 to 14 hours	64.5	72.9	19.3	54.8	17.7	29.8	27.7	31.9	318.7
15 to 19 hours	24.8	31.0	* 3.9	14.2	5.3	8.8	11.9	8.6	108.5
20 to 24 hours	35.8	26.8	4.9	13.0	* 1.6	9.2	14.4	6.5	112.3
25 and over	27.4	16.3	* 2.4	6.6	* 1.4	* 3.5	10.4	* 3.9	71.9
<i>Whether most recent period of overtime was paid and method of payment —</i>									
Paid overtime	19.2	35.1	36.1	200.8	40.2	30.3	125.1	130.9	617.7
Normal time	* 4.6	8.5	* 4.7	29.6	* 4.1	* 4.2	17.0	19.5	92.1
Time and a half	8.5	15.7	17.4	99.1	23.4	17.2	58.5	66.3	306.0
Double time	* 1.5	* 2.9	5.3	24.9	5.2	* 2.6	16.9	20.0	79.2
Rate varied	* 2.6	* 4.0	6.8	39.5	6.2	* 4.2	28.1	21.6	112.9
Other(a)	* 1.3	* 3.1	* 1.6	* 4.2	* 0.7	* 1.7	* 2.5	* 2.0	17.1
Don't know	* 0.7	* 0.9	* 0.3	* 3.5	* 0.5	* 0.6	* 2.2	* 1.6	10.3
Time off in lieu	6.7	15.0	6.0	6.3	6.0	7.2	* 1.2	* 3.1	51.6
Unpaid overtime	196.5	228.3	37.2	52.8	45.1	78.2	12.8	21.5	672.4
Other arrangements	* 4.2	5.0	* 1.9	* 1.0	* 0.4	* 2.5	* 1.0	* 0.7	16.7
Total	226.6	283.4	81.2	260.9	91.8	118.2	140.1	156.2	1,358.5

(a) Includes 'set overtime allowance'.

TABLE 7. EMPLOYEES WHO REGULARLY WORK OVERTIME IN THEIR MAIN JOB: OCCUPATION, FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB, HOURS OF OVERTIME USUALLY WORKED EACH WEEK, WHETHER OVERTIME PAID AND METHOD OF PAYMENT, AUGUST 1993—continued ('000)

	Occupation in main job								Total
	Managers and administrators	Professionals	Para-professionals	Tradespersons	Clerks	Salespersons and personal service workers	Plant and machine operators and drivers	Labourers and related workers	
FEMALE FULL-TIME EMPLOYEES IN MAIN JOB									
<i>Hours of overtime usually worked each week —</i>									
1 to 4 hours	7.3	36.5	25.2	7.1	77.4	31.8	* 2.3	9.5	197.1
5 to 9 hours	14.3	71.6	11.7	* 4.5	48.8	17.3	* 4.8	9.2	182.4
10 to 14 hours	10.3	58.4	* 2.6	* 2.9	17.2	8.8	* 1.4	* 2.4	104.1
15 to 19 hours	* 3.7	17.0	* 0.6	* 0.9	* 3.6	* 2.5	* 0.2	* 0.7	29.1
20 to 24 hours	* 4.1	8.8	* 1.3	* 0.3	* 4.2	* 1.4	* 0.7	* 0.0	20.8
25 and over	* 3.3	4.9	* 0.5	* 0.5	* 0.4	* 1.4	* 0.2	* 0.7	11.9
<i>Whether most recent period of overtime was paid and method of payment —</i>									
Paid overtime	* 4.2	15.9	12.6	10.5	53.5	26.1	8.6	17.6	149.0
Normal time	* 0.8	* 3.8	* 0.4	* 1.3	6.6	6.4	* 1.2	* 0.2	20.7
Time and a half	* 0.7	5.5	7.1	6.1	36.4	12.4	* 4.6	12.1	85.0
Double time	* 0.5	* 3.3	* 2.3	* 1.5	* 3.5	* 4.7	* 1.1	* 1.7	18.6
Rate varied	* 1.5	* 1.7	* 2.5	* 1.2	* 4.7	* 1.7	* 1.3	* 3.6	18.2
Other(a)	* 0.3	* 0.2	* 0.3	* 0.2	* 1.5	* 0.4	* 0.4	* 0.0	* 3.4
Don't know	* 0.3	* 1.4	* 0.0	* 0.3	* 0.7	* 0.4	* 0.0	* 0.0	* 3.2
Time off in lieu	5.8	9.5	7.4	* 1.2	19.7	5.8	* 0.3	* 0.8	50.6
Unpaid overtime	32.5	168.7	21.6	* 4.2	77.9	31.1	* 0.7	* 3.7	340.3
Other arrangements	* 0.5	* 3.2	* 0.3	* 0.4	* 0.6	* 0.3	* 0.0	* 0.3	5.5
Total	43.0	197.2	41.9	16.3	151.7	63.2	9.6	22.5	545.4
ALL FEMALE EMPLOYEES IN MAIN JOB									
<i>Hours of overtime usually worked each week —</i>									
1 to 4 hours	8.7	59.2	39.2	8.7	96.0	56.2	* 2.4	19.5	289.9
5 to 9 hours	15.1	81.1	13.1	5.5	53.8	22.8	* 4.8	10.9	207.1
10 to 14 hours	10.4	62.8	* 3.4	* 2.9	18.1	9.1	* 1.4	* 2.8	110.9
15 to 19 hours	* 3.7	17.6	* 0.6	* 0.9	* 3.6	* 3.4	* 0.2	* 0.7	30.7
20 to 24 hours	* 4.1	8.8	* 1.3	* 0.3	* 4.2	* 1.4	* 0.7	* 0.0	20.8
25 and over	* 3.3	5.7	* 0.5	* 0.5	* 0.5	* 1.4	* 0.2	* 0.7	12.7
<i>Whether most recent period of overtime was paid and method of payment —</i>									
Paid overtime	* 4.7	18.7	17.2	11.8	64.9	44.7	8.7	25.1	195.9
Normal time	* 1.3	5.2	* 2.4	* 1.8	13.1	15.3	* 1.2	* 3.6	43.9
Time and a half	* 0.7	6.5	8.1	6.6	39.7	18.5	* 4.6	15.1	99.7
Double time	* 0.5	* 3.3	* 3.5	* 1.5	* 3.6	6.3	* 1.1	* 2.0	21.9
Rate varied	* 1.5	* 2.0	* 2.9	* 1.5	5.5	* 3.0	* 1.3	* 4.2	22.0
Other(a)	* 0.3	* 0.2	* 0.3	* 0.2	* 2.3	* 1.2	* 0.5	* 0.2	5.2
Don't know	* 0.3	* 1.4	* 0.0	* 0.3	* 0.7	* 0.4	* 0.0	* 0.0	* 3.2
Time off in lieu	5.8	11.5	8.4	* 1.4	21.4	6.6	* 0.3	* 1.2	56.7
Unpaid overtime	34.2	201.6	31.9	5.3	89.1	42.4	* 0.7	7.8	412.9
Other arrangements	* 0.5	* 3.5	* 0.6	* 0.4	* 0.9	* 0.5	* 0.0	* 0.3	6.6
Total	45.3	235.2	58.2	18.9	176.2	94.1	9.7	34.5	672.1

(a) Includes 'set overtime allowance'.

TABLE 7. EMPLOYEES WHO REGULARLY WORK OVERTIME IN THEIR MAIN JOB: OCCUPATION, FULL-TIME AND TOTAL EMPLOYEES IN MAIN JOB, HOURS OF OVERTIME USUALLY WORKED EACH WEEK, WHETHER OVERTIME PAID AND METHOD OF PAYMENT, AUGUST 1993—*continued*
(*000)

	<i>Occupation in main job</i>							<i>Total</i>	
	<i>Managers and administrators</i>	<i>Professionals</i>	<i>Para-professionals</i>	<i>Tradespersons</i>	<i>Clerks</i>	<i>Salespersons and personal service workers</i>	<i>Plant and machine operators and drivers</i>		<i>Labourers and related workers</i>
FULL-TIME EMPLOYEES IN MAIN JOB									
<i>Hours of overtime usually worked each week —</i>									
1 to 4 hours	30.4	80.0	48.6	81.8	110.8	59.8	37.1	53.7	502.2
5 to 9 hours	64.2	159.3	38.1	100.7	80.0	52.5	44.1	61.1	600.0
10 to 14 hours	74.5	130.2	21.6	57.1	34.9	38.2	28.5	31.9	416.9
15 to 19 hours	28.4	47.4	* 4.5	15.0	8.9	11.2	11.9	9.1	136.3
20 to 24 hours	39.8	34.9	6.2	13.3	5.8	10.5	15.1	6.5	132.0
25 and over	30.6	20.9	* 2.9	7.1	* 1.8	4.9	10.4	* 3.9	82.5
<i>Whether most recent period of overtime was paid and method of payment —</i>									
Paid overtime	23.4	49.5	48.1	209.6	92.9	52.4	131.3	138.9	746.1
Normal time	5.4	11.6	5.2	30.2	10.2	10.2	17.3	17.6	107.7
Time and a half	9.2	21.2	24.2	104.4	59.7	26.9	61.9	75.2	382.6
Double time	* 2.0	6.2	7.5	26.2	8.6	6.9	18.0	20.2	95.7
Rate varied	* 4.1	5.1	8.9	40.7	10.9	5.9	29.1	22.9	127.5
Other(a)	* 1.6	* 3.1	* 1.9	* 4.4	* 2.3	* 1.9	* 2.9	* 1.6	19.5
Don't know	* 1.1	* 2.3	* 0.3	* 3.8	* 1.2	* 0.6	* 2.2	* 1.6	13.2
Time off in lieu	12.6	24.2	13.4	7.5	25.5	13.0	* 1.5	* 3.5	101.2
Unpaid overtime	227.4	391.2	58.2	56.4	122.7	108.8	13.4	22.7	1,001.0
Other arrangements	* 4.6	7.8	* 2.2	* 1.3	* 1.1	* 2.8	* 0.7	* 1.0	21.5
Total	268.0	472.7	121.9	274.9	242.2	177.1	146.9	166.2	1,869.8
ALL EMPLOYEES IN MAIN JOB									
<i>Hours of overtime usually worked each week —</i>									
1 to 4 hours	32.5	106.2	63.2	83.3	129.9	86.9	38.3	69.4	609.8
5 to 9 hours	65.4	170.4	39.8	103.2	85.6	58.9	44.7	66.3	634.3
10 to 14 hours	75.0	135.7	22.7	57.7	35.8	38.9	29.0	34.7	429.5
15 to 19 hours	28.4	48.6	* 4.5	15.1	8.9	12.2	12.0	9.3	139.2
20 to 24 hours	39.9	35.6	6.2	13.3	5.9	10.6	15.1	6.5	133.1
25 and over	30.6	22.0	* 2.9	7.1	* 1.9	4.9	10.7	* 4.6	84.6
<i>Whether most recent period of overtime was paid and method of payment —</i>									
Paid overtime	23.9	53.7	53.4	212.7	105.1	75.0	133.9	156.0	813.6
Normal time	6.0	13.7	7.2	31.4	17.2	19.4	18.2	23.1	136.0
Time and a half	9.2	22.2	25.5	105.7	63.1	35.7	63.1	81.3	405.7
Double time	* 2.0	6.2	8.8	26.4	8.8	8.9	18.0	22.0	101.1
Rate varied	* 4.1	6.0	9.7	41.0	11.7	7.2	29.5	25.8	135.0
Other(a)	* 1.6	* 3.3	* 1.9	* 4.4	* 3.1	* 2.9	* 3.0	* 2.2	22.3
Don't know	* 1.1	* 2.3	* 0.3	* 3.8	* 1.2	* 1.0	* 2.2	* 1.6	13.5
Time off in lieu	12.6	26.5	14.5	7.7	27.4	13.7	* 1.5	* 4.4	108.3
Unpaid overtime	230.8	429.9	69.1	58.1	134.2	120.6	13.4	29.3	1,085.3
Other arrangements	* 4.6	8.5	* 2.5	* 1.3	* 1.3	* 3.0	* 1.0	* 1.0	23.3
Total	271.9	518.5	139.4	279.8	268.0	212.4	149.8	190.7	2,030.5

(a) Includes 'set overtime allowance'.

