

WORKING ARRANGEMENTS

AUSTRALIA

EMBARGO: 11:30AM (CANBERRA TIME) FRI 20 FEBRUARY 1998

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I N Q U I R I E S

- For information about these and related statistics, contact Kirrilie Horswill by telephone on Canberra (02) 6252 6503 or facsimile on (02) 6252 7784, or any ABS office shown on the back cover of this publication.

NOTES

ABOUT THIS PUBLICATION

This publication presents information about the working time arrangements of employees. Data from this survey is used to examine changes in the flexibility of working arrangements, such as shift work, overtime, rostered days off and start and finish times. This information is cross-classified by a range of employment characteristics such as full-time and part-time status, permanent and casual status, occupation and industry, as well as personal characteristics such as sex, age and whether had children aged under 12 years.

ABOUT THIS SURVEY

The Working Arrangements survey was conducted throughout Australia in August 1997 as a supplement to the ABS monthly Labour Force Survey.

Data was collected from persons who were employees in their main job, except for persons aged 15–19 who were attending school.

This survey collects details about employee working arrangements. Other information available includes level of weekly earnings, use of formal childcare, details about absences from work and trade union membership.

SYMBOLS AND OTHER USAGES

ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
LFS	Labour Force Survey
n.a.	not available
RDO	rostered day off
RSE	relative standard error
SE	standard error
SESCA	Standard Economic Sector Classifications of Australia
*	subject to sampling variability too high for most practical uses
..	not applicable

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

STATE INQUIRIES

For State office contact numbers see the Supplementary Surveys listing in the back of this publication.

W. McLennan
Australian Statistician

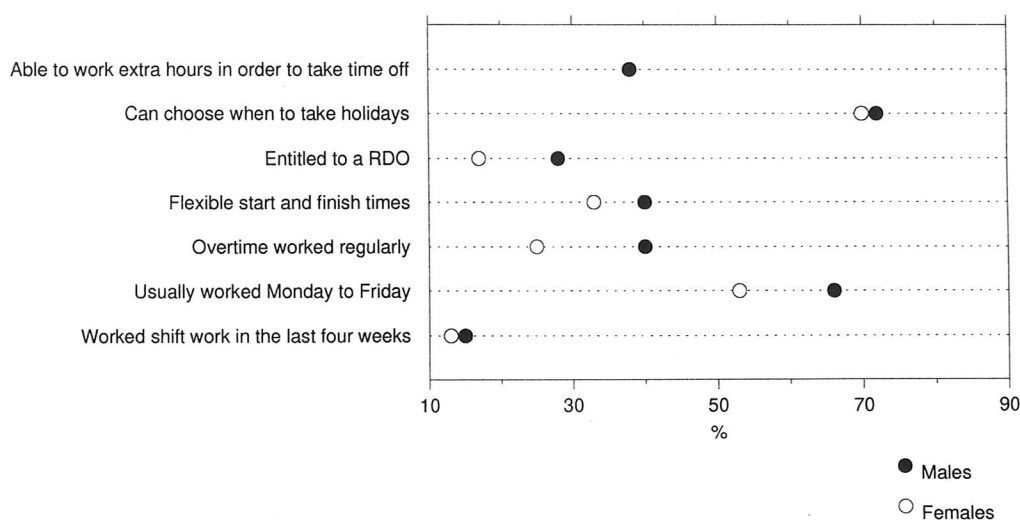
SUMMARY OF FINDINGS

OVERVIEW

The number of employees aged 15 years and over who were not attending school increased from 6,171,100 at August 1993 to 6,783,600 at August 1997. Over this period the following changes to the working arrangements of this population group were reported:

- the proportion of employees with flexible start and finish times increased from 34% to 37%;
- the proportion of employees able to choose when to take holidays increased from 69% to 71%;
- the proportion of employees able to work extra hours in order to take time off increased from 34% to 38%;
- the proportion of employees entitled to a Rostered Day Off (RDO) fell from 28% to 23%; and
- the proportion of employees working Monday to Friday fell from 64% to 60%.

PROPORTION OF EMPLOYEES WITH SELECTED WORKING ARRANGEMENTS



FLEXIBILITY OF START AND FINISH TIMES

In August 1997 there were 5,055,500 full-time employees and 1,728,200 part-time employees. Similar proportions of full-time and part-time employees had flexible start and finish times (37% compared to 36%). Of those whose times were fixed, 81% of full-time employees and 71% of part-time employees had not negotiated their start and finish times with their employer.

Male employees were more likely to have flexible start and finish times than females in both full-time (40% compared to 32%) and part-time work (41% compared to 35%).

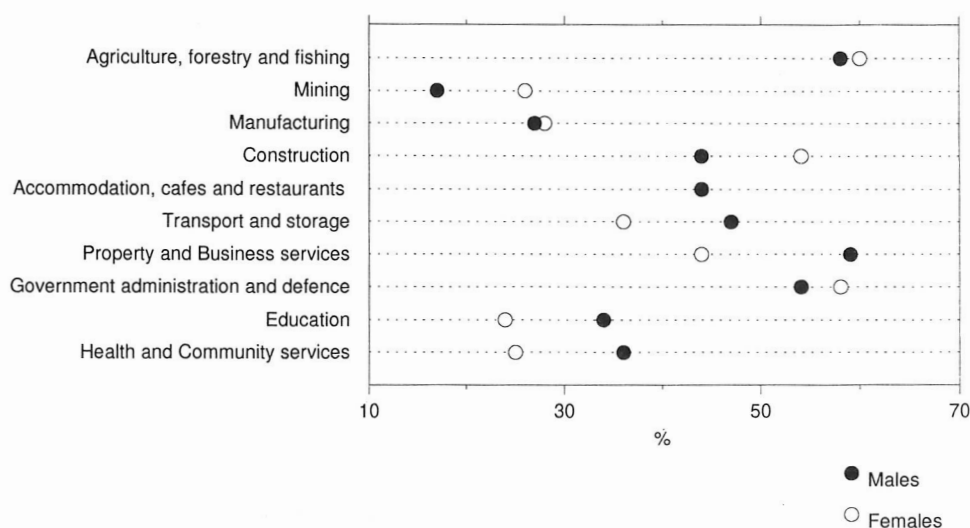
FLEXIBILITY OF START AND FINISH TIMES *Continued*

The majority of permanent employees had fixed start and finish times in both full-time (65%) and part-time work (74%), while for casual employees just under half (47%) of those in full-time work and nearly three-fifths (58%) of those in part-time work had fixed start and finish times.

Industries with the highest proportions of employees with flexible start and finish times were Agriculture, forestry and fishing (58%), Government administration and defence (56%) and Property and business services (52%). Industries with the lowest were Mining (18%), and Manufacturing, Education, and Health and community services (all 27%).

Occupations with the highest proportions of employees with flexible hours were Managers and administrators (69%) and Associate professionals (51%), while those with the lowest were Tradespersons and related workers (26%), Intermediate production and transport workers, Elementary clerical, sales and service workers and Labourers and related workers (all 28%).

FLEXIBLE START AND FINISH TIMES, SELECTED INDUSTRIES



ROSTERED DAYS OFF

The number of full-time employees entitled to a RDO fell from 1,676,300 (35%) in August 1993 to 1,491,100 (29%) in August 1997. In contrast, despite the number of part-time employees entitled to a RDO increasing from 63,400 to 81,500, the proportion remained steady at 5%. In August 1997 males were more likely to be entitled to RDOs than females in both full-time (31% compared to 27%) and part-time work (6% compared to 4%).

Industries with the highest proportions of employees entitled to rostered days off were Electricity, gas and water supply (67%), Communication services (44%) and Transport and storage (35%). Those with the lowest were Education (8%), Property and business services (9%) and Wholesale trade (13%).

ROSTERED DAYS OFF

continued

Occupations with the highest proportions of employees entitled to rostered days off were Tradespersons and related workers (38%) and Intermediate production and transport workers (34%), while those with the lowest were Managers and administrators (12%) and Advanced clerical, sales and service workers (14%).

WHETHER CAN CHOOSE WHEN TO TAKE HOLIDAYS

The number of employees who can choose when to take holidays increased from 4,238,300 (69% of employees) in August 1993 to 4,829,200 (71% of employees) in August 1997. In August 1997, there was a slightly higher proportion of male full-time employees who could choose when to take holidays than female full-time employees (73% compared to 71%), but the situation was reversed for part-time work where females had more choice than males (69% compared to 61%).

Some 73% of full-time and 70% of part-time permanent employees were able to choose when they took holidays. There was a higher proportion of employees who were not trade union members who could choose when they took holidays (74%) compared to those who were trade union members (65%).

WHETHER CAN WORK EXTRA HOURS IN ORDER TO TAKE TIME OFF

At August 1997, some 38% (2,586,600) of employees were able to work extra hours in order to take time off. There were higher proportions of females than males who could do so, in both full-time (43% compared to 40%) and part-time work (32% compared to 22%).

The proportions of permanent and casual full-time employees who could work extra hours to take time off were similar (41% compared to 39%). For those working part-time, there was a higher proportion of permanent employees than casual employees who could work extra hours in order to take time off (38% compared to 24%).

WHETHER WORKED SHIFT WORK IN THE LAST FOUR WEEKS

At August 1997, some 14% (981,900) of employees had worked shift work in the previous four weeks. A higher proportion of part-time employees had worked shift work compared to full-time employees (17% compared to 14%). Male employees were more likely to have worked shift work than female employees in both full-time (15% compared to 11%) and part-time work (19% compared to 16%).

Industries with the highest proportions of shift workers were Mining (43%), Health and community services (33%) and Transport and storage (32%). The occupation with the highest proportion of shift workers was Intermediate Production and Transport Workers (24%).

WHETHER OVERTIME IS WORKED ON A REGULAR BASIS

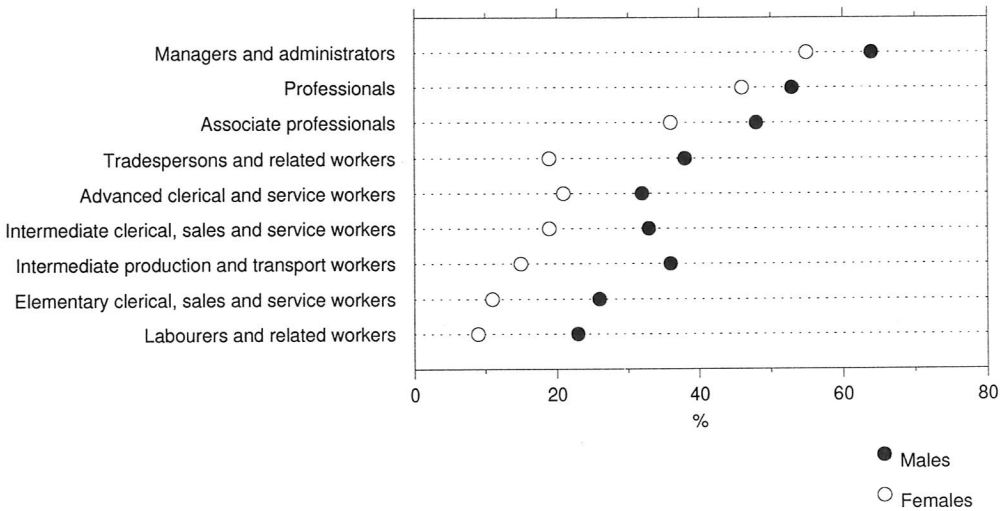
Some 2,281,400 employees (34%) work paid and/or unpaid overtime on a regular basis with considerably higher proportions of full-time employees working overtime than part-time employees (41% compared to 11%). Male full-time employees were more likely to work overtime on a regular basis than female full-time employees (44% compared to 35%), however, for part-time work there were similar proportions of males and females (10% compared to 12%).

WHETHER OVERTIME IS
WORKED ON A REGULAR
BASIS *continued*

Occupations that had the highest proportions of employees working overtime were Managers and administrators (62%) and Professionals (49%), whilst those with the lowest were Elementary clerical, sales and service workers (16%) and Labourers and related workers (18%).

For the most recent period of overtime, 38% of employees received overtime pay, 35% were not paid, and payment was included in the salary package for a further 23%. By occupation, overtime worked by Managers and administrators was usually either included in salary packages (46%) or unpaid (45%) while for Labourers and related workers overtime was mainly paid (83%).

OVERTIME USUALLY WORKED, OCCUPATION



EMPLOYEES WITH
CHILDREN AGED UNDER
12 YEARS

Of the 6,783,600 employees at August 1997, some 28% (1,919,700) had children aged under 12 years. Of those employees with children aged under 12 years, 27% or 521,400 used formal childcare.

There was a slightly higher proportion of part-time employees using formal childcare than full-time employees (29% compared to 26%). Female employees were more likely to use formal childcare than their male counterparts in both full-time (36% compared to 24%) and part-time work (31% compared to 16%).

Employees who used formal childcare tended to have more flexible start and finish times and were more likely to be able to work extra hours in order to take time off than those who did not use formal childcare. Some 43% of employees using formal childcare had flexible start and finish times compared to 39% who did not use formal childcare, while the proportions for those able to work extra hours in order to take time off were 43% (used formal childcare) and 37% (did not use formal childcare).

EMPLOYEES WHO HAD AN ABSENCE FROM WORK IN THE LAST TWO WEEKS

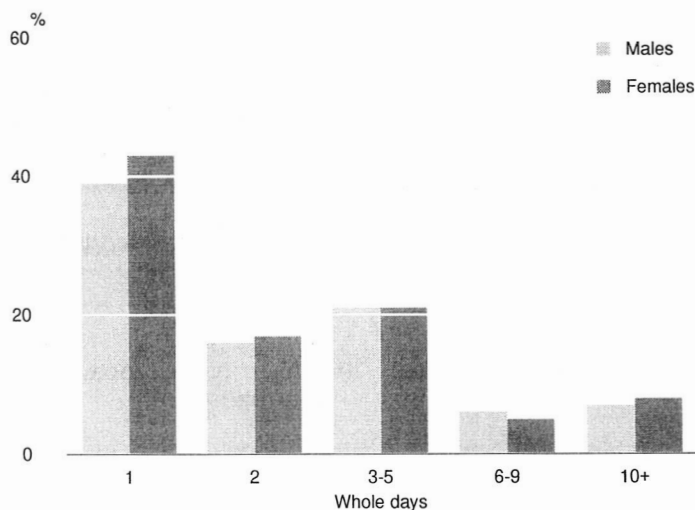
The number of employees who had an absence of at least three hours in the last two weeks increased 16% between August 1993 and August 1997, from 1,079,600 to 1,255,800. The number of male employees with an absence from work increased 14% while the number of female employees increased 19% over this period.

Three-quarters of employees were paid for their most recent absence.

The most common reasons reported for absences were 'Own ill health, physical disability or pregnancy' (54%) and 'Recreational purposes' (22%). Some 55% of employees took sick leave to cover their most recent absence, and 21% used holiday leave.

Of the 1,255,800 employees who had been absent from work, 513,900 (41%) had been absent for one whole day, a further 17% had been absent for two whole days and 34% for three days or more.

PROPORTION OF EMPLOYEES ABSENT IN LAST TWO WEEKS, DAYS ABSENT



Of the 1,255,800 employees who had an absence from work in the last two weeks, some 361,000 (29%) had children aged under 12 years of age. Of those with children aged under 12 years, females were more likely than males to have had an absence from work (20% compared to 18%).

The main reasons for most recent absence given by males with children aged 12 years or under were: 'Own ill health or physical disability' (50%), 'Recreational purposes' (20%) and 'Work related reason' (5%). For females, they were 'Own ill health, physical disability or pregnancy' (53%), 'Caring for ill or disabled children' (15%) and 'Recreational purposes' (12%).

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TABLE 1. FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB BY SELECTED WORKING ARRANGEMENTS
(‘000)

	August 1993(a)			August 1995			August 1997		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME EMPLOYEES									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	1,166.0	460.0	1,626.0	1,329.0	533.1	1,862.1	1,335.4	549.0	1,884.4
Variable daily	753.9	301.0	1,054.9	863.3	363.6	1,226.9	875.9	370.1	1,246.0
Not variable daily	412.1	159.0	571.1	465.7	169.5	635.2	459.5	178.9	638.4
Start and finish times are fixed	1,997.2	1,166.9	3,164.1	2,006.5	1,235.2	3,241.7	1,998.3	1,172.7	3,171.0
Times were negotiated with employer	354.1	217.9	572.1	367.8	244.1	611.9	382.2	234.7	616.9
Times were not negotiated with employer	1,643.0	949.0	2,592.1	1,638.8	991.1	2,629.9	1,616.1	938.0	2,554.1
<i>Whether entitled to a rostered day off and frequency of rostered days off —</i>									
Entitled to a rostered day off	1,180.6	495.7	1,676.3	1,187.1	508.2	1,695.4	1,034.7	456.4	1,491.1
Every week	75.8	46.2	122.0	93.0	54.9	147.9	81.6	49.1	130.6
Every fortnight	303.6	88.9	392.5	302.7	91.3	394.0	222.5	72.6	295.0
Every month	716.3	316.8	1,033.0	708.6	322.4	1,031.0	604.1	281.3	885.4
Other	84.9	43.9	128.8	82.7	39.7	122.4	126.6	53.5	180.0
Not entitled to a rostered day off	1,982.6	1,131.2	3,113.8	2,148.4	1,260.0	3,408.5	2,299.1	1,265.3	3,564.4
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	1,324.4	545.4	1,869.8	1,545.7	650.9	2,196.6	1,472.9	610.9	2,083.8
Overtime is not worked on a regular basis	70.8	27.3	98.0	71.0	29.2	100.2	69.0	29.4	98.5
Overtime in not worked	1,768.0	1,054.3	2,882.3	1,718.9	1,088.2	2,807.1	1,791.8	1,081.4	2,873.2
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last 4 weeks	456.5	180.6	637.1	507.9	203.8	711.7	497.6	197.0	694.6
Did not work shift work in the last 4 weeks	2,706.6	1,446.3	4,153.0	2,827.7	1,564.5	4,392.2	2,836.2	1,524.6	4,360.8
<i>Whether can choose when to take holidays —</i>									
Can choose	2,253.6	1,100.1	3,353.7	2,439.3	1,249.3	3,688.5	2,445.7	1,227.8	3,673.4
Sometimes can choose	377.0	173.1	550.1	389.7	174.4	564.1	418.2	181.5	599.7
Cannot choose	532.6	353.7	886.3	506.6	344.6	851.2	469.9	312.5	782.4
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	1,112.2	623.1	1,735.3	1,305.1	742.6	2,047.8	1,328.2	748.5	2,076.7
Unable to work extra hours	2,051.0	1,003.9	3,054.9	2,030.4	1,025.6	3,056.1	2,005.6	973.2	2,978.8
<i>Days of the week usually works in main job —</i>									
Monday to Friday	2,366.2	1,291.9	3,658.2	2,425.2	1,388.6	3,813.8	2,359.4	1,343.2	3,702.6
Nine day fortnight	52.3	14.6	66.9	53.6	7.0	60.6	56.5	13.2	69.8
Days vary from week to week	279.7	149.6	429.3	308.1	152.5	460.5	332.6	154.8	487.4
Days vary from month to month(b)	n.a.	n.a.	n.a.	22.5	9.4	32.0	27.0	8.4	35.4
Other	465.0	170.8	635.8	526.2	210.8	737.0	558.2	202.0	760.2
Usually works weekdays only	30.1	33.8	63.9	30.8	33.9	64.7	41.7	37.4	79.1
Usually works weekends only	0.4	0.1	0.5	*0.7	*0.8	*1.5	*0.2	*0.8	*1.0
Works some weekdays and some weekends	434.5	136.9	571.4	494.7	176.1	670.9	516.3	163.9	680.2
Total	3,163.2	1,626.9	4,790.1	3,335.6	1,768.3	5,103.8	3,333.8	1,721.7	5,055.5

TABLE 1. FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB BY SELECTED WORKING ARRANGEMENTS
(‘000) — *continued*

	August 1993(a)			August 1995			August 1997		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
PART-TIME EMPLOYEES									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	130.3	366.4	496.6	153.0	426.6	579.5	173.4	455.2	628.6
Variable daily	56.1	200.2	256.3	69.2	220.6	289.8	75.2	238.9	314.1
Not variable daily	74.2	166.2	240.3	83.8	205.9	289.8	98.1	216.3	314.4
Start and finish times are fixed	161.0	723.3	884.3	206.0	800.6	1,006.6	246.7	852.9	1,099.6
Times were negotiated with employer	37.2	204.2	241.4	46.0	247.4	293.4	53.6	268.3	321.9
Times were not negotiated with employer	123.8	519.1	642.9	160.0	553.2	713.2	193.1	584.6	777.7
<i>Whether entitled to rostered days off and frequency of rostered day off —</i>									
Entitled to a rostered day off	12.8	50.5	63.4	18.2	60.5	78.7	24.5	57.1	81.5
Every week	*3.2	19.4	22.6	7.1	20.8	28.9	6.2	20.0	26.2
Every fortnight	*1.4	6.3	7.6	*2.7	7.9	10.6	*2.9	8.4	11.3
Every month	5.5	16.1	21.6	7.2	18.2	25.4	9.1	11.6	20.7
Other	*2.8	8.7	11.6	*1.2	12.5	13.7	6.3	17.1	23.4
Not entitled to a rostered day off	278.4	1,039.2	1,317.6	340.8	1,166.7	1,507.5	395.6	1,251.0	1,646.7
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	31.2	123.1	154.3	36.6	153.0	189.6	40.6	157.0	197.6
Overtime is not worked on a regular basis	4.0	18.4	22.3	6.7	17.0	23.7	5.3	20.4	25.7
Overtime is not worked	256.1	948.2	1,204.3	315.7	1,057.1	1,372.8	374.2	1,130.7	1,504.9
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	47.0	170.1	217.0	63.6	202.1	265.7	81.1	206.2	287.3
Did not work shift work in the last four weeks	244.3	919.6	1,163.9	295.4	1,025.0	1,320.4	338.9	1,102.0	1,440.9
<i>Whether can choose when to take holidays —</i>									
Can choose	167.4	717.2	884.6	216.8	823.3	1,040.1	257.7	898.1	1,155.8
Sometimes can choose	19.1	90.8	109.8	27.6	96.1	123.7	35.6	128.8	164.4
Cannot choose	104.8	281.7	386.6	114.6	307.8	422.4	126.8	281.3	408.0
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	60.6	298.4	359.1	74.2	372.0	446.1	93.9	415.9	509.9
Unable to work extra hours	230.6	791.2	1,021.9	284.8	855.2	1,140.0	326.1	892.2	1,218.3
<i>Days of week usually works in main job —</i>									
Monday to Friday	72.8	240.8	313.6	83.8	277.7	361.5	104.1	275.2	379.3
Nine day fortnight	*0.5	*0.7	*1.2	*0.3	*1.2	*1.5	*1.1	*2.8	*3.9
Days vary from week to week	70.3	234.3	304.7	79.0	261.2	340.3	120.6	301.9	422.5
Days vary from month to month(b)	n.a.	n.a.	n.a.	6.8	9.4	16.2	*4.4	11.7	16.1
Other	147.6	613.9	761.5	189.0	677.6	866.7	189.9	716.5	906.4
Usually works weekdays only	73.1	390.9	464.0	86.6	444.4	531.0	87.8	480.2	568.0
Usually works weekends only	14.6	49.8	64.4	24.9	50.4	75.2	24.9	40.7	65.6
Works some weekdays and some weekends	59.9	173.2	233.1	77.5	182.9	260.4	77.2	195.6	272.8
<i>Total</i>	<i>291.3</i>	<i>1,089.7</i>	<i>1,381.0</i>	<i>359.0</i>	<i>1,227.2</i>	<i>1,586.2</i>	<i>420.1</i>	<i>1,308.1</i>	<i>1,728.2</i>