TABLE 8. EMPLOYEES WHO HAD WORKED SHIFTWORK IN THE PREVIOUS FOUR WEEKS: SELECTED CHARACTERISTICS AND TYPE OF SHIFT WORKED, AUGUST 1993 ('000)

	Type of shift worked						Irregular	Total(a)
	Rotating	Regular morning	Regular afternoon	Regular evening, night or graveyard	Split shift	On call		
<i>Age (years) —</i>								
15-19	10.7	* 3.6	6.0	13.5	* 4.9	* 3.4	15.8	58.2
20-24	55.4	4.9	13.9	24.3	7.1	* 3.5	24.8	134.6
25-34	114.7	16.5	28.1	40.8	11.7	8.4	47.2	270.3
35-44	101.0	12.3	22.8	39.0	11.0	8.3	33.3	231.8
45-54	59.1	8.5	15.1	24.2	8.8	6.0	16.0	140.7
55-59	13.7	* 1.4	* 4.6	* 2.6	* 3.4	* 0.2	* 4.2	30.3
60 and over	5.0	* 0.1	* 1.5	* 1.6	* 0.8	* 0.5	* 1.0	10.5
<i>Full-time or part-time employee in main job —</i>								
Full-time employee	312.7	31.8	60.7	80.7	34.1	16.7	92.2	637.1
Part-time employee	47.1	15.4	31.3	65.3	13.7	13.5	50.1	239.3
<i>Permanent or casual employee in main job —</i>								
Permanent employee	324.4	37.0	69.1	101.9	36.5	17.9	101.2	696.6
Casual employee	35.4	10.1	22.9	44.1	11.3	12.3	41.1	179.8
<i>Family status —</i>								
Member of a family	282.0	39.5	76.6	116.7	35.3	23.5	111.6	694.3
Husband or wife	218.7	31.4	53.4	79.3	24.6	15.7	77.4	507.5
With dependants present	140.8	20.8	38.1	55.5	12.8	11.6	46.8	330.7
Without dependants present	78.0	10.6	15.3	23.9	11.8	* 4.1	30.6	176.8
Sole parent with dependants present	5.7	* 1.2	* 2.0	* 4.7	* 1.2	* 1.1	5.6	22.3
Other family head	6.8	* 0.8	* 1.8	* 2.2	* 2.3	* 0.8	* 1.4	16.6
Full-time student aged 15-24	6.0	* 1.4	5.7	13.3	* 0.3	* 2.6	12.3	41.9
Other child of married couple or family head	41.0	* 4.0	11.2	15.6	6.6	* 2.9	13.8	95.7
Other relative of married couple or family head	* 3.7	* 0.7	* 2.5	* 1.6	* 0.2	* 0.3	* 1.2	10.4
Not a member of a family	57.7	6.2	12.2	24.3	8.0	4.9	24.8	139.2
Living alone	26.2	* 2.1	6.4	10.1	* 2.9	* 2.6	10.7	61.0
Not living alone	31.5	* 4.1	5.8	14.2	5.1	* 2.4	14.2	78.1
Family status not determined	20.1	* 1.5	* 3.3	4.9	* 4.5	* 1.8	5.8	42.9
<i>Occupation of main job —</i>								
Managers and administrators	11.1	* 0.4	* 1.5	* 4.7	* 2.6	* 1.2	* 4.3	27.0
Professionals	9.9	* 3.1	* 1.4	* 4.5	* 2.0	* 4.5	10.5	36.4
Para-professionals	89.0	8.0	9.6	29.6	* 2.2	6.1	44.1	191.2
Tradespersons	44.7	5.4	15.7	14.4	9.8	* 2.7	9.8	103.4
Clerks	26.8	* 3.0	6.9	11.5	* 1.4	* 1.3	7.5	58.7
Salespersons and personal service workers	43.3	7.7	15.3	29.8	8.1	7.3	33.7	147.3
Plant and machine operators, and drivers	69.6	5.7	12.7	15.0	7.2	* 2.9	13.4	128.4
Labourers and related workers	65.5	13.8	29.0	36.4	14.5	* 4.2	19.0	183.9
<i>Industry of main job —</i>								
Agriculture, forestry, fishing and hunting	* 1.6	* 0.4	* 0.3	* 0.1	* 0.6	* 0.0	* 1.2	* 4.1
Mining	25.4	* 0.4	* 2.8	5.7	* 1.1	* 0.4	* 1.6	37.9
Manufacturing	81.7	9.5	34.5	29.4	* 2.2	* 1.8	10.8	170.8
Electricity, gas and water	6.0	* 0.4	* 0.1	* 0.0	* 0.0	* 1.5	* 0.0	8.0
Construction	* 3.4	* 0.2	* 0.4	* 0.4	* 0.3	* 1.3	* 2.3	8.4
Wholesale and retail trade	22.5	* 3.8	13.8	22.2	* 3.4	* 4.4	21.7	93.6
Transport and storage	42.4	* 3.7	* 4.2	7.4	6.3	* 2.8	19.2	87.1
Communication	11.0	* 2.6	* 0.9	* 3.4	* 0.3	* 0.6	* 1.9	20.7
Finance, property and business services	7.7	* 1.5	* 4.3	8.5	* 4.7	* 0.7	* 3.6	31.8
Public administration and defence	7.5	* 0.6	* 0.8	* 1.3	* 0.5	* 0.2	* 1.1	12.5
Community services	122.0	18.0	20.6	46.8	10.6	12.8	55.1	290.3
Recreation, personal and other services	28.6	6.0	9.2	20.9	17.8	* 3.7	23.7	111.1
<i>Trade union membership(b) —</i>								
Member of a trade union	241.8	24.2	51.8	72.5	21.1	12.4	77.5	506.1
Not a member of a trade union	113.8	22.7	39.7	70.7	26.3	16.9	63.5	360.0
Total	359.8	47.2	92.0	146.0	47.8	30.2	142.3	876.4
Males	236.5	24.2	56.6	75.8	24.2	16.5	74.6	513.9
Females	123.3	23.0	35.5	70.2	23.6	13.7	67.6	362.5

(a) Includes 11,300 persons with other shiftwork patterns. (b) Excludes persons for whom trade union membership information was not collected.

TABLE 9. EMPLOYEES WHO WORK PART-TIME HOURS IN MAIN JOB: MAIN REASON FOR WORKING PART-TIME HOURS AND FAMILY STATUS, AUGUST 1993
(*000)

	Member of a family				Not a member of a family			Total(a)
	Husband or wife		Sole parent with dependants present	Other family head	Other family member	Living alone		
	With dependants present	Without dependants present				Living alone	Not living alone	
MALES								
<i>Main reason for working part-time hours in main job—</i>								
Personal reasons	5.2	6.2	* 0.0	* 0.6	93.5	* 3.9	11.1	126.9
Own ill health or physical disability	* 2.6	* 2.5	* 0.0	* 0.0	* 1.0	* 1.1	* 0.5	7.8
Attending an educational institution	* 2.2	* 2.4	* 0.0	* 0.4	92.1	* 2.4	10.6	116.7
Welfare payments or pensions may be affected	* 0.3	* 1.3	* 0.0	* 0.2	* 0.3	* 0.3	* 0.0	* 2.4
Family reasons	* 0.0	* 0.5	* 0.0	* 0.0	* 0.4	* 0.1	* 0.0	* 0.9
Childcare	* 1.2	..	* 0.6	..	..	..	..	* 1.8
Not enough work available	20.2	14.9	* 1.7	* 0.4	25.8	* 4.1	10.1	82.0
Own choice	7.3	12.8	* 0.1	* 0.0	6.4	* 2.0	* 3.6	34.1
No other jobs available	* 4.3	* 3.5	* 0.1	* 0.4	8.3	* 0.3	* 1.5	20.1
Standard work arrangements or requirement of the job	12.1	10.6	* 0.6	* 0.3	13.2	* 4.3	* 4.6	47.7
Other reasons	* 1.0	* 2.3	* 0.0	* 0.0	* 2.4	* 0.7	* 0.9	7.7
Don't know	* 4.3	* 2.5	* 0.3	* 0.4	12.0	* 0.6	* 1.1	24.2
<i>Total</i>	<i>55.4</i>	<i>53.1</i>	<i>* 3.4</i>	<i>* 2.0</i>	<i>162.0</i>	<i>16.1</i>	<i>33.0</i>	<i>345.5</i>
FEMALES								
<i>Main reason for working part-time hours in main job—</i>								
Personal reasons	6.9	11.2	6.0	* 2.2	125.8	* 4.1	17.1	182.5
Own ill health, physical disability or pregnancy	* 2.9	* 3.4	* 0.0	* 0.3	* 0.8	* 0.7	* 0.3	8.7
Attending an educational institution	* 3.0	5.5	* 1.1	* 1.6	125.0	* 2.3	16.6	163.7
Welfare payments or pensions may be affected	* 0.9	* 2.2	4.9	* 0.3	* 0.0	* 1.1	* 0.2	10.0
Family reasons	9.2	* 2.6	* 1.2	* 0.2	* 0.0	* 0.1	* 0.0	14.1
Childcare(b)	142.9	..	18.6	..	..	..	..	165.5
Child(ren) too young or too old	31.7	..	* 4.7	..	..	..	..	36.6
Prefer to look after child(ren)	104.6	..	11.6	..	..	..	..	119.7
Not enough work available	58.2	35.8	17.3	* 4.3	33.0	7.1	15.1	177.1
Own choice	148.4	91.1	9.2	* 4.1	9.9	9.0	6.0	288.3
No other jobs available	9.5	9.5	* 4.5	* 0.8	8.4	* 3.0	* 4.3	41.3
Standard work arrangements or requirement of the job	96.9	59.1	13.5	* 4.1	23.0	5.0	7.6	219.4
Other reasons	6.3	* 3.8	* 0.6	* 0.5	* 3.7	* 0.6	* 1.0	17.7
Don't know	38.7	15.6	* 2.8	* 1.6	14.2	* 3.8	* 4.2	86.3
<i>Total</i>	<i>517.1</i>	<i>228.7</i>	<i>73.4</i>	<i>17.6</i>	<i>218.0</i>	<i>32.8</i>	<i>55.3</i>	<i>1,192.1</i>
PERSONS								
<i>Main reason for working part-time hours in main job—</i>								
Personal reasons	12.0	17.4	6.0	* 2.7	219.2	8.0	28.3	309.3
Own ill health, physical disability or pregnancy	5.6	5.9	* 0.0	* 0.3	* 1.8	* 1.8	* 0.8	16.5
Attending an educational institution	5.2	7.9	* 1.1	* 2.0	217.1	* 4.8	27.2	280.4
Welfare payments or pensions may be affected	* 1.3	* 3.5	4.9	* 0.4	* 0.3	* 1.4	* 0.2	12.4
Family reasons	9.2	* 3.1	* 1.2	* 0.2	* 0.4	* 0.2	* 0.0	15.0
Childcare(b)	144.1	..	19.2	..	..	..	..	167.3
Child(ren) too young or too old	31.9	..	* 4.7	..	..	..	..	36.8
Prefer to look after child(ren)	104.8	..	11.8	..	..	..	..	120.1
Not enough work available	78.4	50.7	18.9	* 4.7	58.8	11.3	25.2	259.1
Own choice	155.7	103.9	9.2	* 4.1	16.3	11.0	9.6	322.4
No other jobs available	13.8	12.9	* 4.6	* 1.2	16.7	* 3.3	5.8	61.4
Standard work arrangements or requirement of the job	109.0	69.7	14.1	* 4.3	36.2	9.3	12.2	267.2
Other reasons	7.3	6.1	* 0.6	* 0.5	6.2	* 1.3	* 1.9	25.3
Don't know	43.0	18.1	* 3.1	* 1.9	26.1	* 4.4	5.3	110.5
<i>Total</i>	<i>572.5</i>	<i>281.8</i>	<i>76.8</i>	<i>19.6</i>	<i>379.9</i>	<i>48.9</i>	<i>88.2</i>	<i>1,537.6</i>

(a) Includes persons whose family status could not be determined. (b) Includes 'unable to find suitable childcare', 'cost, or too expensive' and 'Other childcare reasons'.

TABLE 10. EMPLOYEES WITH CHILDREN AGED UNDER TWELVE YEARS: WHETHER USED FORMAL CHILDCARE, FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, SELECTED WORKING ARRANGEMENTS AND SECTOR OF MAIN JOB, AUGUST 1993

	<i>Used formal childcare</i>			<i>Total(a)</i>			<i>Proportion using formal childcare</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	('000)						(per cent)		
FULL-TIME EMPLOYEE IN MAIN JOB									
<i>Whether start/finish times are fixed—</i>									
Start and finish times are not fixed	130.8	34.8	165.6	406.9	84.0	491.0	32.2	41.4	33.7
Variable daily	86.2	27.8	113.9	262.7	63.8	326.5	32.8	43.5	34.9
Not variable daily	44.6	7.0	51.7	144.2	20.3	164.5	31.0	34.7	31.4
Start and finish times are fixed	151.9	65.2	217.1	559.7	176.5	736.3	27.1	37.0	29.5
Times were negotiated with employer	29.6	16.7	46.2	108.1	37.0	145.1	27.4	45.0	31.9
Times were not negotiated with employer	122.3	48.6	170.9	451.6	139.5	591.1	27.1	34.8	28.9
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	106.2	44.2	150.4	350.4	104.5	454.9	30.3	42.3	33.1
Unable to work extra hours	176.5	55.8	232.3	616.2	156.1	772.3	28.6	35.7	30.1
<i>Whether entitled to a rostered day off—</i>									
Entitled to a rostered day off	93.8	25.4	119.3	356.8	74.6	431.4	26.3	34.1	27.6
Not entitled to a rostered day off	188.9	74.6	263.5	609.9	186.0	795.8	31.0	40.1	33.1
<i>Sector of main job—</i>									
Public	86.2	48.7	134.9	280.2	119.7	399.9	30.7	40.7	33.7
Private	196.6	51.3	247.8	686.4	140.9	827.3	28.6	36.4	30.0
Total	282.7	100.0	382.7	966.7	260.6	1,227.2	29.2	38.4	31.2
PART-TIME EMPLOYEE IN MAIN JOB									
<i>Whether start/finish times are fixed—</i>									
Start and finish times are not fixed	* 4.5	48.3	52.8	23.2	139.7	162.9	* 19.3	34.6	32.4
Variable daily	* 2.1	31.3	33.4	11.3	87.5	98.8	* 18.2	35.8	33.8
Not variable daily	* 2.4	17.0	19.4	11.9	52.2	64.1	* 20.3	32.5	30.2
Start and finish times are fixed	6.2	91.6	97.8	27.5	270.4	297.8	22.4	33.9	32.8
Times were negotiated with employer	* 3.0	34.3	37.3	7.0	90.3	97.3	* 42.9	38.0	38.3
Times were not negotiated with employer	* 3.1	57.3	60.5	20.4	180.0	200.5	* 15.4	31.8	30.2
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	* 2.4	51.5	53.9	10.0	129.5	139.4	* 23.9	39.8	38.6
Unable to work extra hours	8.3	88.4	96.7	40.7	280.6	321.3	20.3	31.5	30.1
<i>Whether entitled to a rostered day off—</i>									
Entitled to a rostered day off	* 0.5	6.4	6.9	* 3.2	18.3	21.4	* 16.5	35.2	32.4
Not entitled to a rostered day off	10.1	133.5	143.6	47.5	391.8	439.3	21.3	34.1	32.7
<i>Sector of main job—</i>									
Public	* 2.2	43.0	45.1	8.4	106.2	114.6	* 25.6	40.4	39.4
Private	8.5	96.9	105.4	42.3	303.8	346.1	20.1	31.9	30.5
Total	10.6	139.9	150.5	50.7	410.0	460.7	21.0	34.1	32.7

(a) Includes persons who did not use formal childcare and those whose use of formal childcare could not be determined.

TABLE 10. EMPLOYEES WITH CHILDREN AGED UNDER TWELVE YEARS: WHETHER USED FORMAL CHILDCARE, FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, SELECTED WORKING ARRANGEMENTS AND SECTOR OF MAIN JOB, AUGUST 1993

	<i>Used formal childcare</i>			<i>Total(a)</i>			<i>Proportion using formal childcare</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
				('000)			(per cent)		
TOTAL									
<i>Whether start/finish times are fixed —</i>									
Start and finish times are not fixed	135.3	83.1	218.4	430.2	223.7	653.9	31.5	37.1	33.4
Variable daily	88.2	59.1	147.3	274.0	151.3	425.3	32.2	39.1	34.6
Not variable daily	47.1	24.0	71.1	156.2	72.4	228.6	30.1	33.1	31.1
Start and finish times are fixed	158.0	156.8	314.9	587.2	446.9	1,034.1	26.9	35.1	30.5
Times were negotiated with employer	32.6	50.9	83.5	115.1	127.3	242.5	28.3	40.0	34.5
Times were not negotiated with employer	125.5	105.9	231.4	472.0	319.6	791.6	26.6	33.1	29.2
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	108.6	95.7	204.3	360.4	234.0	594.3	30.1	40.9	34.4
Unable to work extra hours	184.8	144.2	329.0	657.0	436.7	1,093.6	28.1	33.0	30.1
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	94.4	31.9	126.2	360.0	92.9	452.8	26.2	34.3	27.9
Not entitled to a rostered day off	199.0	208.1	407.1	657.4	577.7	1,235.1	30.3	36.0	33.0
<i>Sector of main job —</i>									
Public	88.3	91.7	180.0	288.6	225.9	514.6	30.6	40.6	35.0
Private	205.0	148.2	353.3	728.7	444.7	1,173.4	28.1	33.3	30.1
Total	293.4	239.9	533.3	1,017.4	670.6	1,688.0	28.8	35.8	31.6

(a) Includes persons who did not use formal childcare and those whose use of formal childcare could not be determined.

TABLE 11. ALL EMPLOYEES: FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, WEEKLY EARNINGS
IN MAIN JOB AND SELECTED WORKING ARRANGEMENTS, AUGUST 1993

	Weekly earnings in main job						Total	Mean weekly earnings in main job
	Under \$160	\$160 and under \$320	\$320 and under \$480	\$480 and under \$640	\$640 and under \$800	\$800 and over		
	('000)							(\$)
FULL-TIME EMPLOYEE IN MAIN JOB								
<i>Whether start/finish times are fixed—</i>								
Start and finish times are not fixed	26.1	100.5	326.5	460.7	308.1	404.0	1,626.0	670
Variable daily	18.3	57.7	177.5	294.8	211.2	295.3	1,054.9	700
Not variable daily	7.8	42.9	149.0	165.9	96.8	108.7	571.1	614
Start and finish times are fixed	33.5	294.2	1,135.9	919.6	436.3	344.5	3,164.1	544
Times were negotiated with employer	7.7	38.0	181.1	175.5	81.6	88.2	572.1	585
Times were not negotiated with employer	25.8	256.3	954.8	744.1	354.7	256.3	2,592.1	535
<i>Whether able to work extra hours in order to take time off—</i>								
Able to work extra hours	21.0	130.0	521.5	518.3	267.5	277.0	1,735.3	593
Unable to work extra hours	38.6	264.8	940.9	862.1	476.9	471.5	3,054.9	583
<i>Whether entitled to a rostered day off—</i>								
Entitled to a rostered day off	10.9	110.0	566.3	544.2	240.3	204.6	1,676.3	564
Not entitled to a rostered day off	48.8	284.8	896.1	836.1	504.0	544.0	3,113.8	599
Total	59.7	394.8	1,462.4	1,380.4	744.4	748.6	4,790.1	587
PART-TIME EMPLOYEE IN MAIN JOB								
<i>Whether start/finish times are fixed—</i>								
Start and finish times are not fixed	235.7	177.2	85.2	27.9	6.9	8.2	541.1	227
Variable daily	104.4	91.6	45.9	17.7	5.4	* 4.5	269.5	246
Not variable daily	131.3	85.6	39.3	10.1	* 1.5	* 3.8	271.7	208
Start and finish times are fixed	389.8	367.5	166.8	50.5	12.0	5.5	992.2	228
Times were negotiated with employer	97.5	101.6	44.7	13.5	* 2.4	* 1.4	261.0	231
Times were not negotiated with employer	292.4	265.8	122.2	37.1	9.6	* 4.1	731.2	227
<i>Whether able to work extra hours in order to take time off—</i>								
Able to work extra hours	101.6	159.4	78.3	23.4	6.2	* 3.4	372.3	265
Unable to work extra hours	523.9	385.3	173.8	55.0	12.7	10.4	1,161.0	216
<i>Whether entitled to a rostered day off—</i>								
Entitled to a rostered day off	9.7	24.7	20.6	7.5	* 1.7	* 0.9	65.0	325
Not entitled to a rostered day off	615.8	520.0	231.5	71.0	17.2	12.8	1,468.3	223
Total	625.5	544.7	252.0	78.4	18.9	13.7	1,533.3	228
TOTAL								
<i>Whether start/finish times are fixed—</i>								
Start and finish times are not fixed	261.8	277.7	411.7	488.6	315.0	412.3	2,167.1	559
Variable daily	122.7	149.2	223.4	312.6	216.7	299.8	1,324.3	608
Not variable daily	139.2	128.5	188.3	176.0	98.3	112.5	842.8	483
Start and finish times are fixed	423.4	661.7	1,302.7	970.2	448.3	350.0	4,156.3	469
Times were negotiated with employer	105.2	139.6	225.7	189.0	84.0	89.6	833.0	474
Times were not negotiated with employer	318.2	522.1	1,077.0	781.2	364.3	260.5	3,323.2	467
<i>Whether able to work extra hours in order to take time off—</i>								
Able to work extra hours	122.7	289.4	599.8	541.7	273.7	280.4	2,107.6	535
Unable to work extra hours	562.5	650.1	1,114.6	917.1	489.6	481.9	4,215.8	482
<i>Whether entitled to a rostered day off—</i>								
Entitled to a rostered day off	20.6	134.7	586.9	551.7	242.0	205.5	1,741.3	555
Not entitled to a rostered day off	664.6	804.8	1,127.6	907.1	521.2	556.8	4,582.1	479
Total	685.2	939.5	1,714.4	1,458.8	763.2	762.3	6,323.4	500

TABLE 12. ALL EMPLOYEES: WHETHER A MEMBER OF A TRADE UNION, FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB AND SELECTED CHARACTERISTICS, AUGUST 1993