TABLE 1. FULL-TIME AND PART-TIME EMPLOYEES IN MAIN JOB BY SELECTED WORKING ARRANGEMENTS
(*000) — *continued*

	August 1993(a)			August 1995			August 1997		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TOTAL									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	1,296.3	826.4	2,122.7	1,482.0	959.6	2,441.6	1,508.8	1,004.2	2,513.0
Variable daily	810.0	501.2	1,311.2	932.5	584.2	1,516.7	951.1	609.0	1,560.1
Not variable daily	486.3	325.2	811.5	549.5	375.4	924.9	557.7	395.2	952.9
Start and finish times are fixed	2,158.2	1,890.3	4,048.4	2,212.6	2,035.8	4,248.3	2,245.0	2,025.6	4,270.6
Times were negotiated with employer	391.3	422.2	813.5	413.8	491.5	905.3	435.8	503.0	938.8
Times were not negotiated with employer	1,766.8	1,468.1	3,235.0	1,798.8	1,544.3	3,343.1	1,809.2	1,522.6	3,331.9
<i>Whether entitled to rostered days off and frequency of rostered day off—</i>									
Entitled to a rostered day off	1,193.4	546.3	1,739.7	1,205.3	568.7	1,774.0	1,059.1	513.5	1,572.6
Every week	79.0	65.6	144.6	100.1	76.7	176.8	87.7	69.1	156.8
Every fortnight	304.9	95.2	400.1	305.4	99.2	404.6	225.3	81.0	306.3
Every month	721.8	332.9	1,054.7	715.8	340.6	1,056.4	613.2	292.8	906.0
Other	87.8	52.6	140.4	84.0	52.2	136.1	132.9	70.6	203.4
Not entitled to a rostered day off	2,261.0	2,170.4	4,431.4	2,489.3	2,426.7	4,916.0	2,694.7	2,516.3	5,211.0
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	1,355.6	668.6	2,024.1	1,582.3	803.9	2,386.2	1,513.5	767.9	2,281.4
Overtime is not worked on a regular basis	74.8	45.6	120.4	77.7	46.2	123.9	74.3	49.8	124.1
Overtime is not worked	2,024.1	2,002.5	4,026.6	2,034.6	2,145.3	4,179.9	2,166.0	2,212.1	4,378.1
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	503.5	350.7	854.2	571.5	405.9	977.4	578.7	403.2	981.9
Did not work shift work in the last four weeks	2,950.9	2,366.0	5,316.9	3,123.1	2,589.5	5,712.6	3,175.1	2,626.6	5,801.7
<i>Whether can choose when to take holidays —</i>									
Can choose	2,420.9	1,817.4	4,238.3	2,656.1	2,072.6	4,728.6	2,703.4	2,125.8	4,829.2
Sometimes can choose	396.1	263.8	659.9	417.3	270.5	687.8	453.8	310.3	764.0
Cannot choose	637.4	635.4	1,272.9	621.2	652.4	1,273.6	596.7	593.7	1,190.4
<i>Whether able to work extra hours in order to take time off—</i>									
Able to work extra hours	1,172.8	921.5	2,094.4	1,379.3	1,114.6	2,493.9	1,422.1	1,164.4	2,586.6
Unable to work extra hours	2,281.6	1,795.1	4,076.7	2,315.3	1,880.8	4,196.1	2,331.7	1,865.3	4,197.1
<i>Days of week usually works in main job —</i>									
Monday to Friday	2,439.0	1,532.7	3,971.7	2,509.0	1,666.2	4,175.2	2,463.5	1,618.4	4,081.9
Nine day fortnight	52.8	15.3	68.1	53.9	8.2	62.1	57.6	16.1	73.7
Days vary from week to week	350.0	383.9	734.0	387.1	413.7	800.8	453.2	456.7	909.9
Days vary from month to month(b)	n.a.	n.a.	n.a.	29.3	18.8	48.1	31.4	20.1	51.5
Other	612.6	784.7	1,397.3	715.2	888.4	1,603.7	748.1	918.5	1,666.6
Usually works weekdays only	103.2	424.7	527.9	117.4	478.3	595.7	129.5	517.6	647.0
Usually works weekends only	15.0	49.9	64.8	25.6	51.1	76.7	25.1	41.5	66.6
Works some weekdays and some weekends	494.5	310.1	804.6	572.3	359.0	931.3	593.5	359.4	952.9
Total	3,454.5	2,716.6	6,171.1	3,694.6	2,995.4	6,690.0	3,753.8	3,029.8	6,783.6

(a) Revised to exclude persons still at school. (b) Classification revised in 1995 to include category 'Days vary from month to month'.

TABLE 2. EMPLOYEES: PERMANENT OR CASUAL STATUS BY SELECTED WORKING ARRANGEMENTS
(^{'000})

	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME EMPLOYEES									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	1,117.8	482.1	1,599.8	217.7	66.9	284.6	1,335.4	549.0	1,884.4
Variable daily	719.0	324.1	1,043.1	156.9	46.0	202.9	875.9	370.1	1,246.0
Not variable daily	398.8	158.0	556.7	60.8	20.9	81.7	459.5	178.9	638.4
Start and finish times are fixed	1,832.6	1,084.9	2,917.5	165.7	87.8	253.5	1,998.3	1,172.7	3,171.0
Times were negotiated with employer	338.4	214.3	552.8	43.8	20.3	64.1	382.2	234.7	616.9
Times were not negotiated with employer	1,494.2	870.5	2,364.8	121.9	67.5	189.4	1,616.1	938.0	2,554.1
<i>Whether entitled to a rostered day off and frequency of rostered days off —</i>									
Entitled to a rostered day off	1,000.8	441.5	1,442.3	33.9	14.9	48.8	1,034.7	456.4	1,491.1
Every week	74.6	41.3	115.9	7.0	7.8	14.8	81.6	49.1	130.6
Every fortnight	216.8	71.3	288.1	5.6	* 1.3	7.0	222.5	72.6	295.0
Every month	590.5	277.6	868.1	13.5	* 3.7	17.2	604.1	281.3	885.4
Other	118.8	51.4	170.2	7.8	* 2.1	9.8	126.6	53.5	180.0
Not entitled to a rostered day off	1,949.6	1,125.5	3,075.1	349.5	139.8	489.3	2,299.1	1,265.3	3,564.4
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	1,347.5	574.5	1,921.9	125.4	36.4	161.9	1,472.9	610.9	2,083.8
Overtime is not worked on a regular basis	59.2	26.8	85.9	9.9	* 2.7	12.5	69.0	29.4	98.5
Overtime is not worked	1,543.8	965.7	2,509.5	248.1	115.6	363.7	1,791.8	1,081.4	2,873.2
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	464.4	179.3	643.7	33.2	17.7	50.9	497.6	197.0	694.6
Did not work shift work in the last four weeks	2,471.5	1,369.4	3,840.9	350.2	137.0	487.2	2,821.7	1,506.4	4,328.1
Away from work for four weeks or more	14.5	18.2	32.7	* 0.0	* 0.0	* 0.0	14.5	18.2	32.7
<i>Whether can choose when to take holidays —</i>									
Can choose	2,184.8	1,126.8	3,311.5	260.9	101.0	361.9	2,445.7	1,227.8	3,673.4
Sometimes can choose	384.0	165.3	549.3	34.2	16.2	50.4	418.2	181.5	599.7
Cannot choose	381.6	274.9	656.5	88.3	37.5	125.8	469.9	312.5	782.4
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	1,172.2	692.7	1,864.9	156.0	55.8	211.8	1,328.2	748.5	2,076.7
Unable to work extra hours	1,778.2	874.2	2,652.5	227.4	99.0	326.3	2,005.6	973.2	2,978.8
<i>Days of the week usually works in main job —</i>									
Monday to Friday	2,147.7	1,251.8	3,399.4	211.8	91.4	303.2	2,359.4	1,343.2	3,702.6
Nine day fortnight	55.6	13.2	68.8	* 0.9	* 0.0	* 0.9	56.5	13.2	69.8
Days vary from week to week	294.7	134.4	429.1	38.0	20.3	58.3	332.6	154.8	487.4
Days vary from month to month	23.4	7.1	30.5	* 3.6	* 1.3	* 4.9	27.0	8.4	35.4
Other	429.1	160.4	589.5	129.1	41.7	170.7	558.2	202.0	760.2
Usually works weekdays only	31.5	32.5	64.1	10.2	* 4.8	15.0	41.7	37.4	79.1
Usually works weekends only	* 0.2	* 0.5	* 0.7	* 0.0	* 0.3	* 0.3	* 0.2	* 0.8	* 1.0
Works some week days and some weekends	397.4	127.3	524.7	118.9	36.5	155.4	516.3	163.9	680.2
<i>Whether had an absence from main job in the last two weeks and type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	554.6	350.6	905.2	64.8	22.7	87.5	619.4	373.3	992.7
Sick leave	319.6	213.0	532.6	18.7	9.6	28.2	338.2	222.6	560.8
Holiday leave	140.4	82.3	222.6	10.7	* 2.4	13.1	151.1	84.7	235.8
Study leave or examination leave	12.0	* 4.9	16.9	* 0.8	* 0.7	* 1.5	12.9	5.5	18.4
Bereavement leave	11.6	9.5	21.0	* 2.0	* 0.0	* 2.0	13.5	9.5	23.0
Long service leave	8.2	* 4.5	12.7	* 0.0	* 0.0	* 0.0	8.2	* 4.5	12.7
Maternity, paternity or parental leave	5.2	11.2	16.5	* 2.1	* 0.2	* 2.3	7.4	11.4	18.8
More than one type of leave	* 4.0	* 1.8	5.8	* 0.5	* 0.3	* 0.8	* 4.5	* 2.1	6.6
Unapproved leave	16.4	* 4.9	21.3	5.9	* 1.9	7.8	22.3	6.8	29.1
Other	37.2	18.5	55.7	24.1	7.7	31.7	61.3	26.2	87.5
Did not have an absence in the last two weeks	2,395.8	1,216.4	3,612.2	318.5	132.0	450.6	2,714.3	1,348.4	4,062.7
Total	2,950.4	1,567.0	4,517.4	383.4	154.7	538.1	3,333.8	1,721.7	5,055.5

TABLE 2. EMPLOYEES: PERMANENT OR CASUAL STATUS BY SELECTED WORKING ARRANGEMENTS
(*000)—continued

	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
PART-TIME EMPLOYEES									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	22.2	148.2	170.3	151.2	307.1	458.2	173.4	455.2	628.6
Variable daily	13.2	91.3	104.5	62.0	147.6	209.7	75.2	238.9	314.1
Not variable daily	9.0	56.9	65.9	89.1	159.4	248.6	98.1	216.3	314.4
Start and finish times are fixed	59.4	419.4	478.8	187.3	433.5	620.8	246.7	852.9	1,099.6
Times were negotiated with employer	16.4	144.9	161.3	37.2	123.4	160.6	53.6	268.3	321.9
Times were not negotiated with employer	43.0	274.5	317.5	150.1	310.1	460.2	193.1	584.6	777.7
<i>Whether entitled to a rostered day off and frequency of rostered days off —</i>									
Entitled to a rostered day off	12.7	37.3	50.0	11.8	19.8	31.6	24.5	57.1	81.5
Every week	* 2.7	10.4	13.1	* 3.5	9.6	13.1	6.2	20.0	26.2
Every fortnight	* 1.3	5.9	7.1	* 1.6	* 2.5	* 4.1	* 2.9	8.4	11.3
Every month	5.5	10.1	15.7	* 3.6	* 1.4	* 5.0	9.1	11.6	20.7
Other	* 3.2	10.9	14.1	* 3.1	6.2	9.3	6.3	17.1	23.4
Not entitled to a rostered day off	68.9	530.3	599.2	326.7	720.8	1,047.5	395.6	1,251.0	1,646.7
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	16.0	104.7	120.7	24.6	52.3	76.9	40.6	157.0	197.6
Overtime is not worked on a regular basis	* 2.0	12.8	14.8	* 3.3	7.5	10.9	5.3	20.4	25.7
Overtime is not worked	63.6	450.0	513.6	310.6	680.8	991.3	374.2	1,130.7	1,504.9
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	20.7	106.5	127.3	60.4	99.6	160.0	81.1	206.2	287.3
Did not work shift work in the last four weeks	60.8	456.6	517.4	277.9	640.4	918.2	338.6	1,097.0	1,435.6
Away from work for four weeks or more	* 0.1	* 4.4	* 4.5	* 0.2	* 0.6	* 0.8	* 0.3	* 5.0	5.3
<i>Whether can choose when to take holidays —</i>									
Can choose	53.1	400.6	453.7	204.6	497.4	702.1	257.7	898.1	1,155.8
Sometimes can choose	8.7	64.5	73.2	26.9	64.2	91.2	35.6	128.8	164.4
Cannot choose	19.8	102.4	122.2	106.9	178.9	285.8	126.8	281.3	408.0
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	25.8	223.3	249.1	68.2	192.6	260.7	93.9	415.9	509.9
Unable to work extra hours	55.8	344.2	400.0	270.3	548.0	818.3	326.1	892.2	1,218.3
<i>Days of the week usually works in main job —</i>									
Monday to Friday	28.7	147.5	176.2	75.4	127.7	203.1	104.1	275.2	379.3
Nine day fortnight	* 0.6	* 2.5	* 3.0	* 0.5	* 0.3	* 0.9	* 1.1	* 2.8	* 3.9
Days vary from week to week	16.5	107.4	123.9	104.0	194.5	298.6	120.6	301.9	422.5
Days vary from month to month	* 0.2	* 5.1	5.3	* 4.3	6.6	10.8	* 4.4	11.7	16.1
Other	35.7	305.0	340.7	154.2	411.5	565.7	189.9	716.5	906.4
Usually works weekdays only	19.9	230.0	249.9	67.9	250.2	318.1	87.8	480.2	568.0
Usually works weekends only	* 2.9	6.8	9.7	22.0	33.9	55.9	24.9	40.7	65.6
Works some week days and some weekends	12.9	68.1	81.1	64.2	127.4	191.7	77.2	195.6	272.8
<i>Whether had an absence from main job in the last two weeks and type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	14.0	110.8	124.8	40.0	98.3	138.3	54.0	209.1	263.1
Sick leave	8.9	66.8	75.7	13.5	41.3	54.8	22.5	108.1	130.6
Holiday leave	* 1.9	19.0	20.9	* 2.7	9.2	11.8	* 4.6	28.1	32.7
Study leave or examination leave	* 0.4	* 1.4	* 1.9	* 0.3	* 1.2	* 1.5	* 0.8	* 2.6	* 3.4
Bereavement leave	* 0.0	* 4.0	* 4.0	* 1.5	* 1.3	* 2.8	* 1.5	5.3	6.8
Long service leave	* 0.5	* 1.4	* 1.9	* 0.2	* 0.2	* 0.4	* 0.7	* 1.6	* 2.3
Maternity, paternity or parental leave	* 0.1	6.5	6.6	* 0.5	* 1.7	* 2.2	* 0.6	8.2	8.8
More than one type of leave	* 0.0	* 1.0	* 1.0	* 0.0	* 0.2	* 0.2	* 0.0	* 1.2	* 1.2
Unapproved leave	* 0.0	* 2.3	* 2.3	* 4.9	9.9	14.8	* 4.9	12.2	17.1
Other	* 2.1	8.5	10.6	16.4	33.2	49.6	18.5	41.7	60.2
Did not have an absence in the last two weeks	67.6	456.7	524.3	298.5	642.2	940.7	366.1	1,099.0	1,465.0
Total	81.6	567.5	649.1	338.5	740.6	1,079.0	420.1	1,308.1	1,728.2

TABLE 2. EMPLOYEES: PERMANENT OR CASUAL STATUS BY SELECTED WORKING ARRANGEMENTS
(^{'000})—continued

	Permanent			Casual			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TOTAL									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	1,140.0	630.2	1,770.2	368.8	374.0	742.8	1,508.8	1,004.2	2,513.0
Variable daily	732.2	415.4	1,147.6	218.9	193.6	412.5	951.1	609.0	1,560.1
Not variable daily	407.8	214.8	622.6	149.9	180.4	330.3	557.7	395.2	952.9
Start and finish times are fixed	1,892.1	1,504.3	3,396.3	353.0	521.4	874.3	2,245.0	2,025.6	4,270.6
Times were negotiated with employer	354.8	359.3	714.0	81.0	143.7	224.7	435.8	503.0	938.8
Times were not negotiated with employer	1,537.3	1,145.0	2,682.3	272.0	377.6	649.6	1,809.2	1,522.6	3,331.9
<i>Whether entitled to a rostered day off and frequency of rostered days off —</i>									
Entitled to a rostered day off	1,013.5	478.8	1,492.2	45.7	34.7	80.4	1,059.1	513.5	1,572.6
Every week	77.3	51.7	129.0	10.5	17.4	27.9	87.7	69.1	156.8
Every fortnight	218.1	77.1	295.2	7.3	* 3.9	11.1	225.3	81.0	306.3
Every month	596.1	287.7	883.8	17.1	* 5.1	22.2	613.2	292.8	906.0
Other	122.0	62.2	184.3	10.8	8.3	19.2	132.9	70.6	203.4
Not entitled to a rostered day off	2,018.6	1,655.7	3,674.3	676.1	860.6	1,536.8	2,694.7	2,516.3	5,211.0
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	1,363.5	679.2	2,042.7	150.0	88.7	238.7	1,513.5	767.9	2,281.4
Overtime is not worked on a regular basis	61.2	39.6	100.8	13.2	10.2	23.4	74.3	49.8	124.1
Overtime is not worked	1,607.4	1,415.7	3,023.1	558.6	796.4	1,355.0	2,166.0	2,212.1	4,378.1
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	485.1	285.8	771.0	93.6	117.4	211.0	578.7	403.2	981.9
Did not work shift work in the last four weeks	2,532.3	1,826.0	4,358.3	628.0	777.4	1,405.4	3,160.3	2,603.4	5,763.7
Away from work for four weeks or more	14.6	22.6	37.3	* 0.2	* 0.6	* 0.8	14.8	23.2	38.0
<i>Whether can choose when to take holidays —</i>									
Can choose	2,237.9	1,527.4	3,765.2	465.5	598.5	1,064.0	2,703.4	2,125.8	4,829.2
Sometimes can choose	392.7	229.8	622.5	61.1	80.5	141.5	453.8	310.3	764.0
Cannot choose	401.4	377.3	778.8	195.2	216.4	411.6	596.7	593.7	1,190.4
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	1,198.0	916.1	2,114.0	224.2	248.4	472.5	1,422.1	1,164.4	2,586.6
Unable to work extra hours	1,834.1	1,218.4	3,052.5	497.7	646.9	1,144.6	2,331.7	1,865.3	4,197.1
<i>Days of the week usually works in main job —</i>									
Monday to Friday	2,176.3	1,399.3	3,575.6	287.2	219.1	506.3	2,463.5	1,618.4	4,081.9
Nine day fortnight	56.2	15.7	71.9	* 1.5	* 0.3	* 1.8	57.6	16.1	73.7
Days vary from week to week	311.2	241.9	553.0	142.0	214.9	356.9	453.2	456.7	909.9
Days vary from month to month	23.5	12.2	35.8	7.9	7.9	15.7	31.4	20.1	51.5
Other	464.8	465.4	930.2	283.3	453.1	736.4	748.1	918.5	1,666.6
Usually works weekdays only	51.4	262.6	314.0	78.1	255.0	333.1	129.5	517.6	647.0
Usually works weekends only	* 3.1	7.3	10.4	22.0	34.2	56.2	25.1	41.5	66.6
Works some week days and some weekends	410.3	195.5	605.8	183.1	164.0	347.1	593.5	359.4	952.9
<i>Whether had an absence from main job in the last two weeks and type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	568.7	461.4	1,030.0	104.8	121.0	225.8	673.4	582.4	1,255.8
Sick leave	328.5	279.8	608.3	32.2	50.9	83.1	360.7	330.7	691.4
Holiday leave	142.3	101.2	243.5	13.4	11.6	25.0	155.7	112.8	268.5
Study leave or examination leave	12.5	6.3	18.8	* 1.2	* 1.9	* 3.0	13.6	8.2	21.8
Bereavement leave	11.6	13.5	25.0	* 3.4	* 1.3	* 4.7	15.0	14.8	29.8
Long service leave	8.7	5.9	14.6	* 0.2	* 0.2	* 0.4	8.9	6.1	15.0
Maternity, paternity or parental leave	5.3	17.7	23.1	* 2.6	* 1.9	* 4.5	8.0	19.7	27.6
More than one type of leave	* 4.0	* 2.8	6.8	* 0.5	* 0.5	* 1.1	* 4.5	* 3.3	7.9
Unapproved leave	16.4	7.2	23.6	10.8	11.8	22.6	27.2	19.0	46.2
Other	39.3	27.0	66.3	40.5	40.9	81.4	79.8	67.9	147.7
Did not have an absence in the last two weeks	2,463.4	1,673.1	4,136.5	617.0	774.3	1,391.3	3,080.4	2,447.4	5,527.8
Total	3,032.0	2,134.5	5,166.5	721.8	895.3	1,617.1	3,753.8	3,029.8	6,783.6

TABLE 3. EMPLOYEES: TRADE UNION MEMBERSHIP AND SELECTED WORKING ARRANGEMENTS
(^{'000})

	<i>Member of a trade union</i>			<i>Not a member of a trade union</i>			<i>Total</i>		
	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total</i>	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total</i>	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total</i>
MALES									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	335.1	22.9	357.9	1,000.4	150.5	1,150.9	1,335.4	173.4	1,508.8
Variable daily	174.8	* 5.0	179.8	701.1	70.2	771.3	875.9	75.2	951.1
Not variable daily	160.3	17.9	178.1	299.3	80.2	379.5	459.5	98.1	557.7
Start and finish times are fixed	843.2	51.8	895.0	1,155.2	194.9	1,350.1	1,998.3	246.7	2,245.0
Times were negotiated with employer	128.7	10.9	139.6	253.5	42.7	296.2	382.2	53.6	435.8
Times were not negotiated with employer	714.5	40.9	755.3	901.7	152.3	1,053.9	1,616.1	193.1	1,809.2
<i>Whether entitled to a rostered day off and frequency of rostered days off —</i>									
Entitled to a rostered day off	622.0	7.4	629.4	412.7	17.0	429.7	1,034.7	24.5	1,059.1
Every week	34.8	* 1.9	36.7	46.7	* 4.3	51.0	81.6	6.2	87.7
Every fortnight	155.7	* 1.1	156.8	66.8	* 1.8	68.5	222.5	* 2.9	225.3
Every month	366.6	* 2.9	369.5	237.5	6.2	243.7	604.1	9.1	613.2
Other	64.9	* 1.6	66.5	61.7	* 4.7	66.4	126.6	6.3	132.9
Not entitled to a rostered day off	556.2	67.3	623.5	1,742.9	328.4	2,071.2	2,299.1	395.6	2,694.7
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	508.4	9.4	517.7	964.5	31.3	995.8	1,472.9	40.6	1,513.5
Overtime is not worked on a regular basis	29.2	* 1.6	30.7	39.9	* 3.7	43.6	69.0	5.3	74.3
Overtime is not worked	640.7	63.8	704.4	1,151.2	310.4	1,461.6	1,791.8	374.2	2,166.0
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	317.8	22.7	340.4	179.8	58.4	238.3	497.6	81.1	578.7
Did not work shift work in the last four weeks	852.5	51.9	904.3	1,969.2	286.8	2,256.0	2,821.7	338.6	3,160.3
Away from work for four weeks or more	8.0	* 0.1	8.1	6.5	* 0.2	6.7	14.5	* 0.3	14.8
<i>Whether can choose when to take holidays —</i>									
Can choose	809.0	47.0	856.0	1,636.7	210.7	1,847.3	2,445.7	257.7	2,703.4
Sometimes can choose	167.6	7.6	175.2	250.6	28.0	278.6	418.2	35.6	453.8
Cannot choose	201.7	20.0	221.7	268.2	106.7	375.0	469.9	126.8	596.7
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	370.6	12.4	383.0	957.6	81.6	1,039.2	1,328.2	93.9	1,422.1
Unable to work extra hours	807.6	62.3	870.0	1,198.0	263.8	1,461.8	2,005.6	326.1	2,331.7
<i>Days of the week usually works in main job —</i>									
Monday to Friday	799.4	17.3	816.7	1,560.1	86.7	1,646.8	2,359.4	104.1	2,463.5
Nine day fortnight	40.1	* 0.0	40.1	16.4	* 1.1	17.5	56.5	* 1.1	57.6
Days vary from week to week	182.2	23.6	205.8	150.4	97.0	247.4	332.6	120.6	453.2
Days vary from month to month	11.6	* 0.2	11.8	15.3	* 4.2	19.6	27.0	* 4.4	31.4
Other	144.9	33.5	178.4	413.3	156.4	569.7	558.2	189.9	748.1
Usually works weekdays only	16.0	9.6	25.6	25.7	78.2	103.9	41.7	87.8	129.5
Usually works weekends only	* 0.2	* 5.1	5.3	* 0.0	19.9	19.9	* 0.2	24.9	25.1
Works some week days and some weekends	128.7	18.9	147.6	387.6	58.3	445.9	516.3	77.2	593.5
<i>Whether had an absence from main job in the last two weeks and type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	241.3	12.6	253.8	378.2	41.4	419.6	619.4	54.0	673.4
Sick leave	140.9	* 4.9	145.7	197.4	17.6	215.0	338.2	22.5	360.7
Holiday leave	55.3	* 1.6	56.9	95.8	* 3.0	98.8	151.1	* 4.6	155.7
Study leave or examination leave	* 4.0	* 0.2	* 4.2	8.9	* 0.6	9.5	12.9	* 0.8	13.6
Bereavement leave	* 3.2	* 0.7	* 3.9	10.3	* 0.7	11.1	13.5	* 1.5	15.0
Long service leave	5.5	* 0.5	6.0	* 2.7	* 0.2	* 2.9	8.2	* 0.7	8.9
Maternity, paternity or parental leave	* 2.8	* 0.1	* 2.9	* 4.6	* 0.5	* 5.0	7.4	* 0.6	8.0
More than one type of leave	* 2.3	* 0.0	* 2.3	* 2.3	* 0.0	* 2.3	* 4.5	* 0.0	* 4.5
Unapproved leave	9.2	* 1.1	10.3	13.1	* 3.8	16.9	22.3	* 4.9	27.2
Other	18.2	* 3.4	21.6	43.1	15.1	58.1	61.3	18.5	79.8
Did not have an absence in the last two weeks	937.0	62.1	999.1	1,777.4	303.9	2,081.3	2,714.3	366.1	3,080.4
Total	1,178.2	74.7	1,252.9	2,155.5	345.4	2,500.9	3,333.8	420.1	3,753.8