	<i>Member of a trade union</i>			<i>Total(a)</i>			<i>Proportion of all employees who were trade union members</i>		
	<i>Full-time employee</i>	<i>Part-time employee</i>	<i>Total</i>	<i>Full-time employee</i>	<i>Part-time employee</i>	<i>Total</i>	<i>Full-time employee</i>	<i>Part-time employee</i>	<i>Total</i>
	— '000 —						— per cent —		
<i>State or territory of usual residence —</i>									
New South Wales	695.8	108.8	804.7	1,625.1	491.5	2,116.6	42.8	22.1	38.0
Victoria	515.7	93.6	609.4	1,227.3	385.0	1,612.3	42.0	24.3	37.8
Queensland	309.9	58.2	368.1	823.5	265.8	1,089.2	37.6	21.9	33.8
South Australia	181.7	44.2	225.9	371.5	138.1	509.6	48.9	32.0	44.3
Western Australia	183.2	35.1	218.3	467.9	164.8	632.7	39.2	21.3	34.5
Tasmania	60.3	12.5	72.8	110.9	42.1	153.0	54.4	29.6	47.6
Northern Territory	22.8	* 2.9	25.8	54.0	12.5	66.5	42.3	* 23.4	38.7
Australian Capital Territory	44.9	7.0	51.9	110.1	33.4	143.5	40.8	20.9	36.2
<i>Age (years) —</i>									
15-19	41.7	61.5	103.3	203.1	278.2	481.3	20.5	22.1	21.5
20-24	231.7	43.3	275.0	714.4	203.4	917.8	32.4	21.3	30.0
25-34	565.7	72.0	637.7	1,389.0	324.3	1,713.3	40.7	22.2	37.2
35-44	589.4	100.9	690.4	1,241.2	378.9	1,620.1	47.5	26.6	42.6
45-54	434.8	62.5	497.3	923.9	241.1	1,165.0	47.1	25.9	42.7
55-59	101.3	13.7	115.0	208.7	59.6	268.2	48.5	23.1	42.9
60 and over	50.0	8.4	58.4	109.8	47.9	157.7	45.5	17.6	37.0
<i>Birthplace —</i>									
Born in Australia	1,491.7	291.2	1,782.9	3,595.8	1,220.8	4,816.6	41.5	23.9	37.0
Born outside Australia	522.8	71.2	594.0	1,194.3	312.5	1,506.8	43.8	22.8	39.4
Born in main English-speaking countries(b)	212.0	37.0	249.0	541.8	155.2	697.0	39.1	23.8	35.7
Born in other countries	310.8	34.2	345.0	652.4	157.3	809.7	47.6	21.8	42.6
<i>Manual/non-manual occupations —</i>									
Manual occupations	957.3	102.2	1,059.5	1,858.1	456.7	2,314.8	51.5	22.4	45.8
Non-manual occupations	1,057.2	260.2	1,317.4	2,932.0	1,076.6	4,008.7	36.1	24.2	32.9
<i>Industry of main job —</i>									
Agriculture, forestry, fishing and hunting	11.1	* 2.0	13.1	101.3	31.4	132.7	10.9	* 6.4	9.9
Mining	45.1	* 0.5	45.6	79.8	* 2.7	82.5	56.5	* 17.8	55.2
Manufacturing	418.0	15.3	433.3	900.3	96.5	996.8	46.4	15.8	43.5
Electricity, gas and water	68.0	* 0.1	68.0	93.9	* 1.4	95.2	72.4	* 6.1	71.5
Construction	107.1	* 3.0	110.1	278.2	33.7	311.9	38.5	* 8.8	35.3
Wholesale and retail trade	155.6	109.4	264.9	856.4	460.4	1,316.8	18.2	23.8	20.1
Transport and storage	160.2	5.9	166.1	261.1	26.4	287.5	61.4	22.4	57.8
Communication	84.3	* 3.1	87.3	105.8	10.4	116.2	79.6	* 29.5	75.1
Finance, property and business services	150.4	37.3	187.7	550.9	152.9	703.9	27.3	24.4	26.7
Public administration and defence	212.9	10.9	223.9	354.5	42.3	396.8	60.1	25.8	56.4
Community services	540.9	132.5	673.4	962.4	454.5	1,416.9	56.2	29.2	47.5
Recreation, personal and other services	60.9	42.5	103.5	245.3	220.8	466.1	24.8	19.3	22.2
<i>Sector of main job —</i>									
Public	994.5	117.4	1,111.9	1,442.4	284.5	1,726.9	68.9	41.3	64.4
Private	1,020.0	245.0	1,265.0	3,347.8	1,248.8	4,596.5	30.5	19.6	27.5
<i>Size of location (employees) —</i>									
Less than 10	191.0	40.0	231.0	1,117.8	536.8	1,654.6	17.1	7.5	14.0
10-19	200.7	38.8	239.5	610.6	228.2	838.8	32.9	17.0	28.6
20-99	652.0	128.6	780.5	1,345.2	391.3	1,736.5	48.5	32.9	44.9
100 or more	936.1	144.4	1,080.5	1,636.7	326.6	1,963.2	57.2	44.2	55.0
Don't know	34.8	10.6	45.3	79.8	50.4	130.2	43.6	20.9	34.8
Total	2,014.5	362.4	2,376.9	4,790.1	1,533.3	6,323.4	42.1	23.6	37.6
Males	1,369.7	68.0	1,437.7	3,163.2	355.6	3,518.8	43.3	19.1	40.9
Females	644.7	294.4	939.2	1,626.9	1,177.6	2,804.6	39.6	25.0	33.5

(a) Includes persons who were not members of a trade union and persons for whom trade union membership information was not collected. (b) Comprises Canada, South Africa, U.S.A., United Kingdom and Ireland, and New Zealand.

TABLE 13. ALL EMPLOYEES: WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE PREVIOUS TWO WEEKS AND DETAILS OF ABSENCE, WHETHER HAD CHILDREN AGED UNDER TWELVE YEARS AND FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, AUGUST 1993 ('000)

	<i>Had child(ren) aged under twelve years</i>			<i>Did not have child(ren) aged under twelve years</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
FULL-TIME EMPLOYEES IN MAIN JOB									
<i>Main reason for most recent absence —</i>									
Had an absence in the previous two weeks	176.1	60.7	236.9	379.7	286.9	666.6	555.9	347.6	903.5
Personal reasons	134.6	45.6	180.2	323.9	256.2	580.2	458.5	301.9	760.4
Recreational purposes	30.6	6.0	36.7	90.6	72.9	163.5	121.2	78.9	200.1
Attending a medical or dental appointment	* 4.6	* 1.9	6.5	11.3	8.0	19.3	15.9	10.0	25.9
Own ill health, physical disability or pregnancy	79.6	32.8	112.5	183.7	148.0	331.8	263.4	180.8	444.2
Attending a funeral, death in family	6.4	* 1.4	7.8	10.7	9.9	20.6	17.1	11.3	28.4
Attending an educational institution study or exams	* 3.4	* 1.7	5.1	10.6	6.2	16.9	14.0	7.9	21.9
Other personal reasons	10.0	* 1.8	11.7	17.0	11.2	28.1	26.9	12.9	39.8
Family reasons	22.4	10.3	32.7	12.0	7.7	19.7	34.4	18.0	52.4
Caring for aged, ill or disabled person	5.8	* 1.3	7.1	* 4.6	* 2.5	7.1	10.4	* 3.8	14.2
Child-related reasons	9.1	6.1	15.3	* 1.3	* 1.9	* 3.2	10.5	8.0	18.5
Other family reasons	7.5	* 2.9	10.4	6.1	* 3.3	9.4	13.5	6.2	19.7
No particular reason	* 0.3	* 0.0	* 0.3	* 3.3	* 2.3	5.6	* 3.7	* 2.3	6.0
Work related reason	9.9	* 1.7	11.6	24.6	10.8	35.5	34.6	12.5	47.1
Other reason	8.9	* 3.1	12.0	15.9	9.8	25.7	24.8	12.9	37.6
Did not have an absence in the previous two weeks	790.5	199.9	990.4	1,816.8	1,079.5	2,896.3	2,607.3	1,279.3	3,886.6
<i>Type of leave taken for most recent absence —</i>									
Had an absence in the previous two weeks	176.1	60.7	236.9	379.7	286.9	666.6	555.9	347.6	903.5
Holiday leave	45.6	10.0	55.6	100.9	80.8	181.7	146.5	90.8	237.3
Study leave, examination leave	* 3.5	* 1.5	5.0	12.3	7.6	19.9	15.8	9.2	24.9
Sick leave	90.3	31.8	122.1	197.0	153.3	350.3	287.4	185.0	472.4
Long service leave	* 2.2	* 1.1	* 3.3	* 2.1	* 1.2	* 3.2	* 4.2	* 2.3	6.5
Bereavement leave	* 3.5	* 0.9	* 4.5	7.4	7.3	14.7	10.9	8.2	19.1
Maternity, paternity and parental leave	* 4.2	7.8	12.0	* 0.4	* 1.6	* 2.1	* 4.7	9.4	14.1
More than type of leave	* 0.3	* 0.5	* 0.8	* 1.8	* 2.0	* 3.8	* 2.1	* 2.5	* 4.6
Unapproved leave	4.9	* 1.8	6.8	10.5	9.6	20.2	15.5	11.5	27.0
Other leave	21.6	5.4	26.9	47.3	23.4	70.7	68.9	28.7	97.6
Did not have an absence in the previous two weeks	790.5	199.9	990.4	1,816.8	1,079.5	2,896.3	2,607.3	1,279.3	3,886.6
<i>Whether on paid or unpaid leave for most recent absence —</i>									
Had an absence in the previous two weeks	176.1	60.7	236.9	379.7	286.9	666.6	555.9	347.6	903.5
Paid	147.5	50.8	198.3	311.0	240.0	551.0	458.5	290.8	749.3
Unpaid	27.4	8.1	35.5	61.6	38.3	99.9	89.1	46.4	135.4
Both	* 0.2	* 1.1	* 1.4	* 1.6	* 3.1	* 4.8	* 1.9	* 4.3	6.1
Don't know	* 0.9	* 0.7	* 1.6	5.5	5.5	10.9	6.4	6.2	12.6
Did not have an absence in the previous two weeks	790.5	199.9	990.4	1,816.8	1,079.5	2,896.3	2,607.3	1,279.3	3,886.6
<i>Number of days absent in the previous two weeks —</i>									
Had an absence in the previous two weeks	176.1	60.7	236.9	379.7	286.9	666.6	555.9	347.6	903.5
One or more whole days off(a)	152.0	57.2	209.2	340.2	260.3	600.5	492.2	317.5	809.8
1 whole day	73.9	26.6	100.5	150.9	123.5	274.4	224.8	150.1	374.9
2 whole days	28.5	8.5	37.0	57.6	38.8	96.4	86.1	47.4	133.4
3-5 whole days	31.3	10.3	41.6	69.7	56.3	126.0	101.0	66.6	167.6
6-9 whole days	6.9	* 1.0	7.8	22.7	14.5	37.2	29.6	15.4	45.0
10 or more whole days	7.4	* 3.1	10.4	24.3	18.3	42.5	31.6	21.3	53.0
Absent for whole period	* 4.1	7.7	11.8	15.1	8.9	24.0	19.2	16.6	35.8
Only part days off	24.1	* 3.5	27.6	39.5	26.6	66.1	63.6	30.1	93.7
Did not have an absence in the previous two weeks	790.5	199.9	990.4	1,816.8	1,079.5	2,896.3	2,607.3	1,279.3	3,886.6
<i>Total</i>	<i>966.7</i>	<i>260.6</i>	<i>1,227.2</i>	<i>2,196.5</i>	<i>1,366.4</i>	<i>3,562.9</i>	<i>3,163.2</i>	<i>1,626.9</i>	<i>4,790.1</i>

(a) Persons who had a part day absence in addition to one or more whole days absent, were categorised by the number of whole days absent.

TABLE 13. ALL EMPLOYEES: WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE PREVIOUS TWO WEEKS AND DETAILS OF ABSENCE, WHETHER HAD CHILDREN AGED UNDER TWELVE YEARS AND FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, AUGUST 1993 ('000)