TABLE 3. EMPLOYEES: TRADE UNION MEMBERSHIP AND SELECTED WORKING ARRANGEMENTS
(^{'000})—continued

	<i>Member of a trade union</i>			<i>Not a member of a trade union</i>			<i>Total</i>		
	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total</i>	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total</i>	<i>Full-time employees</i>	<i>Part-time employees</i>	<i>Total</i>
FEMALES									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	133.9	77.4	211.3	415.1	377.8	792.9	549.0	455.2	1,004.2
Variable daily	89.3	25.7	115.0	280.8	213.2	494.0	370.1	238.9	609.0
Not variable daily	44.6	51.7	96.3	134.3	164.6	298.9	178.9	216.3	395.2
Start and finish times are fixed	389.9	224.4	614.4	782.8	628.4	1,411.2	1,172.7	852.9	2,025.6
Times were negotiated with employer	65.0	65.2	130.2	169.7	203.1	372.8	234.7	268.3	503.0
Times were not negotiated with employer	324.9	159.3	484.2	613.1	425.3	1,038.4	938.0	584.6	1,522.6
<i>Whether entitled to a rostered day off and frequency of rostered days off —</i>									
Entitled to a rostered day off	218.1	18.6	236.8	238.3	38.4	276.7	456.4	57.1	513.5
Every week	13.1	* 4.3	17.5	36.0	15.7	51.6	49.1	20.0	69.1
Every fortnight	37.9	* 3.0	40.9	34.7	5.4	40.1	72.6	8.4	81.0
Every month	148.1	5.4	153.5	133.2	6.2	139.4	281.3	11.6	292.8
Other	19.1	5.8	24.9	34.4	11.3	45.6	53.5	17.1	70.6
Not entitled to a rostered day off	305.7	283.2	588.9	959.6	967.8	1,927.4	1,265.3	1,251.0	2,516.3
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	190.7	50.5	241.1	420.2	106.5	526.8	610.9	157.0	767.9
Overtime is not worked on a regular basis	9.4	6.6	16.0	20.1	13.8	33.8	29.4	20.4	49.8
Overtime is not worked	323.8	244.8	568.6	757.6	885.9	1,643.5	1,081.4	1,130.7	2,212.1
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	97.7	83.3	181.0	99.3	122.9	222.2	197.0	206.2	403.2
Did not work shift work in the last four weeks	415.1	216.8	631.9	1,091.3	880.1	1,971.5	1,506.4	1,097.0	2,603.4
Away from work for four weeks or more	11.0	* 1.8	12.8	7.2	* 3.2	10.4	18.2	* 5.0	23.2
<i>Whether can choose when to take holidays —</i>									
Can choose	313.5	201.3	514.8	914.3	696.7	1,611.0	1,227.8	898.1	2,125.8
Sometimes can choose	59.0	39.4	98.4	122.5	89.4	211.9	181.5	128.8	310.3
Cannot choose	151.4	61.2	212.6	161.1	220.1	381.2	312.5	281.3	593.7
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	176.0	82.0	257.9	572.5	334.0	906.5	748.5	415.9	1,164.4
Unable to work extra hours	347.9	219.9	567.8	625.3	672.2	1,297.6	973.2	892.2	1,865.3
<i>Days of the week usually works in main job —</i>									
Monday to Friday	397.9	63.1	461.1	945.2	212.1	1,157.4	1,343.2	275.2	1,618.4
Nine day fortnight	8.0	* 1.5	9.4	5.3	* 1.4	6.6	13.2	* 2.8	16.1
Days vary from week to week	69.4	83.7	153.1	85.4	218.2	303.6	154.8	301.9	456.7
Days vary from month to month	* 3.1	* 4.2	7.3	5.4	7.5	12.8	8.4	11.7	20.1
Other	45.4	149.4	194.9	156.6	567.1	723.7	202.0	716.5	918.5
Usually works weekdays only	11.2	93.1	104.3	26.2	387.1	413.3	37.4	480.2	517.6
Usually works weekends only	* 0.4	7.8	8.2	* 0.4	32.9	33.3	* 0.8	40.7	41.5
Works some week days and some weekends	33.9	48.5	82.4	130.0	147.1	277.1	163.9	195.6	359.4
<i>Whether had an absence from main job in the last two weeks and type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	130.4	62.2	192.6	242.9	146.9	389.8	373.3	209.1	582.4
Sick leave	83.0	34.2	117.2	139.6	73.9	213.5	222.6	108.1	330.7
Holiday leave	22.3	8.7	31.0	62.4	19.4	81.8	84.7	28.1	112.8
Study leave or examination leave	* 1.8	* 1.2	* 3.0	* 3.8	* 1.4	5.2	5.5	* 2.6	8.2
Bereavement leave	5.6	* 2.3	7.9	* 3.9	* 3.0	6.9	9.5	5.3	14.8
Long service leave	* 3.2	* 1.0	* 4.2	* 1.3	* 0.6	* 1.9	* 4.5	* 1.6	6.1
Maternity, paternity or parental leave	6.2	* 2.7	8.8	5.3	5.6	10.9	11.4	8.2	19.7
More than one type of leave	* 1.0	* 0.6	* 1.6	* 1.1	* 0.6	* 1.7	* 2.1	* 1.2	* 3.3
Unapproved leave	* 1.6	* 4.2	5.8	5.2	8.0	13.2	6.8	12.2	19.0
Other	5.8	7.3	13.1	20.4	34.4	54.8	26.2	41.7	67.9
Did not have an absence in the last two weeks	393.5	239.7	633.1	955.0	859.3	1,814.3	1,348.4	1,099.0	2,447.4
Total	523.8	301.9	825.7	1,197.9	1,006.2	2,204.1	1,721.7	1,308.1	3,029.8

TABLE 3. EMPLOYEES: TRADE UNION MEMBERSHIP AND SELECTED WORKING ARRANGEMENTS
(*000)—continued

	Member of a trade union			Not a member of a trade union			Total		
	Full-time employees	Part-time employees	Total	Full-time employees	Part-time employees	Total	Full-time employees	Part-time employees	Total
PERSONS									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	469.0	100.3	569.3	1,415.5	528.3	1,943.7	1,884.4	628.6	2,513.0
Variable daily	264.1	30.8	294.8	981.9	283.4	1,265.3	1,246.0	314.1	1,560.1
Not variable daily	204.9	69.6	274.5	433.5	244.9	678.4	638.4	314.4	952.9
Start and finish times are fixed	1,233.1	276.2	1,509.3	1,937.9	823.4	2,761.3	3,171.0	1,099.6	4,270.6
Times were negotiated with employer	193.7	76.1	269.8	423.2	245.8	669.0	616.9	321.9	938.8
Times were not negotiated with employer	1,039.4	200.1	1,239.5	1,514.7	577.6	2,092.3	2,554.1	777.7	3,331.9
<i>Whether entitled to a rostered day off and frequency of rostered days off —</i>									
Entitled to a rostered day off	840.1	26.1	866.2	650.9	55.4	706.4	1,491.1	81.5	1,572.6
Every week	47.9	6.2	54.2	82.7	19.9	102.6	130.6	26.2	156.8
Every fortnight	193.6	* 4.2	197.7	101.5	7.1	108.6	295.0	11.3	306.3
Every month	514.7	8.3	522.9	370.7	12.4	383.1	885.4	20.7	906.0
Other	84.0	7.4	91.4	96.1	16.0	112.1	180.0	23.4	203.4
Not entitled to a rostered day off	861.9	350.5	1,212.4	2,702.5	1,296.2	3,998.6	3,564.4	1,646.7	5,211.0
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	699.0	59.8	758.9	1,384.7	137.8	1,522.5	2,083.8	197.6	2,281.4
Overtime is not worked on a regular basis	38.5	8.2	46.7	59.9	17.5	77.4	98.5	25.7	124.1
Overtime is not worked	964.5	308.6	1,273.0	1,908.7	1,196.4	3,105.1	2,873.2	1,504.9	4,378.1
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	415.5	106.0	521.4	279.1	181.3	460.5	694.6	287.3	981.9
Did not work shift work in the last four weeks	1,267.5	268.7	1,536.2	3,060.6	1,166.9	4,227.5	4,328.1	1,435.6	5,763.7
Away from work for four weeks or more	19.1	* 1.9	21.0	13.7	* 3.4	17.1	32.7	5.3	38.0
<i>Whether can choose when to take holidays —</i>									
Can choose	1,122.5	248.4	1,370.8	2,551.0	907.4	3,458.4	3,673.4	1,155.8	4,829.2
Sometimes can choose	226.6	47.0	273.5	373.1	117.4	490.5	599.7	164.4	764.0
Cannot choose	353.0	81.2	434.2	429.3	326.8	756.1	782.4	408.0	1,190.4
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	546.6	94.3	640.9	1,530.1	415.6	1,945.7	2,076.7	509.9	2,586.6
Unable to work extra hours	1,155.5	282.2	1,437.7	1,823.3	936.0	2,759.3	2,978.8	1,218.3	4,197.1
<i>Days of the week usually works in main job —</i>									
Monday to Friday	1,197.3	80.5	1,277.8	2,505.3	298.8	2,804.1	3,702.6	379.3	4,081.9
Nine day fortnight	48.1	* 1.5	49.6	21.7	* 2.5	24.1	69.8	* 3.9	73.7
Days vary from week to week	251.6	107.3	358.9	235.8	315.2	551.1	487.4	422.5	909.9
Days vary from month to month	14.7	* 4.4	19.1	20.7	11.7	32.4	35.4	16.1	51.5
Other	190.3	183.0	373.3	569.9	723.4	1,293.3	760.2	906.4	1,666.6
Usually works weekdays only	27.2	102.7	129.9	51.9	465.3	517.2	79.1	568.0	647.0
Usually works weekends only	* 0.6	12.9	13.5	* 0.4	52.8	53.2	* 1.0	65.6	66.6
Works some week days and some weekends	162.6	67.4	229.9	517.6	205.4	723.0	680.2	272.8	952.9
<i>Whether had an absence from main job in the last two weeks and type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	371.6	74.8	446.4	621.1	188.4	809.4	992.7	263.1	1,255.8
Sick leave	223.9	39.0	262.9	336.9	91.5	428.5	560.8	130.6	691.4
Holiday leave	77.6	10.3	87.9	158.2	22.4	180.6	235.8	32.7	268.5
Study leave or examination leave	5.7	* 1.4	7.1	12.7	* 2.0	14.7	18.4	* 3.4	21.8
Bereavement leave	8.8	* 3.0	11.8	14.2	* 3.7	17.9	23.0	6.8	29.8
Long service leave	8.7	* 1.5	10.2	* 4.0	* 0.8	* 4.8	12.7	* 2.3	15.0
Maternity, paternity or parental leave	9.0	* 2.8	11.7	9.8	6.1	15.9	18.8	8.8	27.6
More than one type of leave	* 3.3	* 0.6	* 3.9	* 3.3	* 0.6	* 4.0	6.6	* 1.2	7.9
Unapproved leave	10.8	5.3	16.1	18.3	11.8	30.1	29.1	17.1	46.2
Other	24.0	10.7	34.7	63.5	49.5	113.0	87.5	60.2	147.7
Did not have an absence in the last two weeks	1,330.4	301.8	1,632.2	2,732.3	1,163.3	3,895.6	4,062.7	1,465.0	5,527.8
Total	1,702.1	376.5	2,078.6	3,353.4	1,351.6	4,705.0	5,055.5	1,728.2	6,783.6

TABLE 4. EMPLOYEES: WHETHER HAD CHILDREN AGED UNDER 12 YEARS BY SELECTED WORKING ARRANGEMENTS
(^{'000})

	<i>Had children aged under 12 years</i>			<i>Did not have children aged under 12 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>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	486.6	281.8	768.4	1,022.2	722.4	1,744.6	1,508.8	1,004.2	2,513.0
Variable daily	313.0	182.5	495.5	638.2	426.5	1,064.6	951.1	609.0	1,560.1
Not variable daily	173.6	99.3	272.9	384.1	295.9	680.0	557.7	395.2	952.9
Start and finish times are fixed	635.1	516.2	1,151.3	1,610.0	1,509.4	3,119.3	2,245.0	2,025.6	4,270.6
Times were negotiated with employer	116.6	159.2	275.8	319.2	343.8	663.0	435.8	503.0	938.8
Times were not negotiated with employer	518.5	357.0	875.5	1,290.8	1,165.6	2,456.4	1,809.2	1,522.6	3,331.9
<i>Whether entitled to a rostered day off and frequency of rostered days off —</i>									
Entitled to a rostered day off	335.9	99.5	435.4	723.2	413.9	1,137.2	1,059.1	513.5	1,572.6
Every week	26.8	12.5	39.2	61.0	56.6	117.6	87.7	69.1	156.8
Every fortnight	72.2	14.4	86.6	153.2	66.6	219.8	225.3	81.0	306.3
Every month	191.1	56.1	247.2	422.1	236.8	658.8	613.2	292.8	906.0
Other	45.9	16.6	62.5	87.0	54.0	141.0	132.9	70.6	203.4
Not entitled to a rostered day off	785.7	698.6	1,484.2	1,909.0	1,817.8	3,726.8	2,694.7	2,516.3	5,211.0
<i>Whether overtime is worked on a regular basis —</i>									
Overtime is worked on a regular basis	505.1	167.0	672.0	1,008.4	600.9	1,609.3	1,513.5	767.9	2,281.4
Overtime is not worked on a regular basis	25.9	11.8	37.8	48.4	38.0	86.4	74.3	49.8	124.1
Overtime is not worked	590.6	619.3	1,209.8	1,575.4	1,592.8	3,168.3	2,166.0	2,212.1	4,378.1
<i>Whether worked shift work in the last four weeks —</i>									
Worked shift work in the last four weeks	182.3	115.2	297.5	396.4	288.0	684.4	578.7	403.2	981.9
Did not work shift work in the last four weeks	938.1	674.3	1,612.4	2,222.2	1,929.1	4,151.3	3,160.3	2,603.4	5,763.7
Away from work for four weeks or more	* 1.2	8.6	9.8	13.6	14.6	28.2	14.8	23.2	38.0
<i>Whether can choose when to take holidays —</i>									
Can choose	807.2	546.2	1,353.4	1,896.1	1,579.7	3,475.8	2,703.4	2,125.8	4,829.2
Sometimes can choose	144.7	77.9	222.6	309.1	232.4	541.5	453.8	310.3	764.0
Cannot choose	169.7	174.0	343.7	427.0	419.7	846.7	596.7	593.7	1,190.4
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	430.6	308.5	739.1	991.5	856.0	1,847.5	1,422.1	1,164.4	2,586.6
Unable to work extra hours	691.0	489.6	1,180.6	1,640.7	1,375.8	3,016.4	2,331.7	1,865.3	4,197.1
<i>Days of the week usually works in main job —</i>									
Monday to Friday	756.8	329.9	1,086.7	1,706.7	1,288.5	2,995.2	2,463.5	1,618.4	4,081.9
Nine day fortnight	16.5	* 2.8	19.4	41.1	13.2	54.3	57.6	16.1	73.7
Days vary from week to week	134.1	127.1	261.2	319.1	329.6	648.7	453.2	456.7	909.9
Days vary from month to month	8.6	5.9	14.5	22.8	14.2	37.0	31.4	20.1	51.5
Other	205.6	332.4	537.9	542.5	586.1	1,128.7	748.1	918.5	1,666.6
Usually works weekdays only	21.1	233.6	254.6	108.4	284.0	392.4	129.5	517.6	647.0
Usually works weekends only	* 2.3	13.5	15.8	22.8	28.0	50.8	25.1	41.5	66.6
Works some week days and some weekends	182.2	85.3	267.5	411.3	274.1	685.4	593.5	359.4	952.9
<i>Full-time or part-time employees —</i>									
Full-time employees	1,054.3	298.0	1,352.3	2,279.4	1,423.7	3,703.2	3,333.8	1,721.7	5,055.5
Part-time employees	67.3	500.1	567.4	352.8	808.0	1,160.8	420.1	1,308.1	1,728.2
<i>Permanent or casual employees —</i>									
Permanent	957.1	502.9	1,459.9	2,075.0	1,631.6	3,706.6	3,032.0	2,134.5	5,166.5
Casual	164.6	295.2	459.8	557.3	600.1	1,157.4	721.8	895.3	1,617.1
<i>Weekly earnings in main job (\$) —</i>									
Under 160	24.8	121.4	146.2	155.3	247.8	403.0	180.0	369.2	549.2
160 and under 320	41.9	200.0	241.9	229.0	353.6	582.6	270.9	553.6	824.4
320 and under 480	142.0	184.6	326.6	451.5	540.2	991.7	593.5	724.9	1,318.4
480 and under 640	270.9	131.3	402.2	599.8	488.2	1,088.0	870.7	619.5	1,490.2
640 and under 800	187.2	55.5	242.7	378.1	234.2	612.3	565.3	289.7	855.0
800 and over	391.5	67.8	459.2	642.5	246.0	888.5	1,033.9	313.8	1,347.7
Could not be determined	63.4	37.5	100.9	176.0	121.8	297.8	239.5	159.2	398.7
Total	1,121.6	798.1	1,919.7	2,632.2	2,231.7	4,864.0	3,753.8	3,029.8	6,783.6

TABLE 5. EMPLOYEES: WHETHER START AND FINISH TIMES ARE FIXED AND SELECTED CHARACTERISTICS
(’000)

	Start and finish times are not fixed			Start and finish times are fixed			
	Variable daily	Not variable daily	Total	Times negotiated	Times not negotiated	Total	Total
MALES							
Age group (years) —							
15-19	11.4	42.3	53.7	17.0	117.8	134.8	188.5
20-24	60.0	80.8	140.8	51.7	267.7	319.5	460.3
25-34	225.0	166.8	391.9	114.1	534.9	649.0	1,040.9
35-44	297.9	133.3	431.2	117.8	420.2	538.0	969.2
45-54	249.6	96.1	345.6	86.0	323.6	409.6	755.3
55-59	65.3	25.0	90.3	28.5	87.7	116.2	206.5
60 and over	41.9	13.4	55.3	20.5	57.4	77.9	133.2
Relationship in household —							
Family member	778.6	443.1	1,221.7	329.8	1,479.9	1,809.7	3,031.3
Husband or wife	695.8	335.8	1,031.6	264.9	1,060.5	1,325.4	2,356.9
With dependants	431.5	212.1	643.6	156.3	664.6	820.9	1,464.5
Without dependants	264.3	123.7	388.0	108.6	395.9	504.5	892.5
Lone parent	15.2	5.6	20.8	6.7	25.6	32.3	53.1
Dependent student	8.3	13.3	21.6	10.0	26.4	36.4	58.0
Non-dependent child	51.1	81.8	133.0	40.6	322.9	363.5	496.5
Other family person	8.2	6.5	14.7	7.6	44.5	52.0	66.8
Non-family member	144.7	99.9	244.6	90.1	285.6	375.7	620.2
Lone person	87.5	45.1	132.6	44.2	140.4	184.6	317.2
Not living alone	57.2	54.8	112.0	45.8	145.2	191.0	303.0
Not determined	27.8	14.7	42.5	15.9	43.8	59.7	102.3
Full-time and part-time employees —							
Full-time employees	875.9	459.5	1,335.4	382.2	1,616.1	1,998.3	3,333.8
Part-time employees	75.2	98.1	173.4	53.6	193.1	246.7	420.1
Permanent or casual employees —							
Permanent	732.2	407.8	1,140.0	354.8	1,537.3	1,892.1	3,032.0
Casual	218.9	149.9	368.8	81.0	272.0	353.0	721.8
Sector —							
Public	207.1	88.4	295.5	82.9	358.5	441.4	736.9
Private	744.0	469.3	1,213.3	352.9	1,450.7	1,803.6	3,016.9
Industry —							
Agriculture, forestry and fishing	41.9	23.8	65.7	11.5	36.4	47.9	113.6
Mining	6.8	* 5.2	11.9	7.8	49.3	57.1	69.0
Manufacturing	125.4	85.8	211.2	86.7	480.9	567.6	778.8
Electricity, gas and water supply	13.0	* 5.1	18.2	8.7	33.7	42.4	60.6
Construction	84.8	49.4	134.2	25.6	144.4	170.0	304.2
Wholesale trade	85.6	40.0	125.6	36.6	138.1	174.7	300.3
Retail trade	59.4	65.5	125.0	73.4	208.5	281.9	406.9
Accommodation, cafes and restaurants	26.8	37.8	64.5	19.2	61.8	80.9	145.5
Transport and storage	42.4	68.8	111.2	16.8	109.9	126.7	237.9
Communication services	20.9	8.8	29.7	13.6	48.9	62.4	92.1
Finance and insurance	51.5	14.6	66.1	15.3	50.0	65.3	131.4
Property and business services	178.7	51.3	230.0	36.5	121.9	158.4	388.5
Government administration and defence	90.1	9.3	99.4	15.4	67.9	83.4	182.8
Education	37.3	26.1	63.4	19.6	102.1	121.6	185.0
Health and community services	32.1	22.1	54.1	23.2	72.9	96.1	150.2
Cultural and recreational services	17.6	17.6	35.3	8.3	31.4	39.7	75.0
Personal and other services	36.8	26.5	63.3	17.5	51.3	68.8	132.1
Occupation —							
Managers and administrators	167.3	31.8	199.2	34.1	50.3	84.5	283.7
Professionals	260.1	83.3	343.4	67.2	215.5	282.7	626.1
Associate professionals	171.6	71.4	243.0	59.3	138.0	197.2	440.3
Tradespersons and related workers	103.7	92.8	196.4	87.7	489.0	576.7	773.1
Advanced clerical and service workers	12.8	* 4.3	17.1	* 3.8	14.3	18.2	35.3
Intermediate clerical, sales and service workers	103.9	51.7	155.6	48.4	160.9	209.3	364.9
Intermediate production and transport workers	55.0	107.2	162.2	57.3	331.4	388.7	550.9
Elementary clerical, sales and service workers	30.3	40.9	71.2	36.5	129.8	166.3	237.5
Labourers and related workers	46.4	74.2	120.7	41.5	280.0	321.5	442.1
Trade union membership —							
Member of a trade union	179.8	178.1	357.9	139.6	755.3	895.0	1,252.9
Not a member of a trade union	771.3	379.5	1,150.9	296.2	1,053.9	1,350.1	2,500.9
Total	951.1	557.7	1,508.8	435.8	1,809.2	2,245.0	3,753.8

TABLE 5. EMPLOYEES: WHETHER START AND FINISH TIMES ARE FIXED AND SELECTED CHARACTERISTICS
(^{'000})—continued

	Start and finish times are not fixed			Start and finish times are fixed			Total
	Variable daily	Not variable daily	Total	Times negotiated	Times not negotiated	Total	
FEMALES							
Age group (years) —							
15-19	11.0	37.6	48.5	23.1	93.0	116.1	164.7
20-24	45.9	73.2	119.1	58.5	254.6	313.1	432.2
25-34	175.6	108.4	284.0	140.7	392.2	532.9	816.9
35-44	186.4	87.9	274.2	145.0	389.7	534.8	809.0
45-54	142.9	67.8	210.7	102.8	312.0	414.8	625.5
55-59	30.5	13.6	44.1	19.2	58.8	78.0	122.2
60 and over	16.6	6.8	23.5	13.7	22.1	35.8	59.3
Relationship in household —							
Family member	498.2	309.8	808.0	417.4	1,243.1	1,660.5	2,468.4
Husband or wife	400.3	198.6	598.9	307.3	861.0	1,168.3	1,767.2
With dependants	225.2	109.9	335.1	184.8	461.8	646.6	981.7
Without dependants	175.0	88.7	263.7	122.5	399.1	521.7	785.4
Lone parent	41.9	33.0	74.9	49.3	105.7	154.9	229.8
Dependent student	6.0	18.0	24.0	14.8	37.5	52.4	76.3
Non-dependent child	38.4	51.1	89.4	38.1	204.3	242.4	331.8
Other family person	11.7	9.1	20.8	7.8	34.7	42.5	63.3
Non-family member	90.1	69.1	159.2	64.9	229.7	294.6	453.8
Lone person	51.4	26.7	78.0	30.0	110.1	140.1	218.1
Not living alone	38.7	42.4	81.2	34.9	119.5	154.5	235.7
Not determined	20.7	16.3	37.0	20.7	49.9	70.6	107.6
Full-time and part-time employees —							
Full-time employees	370.1	178.9	549.0	234.7	938.0	1,172.7	1,721.7
Part-time employees	238.9	216.3	455.2	268.3	584.6	852.9	1,308.1
Permanent or casual employees —							
Permanent	415.4	214.8	630.2	359.3	1,145.0	1,504.3	2,134.5
Casual	193.6	180.4	374.0	143.7	377.6	521.4	895.3
Sector —							
Public	193.0	86.2	279.2	108.8	414.9	523.7	802.9
Private	416.0	309.0	725.0	394.2	1,107.8	1,501.9	2,226.9
Industry —							
Agriculture, forestry and fishing	17.7	6.5	24.2	* 4.1	12.1	16.1	40.3
Mining	* 1.9	* 0.0	* 1.9	* 1.4	* 4.0	5.4	7.3
Manufacturing	49.7	19.5	69.2	30.7	149.5	180.2	249.4
Electricity, gas and water supply	* 1.3	* 0.8	* 2.2	* 1.5	* 4.1	5.6	7.7
Construction	17.4	* 2.7	20.1	7.2	10.2	17.4	37.5
Wholesale trade	36.6	12.6	49.1	22.7	61.7	84.4	133.5
Retail trade	49.2	75.8	125.0	100.8	220.9	321.7	446.7
Accommodation, cafes and restaurants	27.3	52.9	80.2	26.7	77.3	103.9	184.1
Transport and storage	16.8	9.6	26.4	9.2	37.1	46.3	72.7
Communication services	13.3	* 2.6	15.8	* 5.1	26.1	31.2	47.1
Finance and insurance	30.9	16.4	47.3	35.4	87.7	123.2	170.4
Property and business services	109.6	36.4	146.0	45.9	139.0	185.0	331.0
Government administration and defence	75.9	12.3	88.3	20.3	43.1	63.3	151.6
Education	52.1	40.5	92.6	48.1	247.3	295.4	388.0
Health and community services	71.8	70.7	142.5	105.7	318.1	423.8	566.3
Cultural and recreational services	12.4	20.2	32.7	13.4	32.7	46.1	78.8
Personal and other services	24.9	15.8	40.7	24.8	51.7	76.6	117.3
Occupation —							
Managers and administrators	44.0	7.7	51.6	10.9	19.3	30.2	81.8
Professionals	139.2	77.6	216.7	92.9	362.8	455.8	672.5
Associate professionals	78.8	31.6	110.4	44.9	103.6	148.5	258.9
Tradespersons and related workers	7.7	15.7	23.4	12.8	40.4	53.2	76.7
Advanced clerical and service workers	92.2	24.1	116.3	49.1	116.8	165.9	282.2
Intermediate clerical, sales and service workers	166.6	110.4	277.0	162.8	437.3	600.1	877.1
Intermediate production and transport workers	8.3	8.7	17.0	10.4	61.9	72.4	89.3
Elementary clerical, sales and service workers	38.2	79.2	117.4	88.6	223.0	311.6	429.0
Labourers and related workers	34.0	40.2	74.2	30.5	157.5	188.0	262.2
Trade union membership —							
Member of a trade union	115.0	96.3	211.3	130.2	484.2	614.4	825.7
Not a member of a trade union	494.0	298.9	792.9	372.8	1,038.4	1,411.2	2,204.1
Total	609.0	395.2	1,004.2	503.0	1,522.6	2,025.6	3,029.8

TABLE 5. EMPLOYEES: WHETHER START AND FINISH TIMES ARE FIXED AND SELECTED CHARACTERISTICS
(‘000)—continued

	Start and finish times are not fixed			Start and finish times are fixed			Total
	Variable daily	Not variable daily	Total	Times negotiated	Times not negotiated	Total	
PERSONS							
<i>Age group (years) —</i>							
15-19	22.4	79.8	102.2	40.1	210.8	250.9	353.1
20-24	105.9	154.0	259.9	110.3	522.3	632.6	892.5
25-34	400.6	275.2	675.9	254.8	927.2	1,181.9	1,857.8
35-44	484.3	221.2	705.4	262.9	809.9	1,072.8	1,778.2
45-54	392.5	163.8	556.3	188.9	635.6	824.5	1,380.8
55-59	95.8	38.6	134.4	47.7	146.5	194.2	328.6
60 and over	58.6	20.2	78.8	34.2	79.5	113.7	192.5
<i>Relationship in household —</i>							
Family member	1,276.7	752.9	2,029.6	747.2	2,722.9	3,470.1	5,499.8
Husband or wife	1,096.1	534.4	1,630.4	572.2	1,921.5	2,493.7	4,124.1
With dependants	656.7	322.0	978.7	341.1	1,126.4	1,467.5	2,446.2
Without dependants	439.3	212.4	651.7	231.1	795.1	1,026.2	1,677.9
Lone parent	57.1	38.6	95.7	56.0	131.3	187.3	282.9
Dependent student	14.2	31.3	45.6	24.8	63.9	88.7	134.3
Non-dependent child	89.5	132.9	222.4	78.8	527.2	605.9	828.3
Other family person	19.9	15.6	35.5	15.4	79.1	94.6	130.1
Non-family member	234.8	169.0	403.8	155.0	515.2	670.2	1,074.0
Lone person	138.8	71.8	210.6	74.2	250.5	324.7	535.3
Not living alone	96.0	97.2	193.2	80.8	264.7	345.5	538.7
Not determined	48.6	31.0	79.6	36.6	93.7	130.3	209.8
<i>Full-time and part-time employees —</i>							
Full-time employees	1,246.0	638.4	1,884.4	616.9	2,554.1	3,171.0	5,055.5
Part-time employees	314.1	314.4	628.6	321.9	777.7	1,099.6	1,728.2
<i>Permanent or casual employees —</i>							
Permanent	1,147.6	622.6	1,770.2	714.0	2,682.3	3,396.3	5,166.5
Casual	412.5	330.3	742.8	224.7	649.6	874.3	1,617.1
<i>Sector —</i>							
Public	400.1	174.5	574.7	191.7	773.4	965.1	1,539.8
Private	1,160.0	778.3	1,938.3	747.0	2,558.5	3,305.5	5,243.8
<i>Industry —</i>							
Agriculture, forestry and fishing	59.6	30.3	89.9	15.5	48.5	64.0	153.9
Mining	8.7	* 5.2	13.8	9.2	53.2	62.4	76.3
Manufacturing	175.2	105.3	280.5	117.4	630.4	747.8	1,028.3
Electricity, gas and water supply	14.4	6.0	20.3	10.2	37.7	47.9	68.3
Construction	102.1	52.2	154.3	32.8	154.6	187.4	341.7
Wholesale trade	122.2	52.5	174.7	59.2	199.9	259.1	433.8
Retail trade	108.6	141.3	249.9	174.1	429.5	603.6	853.6
Accommodation, cafes and restaurants	54.1	90.7	144.8	45.8	139.0	184.8	329.6
Transport and storage	59.2	78.4	137.6	26.1	147.0	173.0	310.7
Communication services	34.2	11.3	45.5	18.7	74.9	93.6	139.2
Finance and insurance	82.4	31.0	113.4	50.8	137.7	188.5	301.9
Property and business services	288.3	87.7	376.0	82.4	261.0	343.4	719.4
Government administration and defence	166.1	21.6	187.7	35.7	111.0	146.7	334.4
Education	89.4	66.6	156.0	67.7	349.4	417.1	573.0
Health and community services	103.9	92.7	196.6	128.9	391.0	519.9	716.5
Cultural and recreational services	30.1	37.8	67.9	21.7	64.1	85.8	153.7
Personal and other services	61.7	42.3	104.0	42.4	103.0	145.4	249.4
<i>Occupation —</i>							
Managers and administrators	211.3	39.5	250.8	45.1	69.6	114.7	365.5
Professionals	399.2	160.9	560.1	160.2	578.3	738.5	1,298.6
Associate professionals	250.4	103.0	353.4	104.2	241.5	345.7	699.1
Tradespersons and related workers	111.4	108.5	219.9	100.5	529.5	629.9	849.8
Advanced clerical and service workers	105.0	28.4	133.4	52.9	131.2	184.1	317.5
Intermediate clerical, sales and service workers	270.5	162.1	432.6	211.2	598.2	809.4	1,242.0
Intermediate production and transport workers	63.3	115.9	179.2	67.8	393.3	461.0	640.3
Elementary clerical, sales and service workers	68.5	120.1	188.6	125.1	352.8	477.9	666.5
Labourers and related workers	80.4	114.5	194.9	71.9	437.5	509.4	704.3
<i>Trade union membership —</i>							
Member of a trade union	294.8	274.5	569.3	269.8	1,239.5	1,509.3	2,078.6
Not a member of a trade union	1,265.3	678.4	1,943.7	669.0	2,092.3	2,761.3	4,705.0
Total	1,560.1	952.9	2,513.0	938.8	3,331.9	4,270.6	6,783.6

TABLE 6. EMPLOYEES: WHETHER ABLE TO WORK EXTRA HOURS IN ORDER TO TAKE TIME OFF
(’000)

	<i>Able to work extra hours</i>			<i>Unable to work extra hours</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>Age group (years) —</i>									
15-19	52.8	44.4	97.2	135.7	120.3	255.9	188.5	164.7	353.1
20-24	162.9	161.0	323.9	297.3	271.2	568.6	460.3	432.2	892.5
25-34	401.3	344.0	745.3	639.6	473.0	1,112.5	1,040.9	816.9	1,857.8
35-44	383.7	319.7	703.4	585.6	489.3	1,074.8	969.2	809.0	1,778.2
45-54	292.9	232.1	525.0	462.4	393.4	855.8	755.3	625.5	1,380.8
55-59	78.4	42.9	121.3	128.0	79.3	207.3	206.5	122.2	328.6
60 and over	50.1	20.3	70.4	83.1	39.0	122.1	133.2	59.3	192.5
<i>Relationship in household —</i>									
Family member	1,139.4	939.5	2,078.8	1,892.0	1,529.0	3,420.9	3,031.3	2,468.4	5,499.8
Husband or wife	930.1	694.5	1,624.7	1,426.8	1,072.6	2,499.4	2,356.9	1,767.2	4,124.1
With dependants	567.4	373.5	940.9	897.1	608.2	1,505.3	1,464.5	981.7	2,446.2
Without dependants	362.8	321.0	683.8	529.7	464.4	994.1	892.5	785.4	1,677.9
Lone parent	23.4	85.6	109.1	29.7	144.2	173.9	53.1	229.8	282.9
Dependent student	8.5	13.1	21.7	49.5	63.2	112.6	58.0	76.3	134.3
Non-dependent child	154.5	123.7	278.1	342.1	208.2	550.2	496.5	331.8	828.3
Other family person	22.9	22.4	45.3	43.9	40.9	84.8	66.8	63.3	130.1
Non-family member	240.7	189.1	429.8	379.5	264.7	644.3	620.2	453.8	1,074.0
Lone person	123.8	95.6	219.4	193.4	122.5	315.9	317.2	218.1	535.3
Not living alone	116.9	93.4	210.4	186.1	142.2	328.3	303.0	235.7	538.7
Not determined	42.0	35.9	78.0	60.2	71.7	131.9	102.3	107.6	209.8
<i>Full-time and part-time employees —</i>									
Full-time employees	1,328.2	748.5	2,076.7	2,005.6	973.2	2,978.8	3,333.8	1,721.7	5,055.5
Part-time employees	93.9	415.9	509.9	326.1	892.2	1,218.3	420.1	1,308.1	1,728.2
<i>Permanent or casual employees —</i>									
Permanent	1,198.0	916.1	2,114.0	1,834.1	1,218.4	3,052.5	3,032.0	2,134.5	5,166.5
Casual	224.2	248.4	472.5	497.7	646.9	1,144.6	721.8	895.3	1,617.1
<i>Sector —</i>									
Public	289.8	308.5	598.4	447.1	494.3	941.4	736.9	802.9	1,539.8
Private	1,132.3	855.9	1,988.2	1,884.6	1,371.0	3,255.6	3,016.9	2,226.9	5,243.8
<i>Industry —</i>									
Agriculture, forestry and fishing	59.5	16.4	75.8	54.1	23.9	78.1	113.6	40.3	153.9
Mining	21.5	* 3.3	24.7	47.5	* 4.0	51.5	69.0	7.3	76.3
Manufacturing	262.1	102.5	364.6	516.7	147.0	663.7	778.8	249.4	1,028.3
Electricity, gas and water supply	29.6	* 4.4	34.0	31.0	* 3.3	34.3	60.6	7.7	68.3
Construction	129.7	23.4	153.0	174.5	14.1	188.6	304.2	37.5	341.7
Wholesale trade	128.2	62.3	190.5	172.1	71.2	243.3	300.3	133.5	433.8
Retail trade	145.0	147.5	292.4	261.9	299.2	561.1	406.9	446.7	853.6
Accommodation, cafes and restaurants	44.3	49.9	94.2	101.2	134.3	235.4	145.5	184.1	329.6
Transport and storage	57.2	28.0	85.2	180.7	44.7	225.5	237.9	72.7	310.7
Communication services	35.3	21.5	56.8	56.8	25.6	82.4	92.1	47.1	139.2
Finance and insurance	52.9	76.3	129.2	78.5	94.1	172.7	131.4	170.4	301.9
Property and business services	179.8	166.8	346.6	208.7	164.2	372.8	388.5	331.0	719.4
Government administration and defence	108.1	98.6	206.7	74.7	53.1	127.8	182.8	151.6	334.4
Education	43.7	89.4	133.2	141.3	298.6	439.9	185.0	388.0	573.0
Health and community services	54.4	192.5	247.0	95.8	373.8	469.6	150.2	566.3	716.5
Cultural and recreational services	27.0	27.0	54.0	48.0	51.7	99.7	75.0	78.8	153.7
Personal and other services	43.9	54.7	98.6	88.2	62.6	150.7	132.1	117.3	249.4
<i>Occupation —</i>									
Managers and administrators	142.8	44.7	187.5	140.8	37.2	178.0	283.7	81.8	365.5
Professionals	280.3	210.4	490.7	345.8	462.1	807.9	626.1	672.5	1,298.6
Associate professionals	191.0	127.8	318.8	249.3	131.1	380.3	440.3	258.9	699.1
Tradespersons and related workers	299.5	31.1	330.6	473.6	45.6	519.2	773.1	76.7	849.8
Advanced clerical and service workers	17.3	166.0	183.3	17.9	116.2	134.2	35.3	282.2	317.5
Intermediate clerical, sales and service workers	158.7	372.3	531.0	206.2	504.8	711.0	364.9	877.1	1,242.0
Intermediate production and transport workers	143.8	25.3	169.1	407.1	64.0	471.2	550.9	89.3	640.3
Elementary clerical, sales and service workers	70.3	130.1	200.5	167.2	298.9	466.0	237.5	429.0	666.5
Labourers and related workers	118.3	56.8	175.1	323.8	205.5	529.3	442.1	262.2	704.3
<i>Trade union membership —</i>									
Member of a trade union	383.0	257.9	640.9	870.0	567.8	1,437.7	1,252.9	825.7	2,078.6
Not a member of a trade union	1,039.2	906.5	1,945.7	1,461.8	1,297.6	2,759.3	2,500.9	2,204.1	4,705.0
Total	1,422.1	1,164.4	2,586.6	2,331.7	1,865.3	4,197.1	3,753.8	3,029.8	6,783.6

TABLE 7. EMPLOYEES: WHETHER ENTITLED TO A ROSTERED DAY OFF, SELECTED CHARACTERISTICS
(^{'000})

	<i>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(a)</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>Age group (years) —</i>									
15-19	23.0	11.4	34.4	37.7	16.7	54.4	188.5	164.7	353.1
20-24	76.5	72.4	149.0	114.5	86.7	201.2	460.3	432.2	892.5
25-34	208.5	121.2	329.8	301.4	152.0	453.5	1,040.9	816.9	1,857.8
35-44	212.8	97.0	309.7	299.0	123.9	422.9	969.2	809.0	1,778.2
45-54	140.9	80.9	221.8	210.8	106.7	317.5	755.3	625.5	1,380.8
55-59	35.4	18.1	53.5	58.8	23.2	82.0	206.5	122.2	328.6
60 and over	22.6	* 3.5	26.1	36.9	* 4.2	41.1	133.2	59.3	192.5
<i>Relationship in household —</i>									
Family member	571.2	315.7	886.8	850.5	401.3	1,251.8	3,031.3	2,468.4	5,499.8
Husband or wife	460.3	211.7	672.0	679.4	270.9	950.2	2,356.9	1,767.2	4,124.1
With dependants	293.2	98.8	392.0	423.6	125.7	549.3	1,464.5	981.7	2,446.2
Without dependants	167.1	112.9	279.9	255.8	145.1	401.0	892.5	785.4	1,677.9
Lone parent	9.4	33.1	42.5	14.7	39.9	54.6	53.1	229.8	282.9
Dependent student	* 0.5	* 0.6	* 1.1	* 1.6	* 0.6	* 2.2	58.0	76.3	134.3
Non-dependent child	85.1	60.3	145.5	134.3	75.1	209.4	496.5	331.8	828.3
Other family person	15.8	9.9	25.7	20.6	14.9	35.5	66.8	63.3	130.1
Non-family member	131.8	74.6	206.4	186.1	92.3	278.4	620.2	453.8	1,074.0
Lone person	76.0	41.1	117.1	107.4	50.8	158.2	317.2	218.1	535.3
Not living alone	55.8	33.5	89.3	78.7	41.5	120.2	303.0	235.7	538.7
Not determined	16.8	14.3	31.1	22.5	19.9	42.3	102.3	107.6	209.8
<i>Full-time or part-time employees —</i>									
Full-time employees	704.3	358.4	1,062.7	1,034.7	456.4	1,491.1	3,333.8	1,721.7	5,055.5
Part-time employees	15.5	46.2	61.7	24.5	57.1	81.5	420.1	1,308.1	1,728.2
<i>Permanent or casual employees —</i>									
Permanent	689.4	377.6	1,067.0	1,013.5	478.8	1,492.2	3,032.0	2,134.5	5,166.5
Casual	30.4	27.0	57.3	45.7	34.7	80.4	721.8	895.3	1,617.1
<i>Sector —</i>									
Public	238.0	162.8	400.8	335.4	193.4	528.8	736.9	802.9	1,539.8
Private	481.7	241.8	723.5	723.8	320.1	1,043.8	3,016.9	2,226.9	5,243.8
<i>Industry —</i>									
Agriculture, forestry and fishing	15.2	* 2.5	17.7	17.5	* 3.5	21.0	113.6	40.3	153.9
Mining	6.4	* 0.8	7.2	13.5	* 0.8	14.3	69.0	7.3	76.3
Manufacturing	165.6	30.1	195.7	278.5	52.9	331.4	778.8	249.4	1,028.3
Electricity, gas and water supply	26.3	* 4.5	30.7	40.5	* 5.0	45.6	60.6	7.7	68.3
Construction	60.2	* 1.5	61.7	111.9	* 1.8	113.7	304.2	37.5	341.7
Wholesale trade	31.4	9.4	40.8	42.6	11.9	54.5	300.3	133.5	433.8
Retail trade	51.6	37.2	88.8	67.7	54.1	121.8	406.9	446.7	853.6
Accommodation, cafes and restaurants	21.6	22.0	43.6	29.9	27.6	57.5	145.5	184.1	329.6
Transport and storage	58.2	13.6	71.8	90.8	17.2	108.0	237.9	72.7	310.7
Communication services	31.0	12.4	43.4	45.0	15.6	60.6	92.1	47.1	139.2
Finance and insurance	37.4	49.3	86.7	40.3	54.1	94.4	131.4	170.4	301.9
Property and business services	34.9	18.8	53.8	44.7	21.3	66.0	388.5	331.0	719.4
Government administration and defence	57.3	31.5	88.7	79.5	35.6	115.1	182.8	151.6	334.4
Education	18.4	18.9	37.3	21.0	22.8	43.8	185.0	388.0	573.0
Health and community services	47.8	123.5	171.2	64.0	152.9	216.9	150.2	566.3	716.5
Cultural and recreational services	14.8	7.7	22.4	20.1	10.1	30.2	75.0	78.8	153.7
Personal and other services	41.6	21.2	62.8	51.6	26.2	77.8	132.1	117.3	249.4
<i>Occupation —</i>									
Managers and administrators	31.3	8.7	40.1	33.3	9.7	43.0	283.7	81.8	365.5
Professionals	91.2	86.8	178.0	105.3	98.5	203.8	626.1	672.5	1,298.6
Associate professionals	97.9	48.2	146.2	118.7	56.6	175.3	440.3	258.9	699.1
Tradespersons and related workers	191.7	12.7	204.4	303.3	19.8	323.2	773.1	76.7	849.8
Advanced clerical and service workers	6.9	32.2	39.1	7.8	35.1	42.9	35.3	282.2	317.5
Intermediate clerical, sales and service workers	77.5	133.5	211.0	99.2	156.6	255.8	364.9	877.1	1,242.0
Intermediate production and transport workers	106.6	8.8	115.5	195.0	20.8	215.7	550.9	89.3	640.3
Elementary clerical, sales and service workers	31.2	41.8	72.9	46.1	62.3	108.3	237.5	429.0	666.5
Labourers and related workers	85.3	31.8	117.1	150.4	54.1	204.5	442.1	262.2	704.3
<i>Trade union membership —</i>									
Member of a trade union	400.4	175.9	576.2	629.4	236.8	866.2	1,252.9	825.7	2,078.6
Not a member of a trade union	319.4	228.7	548.1	429.7	276.7	706.4	2,500.9	2,204.1	4,705.0
Total	719.8	404.6	1,124.3	1,059.1	513.5	1,572.6	3,753.8	3,029.8	6,783.6

(a) Includes employees not entitled to a rostered day off.