	<i>Had child(ren) aged under twelve years</i>			<i>Did not have child(ren) aged under twelve years</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
PART-TIME EMPLOYEES IN MAIN JOB									
<i>Main reason for most recent absence —</i>									
Had an absence in the previous two weeks	7.1	55.6	62.7	33.3	95.4	128.7	40.5	150.9	191.4
Personal reasons	5.0	36.4	41.4	24.7	79.1	103.8	29.7	115.5	145.3
Recreational purposes	* 1.6	* 3.5	5.1	7.7	20.4	28.1	9.2	24.0	33.2
Attending a medical or dental appointment	* 0.5	* 0.7	* 1.1	* 0.7	* 1.6	* 2.3	* 1.2	* 2.2	* 3.4
Own ill health, physical disability or pregnancy	* 2.1	28.5	30.6	11.6	46.2	57.7	13.7	74.7	88.4
Attending a funeral, death in family	* 0.1	* 1.9	* 2.0	* 0.8	* 2.7	* 3.5	* 0.9	* 4.6	5.5
Attending an educational institution study or exams	* 0.2	* 0.7	* 0.9	* 1.5	* 3.1	* 4.6	* 1.7	* 3.8	5.5
Other personal reasons	* 0.5	* 1.2	* 1.7	* 2.5	5.2	7.6	* 3.0	6.3	9.4
Family reasons	* 0.6	13.2	13.8	* 0.5	6.1	6.6	* 1.1	19.3	20.4
Caring for aged, ill or disabled person	* 0.0	* 0.8	* 0.8	* 0.0	* 1.9	* 1.9	* 0.0	* 2.7	* 2.7
Child-related reasons	* 0.4	11.6	12.0	* 0.5	* 1.9	* 2.4	* 0.9	13.5	14.4
Other family reasons	* 0.2	* 0.8	* 1.0	* 0.0	* 2.3	* 2.3	* 0.2	* 3.1	* 3.3
No particular reason	* 0.0	* 0.5	* 0.5	* 0.6	* 0.3	* 1.0	* 0.6	* 0.8	* 1.5
Work related reason	* 1.5	* 4.1	5.7	* 4.0	6.3	10.3	5.5	10.5	16.0
Other reason	* 0.0	* 1.3	* 1.3	* 3.5	* 3.5	7.0	* 3.5	* 4.8	8.3
Did not have an absence in the previous two weeks	43.6	354.5	398.1	271.6	672.2	943.8	315.2	1,026.7	1,341.9
<i>Type of leave taken for most recent absence —</i>									
Had an absence in the previous two weeks	7.1	55.6	62.7	33.3	95.4	128.7	40.5	150.9	191.4
Holiday leave	* 2.3	6.4	8.7	5.7	20.3	26.0	8.0	26.7	34.7
Study leave, examination leave	* 0.0	* 0.9	* 0.9	* 0.8	* 2.2	* 3.0	* 0.8	* 3.0	* 3.9
Sick leave	* 2.3	30.2	32.5	10.3	43.2	53.5	12.6	73.4	86.0
Long service leave	* 0.0	* 0.0	* 0.0	* 0.2	* 1.0	* 1.1	* 0.2	* 1.0	* 1.1
Bereavement leave	* 0.0	* 0.6	* 0.6	* 0.3	* 1.5	* 1.8	* 0.3	* 2.1	* 2.4
Maternity, paternity and parental leave	* 0.0	* 2.4	* 2.4	* 0.0	* 0.6	* 0.6	* 0.0	* 3.0	* 3.0
More than type of leave	* 0.0	* 0.0	* 0.0	* 0.2	* 0.3	* 0.5	* 0.2	* 0.3	* 0.5
Unapproved leave	* 0.5	* 1.4	* 2.0	* 2.9	5.4	8.3	* 3.4	6.8	10.3
Other leave	* 2.0	13.6	15.6	13.0	21.0	34.0	14.9	34.6	49.5
Did not have an absence in the previous two weeks	43.6	354.5	398.1	271.6	672.2	943.8	315.2	1,026.7	1,341.9
<i>Whether on paid or unpaid leave for most recent absence —</i>									
Had an absence in the previous two weeks	7.1	55.6	62.7	33.3	95.4	128.7	40.5	150.9	191.4
Paid	* 1.5	23.0	24.5	5.1	35.7	40.8	6.6	58.7	65.3
Unpaid	5.5	32.0	37.5	28.2	55.3	83.5	33.6	87.4	121.0
Both	* 0.0	* 0.0	* 0.0	* 0.0	* 2.5	* 2.5	* 0.0	* 2.5	* 2.5
Don't know	* 0.2	* 0.5	* 0.7	* 0.1	* 1.8	* 1.9	* 0.2	* 2.3	* 2.6
Did not have an absence in the previous two weeks	43.6	354.5	398.1	271.6	672.2	943.8	315.2	1,026.7	1,341.9
<i>Number of days absent in the previous two weeks —</i>									
Had an absence in the previous two weeks	7.1	55.6	62.7	33.3	95.4	128.7	40.5	150.9	191.4
One or more whole days off(a)	6.2	53.3	59.5	29.9	87.7	117.6	36.1	141.1	177.2
1 whole day	* 3.1	32.0	35.2	16.0	43.7	59.7	19.1	75.7	94.9
2 whole days	* 1.2	10.3	11.4	5.5	15.7	21.2	6.7	26.0	32.7
3-5 whole days	* 0.9	8.0	8.9	6.3	16.6	22.9	7.2	24.6	31.8
6-9 whole days	* 0.2	* 1.5	* 1.6	* 0.4	6.4	6.8	* 0.5	7.9	8.4
10 or more whole days	* 0.8	* 0.4	* 1.2	* 1.7	* 2.5	* 4.2	* 2.5	* 2.9	5.4
Absent for whole period	* 0.0	* 1.2	* 1.2	* 0.1	* 2.8	* 2.9	* 0.1	* 3.9	* 4.0
Only part days off	* 0.9	* 2.2	* 3.2	* 3.4	7.7	11.1	* 4.4	9.9	14.2
Did not have an absence in the previous two weeks	43.6	354.5	398.1	271.6	672.2	943.8	315.2	1,026.7	1,341.9
Total	50.7	410.0	460.7	304.9	767.6	1,072.6	355.6	1,177.6	1,533.3

(a) Persons who had a part day absence in addition to one or more whole days absent, were categorised by the number of whole days absent.

TABLE 13. ALL EMPLOYEES: WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE PREVIOUS TWO WEEKS AND DETAILS OF ABSENCE, WHETHER HAD CHILDREN AGED UNDER TWELVE YEARS AND FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB, AUGUST 1993 ('000)

	<i>Had child(ren) aged under twelve years</i>			<i>Did not have child(ren) aged under twelve years</i>			<i>Total</i>		
	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
ALL EMPLOYEES									
<i>Main reason for most recent absence —</i>									
Had an absence in the previous two weeks	183.3	116.3	299.5	413.1	382.2	795.3	596.4	498.5	1,094.9
Personal reasons	139.7	82.0	221.7	348.6	335.4	684.0	488.3	417.4	905.7
Recreational purposes	32.2	9.5	41.7	98.2	93.4	191.6	130.4	102.9	233.3
Attending a medical or dental appointment	5.1	* 2.6	7.7	12.0	9.6	21.6	17.1	12.2	29.3
Own ill health, physical disability or pregnancy	81.7	61.3	143.1	195.3	194.2	389.5	277.1	255.5	532.6
Attending a funeral, death in family	6.6	* 3.3	9.9	11.4	12.6	24.0	18.0	15.9	33.9
Attending an educational institution study or exams	* 3.6	* 2.4	5.9	12.1	9.3	21.5	15.7	11.7	27.4
Other personal reasons	10.5	* 2.9	13.4	19.5	16.3	35.8	30.0	19.2	49.2
Family reasons	23.0	23.6	46.5	12.5	13.8	26.3	35.5	37.3	72.8
Caring for aged, ill or disabled person	5.8	* 2.1	7.9	* 4.6	* 4.4	9.0	10.4	6.5	16.9
Child-related reasons	9.5	17.7	27.2	* 1.8	* 3.8	5.6	11.4	21.5	32.8
Other family reasons	7.7	* 3.7	11.4	6.1	5.6	11.7	13.7	9.3	23.0
No particular reason	* 0.3	* 0.5	* 0.8	* 3.9	* 2.7	6.6	* 4.3	* 3.1	7.4
Work related reason	11.4	5.8	17.3	28.6	17.2	45.8	40.0	23.0	63.0
Other reason	8.9	* 4.4	13.2	19.4	13.2	32.7	28.3	17.6	45.9
Did not have an absence in the previous two weeks	834.1	554.3	1,388.4	2,088.4	1,751.7	3,840.1	2,922.5	2,306.1	5,228.5
<i>Type of leave taken for most recent absence —</i>									
Had an absence in the previous two weeks	183.3	116.3	299.5	413.1	382.2	795.3	596.4	498.5	1,094.9
Holiday leave	47.9	16.4	64.3	106.6	101.1	207.7	154.5	117.5	272.0
Study leave, examination leave	* 3.5	* 2.4	5.9	13.1	9.8	22.9	16.6	12.2	28.8
Sick leave	92.6	62.0	154.6	207.3	196.4	403.8	299.9	258.4	558.4
Long service leave	* 2.2	* 1.1	* 3.3	* 2.3	* 2.1	* 4.4	* 4.4	* 3.2	7.6
Bereavement leave	* 3.5	* 1.6	5.1	7.7	8.8	16.5	11.2	10.3	21.5
Maternity, paternity and parental leave	* 4.2	10.2	14.4	* 0.4	* 2.2	* 2.7	* 4.7	12.4	17.1
More than type of leave	* 0.3	* 0.5	* 0.8	* 2.0	* 2.4	* 4.4	* 2.3	* 2.8	5.2
Unapproved leave	5.5	* 3.3	8.7	13.4	15.0	28.5	18.9	18.3	37.2
Other leave	23.5	18.9	42.5	60.3	44.4	104.7	83.8	63.3	147.1
Did not have an absence in the previous two weeks	834.1	554.3	1,388.4	2,088.4	1,751.7	3,840.1	2,922.5	2,306.1	5,228.5
<i>Whether on paid or unpaid leave for most recent absence —</i>									
Had an absence in the previous two weeks	183.3	116.3	299.5	413.1	382.2	795.3	596.4	498.5	1,094.9
Paid	149.0	73.8	222.8	316.1	275.7	591.8	465.1	349.5	814.6
Unpaid	32.9	40.1	73.0	89.8	93.6	183.4	122.7	133.7	256.4
Both	* 0.2	* 1.1	* 1.4	* 1.6	5.6	7.2	* 1.9	6.7	8.6
Don't know	* 1.1	* 1.2	* 2.3	5.6	7.3	12.9	6.7	8.5	15.2
Did not have an absence in the previous two weeks	834.1	554.3	1,388.4	2,088.4	1,751.7	3,840.1	2,922.5	2,306.1	5,228.5
<i>Number of days absent in the previous two weeks —</i>									
Had an absence in the previous two weeks	183.3	116.3	299.5	413.1	382.2	795.3	596.4	498.5	1,094.9
One or more whole days off(a)	158.2	110.5	268.7	370.1	348.0	718.2	528.3	458.6	986.9
1 whole day	77.0	58.7	135.7	166.9	167.2	334.1	243.9	225.9	469.8
2 whole days	29.6	18.8	48.4	63.1	54.6	117.7	92.7	73.4	166.1
3-5 whole days	32.2	18.3	50.5	75.9	72.9	148.9	108.2	91.2	199.4
6-9 whole days	7.0	* 2.4	9.5	23.1	20.9	44.0	30.1	23.3	53.4
10 or more whole days	8.2	* 3.5	11.7	25.9	20.8	46.7	34.1	24.2	58.4
Absent for whole period	* 4.1	8.9	13.0	15.1	11.7	26.9	19.3	20.6	39.8
Only part days off	25.1	5.7	30.8	42.9	34.2	77.1	68.0	39.9	108.0
Did not have an absence in the previous two weeks	834.1	554.3	1,388.4	2,088.4	1,751.7	3,840.1	2,922.5	2,306.1	5,228.5
Total	1,017.4	670.6	1,688.0	2,501.5	2,134.0	4,635.4	3,518.8	2,804.6	6,323.4

(a) Persons who had a part day absence in addition to one or more whole days absent, were categorised by the number of whole days absent.

TABLE 14. ALL POPULATIONS BY STATE AND TERRITORY OF USUAL RESIDENCE, AUGUST 1993
('000)

	<i>New South Wales</i>	<i>Victoria</i>	<i>Queensland</i>	<i>South Australia</i>	<i>Western Australia</i>	<i>Tasmania</i>	<i>Northern Territory</i>	<i>Australian Capital Territory</i>	<i>Australia</i>
<i>Population 1:</i> All employees in main job	2,116.6	1,612.3	1,089.2	509.6	632.7	153.0	66.5	143.5	6,323.4
<i>Population 2:</i> Employees who work part-time hours in their main job	502.8	381.4	267.9	134.2	164.9	40.4	12.2	33.9	1,537.6
<i>Population 3:</i> Employees entitled to a rostered day off in their main job	643.6	464.7	240.1	140.6	167.1	43.9	16.7	24.6	1,741.3
<i>Population 4:</i> Employees who usually work overtime in their main job	629.0	547.9	352.3	165.8	215.9	42.6	26.5	50.5	2,030.5
<i>Population 5:</i> Employees who worked shiftwork in the last four weeks	284.0	219.5	156.9	68.0	99.0	21.8	11.2	15.9	876.4
<i>Population 6:</i> Employees with children aged under twelve years	572.7	442.5	279.0	129.8	164.4	42.3	18.3	39.0	1,688.0
<i>Population 7:</i> Employees who had an absence from their main job of at least three hours in the previous two weeks	362.7	282.4	194.0	88.0	101.1	24.3	11.8	30.6	1,094.9

EXPLANATORY NOTES

Introduction

The monthly population survey (which is described in *The Labour Force, Australia* (6203.0)) comprises the monthly labour force survey and supplementary topics. This publication contains some results of a supplementary survey run in association with the August 1993 labour force survey conducted throughout Australia.

Of the respondents to the labour force survey, those who fell within the scope of the supplementary survey were asked additional questions about the working arrangements in their main job, and about absences from that job in the two weeks prior to the survey.

Scope

2. The scope of this supplementary survey was the same as that used for the labour force survey (described in full in *The Labour Force, Australia* (6203.0)), except that it was restricted to persons who were employed wage and salary earners ('employees') in their main job, excluding persons who worked solely for payment in kind.

Coverage

3. In the population survey, coverage rules are applied which aim to ensure that each person is associated with only one dwelling, and hence has only one chance of selection. See *The Labour Force, Australia* (6203.0) for more details.