TABLE 8. EMPLOYEES WHO USUALLY WORK OVERTIME IN THEIR MAIN JOB BY OCCUPATION
(^{'000})

	Managers and admini- strators	Profess- ionals	Associate profess- ionals	Trades- persons and related workers	Advanced clerical and service workers	Inter- mediate clerical, sales and service workers	Inter- mediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	Total
MALE FULL-TIME EMPLOYEES										
<i>Hours of overtime usually worked each week (hours) —</i>										
1-4	18.7	53.5	45.0	74.2	* 3.4	34.5	45.5	21.0	28.0	323.8
5-9	33.6	100.4	54.5	100.5	* 4.7	35.4	72.4	20.2	32.8	454.5
10-14	55.7	97.3	55.0	68.2	* 1.3	28.8	41.2	8.4	18.2	374.1
15-19	22.4	28.7	16.3	22.1	* 0.0	5.6	13.0	* 3.3	6.3	117.6
20-24	30.3	31.2	23.6	18.0	* 1.1	6.5	13.0	* 2.7	* 5.1	131.5
25 and over	19.6	13.9	12.3	9.1	* 0.5	* 2.0	10.0	* 0.4	* 3.6	71.4
<i>Whether most recent period of overtime was paid and method of payment —</i>										
Paid overtime	10.5	44.6	49.2	222.2	* 3.6	34.0	164.1	31.4	78.2	637.7
Normal time	* 4.3	14.6	8.6	28.3	* 0.0	* 3.9	17.3	6.0	10.7	93.7
Time and a half	* 4.3	15.2	18.8	117.6	* 2.9	17.2	81.9	16.8	40.7	315.4
Double time	* 0.9	* 3.0	7.6	24.6	* 0.3	* 4.6	19.2	* 4.5	6.5	71.1
Rate varied	* 1.0	7.7	10.9	41.7	* 0.4	6.3	38.0	* 3.2	17.7	126.8
Other(a)	* 0.0	* 4.0	* 3.3	10.0	* 0.0	* 2.0	7.7	* 0.9	* 2.7	30.6
Included in salary package	88.9	107.1	75.9	27.2	* 4.4	35.3	11.9	9.8	6.1	366.6
Time off in lieu	* 2.1	14.9	5.6	5.5	* 0.4	* 4.2	* 1.4	* 1.4	* 0.8	36.2
Unpaid overtime	76.4	152.8	73.9	35.5	* 2.6	37.7	16.7	12.5	8.7	416.7
Other arrangements	* 2.4	5.6	* 2.1	* 1.8	* 0.0	* 1.6	* 1.0	* 1.0	* 0.3	15.7
Total	180.2	325.0	206.7	292.1	11.0	112.8	195.0	56.0	94.0	1,472.9
ALL MALE EMPLOYEES										
<i>Hours of overtime usually worked each week (hours) —</i>										
1-4	18.7	56.9	46.3	74.8	* 3.7	38.2	47.4	25.2	31.2	342.5
5-9	34.3	102.7	55.4	101.6	* 4.7	38.4	73.1	21.3	34.6	466.1
10-14	55.7	98.4	55.4	68.8	* 1.3	29.2	41.9	9.0	20.0	379.6
15-19	22.4	28.9	16.3	22.1	* 0.0	5.8	13.6	* 3.6	6.3	119.1
20-24	30.3	31.9	23.6	18.3	* 1.1	6.5	14.1	* 2.7	* 5.1	133.6
25 and over	19.6	14.1	12.3	9.1	* 0.5	* 2.0	10.6	* 0.8	* 3.6	72.6
<i>Whether most recent period of overtime was paid and method of payment —</i>										
Paid overtime	10.9	45.9	50.2	224.6	* 3.6	38.7	168.8	35.9	84.6	663.1
Normal time	* 4.7	14.9	9.2	29.0	* 0.0	6.0	19.1	7.7	12.8	103.5
Time and a half	* 4.3	15.3	19.2	118.3	* 2.9	19.4	83.3	19.0	43.6	325.2
Double time	* 0.9	* 3.5	7.6	24.8	* 0.3	* 4.8	19.6	* 4.8	7.2	73.4
Rate varied	* 1.0	7.7	10.9	42.3	* 0.4	6.6	38.7	* 3.2	18.0	128.7
Other(a)	* 0.0	* 4.4	* 3.3	10.2	* 0.0	* 2.0	8.2	* 1.2	* 3.1	32.4
Included in salary package	89.2	108.2	75.9	27.2	* 4.7	35.5	12.4	10.5	6.1	369.7
Time off in lieu	* 2.1	14.9	5.6	5.5	* 0.4	* 4.9	* 1.4	* 1.4	* 0.8	36.9
Unpaid overtime	76.4	158.5	75.1	35.7	* 2.6	39.2	16.9	13.8	9.1	427.2
Other arrangements	* 2.4	5.6	* 2.5	* 1.8	* 0.0	* 1.6	* 1.4	* 1.0	* 0.3	16.5
Total	180.9	333.0	209.3	294.8	11.3	120.0	200.8	62.6	100.8	1,513.5

TABLE 8. EMPLOYEES WHO USUALLY WORK OVERTIME IN THEIR MAIN JOB BY OCCUPATION
(^{'000})—continued

	Managers and admini- strators	Profess- ionals	Associate profess- ionals	Trades- persons and related workers	Advanced clerical and service workers	Inter- mediate clerical, sales and service workers	Inter- mediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	Total
FEMALE FULL-TIME EMPLOYEES										
<i>Hours of overtime usually worked each week (hours) —</i>										
1-4	7.2	55.6	23.5	* 4.3	25.0	65.9	* 4.2	20.6	5.3	211.7
5-9	9.9	73.5	27.0	* 5.0	18.7	36.7	* 4.2	6.8	6.1	188.0
10-14	15.5	72.9	17.2	* 1.6	7.2	14.1	* 1.1	* 2.5	* 2.9	135.0
15-19	* 3.5	22.3	6.9	* 0.0	* 2.7	* 1.5	* 0.5	* 0.2	* 0.0	37.6
20-24	* 3.3	13.5	5.8	* 0.6	* 1.0	* 2.3	* 0.3	* 0.2	* 0.7	27.9
25 and over	* 2.4	* 4.2	* 2.9	* 0.0	* 0.0	* 1.0	* 0.3	* 0.0	* 0.0	10.8
<i>Whether most recent period of overtime was paid and method of payment —</i>										
Paid overtime	* 2.8	18.3	16.3	6.1	12.5	45.7	7.7	19.1	10.9	139.3
Normal time	* 0.3	* 3.5	* 2.5	* 2.5	* 2.3	7.0	* 1.0	* 2.9	* 0.5	22.5
Time and a half	* 1.5	8.2	8.1	* 2.6	8.5	27.0	* 3.9	11.7	7.8	79.4
Double time	* 0.3	* 0.3	* 2.7	* 0.0	* 0.5	* 2.8	* 1.0	* 2.8	* 0.9	11.3
Rate varied	* 0.3	* 4.4	* 2.6	* 0.6	* 0.6	5.2	* 1.9	* 1.4	* 1.1	18.2
Other(a)	* 0.3	* 1.9	* 0.3	* 0.3	* 0.7	* 3.7	* 0.0	* 0.2	* 0.6	8.0
Included in salary package	14.4	65.3	24.5	* 0.4	12.6	19.2	* 0.2	* 2.7	* 1.1	140.4
Time off in lieu	* 1.6	12.8	* 5.1	* 1.5	5.6	12.0	* 1.2	* 2.1	* 0.4	42.3
Unpaid overtime	23.0	143.4	36.5	* 3.6	23.7	44.0	* 1.4	6.4	* 2.7	284.8
Other arrangements	* 0.1	* 2.2	* 1.0	* 0.0	* 0.2	* 0.7	* 0.0	* 0.0	* 0.0	* 4.2
Total	41.8	242.0	83.3	11.5	54.6	121.6	10.6	30.3	15.1	610.9
ALL FEMALE EMPLOYEES										
<i>Hours of overtime usually worked each week (hours) —</i>										
1-4	9.6	94.7	30.1	6.1	28.1	96.0	6.9	32.4	10.3	314.1
5-9	10.3	91.8	28.5	6.2	21.5	45.2	* 4.2	10.7	8.0	226.3
10-14	15.6	80.4	18.7	* 1.6	7.4	16.4	* 1.1	* 2.9	* 3.4	147.3
15-19	* 3.7	23.8	7.2	* 0.0	* 2.7	* 1.7	* 0.5	* 0.2	* 0.0	39.9
20-24	* 3.3	14.0	6.2	* 0.6	* 1.0	* 2.3	* 0.3	* 0.6	* 0.7	29.1
25 and over	* 2.4	* 4.2	* 2.9	* 0.0	* 0.0	* 1.5	* 0.3	* 0.0	* 0.0	11.2
<i>Whether most recent period of overtime was paid and method of payment —</i>										
Paid overtime	* 3.1	27.1	19.3	7.8	14.8	69.6	9.0	28.2	17.3	196.1
Normal time	* 0.7	7.8	* 3.6	* 3.2	* 3.5	16.9	* 1.2	7.1	* 3.3	47.2
Time and a half	* 1.5	10.6	9.3	* 3.3	9.2	36.4	* 4.6	15.3	10.3	100.5
Double time	* 0.3	* 1.0	* 3.0	* 0.1	* 0.5	* 3.8	* 1.0	* 2.9	* 1.3	13.9
Rate varied	* 0.3	5.4	* 2.9	* 0.6	* 0.6	6.0	* 2.3	* 1.9	* 1.7	21.7
Other(a)	* 0.3	* 2.3	* 0.4	* 0.6	* 1.1	6.4	* 0.0	* 0.8	* 0.8	12.7
Included in salary package	14.9	69.9	24.6	* 0.4	12.9	20.5	* 0.5	* 2.9	* 1.1	147.8
Time off in lieu	* 2.1	17.0	6.0	* 1.5	6.0	14.0	* 1.2	* 2.6	* 0.4	50.8
Unpaid overtime	24.6	192.1	42.6	* 4.9	26.7	58.3	* 2.6	13.0	* 3.6	368.4
Other arrangements	* 0.1	* 2.8	* 1.0	* 0.0	* 0.2	* 0.7	* 0.0	* 0.0	* 0.0	* 4.8
Total	44.8	308.9	93.5	14.5	60.6	163.1	13.3	46.7	22.4	767.9

TABLE 8. EMPLOYEES WHO USUALLY WORK OVERTIME IN THEIR MAIN JOB BY OCCUPATION
(‘000)—continued

	Managers and admini- strators	Profess- ionals	Associate profess- ionals	Trades- persons and related workers	Advanced clerical and service workers	Inter- mediate clerical, sales and service workers	Inter- mediate production and transport workers	Elementary clerical, sales and service workers	Labourers and related workers	Total
ALL FULL-TIME EMPLOYEES										
<i>Hours of overtime usually worked each week (hours) —</i>										
1-4	25.9	109.1	68.6	78.5	28.4	100.4	49.7	41.6	33.3	535.5
5-9	43.5	173.9	81.5	105.5	23.5	72.2	76.6	27.0	38.9	642.5
10-14	71.2	170.2	72.2	69.9	8.5	42.9	42.3	10.9	21.1	509.0
15-19	25.9	50.9	23.2	22.1	* 2.7	7.2	13.5	* 3.5	6.3	155.2
20-24	33.6	44.8	29.4	18.6	* 2.1	8.8	13.3	* 2.9	5.8	159.3
25 and over	22.0	18.1	15.2	9.1	* 0.5	* 3.0	10.3	* 0.4	* 3.6	82.2
<i>Whether most recent period of overtime was paid and method of payment —</i>										
Paid overtime	13.3	62.8	65.5	228.3	16.1	79.7	171.8	50.4	89.0	777.0
Normal time	* 4.7	18.1	11.1	30.8	* 2.3	10.9	18.2	9.0	11.1	116.1
Time and a half	5.8	23.5	26.9	120.3	11.3	44.2	85.9	28.5	48.5	394.8
Double time	* 1.2	* 3.3	10.3	24.6	* 0.8	7.4	20.2	7.3	7.4	82.4
Rate varied	* 1.3	12.1	13.5	42.3	* 0.9	11.5	39.8	* 4.6	18.8	145.0
Other(a)	* 0.3	5.8	* 3.7	10.4	* 0.7	5.7	7.7	* 1.1	* 3.2	38.6
Included in salary package	103.2	172.4	100.4	27.6	17.0	54.5	12.1	12.5	7.2	506.9
Time off in lieu	* 3.7	27.6	10.7	6.9	6.0	16.2	* 2.6	* 3.5	* 1.2	78.5
Unpaid overtime	99.3	296.2	110.4	39.1	26.4	81.6	18.1	18.9	11.4	701.4
Other arrangements	* 2.5	7.8	* 3.1	* 1.8	* 0.2	* 2.3	* 1.0	* 1.0	* 0.3	20.0
Total	222.0	567.0	290.1	303.7	65.6	234.5	205.6	86.3	109.0	2,083.8
ALL EMPLOYEES										
<i>Hours of overtime usually worked each week (hours) —</i>										
1-4	28.3	151.6	76.4	80.9	31.8	134.2	54.3	57.6	41.5	656.6
5-9	44.5	194.5	83.9	107.8	26.2	83.6	77.3	32.0	42.6	692.4
10-14	71.3	178.7	74.1	70.4	8.7	45.5	43.0	11.9	23.3	526.9
15-19	26.1	52.8	23.5	22.1	* 2.7	7.5	14.1	* 3.9	6.3	158.9
20-24	33.6	46.0	29.8	18.9	* 2.1	8.8	14.4	* 3.2	5.8	162.7
25 and over	22.0	18.3	15.2	9.1	* 0.5	* 3.4	10.9	* 0.8	* 3.6	83.8
<i>Whether most recent period of overtime was paid and method of payment —</i>										
Paid overtime	14.0	72.9	69.5	232.3	18.4	108.3	177.8	64.1	101.9	859.2
Normal time	5.4	22.7	12.8	32.1	* 3.5	22.9	20.3	14.9	16.2	150.7
Time and a half	5.8	25.9	28.5	121.6	12.1	55.8	87.9	34.3	53.8	425.7
Double time	* 1.2	* 4.5	10.6	24.9	* 0.8	8.6	20.6	7.7	8.5	87.3
Rate varied	* 1.3	13.1	13.8	43.0	* 0.9	12.6	40.9	* 5.1	19.6	150.4
Other(a)	* 0.3	6.7	* 3.7	10.8	* 1.1	8.4	8.2	* 2.0	* 3.8	45.1
Included in salary package	104.0	178.1	100.6	27.6	17.6	56.1	12.9	13.5	7.2	517.4
Time off in lieu	* 4.2	31.9	11.6	6.9	6.4	18.9	* 2.6	* 4.0	* 1.2	87.8
Unpaid overtime	101.0	350.6	117.7	40.7	29.3	97.5	19.4	26.8	12.7	795.6
Other arrangements	* 2.5	8.4	* 3.6	* 1.8	* 0.2	* 2.3	* 1.4	* 1.0	* 0.3	21.4
Total	225.7	641.9	302.8	309.3	71.9	283.1	214.1	109.3	123.2	2,281.4

(a) Includes 'Set overtime allowance' and 'Don't know'.

TABLE 9. EMPLOYEES WHO WORKED SHIFT WORK IN THE LAST FOUR WEEKS
(’000)

	<i>Type of shift worked in most recent shift</i>								<i>Total</i>
	<i>Rotating</i>	<i>Regular morning</i>	<i>Regular afternoon</i>	<i>Regular evening, night or graveyard</i>	<i>Split shift</i>	<i>On call</i>	<i>Irregular</i>	<i>Other</i>	
<i>Sex —</i>									
Males	265.1	29.5	48.4	99.3	17.7	13.9	92.1	12.5	578.7
Females	162.3	24.7	28.0	74.5	18.0	7.6	81.3	6.9	403.2
<i>Age group (years) —</i>									
15-19	18.6	* 2.4	* 1.9	9.8	* 1.4	* 0.3	12.9	* 2.2	49.5
20-24	58.7	6.4	7.4	31.5	6.4	* 2.0	23.0	* 3.3	138.7
25-34	130.8	15.7	24.9	49.9	8.2	6.5	52.5	5.7	294.4
35-44	123.5	15.0	23.6	46.9	9.1	6.3	45.1	* 3.3	272.7
45-54	77.6	10.7	14.6	25.8	7.0	* 4.7	30.3	* 3.0	173.7
55-59	14.4	* 3.0	* 2.8	6.0	* 2.2	* 1.1	6.8	* 1.5	37.7
60 and over	* 3.8	* 1.0	* 1.2	* 3.9	* 1.3	* 0.5	* 2.9	* 0.5	15.2
<i>Relationship in household —</i>									
Family member	329.6	42.9	60.6	139.1	30.3	18.5	133.2	15.1	769.3
Husband or wife	255.1	33.3	47.4	95.7	20.6	15.3	95.9	8.5	571.8
With dependants	152.6	20.0	34.6	70.4	9.2	7.4	56.7	5.5	356.3
Without dependants	102.5	13.3	12.8	25.4	11.4	7.9	39.2	* 3.0	215.6
Lone parent	14.7	* 2.5	* 3.1	9.2	* 2.7	* 0.1	6.4	* 1.0	39.8
Dependent student	* 4.7	* 0.5	* 1.7	8.9	* 0.6	* 0.6	7.3	* 1.1	25.4
Non-dependent child	47.0	5.2	6.2	21.9	5.6	* 2.5	21.4	* 3.5	113.3
Other family person	8.0	* 1.5	* 2.1	* 3.4	* 0.8	* 0.0	* 2.2	* 1.0	19.0
Non-family member	85.8	10.3	12.4	29.6	* 4.5	* 2.9	37.2	* 4.3	186.9
Lone person	42.4	5.3	5.8	12.0	* 2.0	* 2.0	19.7	* 1.4	90.6
Not living alone	43.4	* 5.0	6.7	17.6	* 2.5	* 0.8	17.5	* 3.0	96.3
Not determined	12.1	* 1.0	* 3.3	* 5.1	* 0.9	* 0.2	* 3.1	* 0.0	25.7
<i>Full-time or part-time employees —</i>									
Full-time employees	350.5	38.7	55.5	94.6	23.8	15.8	103.2	12.4	694.6
Part-time employees	77.0	15.5	20.9	79.2	11.9	5.7	70.2	7.1	287.3
<i>Permanent or casual employees —</i>									
Permanent	376.5	44.5	63.1	114.5	24.7	13.5	122.0	12.1	771.0
Casual	51.0	9.7	13.3	59.3	11.0	8.0	51.4	7.4	211.0
<i>Sector —</i>									
Public	152.8	11.6	9.4	28.2	8.8	* 5.0	57.9	5.5	279.1
Private	274.7	42.6	67.0	145.6	26.9	16.5	115.5	14.0	702.8
<i>Industry —</i>									
Mining	21.9	* 0.4	* 2.7	* 4.4	* 0.7	* 0.2	* 2.2	* 0.3	32.8
Manufacturing	82.9	13.9	35.0	33.6	* 3.2	* 1.4	15.1	* 2.3	187.4
Accommodation, cafes and restaurants	30.0	* 3.2	* 4.6	25.6	9.0	* 1.7	22.7	* 2.2	99.1
Transport and storage	50.6	* 4.3	* 4.3	7.2	* 2.7	* 3.2	25.9	* 1.7	99.9
Health and community services	113.7	14.8	14.7	36.0	* 4.5	5.7	43.7	* 3.5	236.7
Cultural and recreational services	14.0	* 0.7	* 1.4	8.3	* 2.5	* 0.6	9.7	* 0.2	37.5
Personal and other services	33.6	* 1.3	* 0.6	* 2.1	* 1.3	* 1.0	15.8	* 1.7	57.4
All other industries	80.7	15.6	13.2	56.4	11.7	7.7	38.3	7.5	231.1
<i>Occupation —</i>									
Associate professionals	75.1	* 4.4	5.2	12.1	* 4.8	* 2.8	28.1	* 2.6	135.0
Intermediate production and transport workers	71.7	9.3	18.2	30.3	* 3.8	* 3.0	18.6	* 1.7	156.6
Elementary clerical, sales and service workers	49.8	5.7	* 3.5	23.0	* 2.6	* 1.6	22.0	* 2.2	110.4
Labourers and related workers	43.2	13.3	18.0	21.8	12.3	* 1.9	12.6	* 2.4	125.7
All other occupations	187.7	21.5	31.3	86.5	12.3	12.3	92.1	10.5	454.3
<i>Trade union membership —</i>									
Member of a trade union	252.4	30.5	46.7	81.8	11.1	8.9	82.1	7.9	521.4
Not a member of a trade union	175.0	23.7	29.6	92.0	24.6	12.6	91.3	11.6	460.5
Total	427.5	54.2	76.4	173.8	35.7	21.5	173.4	19.5	981.9

TABLE 10. PART-TIME EMPLOYEES, RELATIONSHIP IN HOUSEHOLD AND REASON FOR WORKING PART-TIME
(^{'000})

	Husband or wife		Lone parent						
	With children under 15 present	Without children under 15 present	Total	With children under 15 present	Without children under 15 present	Total	Other family person(a)	Non-family member(b)	Total
MALES									
Main reason for working part-time hours in main job —									
Personal reasons	* 4.1	12.6	16.7	* 0.9	* 0.7	* 1.6	65.3	26.2	109.7
Own ill health or physical disability	* 2.6	6.1	8.7	* 0.0	* 0.7	* 0.7	* 4.0	* 2.9	16.3
Attending an educational institution	* 0.9	* 4.5	5.4	* 0.4	* 0.0	* 0.4	60.9	22.6	89.3
Welfare payments or pensions may be affected	* 0.6	* 2.0	* 2.6	* 0.5	* 0.0	* 0.5	* 0.5	* 0.7	* 4.2
Family reasons	* 3.1	* 0.5	* 3.6	* 2.4	* 0.0	* 2.4	* 0.2	* 0.0	6.2
Work related reasons	56.8	60.1	117.0	* 2.2	* 0.7	* 2.8	60.6	66.3	246.7
Not enough work available	30.1	27.1	57.2	* 1.8	* 0.6	* 2.4	30.9	33.0	123.5
Standard work arrangements or requirement of the job	21.1	28.1	49.2	* 0.0	* 0.1	* 0.1	24.7	29.4	103.5
No other jobs available	* 4.6	* 3.1	7.7	* 0.0	* 0.0	* 0.0	* 4.9	* 2.6	15.2
Hours worked in other job(s)	* 1.0	* 1.8	* 2.9	* 0.4	* 0.0	* 0.4	* 0.0	* 1.2	* 4.5
Other reasons	* 4.0	22.2	26.3	* 0.2	* 0.0	* 0.2	7.1	8.4	42.0
Total	68.0	95.4	163.5	5.7	* 1.4	7.0	133.2	100.9	404.6
FEMALES									
Main reason for working part-time hours in main job —									
Personal reasons	6.3	16.0	22.2	* 3.6	* 2.1	5.7	87.5	44.8	160.3
Own ill health, physical disability or pregnancy	* 3.0	6.4	9.3	* 0.7	* 0.9	* 1.6	* 2.7	6.4	20.0
Attending an educational institution	* 1.7	7.6	9.3	* 2.5	* 0.4	* 2.9	84.3	37.1	133.6
Welfare payments or pensions may be affected	* 1.6	* 2.0	* 3.6	* 0.5	* 0.7	* 1.3	* 0.5	* 1.3	6.7
Family reasons	189.9	7.7	197.6	29.6	* 1.2	30.8	* 1.0	5.3	234.8
Work related reasons	182.8	208.2	391.1	44.0	19.7	63.7	80.0	92.8	627.6
Not enough work available	54.0	60.0	114.0	18.6	6.4	25.0	38.6	38.5	216.0
Standard work arrangements or requirement of the job	121.6	139.2	260.9	22.0	11.7	33.7	34.4	47.4	376.4
No other jobs available	* 5.0	6.7	11.8	* 3.3	* 1.2	* 4.5	6.3	6.2	28.7
Hours worked in other job(s)	* 2.2	* 2.3	* 4.5	* 0.0	* 0.4	* 0.4	* 0.8	* 0.8	6.5
Other reasons	121.4	136.3	257.6	11.3	* 3.3	14.5	11.4	24.6	308.1
Total	500.4	368.1	868.6	88.5	26.3	114.7	180.0	167.5	1,330.8
PERSONS									
Main reason for working part-time hours in main job —									
Personal reasons	10.3	28.6	38.9	* 4.5	* 2.8	7.3	152.9	70.9	270.0
Own ill health, physical disability or pregnancy	5.5	12.5	18.1	* 0.7	* 1.6	* 2.2	6.6	9.3	36.2
Attending an educational institution	* 2.6	12.1	14.7	* 2.9	* 0.4	* 3.3	145.2	59.7	222.9
Welfare payments or pensions may be affected	* 2.2	* 3.9	6.1	* 1.0	* 0.7	* 1.8	* 1.0	* 2.0	10.9
Family reasons	193.0	8.1	201.2	32.0	* 1.2	33.2	* 1.2	5.3	241.0
Work related reasons	239.7	268.4	508.1	46.2	20.4	66.5	140.6	159.1	874.3
Not enough work available	84.1	87.1	171.2	20.4	7.0	27.4	69.5	71.5	339.5
Standard work arrangements or requirement of the job	142.7	167.4	310.1	22.0	11.8	33.8	59.1	76.8	479.8
No other jobs available	9.6	9.8	19.4	* 3.3	* 1.2	* 4.5	11.2	8.8	44.0
Hours worked in other job(s)	* 3.2	* 4.1	7.3	* 0.4	* 0.4	* 0.8	* 0.8	* 2.0	10.9
Other reasons	125.4	158.5	283.9	11.5	* 3.3	14.7	18.5	33.0	350.1
Total	568.4	463.6	1,032.0	94.2	27.6	121.8	313.2	268.3	1,735.3

(a) Includes dependent students, non-dependent children and other family persons. (b) Includes persons for whom relationship in household could not be determined.

**TABLE 11. EMPLOYEES WITH CHILDREN AGED UNDER 12 YEARS, WHETHER USED FORMAL CHILDCARE
(‘000)**

	<i>Used formal childcare</i>			<i>Did not use formal childcare</i>			<i>Total(a)</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									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	122.8	38.7	161.5	333.6	63.0	396.6	458.6	101.8	560.4
Variable daily	84.2	29.3	113.6	215.4	44.9	260.4	300.2	74.4	374.6
Not variable daily	38.6	9.4	47.9	118.2	18.1	136.3	158.4	27.4	185.8
Start and finish times are fixed	127.2	68.9	196.1	464.7	125.3	590.0	595.8	196.1	791.9
Times were negotiated with employer	27.7	17.1	44.9	82.3	25.2	107.5	110.8	42.9	153.7
Times were not negotiated with employer	99.5	51.7	151.2	382.5	100.1	482.5	485.0	153.2	638.2
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	67.2	27.8	94.9	262.9	52.4	315.4	331.3	81.3	412.5
Not entitled to a rostered day off	182.9	79.8	262.7	535.5	135.8	671.3	723.1	216.7	939.7
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	106.7	51.1	157.8	305.0	69.1	374.1	414.8	122.1	537.0
Unable to work extra hours	143.3	56.5	199.8	493.4	119.1	612.6	639.5	175.8	815.3
<i>Sector —</i>									
Public	57.4	42.8	100.2	166.8	67.1	233.9	225.5	110.7	336.2
Private	192.6	64.7	257.3	631.6	121.1	752.7	828.8	187.2	1,016.1
<i>Weekly earnings in main job (\$) —</i>									
Under 160	* 1.9	* 0.5	* 2.4	6.5	* 2.4	8.9	8.4	* 3.0	11.4
160 and under 320	* 2.9	* 3.9	6.8	20.3	14.3	34.6	23.2	18.1	41.4
320 and under 480	20.6	21.1	41.7	104.9	52.5	157.5	126.9	74.2	201.1
480 and under 640	55.8	32.3	88.0	207.2	53.0	260.2	264.0	86.5	350.5
640 and under 800	46.0	17.5	63.6	136.0	26.2	162.2	183.3	43.7	227.0
800 and over	109.9	27.0	137.0	276.3	29.6	305.9	388.1	56.8	445.0
Could not be determined	12.9	5.2	18.0	47.1	10.3	57.4	60.4	15.6	76.0
<i>Total</i>	<i>250.0</i>	<i>107.5</i>	<i>357.6</i>	<i>798.4</i>	<i>188.3</i>	<i>986.7</i>	<i>1,054.3</i>	<i>298.0</i>	<i>1,352.3</i>
PART-TIME EMPLOYEES									
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	* 4.9	56.6	61.4	23.1	122.8	145.9	28.0	180.0	208.0
Variable daily	* 2.2	34.3	36.5	10.6	73.3	83.9	12.8	108.1	120.9
Not variable daily	* 2.7	22.3	25.0	12.5	49.5	62.0	15.2	71.9	87.1
Start and finish times are fixed	6.0	96.4	102.4	33.2	223.4	256.6	39.3	320.1	359.4
Times were negotiated with employer	* 1.6	40.5	42.1	* 4.2	75.8	80.0	5.7	116.3	122.1
Times were not negotiated with employer	* 4.4	55.9	60.3	29.0	147.6	176.6	33.5	203.8	237.3
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	* 0.4	* 4.4	* 4.9	* 4.2	13.8	18.0	* 4.7	18.2	22.9
Not entitled to a rostered day off	10.4	148.6	159.0	52.1	332.4	384.5	62.6	481.9	544.5
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	* 3.4	61.4	64.9	12.3	124.3	136.7	15.8	186.3	202.1
Unable to work extra hours	7.4	91.6	99.0	44.0	221.8	265.8	51.5	313.8	365.3
<i>Sector —</i>									
Public	* 2.2	42.3	44.6	9.3	81.5	90.8	11.6	124.6	136.2
Private	8.6	110.6	119.3	47.0	264.7	311.7	55.7	375.5	431.2
<i>Weekly earnings in main job (\$) —</i>									
Under 160	* 0.3	27.8	28.1	15.9	90.7	106.6	16.3	118.5	134.8
160 and under 320	* 4.4	52.5	56.9	14.3	129.2	143.5	18.7	181.9	200.5
320 and under 480	* 2.9	37.1	40.0	12.2	72.8	85.0	15.1	110.4	125.6
480 and under 640	* 1.8	20.5	22.3	* 5.1	24.0	29.1	6.9	44.8	51.7
640 and under 800	* 0.8	5.7	6.5	* 3.1	6.1	9.1	* 3.9	11.7	15.6
800 and over	* 0.4	* 3.2	* 3.6	* 2.9	7.8	10.7	* 3.3	11.0	14.3
Could not be determined	* 0.2	6.3	6.4	* 2.9	15.6	18.5	* 3.1	21.9	24.9
<i>Total</i>	<i>10.9</i>	<i>153.0</i>	<i>163.8</i>	<i>56.3</i>	<i>346.2</i>	<i>402.5</i>	<i>67.3</i>	<i>500.1</i>	<i>567.4</i>

TABLE 11. EMPLOYEES WITH CHILDREN AGED UNDER 12 YEARS, WHETHER USED FORMAL CHILDCARE
(^{'000})—continued

	Used formal childcare			Did not use formal childcare			Total(a)		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	TOTAL								
<i>Whether start and finish times are fixed —</i>									
Start and finish times are not fixed	127.7	95.3	222.9	356.8	185.8	542.5	486.6	281.8	768.4
Variable daily	86.4	63.6	150.0	226.1	118.2	344.2	313.0	182.5	495.5
Not variable daily	41.2	31.7	72.9	130.7	67.6	198.3	173.6	99.3	272.9
Start and finish times are fixed	133.2	165.3	298.5	497.9	348.7	846.6	635.1	516.2	1,151.3
Times were negotiated with employer	29.3	57.7	87.0	86.5	101.0	187.4	116.6	159.2	275.8
Times were not negotiated with employer	103.9	107.6	211.5	411.5	247.7	659.2	518.5	357.0	875.5
<i>Whether entitled to a rostered day off —</i>									
Entitled to a rostered day off	67.6	32.2	99.8	267.2	66.2	333.4	335.9	99.5	435.4
Not entitled to a rostered day off	193.3	228.3	421.6	587.5	468.2	1,055.8	785.7	698.6	1,484.2
<i>Whether able to work extra hours in order to take time off —</i>									
Able to work extra hours	110.2	112.5	222.6	317.3	193.5	510.8	430.6	308.5	739.1
Unable to work extra hours	150.7	148.0	298.8	537.4	341.0	878.4	691.0	489.6	1,180.6
<i>Sector —</i>									
Public	59.7	85.2	144.8	176.2	148.6	324.8	237.1	235.3	472.4
Private	201.2	175.4	376.6	678.6	385.8	1,064.4	884.5	562.7	1,447.2
<i>Weekly earnings in main job (\$) —</i>									
Under 160	* 2.2	28.3	30.5	22.4	93.2	115.6	24.8	121.4	146.2
160 and under 320	7.3	56.4	63.7	34.6	143.5	178.1	41.9	200.0	241.9
320 and under 480	23.5	58.3	81.8	117.1	125.3	242.4	142.0	184.6	326.6
480 and under 640	57.6	52.8	110.3	212.3	77.0	289.3	270.9	131.3	402.2
640 and under 800	46.9	23.2	70.1	139.1	32.2	171.3	187.2	55.5	242.7
800 and over	110.4	30.2	140.6	279.2	37.4	316.5	391.5	67.8	459.2
Could not be determined	13.1	11.4	24.5	50.0	25.9	75.9	63.4	37.5	100.9
Total	260.9	260.5	521.4	854.7	534.4	1,389.1	1,121.6	798.1	1,919.7

(a) Includes persons for whom the type of formal childcare used could not be determined.

LE 12. EMPLOYEES WHO HAD AN ABSENCE FROM WORK IN THE PREVIOUS TWO WEEKS: MAIN REASON FOR ABSENCE AND SELECTED DETAILS OF LEAVE TAKEN
(000)

	August 1993(a)			August 1995			August 1997		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Main reason for most recent absence —</i>									
Personal reasons	484.2	408.8	893.0	566.0	488.7	1,054.7	588.5	509.5	1,097.9
Recreational purposes	128.5	101.1	229.6	156.7	119.2	275.9	157.7	117.6	275.2
Attending a medical or dental appointment	17.1	12.2	29.3	23.7	15.1	38.8	14.9	11.4	26.3
Own ill health, physical disability or pregnancy	275.4	251.1	526.4	320.8	303.5	624.3	343.3	328.2	671.5
Attending a funeral or death in family	18.0	15.9	33.9	20.2	17.4	37.6	20.8	15.7	36.5
Attending an educational institution, study or exams	15.4	10.2	25.6	13.1	12.6	25.7	10.7	8.7	19.4
Home maintenance or housework	*2.3	*1.9	*4.2	*3.6	*1.5	5.2	*2.7	*2.0	*4.7
Other personal reasons	27.6	16.4	44.0	27.9	19.4	47.3	38.4	25.9	64.3
Family reasons	35.3	36.5	71.8	40.1	52.1	92.2	37.3	51.5	88.8
Caring for aged, ill or disabled person	10.4	6.5	16.9	13.9	9.4	23.3	13.3	8.0	21.3
Child-related reason	11.2	20.9	32.0	14.4	36.2	50.6	12.8	34.7	47.5
Other family reasons	13.7	9.1	22.8	11.8	6.5	18.3	11.1	8.8	20.0
No particular reason	*4.3	*3.1	7.4	5.1	*3.5	8.6	*2.5	*2.3	*4.8
Work related reason	40.0	22.3	62.3	42.5	18.3	60.9	32.2	9.4	41.6
Other reason	27.8	17.3	45.1	12.3	7.4	19.7	13.0	9.8	22.7
<i>Type of leave taken for most recent absence —</i>									
Holiday leave	154.0	116.4	270.2	168.3	112.1	280.5	155.7	112.8	268.5
Study leave or examination leave	16.6	11.2	27.9	14.8	15.6	30.4	13.6	8.2	21.8
Sick leave	298.5	255.0	553.5	343.0	308.9	651.9	360.7	330.7	691.4
Long service leave	*4.4	3.2	7.6	6.9	9.4	16.4	8.9	6.1	15.0
Bereavement leave	11.2	10.3	21.5	14.1	14.4	28.6	15.0	14.8	29.8
Maternity, paternity or parental leave	*4.7	12.4	17.1	6.8	19.4	26.2	8.0	19.7	27.6
More than one type of leave	*2.3	*2.8	5.2	*2.8	*1.9	*4.6	*4.5	*3.3	7.9
Unapproved leave	18.6	16.6	35.1	19.7	15.1	34.7	27.2	19.0	46.2
Other	81.5	60.0	141.6	89.6	73.3	162.9	79.8	67.9	147.7
<i>Whether paid or unpaid leave for most recent absence —</i>									
Paid	464.8	349.2	814.0	513.7	400.8	914.5	527.1	419.8	946.9
Unpaid	118.2	123.7	241.9	137.5	155.7	293.3	133.7	151.0	284.8
Both	*1.9	6.7	8.6	5.6	5.6	11.2	*2.6	*4.9	7.6
Don't know	6.7	8.4	15.1	9.2	8.0	17.2	10.0	6.6	16.6
<i>Number of days absent in the last two weeks —</i>									
One or more whole days off	505.1	428.8	933.9	590.7	518.1	1,108.8	607.9	545.4	1,153.4
1 whole day	240.9	218.9	459.8	271.2	245.8	517.0	263.7	250.2	513.9
2 whole days	92.2	72.6	164.8	102.4	89.8	192.2	109.5	100.7	210.2
3 — 5 whole days	107.7	89.8	197.4	128.7	104.0	232.8	144.1	121.7	265.8
6 — 9 whole days	30.1	23.3	53.4	34.1	26.7	60.8	41.6	29.0	70.5
10 whole days or more	34.1	24.2	58.4	54.3	51.8	106.1	49.1	43.8	92.9
Only part days off	86.5	59.2	145.7	75.3	52.0	127.3	65.5	37.0	102.5
Total	591.6	488.0	1,079.6	666.0	570.1	1,236.2	673.4	582.4	1,255.8

(a) Revised to exclude persons still at school.

HIGHLIGHTED DATA AMENDED 28/5/99

TABLE 12. EMPLOYEES WHO HAD AN ABSENCE FROM WORK IN THE PREVIOUS TWO WEEKS: MAIN REASON FOR ABSENCE AND SELECTED DETAILS OF LEAVE TAKEN ('000)

	August 1993(a)			August 1995			August 1997		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
<i>Main reason for most recent absence —</i>									
Personal reasons	484.2	408.8	893.0	566.0	488.7	1,054.7	588.5	509.5	1,097.9
Recreational purposes	128.5	101.1	229.6	156.7	119.2	275.9	157.7	117.6	275.2
Attending a medical or dental appointment	17.1	12.2	29.3	23.7	15.1	38.8	14.9	11.4	26.3
Own ill health, physical disability or pregnancy	275.4	251.1	526.4	320.8	303.5	624.3	343.3	328.2	671.5
Attending a funeral or death in family	18.0	15.9	33.9	20.2	17.4	37.6	20.8	15.7	36.5
Attending an educational institution, study or exams	15.4	10.2	25.6	13.1	12.6	25.7	10.7	8.7	19.4
Home maintenance or housework	*2.3	*1.9	*4.2	*3.6	*1.5	5.2	*2.7	*2.0	*4.7
Other personal reasons	27.6	16.4	44.0	27.9	19.4	47.3	38.4	25.9	64.3
Family reasons	35.3	36.5	71.8	40.1	52.1	92.2	37.3	51.5	88.8
Caring for aged, ill or disabled person	10.4	6.5	16.9	13.9	9.4	23.3	13.3	21.3	8.0
Child-related reason	11.2	20.9	32.0	14.4	36.2	50.6	12.8	34.7	47.5
Other family reasons	13.7	9.1	22.8	11.8	6.5	18.3	11.1	8.8	20.0
No particular reason	*4.3	*3.1	7.4	5.1	*3.5	8.6	*2.5	*2.3	*4.8
Work related reason	40.0	22.3	62.3	42.5	18.3	60.9	32.2	9.4	41.6
Other reason	27.8	17.3	45.1	12.3	7.4	19.7	13.0	9.8	22.7
<i>Type of leave taken for most recent absence —</i>									
Holiday leave	154.0	116.4	270.2	168.3	112.1	280.5	155.7	112.8	268.5
Study leave or examination leave	16.6	11.2	27.9	14.8	15.6	30.4	13.6	8.2	21.8
Sick leave	298.5	255.0	553.5	343.0	308.9	651.9	360.7	330.7	691.4
Long service leave	*4.4	3.2	7.6	6.9	9.4	16.4	8.9	6.1	15.0
Bereavement leave	11.2	10.3	21.5	14.1	14.4	28.6	15.0	14.8	29.8
Maternity, paternity or parental leave	*4.7	12.4	17.1	6.8	92.4	26.2	8.0	19.7	27.6
More than one type of leave	*2.3	*2.8	5.2	*2.8	*1.9	*4.6	*4.5	*3.3	7.9
Unapproved leave	18.6	16.6	35.1	19.7	15.1	34.7	27.2	19.0	46.2
Other	31.5	60.0	141.6	89.6	73.3	162.9	79.8	67.9	147.7
<i>Whether paid or unpaid leave for most recent absence —</i>									
Paid	464.8	349.2	814.0	513.7	400.8	914.5	527.1	419.8	946.9
Unpaid	118.2	123.7	241.9	137.5	155.7	293.3	133.7	151.0	284.8
Both	*1.9	6.7	8.6	5.6	5.6	11.2	*2.6	*4.9	7.6
Don't know	6.7	8.4	15.1	9.2	8.0	17.2	10.0	6.6	16.6
<i>Number of days absent in the last two weeks —</i>									
One or more whole days off	505.1	428.8	933.9	590.7	518.1	1,108.8	607.9	545.4	1,153.4
1 whole day	240.9	218.9	459.8	271.2	245.8	517.0	263.7	250.2	513.9
2 whole days	92.2	72.6	164.8	102.4	89.8	192.2	109.5	100.7	210.2
3 — 5 whole days	107.7	89.8	197.4	128.7	104.0	232.8	144.1	121.7	265.8
6 — 9 whole days	30.1	23.3	53.4	34.1	26.7	60.8	41.6	29.0	70.5
10 whole days or more	34.1	24.2	58.4	54.3	51.8	106.1	49.1	43.8	92.9
Only part days off	141.7	120.7	262.4	75.3	52.0	127.3	65.5	37.0	102.5
Total	591.6	488.0	1,079.6	666.0	570.1	1,236.2	673.4	582.4	1,255.8

(a) Revised to exclude persons still at school.

TABLE 13. EMPLOYEES: WHETHER HAD CHILDREN AGED UNDER 12 YEARS, WHETHER HAD ABSENCE FROM WORK
('000)

	Had children aged under 12 years			Did not have children aged under 12 years			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
FULL-TIME EMPLOYEES									
<i>Main reason for most recent absence —</i>									
Had an absence in the last two weeks	196.9	71.5	268.4	422.6	301.8	724.4	619.4	373.3	992.7
Personal reasons	160.9	50.1	211.0	383.2	286.9	670.0	544.1	337.0	881.0
Recreational purposes	40.2	8.4	48.6	107.0	72.5	179.5	147.2	80.9	228.1
Attending a medical or dental appointment	* 3.0	* 0.6	* 3.6	11.1	8.4	19.5	14.1	9.0	23.1
Own ill health, physical disability or pregnancy	99.4	37.7	137.1	217.8	176.2	394.1	317.2	213.9	531.2
Attending a funeral or death in family	* 4.4	* 1.6	6.0	13.3	8.5	21.9	17.7	10.1	27.8
Attending an educational institution, study or exams	* 3.5	* 0.1	* 3.6	6.7	5.4	12.0	10.2	5.5	15.7
Home maintenance or housework	* 1.6	* 0.3	* 1.9	* 1.1	* 1.5	* 2.6	* 2.7	* 1.8	* 4.5
Other personal reasons	8.8	* 1.3	10.1	26.1	14.4	40.5	34.9	15.8	50.6
Family reasons	22.6	17.2	39.8	12.9	9.2	22.1	35.5	26.4	61.9
Caring for ill or disabled children	7.1	9.9	16.9	* 0.4	* 1.3	* 1.8	7.5	11.2	18.7
Caring for other ill, aged or disabled family member	5.8	* 1.5	7.3	7.2	* 3.7	10.9	13.0	5.2	18.2
Difficulty with childcare pupil free days or school vacation	* 0.0	* 0.1	* 0.1	* 0.0	* 0.3	* 0.3	* 0.0	* 0.3	* 0.3
Spending time with children	* 1.4	* 3.4	* 4.8	* 0.7	* 0.4	* 1.2	* 2.1	* 3.8	5.9
Attend school activities	* 2.2	* 0.7	* 2.9	* 0.5	* 0.0	* 0.5	* 2.7	* 0.7	* 3.4
Other family reasons	6.2	* 1.6	7.8	* 4.0	* 3.5	7.5	10.2	* 5.1	15.3
No particular reason	* 0.9	* 1.3	* 2.2	* 0.5	* 0.6	* 1.1	* 1.4	* 1.9	* 3.3
Work related reason	9.5	* 1.9	11.4	18.3	* 2.4	20.7	27.9	* 4.2	32.1
Other reasons	* 2.9	* 1.1	* 4.0	7.7	* 2.7	10.4	10.6	* 3.8	14.4
Did not have an absence in the last two weeks	857.4	226.5	1,083.9	1,856.9	1,122.0	2,978.8	2,714.3	1,348.4	4,062.7
<i>Type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	196.9	71.5	268.4	422.6	301.8	724.4	619.4	373.3	992.7
Sick leave	107.8	39.3	147.1	230.5	183.3	413.8	338.2	222.6	560.8
Holiday leave	47.0	9.6	56.7	104.0	75.0	179.1	151.1	84.7	235.8
Study leave or examination leave	* 3.8	* 0.1	* 3.9	9.1	5.4	14.5	12.9	5.5	18.4
Bereavement leave	* 3.3	* 1.5	* 4.9	10.2	7.9	18.1	13.5	9.5	23.0
Long service leave	* 1.6	* 1.4	* 3.0	6.6	* 3.1	9.7	8.2	* 4.5	12.7
Maternity, paternity or parental leave	6.7	9.0	15.7	* 0.6	* 2.5	* 3.1	7.4	11.4	18.8
More than one type of leave	* 1.8	* 0.2	* 2.0	* 2.7	* 1.9	* 4.6	* 4.5	* 2.1	6.6
Unapproved leave	5.6	* 1.5	7.1	16.8	5.3	22.0	22.3	6.8	29.1
Other	19.2	8.8	28.1	42.0	17.4	59.4	61.3	26.2	87.5
Did not have an absence in the last two weeks	857.4	226.5	1,083.9	1,856.9	1,122.0	2,978.8	2,714.3	1,348.4	4,062.7
<i>Whether paid or unpaid leave for most recent absence —</i>									
Had an absence in the last two weeks	196.9	71.5	268.4	422.6	301.8	724.4	619.4	373.3	992.7
Paid	168.5	58.2	226.7	345.7	265.9	611.5	514.2	324.1	838.3
Unpaid	25.4	11.0	36.4	68.8	31.5	100.3	94.2	42.5	136.7
Both	* 0.6	* 1.4	* 2.0	* 1.9	* 2.1	* 4.0	* 2.5	* 3.5	6.0
Don't know	* 2.4	* 0.8	* 3.2	6.2	* 2.3	8.5	8.6	* 3.1	11.7
Did not have an absence in the last two weeks	857.4	226.5	1,083.9	1,856.9	1,122.0	2,978.8	2,714.3	1,348.4	4,062.7
<i>Number of days absent in the last two weeks —</i>									
Had an absence in the last two weeks	196.9	71.5	268.4	422.6	301.8	724.4	619.4	373.3	992.7
One or more whole days off	177.6	68.1	245.7	382.1	277.8	659.8	559.7	345.9	905.5
1 whole day	80.8	33.3	114.1	157.5	120.6	278.1	238.3	153.9	392.2
2 whole days	30.3	12.1	42.4	70.0	49.1	119.1	100.3	61.2	161.5
3 — 5 whole days	44.6	12.7	57.3	90.3	68.7	159.0	134.9	81.4	216.3
6 — 9 whole days	11.8	* 1.3	13.2	27.3	15.9	43.1	39.1	17.2	56.3
10 whole days or more	10.1	8.7	18.7	37.0	23.5	60.5	47.0	32.2	79.2
Absent whole period	5.8	7.0	12.8	21.4	15.5	37.0	27.2	22.5	49.7
Only part days off	19.3	* 3.4	22.7	40.5	24.0	64.5	59.8	27.4	87.2
Did not have an absence in the last two weeks	857.4	226.5	1,083.9	1,856.9	1,122.0	2,978.8	2,714.3	1,348.4	4,062.7
Total	1,054.3	298.0	1,352.3	2,279.4	1,423.7	3,703.2	3,333.8	1,721.7	5,055.5