Definitions

4. Definitions of labour force and demographic classifications appearing in this publication are given in *The Labour Force, Australia* (6203.0).

Unless otherwise stated, all characteristics referenced in this publication relate to the week before the interview (i.e. the reference week).

Results of the survey

5. The estimates in this publication refer to information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

Although this is the first time the survey of Working Arrangements has been conducted, related data has been published in 'Alternative Working Arrangements' for the periods March to May 1982 and September to November 1986.

Estimation procedure

6. The estimates of employees aged 15 years and over are derived from the population survey by use of a ratio estimation procedure, which ensures that the estimates conform to an independently estimated distribution of the population for each capital city and remainder of State by age, sex and labour force status, rather than to the corresponding distribution within the sample itself.

Reliability of the estimates

7. Estimates in this publication are subject to sampling and non-sampling errors. For more information refer to the Technical Notes, page 29.

Related publications

8. Other ABS publications which may be of interest include:

The Labour Force, Australia (6203.0)—issued monthly

Weekly Earnings of Employees (Distribution) (6310.0)—issued annually

Employment Benefits, Australia (6334.0)—issued annually until 1992, issued biennially from 1994

Trade Union Members, Australia (6325.0)—issued biennially

Career Experience, Australia (6254.0)—issued triennially

Employed Wage and Salary Earners, Australia, (6248.0)—issued quarterly

9. Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the following few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

* subject to sampling variability too high for most practical uses. See the Technical Notes, page 29

.. not applicable

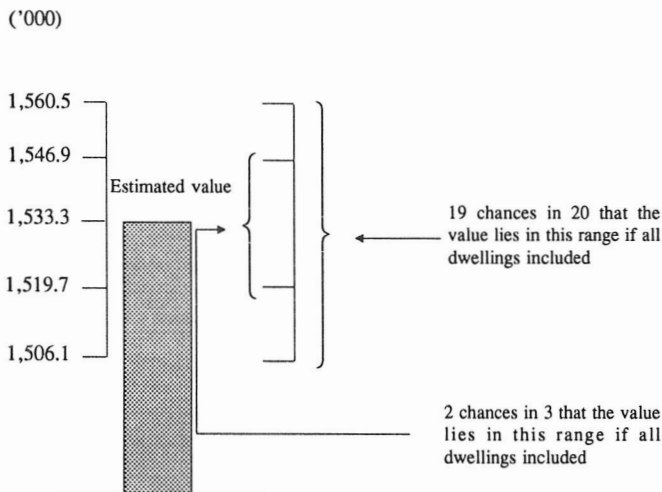
10. Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

TECHNICAL NOTES

Since the estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability, that is, they may differ from those that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*, which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three that a sample estimate will differ by less than one standard error from the number that would have been obtained if all dwellings had been included, and about nineteen chances in twenty that the difference will be less than two standard errors. Another measure of the likely difference is the *relative standard error*, which is obtained by expressing the standard error as a percentage of the estimate.

2. Space does not allow for the separate indication of the standard errors of all estimates in this publication. A table of standard errors for general application is given on the following page. Since they are averages based on calculations for a limited number of past surveys over a wide range of labour force characteristics these numbers will not give a precise measure of the standard error of a particular estimate but they will provide an indication of its magnitude.

3. An example of the calculation and the use of standard errors in relation to estimates of persons is as follows. Table 1 shows the estimated number of persons who were part-time employees in their main job in August 1993 was 1,533,300. Since this estimate is between 1,000,000 and 2,000,000, the table below shows the standard error for Australia will be between 11,800 and 15,200 and can be approximated by interpolation as 13,600 (rounded to the nearest 100). Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 1,519,700 to 1,546,900 and about nineteen chances in twenty that the value will fall within the range 1,506,100 and 1,560,500. This example is illustrated in the following diagram.



4. As can be seen from the standard error table, *the smaller the estimate the higher is the relative standard error*. Very small estimates are thus subject to such high standard errors (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In this publication, only estimates with relative standard errors less than 25 per cent are considered sufficiently reliable for most purposes. However, estimates with larger relative standard errors have been included and are preceded by an asterisk (e.g. *3.4) to indicate they are subject to high standard errors and should be used with caution.

5. Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the relative standard error (RSE) of a proportion is given below:

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

6. Considering the example from paragraph 3 above, the estimate of part-time employees as a proportion of all employees (6,323,400) is 24.2 per cent. The standard error for 6,323,400 is approximately 22,500 so the relative standard error is 0.4 per cent. The relative standard error for 1,533,300 is 0.9 per cent. Applying the above formula, the relative standard error of the proportion is $\sqrt{(0.9)^2 + (0.4)^2}$ or 0.8 per cent, giving a standard error for the proportion (24.2 per cent) of 0.2 percentage points. Therefore, there are about two chances in three that the proportion of part-time employees is between 24.0 per cent and 24.4 per cent and nineteen chances in twenty that the proportion is within the range 23.8 per cent to 24.6 per cent.

7. Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their standard errors and the relationship (correlation) between them. An approximate standard error (SE) of the difference between two estimates (x-y) may be calculated by the following formula:

$$SE (x-y) = \sqrt{[SE (x)]^2 + [SE (y)]^2}$$

While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations it is expected to provide a good approximation for all differences likely to be of interest in this publication.

8. The imprecision due to sampling variability, which is measured by the standard error, should not be confused with inaccuracies that may occur because of imperfections in reporting by interviewers and respondents and errors made in coding and processing data. Inaccuracies of this

kind are referred to as the *non-sampling error*, and they may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sam-

pling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

STANDARD ERRORS OF ESTIMATES

Size of estimate	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Australia	
	—number—								Relative standard error (per cent)	
200		250		200		170	170	140		
300	310	300		240	350	190	210	160	340	113.0
400	360	340		270	390	200	230	180	390	96.4
500	410	380		300	420	220	250	200	430	85.3
600	450	420	620	330	450	230	270	220	460	77.2
700	480	450	650	350	470	240	290	240	500	71.0
800	520	480	680	370	490	250	300	250	530	66.0
1,000	580	530	730	410	530	260	330	280	580	58.5
1,300	670	600	800	470	580	280	360	310	660	50.8
1,500	720	650	840	500	610	290	380	330	700	47.0
1,800	790	710	900	540	650	310	400	360	770	42.6
2,000	830	740	930	570	680	320	410	380	810	40.3
2,500	930	830	1,000	630	730	340	440	420	890	35.7
3,000	1,000	910	1,100	680	780	360	470	450	970	32.4
3,500	1,100	980	1,150	730	820	380	490	490	1,050	29.9
4,000	1,200	1,050	1,200	780	860	390	510	520	1,100	27.8
4,500	1,250	1,100	1,250	830	890	410	530	540	1,200	26.2
5,000	1,300	1,150	1,300	870	920	420	540	570	1,250	24.7
6,000	1,450	1,250	1,400	940	980	450	570	620	1,350	22.5
8,000	1,650	1,450	1,550	1,100	1,100	490	620	710	1,550	19.3
10,000	1,850	1,650	1,700	1,200	1,150	520	660	780	1,700	17.2
20,000	2,600	2,300	2,300	1,650	1,450	650	770	1,100	2,400	12.0
50,000	4,100	3,600	3,450	2,600	1,950	880	930	1,650	3,750	7.5
100,000	5,700	5,100	4,700	3,700	2,450	1,100	1,050	2,250	5,300	5.3
200,000	7,800	7,200	6,600	5,200	3,050	1,400	1,150	3,150	7,500	3.8
300,000	9,400	8,900	8,100	6,400	3,450	1,650		3,800	9,200	3.1
500,000	11,900	11,500	10,500	8,300	4,000	1,950			12,000	2.4
1,000,000	16,200	16,300	15,200	11,800	4,950				17,200	1.7
2,000,000	22,100	23,300	22,300	17,000	6,100				24,700	1.2
5,000,000	32,800	37,300	37,800						40,100	0.8
10,000,000	44,100								58,200	0.6

GLOSSARY

Absence from work: an absence from the workplace during normal working hours for more than 3 hours. An absence due to normal working arrangements, such as a rostered day off, time off on flex leave or time off in lieu is NOT included under this definition. Absences due to workers compensation are not included.

All employees: employed persons aged 15 years and over who worked in their main job for an employer for wages or salary or in their own business (either with or without employees), if that business was a limited liability company.

Bereavement leave: a short period of leave granted upon the death of a close family relative.

Casual employees in main job: employees who were not entitled to either paid *annual leave* or *sick leave*.

Dependants: all family members under 15 years of age; family members aged 15 to 19 attending school or aged 15 to 24 attending a tertiary educational institution full time, except those classified as husbands, wives, sole parents or other family heads.

Employment benefits: concessions, allowances or other privileges received by or provided to employees in their main job in addition to wages or salary while the employees were working for their current employer.

Examination leave: refer to *Study leave*.

Family: is defined to consist of two or more related persons usually resident in the same household at the time of the survey. A family comprises a married couple or a family head together with any persons having any of the following relationships to them

- . sons or daughters of any age, if not married and with no children of their own present;
- . other relatives if not accompanied by a spouse, sons or daughters, or parents of their own; or
- . any children under 15 years of age who do not have a parent present.

Further details on the determination of family relationships are given in *The Labour Force, Australia* (6203.0).

Flex leave: time off that must be made up elsewhere or that is granted for time that has already been made up by working extra hours. See also *Time off in lieu*.

Formal childcare: includes any arrangements made for the care of children under 12 years of age at or by one or more of the following:

- . a preschool
- . a childcare centre

- . family day care;
- . a full day care centre;
- . before and/or after school care (attendance at school is not classed as formal child care)
- . the workplace

Full-time employees in main job: all employees for whom 'full-time' was the response to the question 'Is your main job full-time or part-time?'

Holiday leave: provision by employers of paid holiday leave, which normally accrues during a set period and can be taken at an approved time. This is collected by enumerating responses to the question 'Does your employer provide you with paid holiday leave?'. Respondents may have indicated use of this type of leave for their most recent absence.

Hours worked: the number of hours actually worked during the reference week.

Industry: unless otherwise specified all occurrences of industry in this publication refer to Industry Division as defined by the *Australian Standard Industrial Classification (ASIC), 1983*.

Irregular shift: describes shifts that do not follow a set pattern.

Long-service leave: provision by employers or industries of long-service leave to any employee, as collected by responses to the question 'Does your employer or industry provide long-service leave?'. Persons who 'did not know' whether they were provided with long-service leave were considered to be not in receipt of this benefit.

Main English-speaking countries: the United Kingdom, Ireland, Canada, the United States of America, New Zealand and South Africa.

Main job: the job in which most hours were usually worked.

Maternity leave: leave for women to bear children, covering the period preceding and following the birth of the child.

Occupation: unless otherwise specified all occurrences of occupation in this publication refer to Major Group as defined by the *Australian Standard Classification of Occupations (ASCO), 1986*.

On call: a shift arrangement, in which an employee is paid a separate, additional amount for being available, when not at work, to be contacted to resume work.

Overtime: work undertaken which is outside, or in addition to, the normal working hours of the respondent in their main job.

Part-time employees in main job: all employees for whom 'part-time' was the response to the question 'Is your main job full-time or part-time?'

Part-time hours in main job: employees who usually work less than 35 hours a week in their main job.

Parental leave: leave taken by either parent to care for infants.

Paternity leave: leave for men to attend the birth of their child.

Permanent employees in main job: employees who were entitled to *annual leave* or *sick leave* in their main job.

Recreation leave: refer to *Holiday leave*.

Regular shifts: are where a person works to fixed times. The types of regular shift and their hours worked are as follows:

Morning shift - between 6.00 am and 12.00 pm

Afternoon shift - between 12.00 pm and 5.00 pm

Evening, night or graveyard shift - between 5.00 pm and 6.00 am

If an employee started a shift in one time period, but finished in another, the shift was recorded according to which time period the respondent worked the majority of their hours.

Rostered day off: a rotating system of days off for employees whose work demands above standard hours. Employees working under this arrangement are entitled to a rostered day off, with pay, to compensate for the hours worked above standard hours.

Rotating shift: a shift arrangement, in which the shift worked changes periodically from one time period to another, for example from mornings or afternoons to evenings or nights.

Sector of main job: is used to classify a respondent's employer as a public or private enterprise. Public sector includes local government authorities, government departments, agencies and authorities created by, or reporting to, the Commonwealth and State parliaments. In August 1993 there were 28,900 persons for whom sector could not be determined. These persons were included in the private sector for the purpose of this publication.

Shift work: a system of working whereby the daily hours of operation at the place of employment are split into at least 2 set work periods (shifts), for different groups of workers.

Size of location: the number of persons employed at the location of the respondent's main job.

Sick leave: provision by employers of paid sick leave, as collected by responses to the question 'Does your employer provide you with paid sick leave?'

Split shift: occurs when the workday period is broken by an extended unpaid 'free' period, thereby constituting an extended working day consisting of 2 (or more) shifts.

Standard benefit: provision by employer of holiday leave, sick leave, long-service leave or superannuation benefit.

Study leave: leave to attend classes, examinations and to study for a qualification from an educational institution.

Superannuation: membership of a superannuation or retirement benefits scheme, but only if the scheme was arranged or provided by the person's current employer even if the employer did not contribute to the fund.

Time off in lieu: time off that must be made up elsewhere or that has already been made up by working extra hours.

Trade union: an organisation consisting predominantly of employees, the principle activities of which are the negotiation of rates of pay and conditions of employment for its members. This classification excludes some professional associations which only accord professional status in a field, for example the Library Association of Australia; but includes professional associations which serve members work-related interests, for example the Australian Journalists Association. These organisations are sometimes known as employee associations.

Unapproved leave: is unofficial or informal leave, that has not been granted by the employer.

Wage and salary earner: refer to *All employees*.

Weekly earnings: amount of 'last total pay' from wage and salary jobs prior to the interview (i.e. before taxation and other deductions had been made). For persons paid other than weekly, earnings were converted to a weekly equivalent. No adjustment was made for any back payment of wage increases or pre-payment of leave, etc.

Workers compensation: leave taken due to illness or injury sustained while at work or on a journey to or from work; or an aggravation of a pre-existing condition where employment was a contributory factor.

SPECIAL DATA SERVICES

DATA ITEMS AND HOW TO ORDER SPECIAL TABLES FROM THIS SURVEY

The ABS offers a range of unpublished data from this survey upon request. When ordering special tables from this survey, please ensure you identify the **population(s)** and the **data item(s)** which you require.

This section specifies the data items, categories and populations which relate to the survey and includes an order form for special tables. More detailed breakdowns of some data items are available on request. In addition, more data items relating to weekly earnings are available. For a complete list of the weekly earnings data items, refer to the publication *Weekly Earnings of Employees (Distribution)* (6310.0).

The population(s) for a particular data item refers to the persons in the survey to whom the data item relates.

Refer to the glossaries in this publication and in *The Labour Force, Australia* (6203.0) for definitions of data items.

POPULATIONS

POPULATION 1: Employees in main job

POPULATION 2: Employees who work part-time hours in main job

POPULATION 3: Employees entitled to a rostered day off in their main job

POPULATION 4: Employees who usually work overtime in their main job

POPULATION 5: Employees who worked shift work in the last 4 weeks

POPULATION 6: Employees with children aged under 12 years

POPULATION 7: Employees who had an absence from work of at least 3 hours in the previous 2 weeks

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
1 STATE OF USUAL RESIDENCE	ALL	5 MARITAL STATUS	ALL
New South Wales		Married	
Victoria		Not-married	
Queensland			
South Australia		6A FAMILY STATUS (1)	ALL
Western Australia		Member of a family	
Tasmania		Husband or wife	
Northern Territory		With dependants present	
Australian Capital Territory		Without dependants present	
		Sole parent with dependants present	
2 AREA OF USUAL RESIDENCE	ALL	Other family head	
Metropolitan		Full-time student aged 15-24(a)	
Non-metropolitan		Other child(b) of married couple or family head	
		Other relative of married couple or family head	
3 REGION OF USUAL RESIDENCE	ALL	Not a member of a family	
Standard labour force dissemination regions		Living alone	
		Not living alone	
4 SEX	ALL	Family status not determined	
Males			
Females		(a) Excludes persons aged 20-24 attending school.	
		(b) Aged 15 and over.	

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
6B FAMILY STATUS (2)	ALL	8 AGE	ALL
Member of a family		(Single years collected)	
Husband or wife		15-19	
With children aged 0-14 present		20-24	
Without children aged 0-14 present		25-29	
Sole parent with dependants present		30-34	
With children aged 0-14 present		35-39	
Without children aged 0-14 present		45-49	
Other family head		50-54	
Full-time student aged 15-24(a)		55-59	
Other child(b) of married couple or family head		60-64	
Other relative of married couple or family head		65 and over	
Not a member of a family			
Living alone			
Not living alone			
Family status not determined			
(a) Excludes persons aged 20-24 attending school.		9 FULL-TIME AND PART-TIME	ALL
(b) Aged 15 and over.		EMPLOYEE IN MAIN JOB	
		Full-time employees in main job	
		Part-time employees in main job	
		10 FULL-TIME AND PART-TIME	ALL
7A BIRTHPLACE AND PERIOD OF	ALL	WORKERS	
ARRIVAL		Full-time workers	
Born in Australia		Part-time workers	
Born outside Australia			
Arrived before 1961		11 OCCUPATION IN MAIN JOB	ALL
Arrived 1961 – 1970		Managers and administrators	
Arrived 1971 – 1980		Professionals	
Arrived 1981 – 1990		Para-professionals	
Arrived 1991 to survey date		Tradespersons	
		Clerks	
		Salespersons and personal service workers	
		Plant and machine operators, and drivers	
		Labourers and related workers	
7B BIRTHPLACE (1)	ALL		
Born in Australia		Note: Data available at ASCO Unit Group (4-digit)	
Born outside Australia		level.	
Born in main English-speaking countries(a)		11B OCCUPATION OF MAIN JOB	ALL
Born in other countries		Manual occupation	
(a) Comprises UK, Ireland, Canada, South Africa,		Non-manual occupation	
USA and New Zealand.			
		12 INDUSTRY OF MAIN JOB	ALL
7C BIRTHPLACE (2)	ALL	Agriculture, forestry, fishing and hunting	
Born in Australia		Mining	
Born outside Australia		Manufacturing	
Oceania		Electricity, gas and water	
New Zealand		Construction	
Europe and the former USSR		Wholesale and retail trade	
Germany		Transport and storage	
Greece		Communication	
Italy		Finance, property and business services	
Netherlands		Public administration and defence	
United Kingdom and Ireland		Community services	
Former Yugoslav Republics		Recreation, personal and other services	
The Middle East and North Africa			
Lebanon		Note: Data available at ASIC Unit Group (3-digit) level.	
Southeast Asia		13 SECTOR OF MAIN JOB	ALL
Malaysia		Public	
Philippines		Private/Don't know	
Viet Nam		Private	
Northeast Asia		Don't know	
China			
The Americas			
Other(a)			
India			
(a) Includes Southern Asia and Africa			
(excluding North Africa).			

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
14 PERMANENT OR CASUAL EMPLOYEE IN MAIN JOB	ALL	18 WEEKLY EARNINGS IN MAIN JOB(\$)	ALL
Permanent		0 and under	40
Casual		40 "	80
		80 "	120
		120 "	160
		160 "	200
		200 "	240
		240 "	280
		280 "	320
		320 "	360
		360 "	400
		400 "	440
		440 "	480
		480 "	520
		520 "	560
		560 "	600
		600 "	640
		640 "	680
		680 "	720
		720 "	760
		760 "	800
		800 "	840
		840 "	880
		880 "	920
		920 "	960
		960 "	1000
		1000 "	1040
		1040 "	1080
		1080 and over	
15 SIZE OF LOCATION IN MAIN JOB	ALL	18B WEEKLY EARNINGS IN MAIN JOB (\$)	ALL
Less than 10 employees		Under 160	
10 - 19		160 and under	320
20 - 99		320 " "	480
100 or more		480 " "	640
Don't know		640 " "	800
		800 and over	
16 HOURS WORKED IN MAIN JOB	ALL	19 TRADE UNION MEMBERSHIP	ALL
0 or less than 1 hour		Member of a trade union	
1 hour or more		Not a member of a trade union	
1-14		Membership status not known	
15-19			
20-24			
25-29			
30-34			
35			
36-39			
40			
41-44			
45-48			
49 and over			
17 HOURS WORKED IN ALL JOBS	ALL	20 TYPE OF STANDARD BENEFIT RECEIVED	ALL
0 hours or less than 1 hour		No benefits	
1 hour or more		One or more benefits	
1-14		Superannuation	
15-19		Holiday leave	
20-24		Sick leave	
25-29		Long-service leave	
30-34			
35			
36-39			
40			
41-44			
45-48			
49 and over			
		21 WHETHER START AND FINISH TIMES ARE FIXED	ALL
		Start and finish times not fixed	
		Variable daily	
		Not variable daily	
		Start and finish times fixed	
		Times negotiated with employer	
		Times not negotiated with employer	

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
22 WHETHER ABLE TO WORK EXTRA HOURS IN ORDER TO TAKE TIME OFF Able to work extra hours Unable to work extra hours	ALL	28 WHETHER MOST RECENT PERIOD OF OVERTIME WAS PAID AND METHOD OF PAYMENT Paid overtime Normal time Time and a half Double time Rate varied Set overtime allowance Other Time off in lieu Unpaid overtime Other arrangements	4
23 WHETHER ENTITLED TO A ROSTERED DAY OFF Entitled to a rostered day off Not entitled to a rostered day off	ALL	29 WHETHER WORKED SHIFT WORK IN THE LAST 4 WEEKS Worked shift work in the last 4 weeks Did not work shift work in the last 4 weeks	ALL
23B FREQUENCY OF ROSTERED DAYS OFF Entitled to a rostered day off Every week Every fortnight Every month Other Not entitled to a rostered day off	ALL	30 TYPE OF SHIFT WORKED IN MOST RECENT SHIFT Rotating Regular morning Regular afternoon Regular evening/night/graveyard Split shift On call Irregular Other	5
24 WHETHER HAD A ROSTERED DAY OFF IN THE LAST 4 WEEKS Had a rostered day off in last 4 weeks Did not have a rostered day off in last 4 weeks	3	31 HOURS WORKED IN MOST RECENT SHIFT 1 - 3 hours 4 - 7 hours 8 hours 9 - 11 hours 12 hours 13 - 18 hours 19 - 24 hours 25 or more hours	5
25 WHETHER CAN CHOOSE WHEN A ROSTERED DAY OFF IS TO BE TAKEN Has some choice when a rostered day off is to be taken Able to choose Sometimes able to choose Has no choice when a rostered day off is to be taken	3	32 NUMBER OF DAYS WORKED IN A ROW IN MOST RECENT PERIOD OF SHIFT WORK One day Two days Three days Four days Five days Six days Seven days Other	5
26 WHETHER OVERTIME IS WORKED ON A REGULAR BASIS Overtime worked on a regular basis Overtime not worked on a regular basis	1-3,5-7	33 WHETHER COULD CHOOSE WHEN TO TAKE HOLIDAYS Able to choose Sometimes able to choose Unable to choose	ALL
27 NUMBER OF HOURS OF OVERTIME USUALLY WORKED EACH WEEK 1 - 4 hours 5 - 9 hours 10 - 14 hours 15 - 19 hours 20 - 24 hours 25 hours and over	4		