TABLE 13. EMPLOYEES: WHETHER HAD CHILDREN AGED UNDER 12 YEARS, WHETHER HAD ABSENCE FROM WORK
(*000)—continued

	Had children aged under 12 years			Did not have children aged under 12 years			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
PART-TIME EMPLOYEES									
<i>Main reason for most recent absence —</i>									
Had an absence in the last two weeks	7.8	84.8	92.6	46.2	124.3	170.5	54.0	209.1	263.1
Personal reasons	* 5.0	60.3	65.3	39.4	112.2	151.6	44.4	172.5	216.9
Recreational purposes	* 0.6	10.3	11.0	9.8	26.4	36.1	10.4	36.7	47.1
Attending a medical or dental appointment	* 0.0	* 0.8	* 0.8	* 0.8	* 1.6	* 2.4	* 0.8	* 2.4	* 3.2
Own ill health, physical disability or pregnancy	* 3.1	44.5	47.6	23.0	69.8	92.7	26.1	114.2	140.3
Attending a funeral or death in family	* 0.3	* 1.9	* 2.2	* 2.8	* 3.7	6.5	* 3.1	5.6	8.7
Attending an educational institution, study or exams	* 0.4	* 0.7	* 1.1	* 0.1	* 2.5	* 2.6	* 0.6	* 3.2	* 3.8
Home maintenance or housework	* 0.0	* 0.0	* 0.0	* 0.0	* 0.2	* 0.2	* 0.0	* 0.2	* 0.2
Other personal reasons	* 0.5	* 2.1	* 2.6	* 3.0	8.0	11.1	* 3.5	10.1	13.6
Family reasons	* 1.0	20.7	21.7	* 0.8	* 4.5	5.3	* 1.8	25.1	26.9
Caring for ill or disabled children	* 0.5	12.8	13.4	* 0.0	* 1.2	* 1.2	* 0.5	14.1	14.6
Caring for other ill, aged or disabled family member	* 0.3	* 1.5	* 1.8	* 0.0	* 1.3	* 1.3	* 0.3	* 2.9	* 3.1
Difficulty with childcare pupil free days or school vacation	* 0.0	* 0.6	* 0.6	* 0.0	* 0.2	* 0.2	* 0.0	* 0.8	* 0.8
Spending time with children	* 0.0	* 1.0	* 1.0	* 0.0	* 0.1	* 0.1	* 0.0	* 1.1	* 1.1
Attend school activities	* 0.0	* 2.4	* 2.4	* 0.0	* 0.3	* 0.3	* 0.0	* 2.7	* 2.7
Other family reasons	* 0.2	* 2.4	* 2.6	* 0.8	* 1.3	* 2.1	* 1.0	* 3.7	* 4.7
No particular reason	* 0.3	* 0.4	* 0.7	* 0.8	* 0.0	* 0.8	* 1.1	* 0.4	* 1.5
Work related reason	* 1.3	* 0.9	* 2.2	* 3.1	* 4.3	7.3	* 4.4	* 5.2	9.5
Other reasons	* 0.2	* 2.6	* 2.8	* 2.1	* 3.4	5.4	* 2.3	6.0	8.2
Did not have an absence in the last two weeks	59.5	415.3	474.8	306.6	683.7	990.3	366.1	1,099.0	1,465.0
<i>Type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	7.8	84.8	92.6	46.2	124.3	170.5	54.0	209.1	263.1
Sick leave	* 3.0	43.9	46.8	19.5	64.2	83.7	22.5	108.1	130.6
Holiday leave	* 0.6	8.0	8.6	* 4.0	20.2	24.1	* 4.6	28.1	32.7
Study leave or examination leave	* 0.4	* 0.4	* 0.8	* 0.3	* 2.2	* 2.5	* 0.8	* 2.6	* 3.4
Bereavement leave	* 0.0	* 1.4	* 1.4	* 1.5	* 3.9	5.4	* 1.5	5.3	6.8
Long service leave	* 0.0	* 0.1	* 0.1	* 0.7	* 1.5	* 2.2	* 0.7	* 1.6	* 2.3
Maternity, paternity or parental leave	* 0.6	6.3	6.9	* 0.0	* 1.9	* 1.9	* 0.6	8.2	8.8
More than one type of leave	* 0.0	* 0.0	* 0.0	* 0.0	* 1.2	* 1.2	* 0.0	* 1.2	* 1.2
Unapproved leave	* 0.0	* 4.4	* 4.4	* 4.9	7.8	12.7	* 4.9	12.2	17.1
Other	* 3.2	20.4	23.5	15.4	21.3	36.7	18.5	41.7	60.2
Did not have an absence in the last two weeks	59.5	415.3	474.8	306.6	683.7	990.3	366.1	1,099.0	1,465.0
<i>Whether paid or unpaid leave for most recent absence —</i>									
Had an absence in the last two weeks	7.8	84.8	92.6	46.2	124.3	170.5	54.0	209.1	263.1
Paid	* 2.4	40.6	43.0	10.6	55.1	65.6	12.9	95.7	108.7
Unpaid	5.5	40.7	46.2	34.1	67.8	101.9	39.6	108.5	148.1
Both	* 0.0	* 1.0	* 1.0	* 0.1	* 0.4	* 0.6	* 0.1	* 1.4	* 1.5
Don't know	* 0.0	* 2.5	* 2.5	* 1.4	* 1.0	* 2.4	* 1.4	* 3.5	* 4.9
Did not have an absence in the last two weeks	59.5	415.3	474.8	306.6	683.7	990.3	366.1	1,099.0	1,465.0
<i>Number of days absent in the last two weeks —</i>									
Had an absence in the last two weeks	7.8	84.8	92.6	46.2	124.3	170.5	54.0	209.1	263.1
One or more whole days off	7.1	82.8	89.9	41.1	116.8	157.9	48.3	199.6	247.8
1 whole day	* 3.0	42.4	45.4	22.3	53.9	76.2	25.3	96.3	121.7
2 whole days	* 1.6	17.5	19.2	7.5	22.0	29.5	9.1	39.5	48.7
3 — 5 whole days	* 1.3	15.6	16.9	8.0	24.7	32.7	9.3	40.3	49.6
6 — 9 whole days	* 0.9	* 3.6	* 4.5	* 1.6	8.1	9.7	* 2.5	11.8	14.2
10 whole days or more	* 0.3	* 3.7	* 4.0	* 1.7	8.0	9.7	* 2.0	11.7	13.7
Absent whole period	* 0.3	* 2.6	* 2.9	* 0.9	5.8	6.7	* 1.2	8.4	9.6
Only part days off	* 0.7	* 2.0	* 2.7	* 5.1	7.5	12.6	5.7	9.5	15.3
Did not have an absence in the last two weeks	59.5	415.3	474.8	306.6	683.7	990.3	366.1	1,099.0	1,465.0
Total	67.3	500.1	567.4	352.8	808.0	1,160.8	420.1	1,308.1	1,728.2

TABLE 13. EMPLOYEES: WHETHER HAD CHILDREN AGED UNDER 12 YEARS, WHETHER HAD ABSENCE FROM WORK
(*000)—continued

	Had children aged under 12 years			Did not have children aged under 12 years			Total		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
TOTAL									
<i>Main reason for most recent absence —</i>									
Had an absence in the last two weeks	204.7	156.3	361.0	468.7	426.1	894.9	673.4	582.4	1,255.8
Personal reasons	165.9	110.3	276.2	422.6	399.1	821.7	588.5	509.5	1,097.9
Recreational purposes	40.8	18.7	59.6	116.8	98.8	215.6	157.7	117.6	275.2
Attending a medical or dental appointment	* 3.0	* 1.4	* 4.4	11.9	10.0	21.9	14.9	11.4	26.3
Own ill health, physical disability or pregnancy	102.5	82.2	184.7	240.8	246.0	486.8	343.3	328.2	671.5
Attending a funeral or death in family	* 4.7	* 3.5	8.1	16.1	12.2	28.4	20.8	15.7	36.5
Attending an educational institution, study or exams	* 4.0	* 0.8	* 4.7	6.8	7.9	14.7	10.7	8.7	19.4
Home maintenance or housework	* 1.6	* 0.3	* 1.9	* 1.1	* 1.7	* 2.8	* 2.7	* 2.0	* 4.7
Other personal reasons	9.3	* 3.5	12.7	29.1	22.4	51.6	38.4	25.9	64.3
Family reasons	23.6	37.9	61.5	13.7	13.7	27.3	37.3	51.5	88.8
Caring for ill or disabled children	7.6	22.7	30.3	* 0.4	* 2.6	* 3.0	8.0	25.3	33.3
Caring for other ill, aged or disabled family member	6.1	* 3.0	9.1	7.2	* 5.0	12.3	13.3	8.0	21.3
Difficulty with childcare pupil free days or school vacation	* 0.0	* 0.7	* 0.7	* 0.0	* 0.4	* 0.4	* 0.0	* 1.1	* 1.1
Spending time with children	* 1.4	* 4.4	5.8	* 0.7	* 0.5	* 1.3	* 2.1	* 4.9	7.0
Attend school activities	* 2.2	* 3.1	5.3	* 0.5	* 0.3	* 0.8	* 2.7	* 3.4	6.1
Other family reasons	6.4	* 4.0	10.4	* 4.8	* 4.8	9.5	11.2	8.8	20.0
No particular reason	* 1.2	* 1.6	* 2.8	* 1.4	* 0.6	* 2.0	* 2.5	* 2.3	* 4.8
Work related reason	10.9	* 2.8	13.6	21.4	6.6	28.0	32.2	9.4	41.6
Other reasons	* 3.1	* 3.7	6.8	9.8	6.1	15.9	12.9	9.8	22.7
Did not have an absence in the last two weeks	916.9	641.8	1,558.7	2,163.5	1,805.6	3,969.1	3,080.4	2,447.4	5,527.8
<i>Type of leave taken for most recent absence —</i>									
Had an absence in the last two weeks	204.7	156.3	361.0	468.7	426.1	894.9	673.4	582.4	1,255.8
Sick leave	110.7	83.2	193.9	250.0	247.5	497.5	360.7	330.7	691.4
Holiday leave	47.7	17.6	65.3	108.0	95.2	203.2	155.7	112.8	268.5
Study leave or examination leave	* 4.2	* 0.5	* 4.7	9.4	7.7	17.1	13.6	8.2	21.8
Bereavement leave	* 3.3	* 2.9	6.2	11.7	11.9	23.5	15.0	14.8	29.8
Long service leave	* 1.6	* 1.5	* 3.1	7.3	* 4.6	11.9	8.9	6.1	15.0
Maternity, paternity or parental leave	7.3	15.3	22.6	* 0.6	* 4.4	* 5.0	8.0	19.7	27.6
More than one type of leave	* 1.8	* 0.2	* 2.0	* 2.7	* 3.1	5.8	* 4.5	* 3.3	7.9
Unapproved leave	5.6	5.9	11.5	21.7	13.1	34.7	27.2	19.0	46.2
Other	22.4	29.2	51.6	57.4	38.7	96.1	79.8	67.9	147.7
Did not have an absence in the last two weeks	916.9	641.8	1,558.7	2,163.5	1,805.6	3,969.1	3,080.4	2,447.4	5,527.8
<i>Whether paid or unpaid leave for most recent absence —</i>									
Had an absence in the last two weeks	204.7	156.3	361.0	468.7	426.1	894.9	673.4	582.4	1,255.8
Paid	170.9	98.9	269.8	356.2	320.9	677.2	527.1	419.8	946.9
Unpaid	30.8	51.8	82.6	102.9	99.3	202.2	133.7	151.0	284.8
Both	* 0.6	* 2.3	* 2.9	* 2.0	* 2.6	* 4.6	* 2.6	* 4.9	7.6
Don't know	* 2.4	* 3.3	5.7	7.6	* 3.3	10.9	10.0	6.6	16.6
Did not have an absence in the last two weeks	916.9	641.8	1,558.7	2,163.5	1,805.6	3,969.1	3,080.4	2,447.4	5,527.8
<i>Number of days absent in the last two weeks —</i>									
Had an absence in the last two weeks	204.7	156.3	361.0	468.7	426.1	894.9	673.4	582.4	1,255.8
One or more whole days off	184.7	150.9	335.6	423.2	394.6	817.7	607.9	545.4	1,153.4
1 whole day	83.9	75.7	159.5	179.8	174.6	354.4	263.7	250.2	513.9
2 whole days	31.9	29.6	61.6	77.5	71.1	148.6	109.5	100.7	210.2
3 — 5 whole days	45.9	28.3	74.2	98.3	93.4	191.7	144.1	121.7	265.8
6 — 9 whole days	12.7	* 4.9	17.6	28.9	24.0	52.9	41.6	29.0	70.5
10 whole days or more	10.4	12.3	22.7	38.7	31.5	70.2	49.1	43.8	92.9
Absent whole period	6.1	9.6	15.7	22.4	21.3	43.7	28.4	30.9	59.4
Only part days off	20.0	5.4	25.4	45.6	31.6	77.1	65.5	37.0	102.5
Did not have an absence in the last two weeks	916.9	641.8	1,558.7	2,163.5	1,805.6	3,969.1	3,080.4	2,447.4	5,527.8
Total	1,121.6	798.1	1,919.7	2,632.2	2,231.7	4,864.0	3,753.8	3,029.8	6,783.6

TABLE 14. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE
(^{'000})

	<i>NSW</i>	<i>Vic.</i>	<i>Qld.</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
MALES									
<i>Population 1:</i> Employees in main job	1,253.6	949.4	682.1	288.0	382.0	88.7	38.5	71.6	3,753.8
<i>Population 2:</i> Employees who work part-time hours in their main job	135.9	102.9	74.6	32.5	36.0	11.0	* 2.9	8.8	404.6
<i>Population 3:</i> Employees entitled to a rostered day off in their main job	370.3	281.5	188.1	89.8	81.6	25.2	9.0	13.6	1,059.1
<i>Population 4:</i> Employees who usually work overtime in their main job	475.5	396.8	288.5	112.5	157.4	29.6	20.8	32.4	1,513.5
<i>Population 5:</i> Employees who worked shift work in their main job in the last four weeks	200.7	140.8	111.0	43.9	55.3	12.7	6.4	8.0	578.7
<i>Population 6:</i> Employees in main job with children aged under 12 years	394.6	274.9	199.7	80.1	113.3	27.9	11.6	19.6	1,121.6
<i>Population 7:</i> Employees who had an absence from their main job of at least three hours in the last two weeks	203.6	176.9	129.4	56.4	71.4	13.4	6.0	16.5	673.4
FEMALES									
<i>Population 1:</i> Employees in main job	1,008.4	771.2	552.5	237.1	296.0	67.0	33.9	63.7	3,029.8
<i>Population 2:</i> Employees who work part-time hours in their main job	418.3	335.2	242.7	125.1	139.7	36.5	10.6	22.6	1,330.8
<i>Population 3:</i> Employees entitled to a rostered day off in their main job	195.2	117.6	96.0	34.3	45.1	9.7	7.2	8.4	513.5
<i>Population 4:</i> Employees who usually work overtime in their main job	239.4	215.0	144.8	53.8	72.0	13.5	10.8	18.6	767.9
<i>Population 5:</i> Employees who worked shift work in their main job in the last four weeks	124.1	98.1	84.8	38.9	35.9	9.3	5.7	6.5	403.2
<i>Population 6:</i> Employees in main job with children aged under 12 years	279.5	199.2	136.9	61.9	75.5	19.1	10.1	15.8	798.1
<i>Population 7:</i> Employees who had an absence from their main job of at least three hours in the last two weeks	171.7	160.5	111.2	47.3	58.6	10.8	5.4	17.0	582.4

TABLE 14. POPULATIONS BY STATE OR TERRITORY OF USUAL RESIDENCE
(^{'000})—continued

	<i>NSW</i>	<i>Vic.</i>	<i>Qld.</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
	PERSONS								
<i>Population 1:</i> Employees in main job	2,262.0	1,720.6	1,234.6	525.1	678.0	155.6	72.4	135.2	6,783.6
<i>Population 2:</i> Employees who work part-time hours in their main job	554.1	438.1	317.3	157.6	175.8	47.5	13.5	31.4	1,735.3
<i>Population 3:</i> Employees entitled to a rostered day off in their main job	565.5	399.1	284.2	124.0	126.7	34.9	16.2	22.0	1,572.6
<i>Population 4:</i> Employees who usually work overtime in their main job	715.0	611.8	433.3	166.4	229.3	43.1	31.6	51.0	2,281.4
<i>Population 5:</i> Employees who worked shift work in their main job in the last four weeks	324.9	238.8	195.7	82.8	91.2	22.0	12.0	14.5	981.9
<i>Population 6:</i> Employees in main job with children aged under 12 years	674.1	474.0	336.6	141.9	188.8	47.0	21.7	35.4	1,919.7
<i>Population 7:</i> Employees who had an absence from their main job of at least three hours in the last two weeks	375.2	337.4	240.6	103.7	129.9	24.2	11.4	33.4	1,255.8

EXPLANATORY NOTES

INTRODUCTION

1 This survey was conducted as a supplement to the monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 For further information about the LFS, see *Labour Force, Australia* (Cat. no. 6203.0). This publication contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the LFS and supplementary surveys.

SCOPE

3 In addition to those already excluded from the monthly LFS, students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for the handicapped), and inmates of prisons are further excluded from all supplementary surveys.

4 Also out of scope were some 76,000 persons living in remote and sparsely settled parts of Australia. The exclusion of these persons has only a minor impact on aggregate estimates for individual States and Territories.

5 This survey was restricted to employees aged 15 or more unless they worked solely for payment in kind in their main job or were still attending school.

COVERAGE

6 The estimates in this publication relate to persons covered by the survey in August 1997. In the LFS, 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 in the survey. See *Labour Force, Australia* (Cat. no. 6203.0).

RELIABILITY OF THE ESTIMATES

7 Estimates in this publication are subject to sampling and non-sampling errors.

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For further information on sampling error, refer to the Technical Notes.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers, and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient processing procedures.

SEASONAL FACTORS

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

CHANGES IN CLASSIFICATIONS

9 From August 1996, occupation data are classified according to the second edition of the Australian Standard Classification of Occupations (ASCO). For more detailed information, see the *Information Paper: ASCO — Australian Standard Classification of Occupations*, (Cat. no. 1221.0). A concordance between the new and the old versions of ASCO is not yet available.

CHANGES IN THIS SURVEY

10 The following data items that were collected in this survey in 1995 are not available in this issue:

- whether had a rostered day off in the last four weeks;
- hours worked in most recent shift; and
- number of days worked in a row in most recent period of shift work.

NOTES ON ESTIMATES

11 In August 1997, there were 50,400 persons for whom sector of main job could not be determined. These persons were included in the private sector for the purpose of this publication.

12 In August 1997, persons refusing to answer questions about their weekly earnings represented 402,000 in the population. These persons have been classified to the 'could not be determined' category in this publication.

13 Care should be taken when using estimates of mean weekly earnings. Employees refusing to answer questions about their earnings are excluded from estimates of mean weekly earnings. These employees have demographic and employment characteristics which differ on average from the rest of the employee population. It is likely that the exclusion of these persons has resulted in a slight downward bias on mean weekly earnings estimates.

14 In August 1997 there were 9,100 persons who had children aged under 12 years for whom use of both formal and informal childcare could not be determined. These persons have been classified to a 'could not be determined' category in this publication.

COMPARABILITY OF TIME SERIES

15 Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 1994 to take account of the results of the 1991 Census of Population and Housing. Estimates from supplementary surveys conducted after February 1994 are therefore based on revised population benchmarks.

COMPARABILITY OF TIME
SERIES
continued

16 Supplementary surveys are not always conducted on the full LFS sample. Apart from scope exclusions, such as those listed on the previous page, since August 1994, the sample available for supplementary surveys has been restricted to more than seven-eighths of the LFS sample. Since it was introduced, this survey has been conducted on various proportional samples and, therefore, sampling error associated with previous surveys may vary from sampling error for this survey, which was conducted on a seven-eighths sample.

17 In August 1993 employees attending school were included in the tabulations of total employees. From August 1995 those attending school have been excluded.

COMPARABILITY WITH
MONTHLY LABOUR FORCE
SURVEY STATISTICS

18 Due to differences in the scope and sample size of this supplementary survey and that of the LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

PREVIOUS SURVEYS

19 Results of similar surveys, conducted in August 1993 and 1995 were published in *Working Arrangements, Australia* (Cat no. 6342.0), and in the standard data service *Working Arrangements, Australia* (Cat no. 6342.0.40.001) respectively.

NEXT SURVEY

20 The ABS plans to conduct this survey again in August 1999.

GENERAL
ACKNOWLEDGMENT

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

RELATED PUBLICATIONS

22 Other publications which may be of interest include:

- *Employment Benefits, Australia* (Cat no. 6334.0.40.001)
- *Weekly Earnings of Employees (Distribution), Australia* (Cat no. 6310.0)
- *Career Experience, Australia* (Cat. no. 6254.0)

23 Current publications produced by the ABS are listed in the *Catalogue of Publications and Products* (Cat. no. 1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (Cat. no. 1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office or from the ABS Information Service on the World Wide Web, <http://www.abs.gov.au>

TECHNICAL NOTES

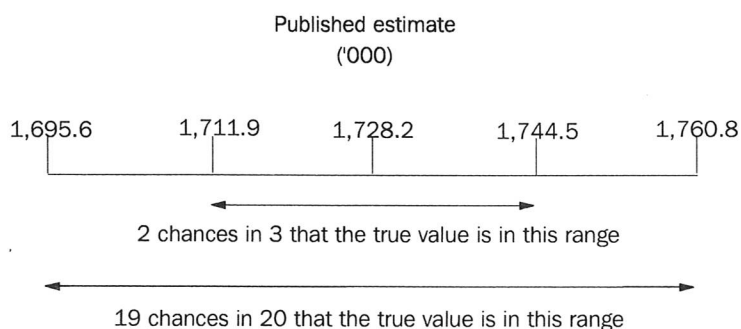
INTRODUCTION

1 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 (SE), 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 SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

2 Standard error for general application are given in table T1. 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 SE of a particular estimate but they will provide an indication of its magnitude.