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
34 MAIN REASON FOR WORKING PART-TIME HOURS IN MAIN JOB	2	38 MAIN REASON FOR NOT USING FORMAL CHILDCARE	6
Personal reasons		Used formal childcare	
Own ill health/physical disability/pregnancy		Did not use formal childcare	
Attending an educational institution		No need	
Welfare payments/pensions may be affected		Cost/too expensive	
Family reasons		Not available at all	
Caring for ill/disabled child(ren)		Transport/distance	
Caring for aged person		Booked out/no places available	
Caring for other ill/disabled person		Child(ren) too young/too old	
Other family reasons		Prefer to look after child(ren)	
Childcare		Other	
Unable to find suitable childcare		Don't know	
Cost/too expensive		Don't know whether use formal childcare	
Child(ren) too young/too old			
Prefer to look after child(ren)			
Other childcare reasons		39 NUMBER OF EMPLOYEES IN HOUSEHOLD	6
Not enough work available		Sole employee in household	
Own choice		Married	
No other jobs available		Not married	
Standard work arrangements/requirement of the job		Spouse or partner also an employee	
Because of hours in other job(s)		Not determined	
Other reasons			
Don't know		40 WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE PREVIOUS TWO WEEKS	ALL
35 DAYS OF THE WEEK USUALLY WORKED IN MAIN JOB	ALL	Had an absence in the previous two weeks	
Monday to Friday		Did not have an absence in the previous two weeks	
Nine day fortnight			
Days vary from week to week		41 NUMBER OF DAYS OFF IN THE PREVIOUS TWO WEEKS	7
Other		Had an absence in the previous two weeks	
Usually works week days only		One or more whole days off	
Usually works weekends only		1 whole day	
Works some week days and some weekends as well		2 whole days	
36 WHETHER HAD ANY CHILD(REN) AGED UNDER 12 YEARS	1-5,7	3 - 5 whole days	
Had child(ren) aged under 12 years		6 - 9 whole days	
Did not have child(ren) aged under 12 years		10 whole days or more	
36B AGE OF YOUNGEST CHILD	6	Absent whole period	
Under 3 years		Only part days off	
Under 1 year		42 DAY OF THE WEEK ON WHICH MOST RECENT ABSENCE OCCURRED	7
1 and under 3 years		Last week	
3 to 5 years		Monday	
6 and under 12 years		Tuesday	
37 WHETHER USED FORMAL CHILDCARE IN THE LAST 4 WEEKS AND TYPE OF FORMAL CARE	6	Wednesday	
Used formal childcare		Thursday	
Before and/or after school care		Friday	
Pre-school/kindergarten		Saturday	
Long day care centre		Sunday	
Family day care		Week before last	
Occasional Care Centre		Monday	
Vacation Care		Tuesday	
Other formal care		Wednesday	
Did not use formal childcare		Thursday	
Don't know		Friday	
		Saturday	
		Sunday	

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
43 MAIN REASON FOR MOST RECENT ABSENCE	7	44 TYPE OF LEAVE TAKEN FOR MOST RECENT ABSENCE	7
Personal reason		Holiday leave	
Recreational purposes		Study leave/examination leave	
Attending a medical/dental appointment		Sick leave	
Own ill health/physical disability/pregnancy		Long service leave	
Attending a funeral/death in family		Bereavement leave	
Attending an educational institution/study or examinations		Maternity leave	
Home maintenance		Paternity leave	
Other personal reasons		Parental leave	
Family reasons		More than one type of leave	
Caring for aged/ill or disabled person		Unapproved leave	
Caring for ill/disabled child(ren)		Other	
Caring for aged person		45 WHETHER PAID OR UNPAID LEAVE FOR MOST RECENT ABSENCE	7
Caring for other ill/disabled person		Paid	
Child-related reason		Unpaid	
Pupil free days/school vacation		Both	
Difficulty with childcare		Don't know	
Attend school activities		46 SCHOOL ATTENDANCE	ALL
Other family reasons		Attending school	
No particular reason		Not attending school	
Work related reason			
Other			

SPECIAL DATA REQUESTS

WORKING ARRANGEMENTS, AUGUST 1993

Please specify your special data request(s) on a photocopy of the order form provided on the following page.

The following points should be noted when requesting special tables:

1. Table requests will be available on computer printout, floppy disk or microfiche.
2. The current cost of special tables is as follows —

No. of variables (excluding populations)	Cost per table (\$)
2	120
3	150
4	225
5	330
6 or more	negotiable

NOTE: Prices quoted are subject to revisions.

3. Return the completed **SPECIAL DATA REQUEST ORDER FORM** to —

Assistant Director
Labour Force Supplementary Surveys
Australian Bureau of Statistics
PO Box 10
Belconnen ACT 2616

or

Facsimile No. (06) 252 7784

4. The invoiced cost is payable in full within 28 days of receipt of data.
5. Any inquiries about this order should be directed to Mr Leo Stinson (06) 252 6661.

SUPPLEMENTARY AND SPECIAL SURVEYS

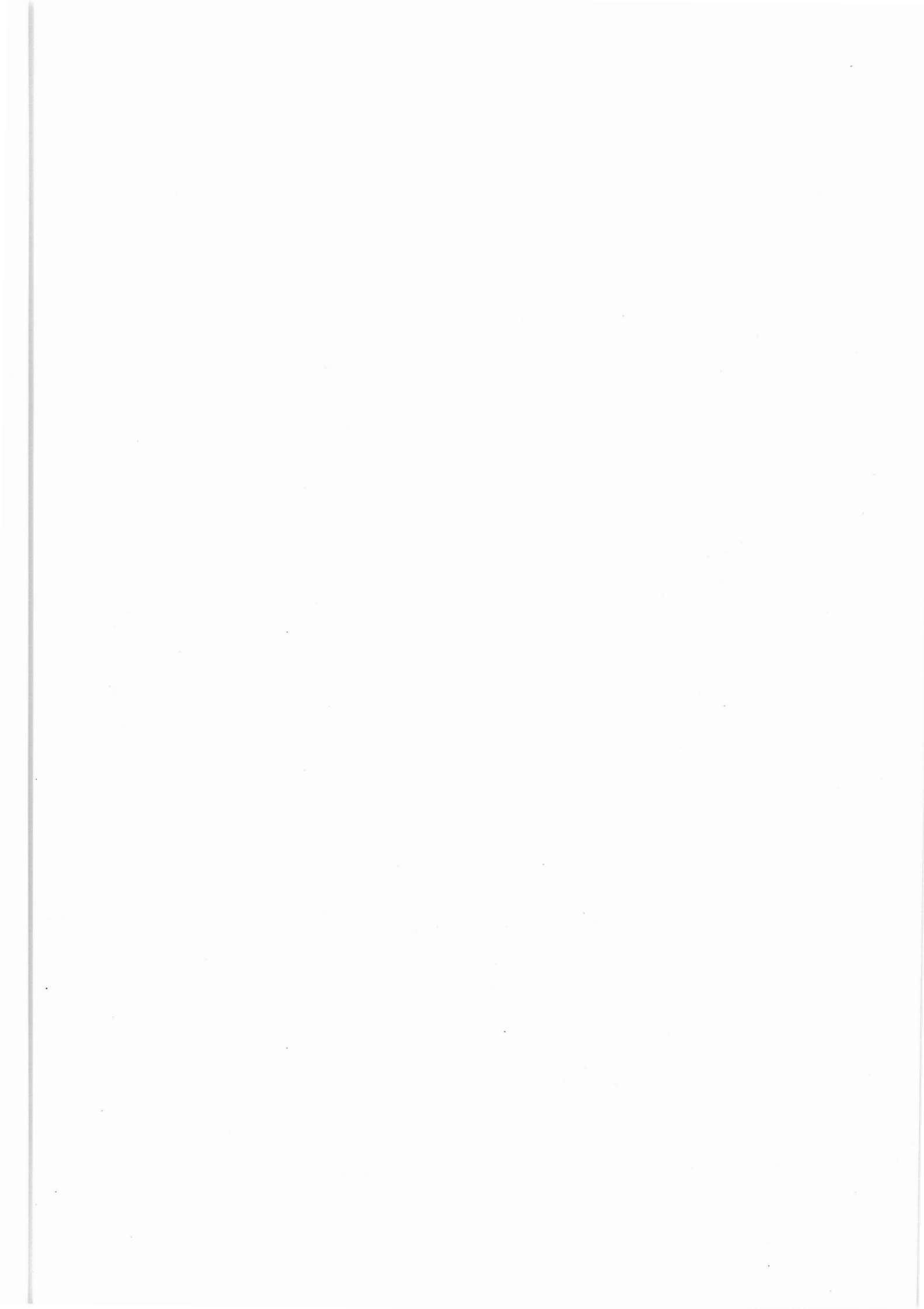
The supplementary and special surveys collect data on particular aspects of the labour force. It may be possible to order Unit Record Tapes on the following supplementary and special surveys by contacting the ABS (see below for contact numbers).

<i>Title of Publication</i>	<i>Catalogue No.</i>
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Information tailored to special needs of clients can be obtained from the Information Consultancy Service available at ABS Offices (see Information Inquiries below for contact details).

National *Dial-a-Statistic* Line

0055 86 400

(Steadycom P/L: premium rate 25c/21.4 secs.)

This number gives 24-hour access, 365 days a year for a range of statistics.

Electronic Data Services

DISCOVERY (Key *656#): The ABS intends discontinuing its statistical information service on DISCOVERY. Please contact Peter Davidson (Phone 06 252 6684) to discuss possible alternatives for acquiring statistics or if you wish to comment on this proposal. For details on electronic data services available, contact Information Services in any of the ABS Offices (see Information Inquiries below for contact details).

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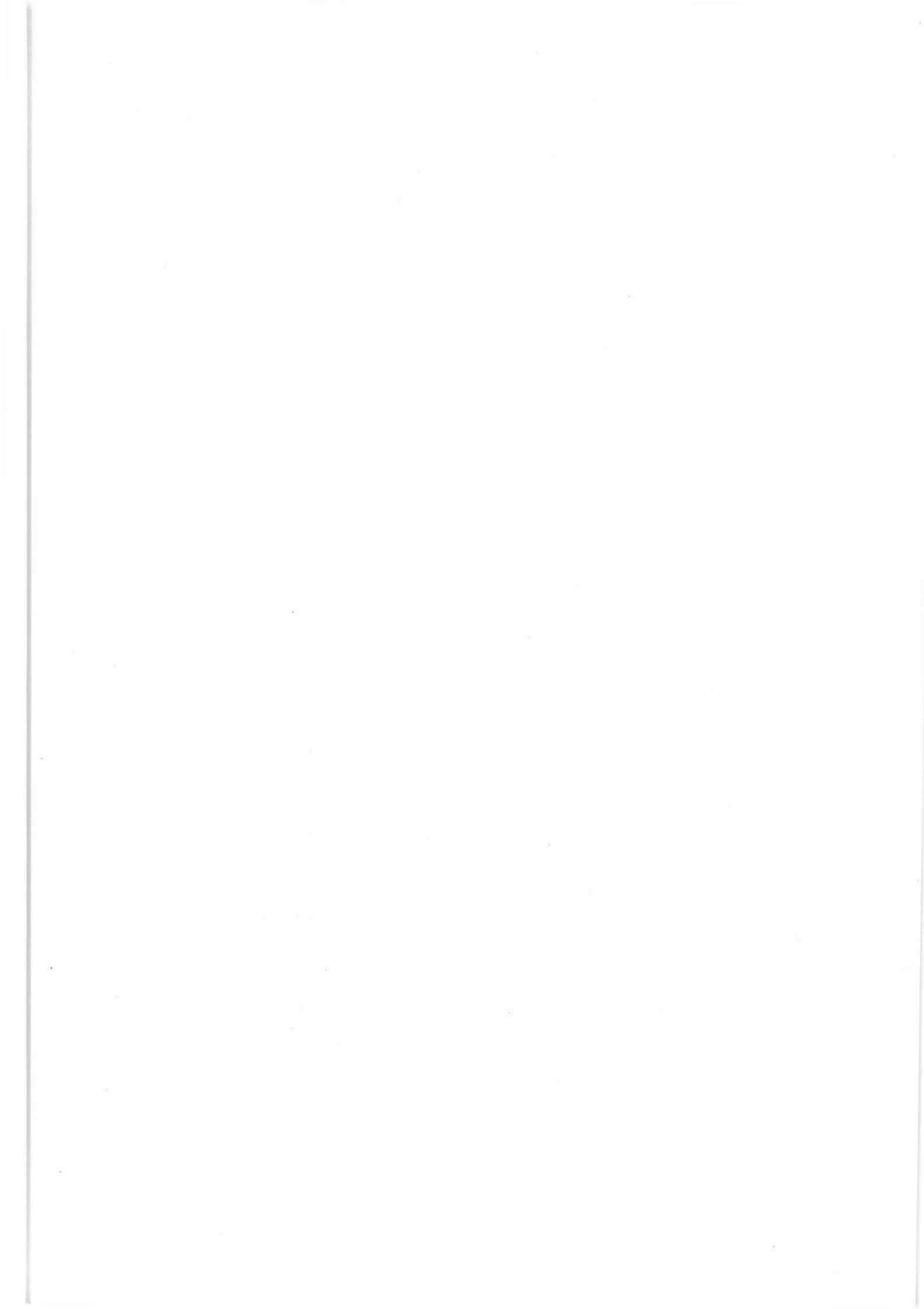
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