CALCULATION OF STANDARD ERROR

3 An example of the calculation and the use of SEs in relation to estimates of persons is as follows. Table 1 shows the estimated number of part-time employees in their main job in Australia was 1,728,200. Since this estimate is between 1,000,000 and 2,000,000 Table T1 shows that the SE for Australia will lie between 13,400 and 17,350 and can be approximated by interpolation as 16,300 (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 1,711,900 to 1,744,500 and about 19 chances in 20 that the value will fall within the range 1,695,600 to 1,760,800. This example is illustrated in the diagram below.



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

PROPORTIONS AND PERCENTAGES

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 RSE of a proportion is given below:

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

6 Considering the example from paragraph 3, the 1,728,200 part-time employees represent 25.5% of all employees (6,783,600). The SE of 6,783,600 is approximately 26,200 so the RSE is 0.4%. The RSE for 1,728,200 is 0.9%. Applying the above formula, the RSE of the proportion is $\sqrt{(0.9)^2 - (0.4)^2}$ or 0.8%, giving a SE for the proportion (25.5%) of 0.2 percentage point. Therefore, there are about two chances in three that the proportion of permanent part-time employees was between 25.3% and 25.7% and 19 chances in 20 that the proportion is within the range 25.1% to 25.9%.

DIFFERENCE

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 SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates (x-y) may be calculated by the following formula:

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

8 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.

9 The imprecision due to sampling variability, which is measured by the SE, 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-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient operating procedures.

T1 STANDARD ERRORS OF ESTIMATES

<i>Size of estimate persons)</i>	<i>NSW no.</i>	<i>Vic no.</i>	<i>Qld no.</i>	<i>SA no.</i>	<i>WA no.</i>	<i>Tas no.</i>	<i>NT no.</i>	<i>ACT no.</i>	<i>Aust no.</i>	<i>RSE %</i>
100	..	..	..	..	..	100	150	90	..	..
200	..	..	240	210	220	140	200	130	220	110.0
300	360	330	290	260	270	170	240	160	270	90.3
500	480	430	380	330	340	230	300	200	370	74.0
700	570	510	450	390	400	270	350	240	440	62.9
1 000	680	610	540	470	480	320	410	280	540	54.0
1 500	830	750	660	570	580	380	490	330	670	44.7
2 000	950	870	760	650	660	430	560	370	790	39.5
2 500	1 060	970	840	720	730	470	620	410	890	35.6
3 000	1 160	1 060	920	780	790	510	670	440	980	32.7
3 500	1 250	1 140	990	840	850	550	720	470	1 060	30.3
4 000	1 330	1 210	1 050	890	900	580	770	500	1 130	28.3
5 000	1 450	1 350	1 150	1 000	1 000	650	850	550	1 250	25.0
7 000	1 700	1 600	1 350	1 150	1 150	700	1 000	650	1 550	21.4
10 000	2 050	2 850	1 600	1 350	1 350	800	1 150	750	1 800	18.0
15 000	2 450	2 250	1 900	1 600	1 600	950	1 400	850	2 200	14.7
20 000	2 750	2 550	2 150	1 800	1 800	1 050	1 600	950	2 500	12.5
30 000	3 300	3 000	2 600	2 100	2 150	1 200	1 950	1 100	3 050	10.2
40 000	3 700	3 400	2 900	2 350	2 400	1 300	2 250	1 250	3 500	8.8
50 000	4 050	3 750	3 200	2 600	2 650	1 400	2 500	1 350	3 850	7.7
100 000	5 400	4 950	4 250	3 400	3 500	1 650	3 450	1 750	5 250	5.3
150 000	6 350	5 850	4 950	3 950	4 050	1 850	4 150	2 000	6 250	4.2
200 000	7 100	6 500	5 550	4 350	4 550	1 950	4 750	2 200	7 050	3.5
300 000	8 300	7 600	6 450	5 050	5 250	2 150	..	2 550	8 350	2.8
500 000	10 050	9 150	7 800	6 050	6 350	2 400	..	..	10 250	2.1
1 000 000	12 850	11 700	10 050	7 650	8 100	..	..	..	13 400	1.3
2 000 000	16 350	14 800	12 750	9 550	10 250	..	..	..	17 350	0.9
5 000 000	22 050	19 800	17 200	..	..	..	..	..	23 950	0.5
10 000 000	..	..	..	..	..	..	..	..	30 150	0.3

GLOSSARY

Absence from work	An absence from the workplace during normal working hours for more than three 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 also not included.
Bereavement leave	A short period of leave granted upon the death of a close family relative.
Casual employees in main job	Employees who are not entitled to either <i>paid holiday leave</i> or <i>sick leave</i> .
Dependants	All family members under 15 years of age; all sons or daughters aged 15–19 attending school or aged 15 to 24 attending a tertiary educational institution full time, except those classified as husbands, wives or lone parents.
Examination leave	Refer to <i>Study leave</i> .
Family	<p>Two or more related persons (<i>relationship</i> includes relationships by blood, marriage or adoption) 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 with them:</p> <ul style="list-style-type: none">■ 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. <p>Further details on the determination of family relationships are given in <i>Labour Force, Australia</i> (Cat no. 6203.0).</p>
Flex leave	Time off that must be made up in another work period or that is granted for time that has already been made up by working extra hours. See also <i>Time off in lieu</i> .

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: <ul style="list-style-type: none"> ■ a childcare centre; ■ a long day care centre; ■ an occasional care centre; ■ a preschool/kindergarten; ■ before and/or after school care (attendance at school is not classed as formal child care); ■ family day care; ■ vacation care; or ■ 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?'.
Full-time workers	Employees who usually worked a total of 35 hours or more a week in all jobs and others who usually work less than 35 hours a week but worked 35 hours or more during the reference week.
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 responses to the question 'Does your employer provide you with paid holiday leave?'.
Hours worked	The number of hours actually worked during the reference week.
Industry	Classified using the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993</i> (Cat. no. 1292.0). In this publication industry relates to the main job and is shown at the ANZSIC Division level.
Irregular shift	Describes shifts that do not follow a set pattern.
Long-service leave	Provision by employers or industries of long-service leave to an 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	Comprises Canada, Ireland, New Zealand, South Africa, the United Kingdom and the United States of America.
Main job	The job in which most hours were usually worked.
Maternity leave	Leave for women, covering the period preceding and following the birth of a child.

Member of a trade union	Employees with membership in a trade union in conjunction with their current job.
Occupation	Classified according to the Australian Standard Classification of Occupations (ASCO) second edition (1996). See <i>Information Paper: ASCO — Australian Standard Classification of Occupations</i> (Cat. no. 1221.0).
On call	A shift arrangement, for being available, when not at work, to be contacted to resume work. An allowance may be paid to the employee for being on call.
Overtime	Work undertaken which is outside, or in addition to, ordinary working hours of the respondent in their main job, whether paid or unpaid.
Part-time employees in main job	All employees for whom 'part-time' was a response to the question 'Is your main job full-time or part-time?'
Part-time workers	Employees who usually worked a total of less than 35 hours a week in all jobs and who did so during the reference week.
Parental leave	Leave taken by either parent to care for children.
Paternity leave	Leave for men to attend the birth of their child or to care for the child after birth.
Permanent employees in main job	Employees who were entitled to either paid <i>holiday leave</i> or <i>sick leave</i> in their main job.
Recreation leave	Refer to <i>Holiday leave</i> .
Regular shifts	<p>Shifts worked to a set pattern of times. Regular shift times are presented as follows:</p> <ul style="list-style-type: none"> ■ morning shifts — between 6.00 am and 12.00 pm; ■ afternoon shifts — between 12.00 pm and 5.00 pm; and ■ evening, night or graveyard shift — between 5.00 pm and 6.00 am. <p>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.</p>
Rostered Day Off	Scheme where employees accumulate time off by working extra hours on a number of other work days. The allocation of work time is rostered over a prescribed period.
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. Sector is classified according to the Standard Economic Sector Classifications of Australia (SESCA). Public sector includes local government authorities, government departments, agencies and authorities created by, or reporting to, the Commonwealth and State Parliaments.
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.
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 two (or more) shifts.
Study leave	Leave to attend classes, examinations and to study for a qualification from an educational institution.
Time off in lieu	Time off that must be made up in another work period or that has already been made up by working extra hours.
Unapproved leave	Is unofficial or informal leave, that has not been granted by the employer.
Wage and salary earner	Refer to <i>employees</i> .
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	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, that is covered by workers compensation.

POPULATIONS AND DATA ITEMS AVAILABLE FROM THIS SURVEY

POPULATIONS

POPULATION 1:	All employees in main job
POPULATION 2:	All employees who work part-time hours in their main job
POPULATION 3:	All employees entitled to rostered days off in their main job
POPULATION 4:	All employees who usually work overtime in their main job
POPULATION 5:	All employees who worked shift work in the last four weeks
POPULATION 6:	All employees with children aged under 12 years
POPULATION 7:	All employees who had an absence from work of at least three hours in the last two weeks

NB: All populations exclude persons attending school

DATA ITEM	POPULATIONS	DATA ITEM	POPULATIONS
1 STATE OF USUAL RESIDENCE	ALL	6A RELATIONSHIP IN HOUSEHOLD (1)	ALL
New South Wales		Family member	
Victoria		Husband or wife	
Queensland		With dependants	
South Australia		Without dependants	
Western Australia		Lone parent	
Tasmania		With dependants	
Northern Territory		Without dependants	
Australian Capital Territory		Dependent student	
2 AREA OF USUAL RESIDENCE	ALL	Non-dependent child	
Metropolitan		Other family person	
Non-metropolitan		Non-family member	
3 REGION OF USUAL RESIDENCE	ALL	Lone person	
Standard labour force dissemination regions		Not living alone	
4 SEX	ALL	Family status not determined	
Males		6B RELATIONSHIP IN HOUSEHOLD (2)	ALL
Females		Family member	
5 MARITAL STATUS	ALL	Husband or wife	
Married		With children under 15	
Not-married		Without children under 15	
		Lone parent	
		With children under 15	
		With dependent students but without children under 15	
		Without dependants	
		Dependent student	
		Non-dependent child	
		Other family person	
		Non-family member	
		Lone person	
		Not living alone	
		Family status not determined	

DATA ITEM	POPULATIONS
7A BIRTHPLACE AND PERIOD OF ARRIVAL	ALL
Born in Australia	
Born outside Australia	
Arrived before 1971	
Arrived 1971-1980	
Arrived 1981-1990	
Arrived 1991 to survey date	
7B BIRTHPLACE (1)	ALL
Born in Australia	
Born outside Australia	
Born in main English-speaking countries	
Born in other countries	
7C BIRTHPLACE (2)	ALL
Born in Australia	
Born outside Australia	
Oceania and Antarctica	
New Zealand	
Europe and the former USSR	
Germany	
Greece	
Italy	
Netherlands	
United Kingdom and Ireland	
Balance of Europe and the former USSR	
The Middle East and North Africa	
Lebanon	
Southeast Asia	
Malaysia	
Philippines	
Viet Nam	
Northeast Asia	
China(a)	
Southern Asia	
Northern America	
South America, Central America and the Caribbean	
Africa (excluding North Africa)	
(a) Includes Hong Kong SAR.	
8 AGE GROUP (YEARS)	ALL
15-19	
20-24	
25-34	
35-44	
45-54	
55-59	
65 and over	
9 FULL-TIME AND PART-TIME EMPLOYEES	ALL
Full-time	
Part-time	
10 FULL-TIME AND PART-TIME WORKERS	ALL
Full-time	
Part-time	

DATA ITEM	POPULATIONS
11 OCCUPATION	ALL
Managers and administrators	
Professionals	
Associate professionals	
Tradespersons and related workers	
Advanced clerical and service workers	
Intermediate clerical, sales and service workers	
Intermediate production and transport workers	
Elementary clerical, sales and service workers	
Labourers and related workers	
Note: Data are available at ASCO Unit Group (4-digit) level.	
12 INDUSTRY	ALL
Agriculture, forestry, fishing	
Mining	
Manufacturing	
Electricity, gas and water supply	
Construction	
Wholesale trade	
Retail trade	
Accommodation, cafes and restaurants	
Transport and storage	
Communication services	
Finance and insurance	
Property and business services	
Government administration and defence	
Education	
Health and community services	
Cultural and recreational services	
Personal and other services	
Note: Data are available at ANZSIC Group (3-digit) level.	
13 SECTOR	ALL
Public	
Private	
Could not be determined	
14 PERMANENT OR CASUAL EMPLOYEES	ALL
Permanent	
Casual	
15 SIZE OF LOCATION (EMPLOYEES)	ALL
Less than 10	
10-19	
20-99	
100 or more	
Don't know	

DATA ITEM	POPULATIONS
16 HOURS WORKED IN MAIN JOB	ALL
0 or less than 1	
1 or more	
1-14	
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
0 or less than 1	
1 or more	
1-14	
15-19	
20-24	
25-29	
30-34	
35	
36-39	
40	
41-44	
45-48	
49 and over	
18 WEEKLY EARNINGS IN MAIN JOB(\$)	ALL
Under 40	
40 and under 80	
80 and under 120	
120 and under 160	
160 and under 200	
200 and under 240	
240 and under 280	
280 and under 320	
320 and under 360	
360 and under 400	
400 and under 440	
440 and under 480	
480 and under 520	
520 and under 560	
560 and under 600	
600 and under 640	
640 and under 680	
680 and under 720	
720 and under 760	
760 and under 800	
800 and under 840	
840 and under 880	
880 and under 920	
920 and under 960	
960 and under 1,000	
1,000 and under 1,040	
1,040 and under 1,080	
1,080 and over	
Could not be determined	

DATA ITEM	POPULATIONS
19 TRADE UNION MEMBERSHIP	ALL
Member of a trade union	
Not a member of a trade union	
Don't know	
20 TYPE OF STANDARD BENEFIT RECEIVED	ALL
No benefits	
One or more benefits	
Superannuation	
Holiday leave	
Sick leave	
Long service leave	
21 WHETHER START AND FINISH TIMES ARE FIXED	ALL
Start and finish times are not fixed	
Variable daily	
Not variable daily	
Start and finish times are fixed	
Times were negotiated with employer	
Times were not negotiated with employer	
22 WHETHER ABLE TO WORK EXTRA HOURS IN ORDER TO TAKE TIME OFF	ALL
Able to work extra hours	
Unable to work extra hours	
23 WHETHER ENTITLED TO A ROSTERED DAY OFF	ALL
Entitled to a rostered day off	
Every week	
Every fortnight	
Every month	
Other	
Not entitled to a rostered day off	
24 WHETHER CAN CHOOSE WHEN A ROSTERED DAY OFF IS TO BE TAKEN	3
Has some choice in when a rostered day off is to be taken	
Can choose	
Sometimes can choose	
Has no choice in when a rostered day off is to be taken	
25 WHETHER OVERTIME IS WORKED ON A REGULAR BASIS	ALL
Overtime is worked on a regular basis	
Overtime is not worked on a regular basis	
Overtime is not worked	
26 HOURS OF OVERTIME USUALLY WORKED EACH WEEK	4
1-4	
5-9	
10-14	
15-19	
20-24	
25 and over	

DATA ITEM	POPULATIONS
27 WHETHER MOST RECENT PERIOD OF OVERTIME WAS PAID AND METHOD OF PAYMENT	4
Paid overtime	
Normal time	
Time and a half	
Double time	
Rate varied	
Set overtime allowance	
Other	
Don't know	
Included in salary package	
Time off in lieu	
Unpaid overtime	
Other arrangements	
28 WHETHER WORKED SHIFT WORKING THE LAST FOUR WEEKS	1-4, 6-7
Worked shift work in the last four weeks	
Did not work shift work in the last four weeks	
Away from work for four weeks or more	
29 TYPE OF SHIFT WORK IN MOST RECENT SHIFT	5
Rotating	
Regular morning	
Regular afternoon	
Regular evening, night or graveyard	
Split shift	
On call	
Irregular	
Other	
30 WHETHER CAN CHOOSE WHEN TO TAKE HOLIDAYS	ALL
Can choose	
Sometimes can choose	
Cannot choose	

DATA ITEM	POPULATIONS
31 MAIN REASON FOR WORKING PART-TIME HOURS IN MAIN JOB	2
Personal reasons	
Own ill health, physical disability or pregnancy	
Attending an educational institution	
Welfare payments or pension may be affected	
Family reasons	
Caring for ill or disabled child(ren)	
Caring for other ill/aged/disabled person	
Unable to find suitable childcare	
Childcare too expensive	
Child(ren) too young or too old for childcare	
Prefer to look after child(ren)	
Other childcare/family reasons	
Work-related reasons	
Not enough work available	
Standard work arrangements or requirement of the job	
No other jobs available	
Hours worked in other job(s)	
Other reasons	
32 DAYS OF THE WEEK USUALLY WORKS IN MAIN JOB	ALL
Monday to Friday	
Nine day fortnight	
Days vary from week to week	
Days vary from month to month	
Other	
Usually works weekdays only	
Usually works weekends only	
Works some weekdays and some weekends	
33 WHETHER HAD ANY CHILDREN AGED UNDER 12 YEARS	ALL
Had children aged under 12 years	
Did not have children aged under 12 years	
34 AGE OF YOUNGEST CHILD	6
Under 3 years	
Under 2 years	
2 and under 3 years	
3 to 5 years	
6 and under 12 years	
35 WHETHER USED CHILDCARE IN THE LAST FOUR WEEKS AND TYPE OF CHILDCARE	6
Used childcare	
Used formal childcare only	
Used informal childcare only	
Used both formal and informal childcare	
Did not use childcare	
Not determined	

DATA ITEM	POPULATIONS
36 MAIN REASON FOR NOT USING FORMAL CHILDCARE Used formal childcare Did not use formal childcare No need Prefer friends/family to look after child(ren) Prefer self to look after child(ren) Cost too expensive Children too young or too old Not available at all Booked out/no places available On leave/spent time with child(ren) Other Don't know Not determined	6
37 TYPE OF CHILDCARE USED Used formal childcare Before and/or after school care Long day care centre Family day care centre Occasional care centre Vacation care Pre-school or kindergarten Other formal care Used informal childcare Self/took child to work Partner/spouse/child's parent or guardian Child's grandparents (Step) brother or (step) sister of child Other relatives Neighbours or friends Nanny or person privately employed for childcare Other	6
38 NUMBER OF EMPLOYEES IN HOUSEHOLD Sole employee in household Married Not married Spouse or partner also an employee Not determined	6
39 WHETHER HAD AN ABSENCE FROM MAIN JOB IN THE LAST TWO WEEKS Had an absence in the last two weeks Did not have an absence in the last two weeks	ALL

DATA ITEM	POPULATIONS
40 NUMBER OF DAYS OFF IN THE LAST TWO WEEKS Had an absence in the last two weeks One or more whole days off 1 whole day 2 whole days 3-5 whole days 6-9 whole days 10 whole days or more Absent whole period Only part days off	
41 DAYS OF THE WEEK ON WHICH MOST RECENT ABSENCE OCCURRED Last week Monday Tuesday Wednesday Thursday Friday Saturday Sunday Week before last Monday Tuesday Wednesday Thursday Friday Saturday Sunday	7
42 MAIN REASON FOR MOST RECENT ABSENCE Personal reasons Holiday travel or other recreational purposes Attending a medical or dental appointment Own ill health, physical disability or pregnancy Attending a funeral or death in family Attending an educational institution, study or exams Home maintenance Other personal reasons Family reasons Caring for ill or disabled children Caring for other ill, aged, or disabled family member Difficulty with childcare, pupil free days or school vacation Spending time with children Attend school activities Other family reasons No particular reason Work related reason Other reasons	7

DATA ITEM	POPULATIONS
43 TYPE OF LEAVE TAKEN FOR MOST RECENT ABSENCE	7
Holiday leave	
Flex leave/time off in lieu	
Study leave/examination leave	
Sick leave	
Long service leave	
Bereavement leave	
Maternity/paternity leave	
Parental leave	
Workers compensation	
Rostered day off (RDO)	
More than one type of leave	
Unapproved leave	
Other	

DATA ITEM	POPULATIONS
44 WHETHER PAID OR UNPAID LEAVE FOR MOST RECENT ABSENCE	7
Paid	
Unpaid	
Both	
Don't know	

SUPPLEMENTARY SURVEYS

The supplementary and special surveys collect data on particular aspects of the labour force. The following is an historical list of supplementary and special labour force surveys. The data is available in publication form, by subscription or on request. It may be possible to order unpublished data on the following supplementary and special surveys by contacting the ABS.

TITLE	CATALOGUE NUMBER
■ Career Experience. Irregular. Latest issue November 1996	6254.0
■ Career Paths of Persons with Trade Qualifications. Irregular. Latest issue 1993	6243.0
■ Child Care. Irregular. Latest issue March 1996	4402.0
■ Employment Benefits. Irregular. Latest issue August 1994	6334.0.40.001
■ Job Search Experience of Unemployed Persons. Annual. Latest issue July 1997	6222.0
■ Labour Force Experience. Two-yearly. Latest issue February 1997	6206.0
■ Labour Force Status and Educational Attainment. Final issue February 1994	6235.0
■ Labour Force Status and Other Characteristics of Families. Annual. Latest issue June 1997	6224.0
■ Labour Force Status and Other Characteristics of Migrants. Irregular. Latest issue November 1996	6250.0
■ Labour Mobility. Two-yearly. Latest issue February 1996	6209.0
■ Multiple Jobholding. Irregular. Latest issue August 1994	6216.0.40.001
■ Participation in Education. Annual. Latest issue September 1996	6272.0
■ Persons Employed at Home. Irregular. Latest issue September 1995	6275.0
■ Persons Not in the Labour Force. Annual. Latest issue September 1996	6220.0
■ Persons Who had Re-entered the Labour Force. Irregular. Latest issue July 1995	6264.0.40.001
■ Persons Who Have Left the Labour Force. Irregular. Latest issue September 1994	6267.0.40.001
■ Retirement and Retirement Intentions. Irregular. Latest issue November 1994	6238.0.40.001
■ Successful and Unsuccessful Job Search Experience. Two-yearly. Latest issue July 1996	6245.0
■ Superannuation. Irregular. Latest issue November 1995	6319.0
■ Trade Union Members. Two-yearly. Latest issue August 1996	6325.0
■ Training and Education Experience. Irregular. Latest issue 1993	6278.0
■ Transition from Education to Work. Annual. Latest issue May 1996	6227.0
■ Underemployed Workers. Annual. Latest issue September 1996	6265.0
■ Weekly Earnings of Employees (Distribution). Annual. Latest issue August 1997	6310.0
■ Working Arrangements. Irregular. Latest issue August 1997	6342.0

FORTHCOMING SUPPLEMENTARY SURVEYS

Topic	Survey month	Release
Persons Not in the Labour Force	September 1997	February 1998
Retrenchment and Redundancy	July 1997	March 1998
Multiple Jobholding	August 1997	March 1998
Underemployed Workers	September 1997	March 1998

INQUIRIES

Central Office: (02) 6252 6504

Regional Offices:

SYDNEY	(02) 9268 4493	ADELAIDE	(08) 8237 7365
MELBOURNE	(03) 9615 7677	HOBART	(03) 6222 5841
BRISBANE	(07) 3222 6351	DARWIN	(08) 8943 2150
PERTH	(08) 9360 5943	CANBERRA	(02) 6207 0823

We've got the answers ... we just can't fit them all into this publication!

Is there more information you would like about this topic or other supplementary survey topics?

The good news is that the information is available. In fact, we have volumes of detailed information that cannot be placed into the publications but which can be provided on request.

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More information is available

Contact Kirrilie Horswill on (06) 252 6503 to talk about any inquiries you may have about the information from this survey or to order your special data requirements.

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2634200008979
ISSN 1326-9054

RRP \$19.00