

CHAPTER 9

WORK PREFERENCES AND JOB SATISFACTION

The previous chapter considered one particular aspect of the working conditions of employed persons — their working patterns and hours of work. In this chapter attention is given to working conditions from a broader perspective, with particular emphasis on employees' attitudes towards, and preferences for, the various aspects of their working conditions.

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

**TABLE 9.1. EMPLOYEES(a) : PREFERRED WORKING ARRANGEMENT, USUAL WORKING ARRANGEMENT
AND WHETHER HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT,
MARCH TO MAY 1982
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Usual working arrangement	Preferred working arrangement						Total
	4-day week	5-day week	9-day fortnight	'19-day month'	Other	Could not decide	
HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT							
4-day fortnight or 2-day week	*	*	*	*	30.1	*	38.4
6-day fortnight or 3-day week	6.1	*	*	*	35.5	*	49.1
9-day fortnight	10.8	*	26.6	*	*	*	40.0
10-day fortnight	*	7.6	5.6	*	*	*	19.2
'19-day month'	*	*	*	4.3	*	*	11.3
4-day week	37.3	5.0	4.0	*	9.6	*	59.1
5-day week	83.0	131.0	94.4	15.5	31.1	10.8	365.7
6-day week	11.1	32.6	12.9	*	29.8	8.7	97.3
7-day week	*	9.1	*	*	16.1	*	31.8
Other	*	*	*	*	9.1	*	17.9
Total	162.4	196.2	149.3	26.0	164.7	31.2	729.9
HAD NO CONTROL OVER USUAL WORKING ARRANGEMENT							
4-day fortnight or 2-day week	5.6	4.2	*	*	32.9	*	46.9
6-day fortnight or 3-day week	10.7	13.5	*	*	42.3	*	74.4
9-day fortnight	30.6	5.3	81.9	*	*	*	124.2
10-day fortnight	9.1	22.4	16.9	*	6.8	*	59.2
'19-day month'	5.7	4.4	8.2	15.1	*	*	35.4
4-day week	63.6	12.7	11.9	*	13.9	*	106.8
5-day week	653.1	1,258.2	1,033.9	167.5	133.6	95.7	3,342.0
6-day week	44.6	155.6	83.9	15.3	50.8	10.4	360.6
7-day week	4.3	21.7	7.2	*	20.4	4.8	61.7
Other	8.3	16.5	14.4	*	11.9	4.2	57.8
Total	835.3	1,514.4	1,262.8	207.9	316.4	131.9	4,268.8
TOTAL							
4-day fortnight or 2-day week	9.2	6.0	*	*	63.0	4.8	85.3
6-day fortnight or 3-day week	16.8	16.6	4.7	*	77.8	6.4	123.5
9-day fortnight	41.4	6.8	108.4	*	*	*	164.2
10-day fortnight	11.6	30.0	22.5	*	9.1	4.7	78.4
'19-day month'	7.7	5.6	11.5	19.5	*	*	46.7
4-day week	100.9	17.7	15.9	*	23.5	6.2	165.9
5-day week	736.0	1,389.1	1,128.3	182.9	164.7	106.5	3,707.7
6-day week	55.7	188.3	96.8	17.4	80.6	19.1	457.8
7-day week	7.4	30.8	7.2	*	36.5	7.6	93.5
Other	11.0	19.7	15.3	4.2	21.0	4.4	75.7
Total	997.8	1,710.6	1,412.1	233.9	481.2	163.1	4,998.7

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

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

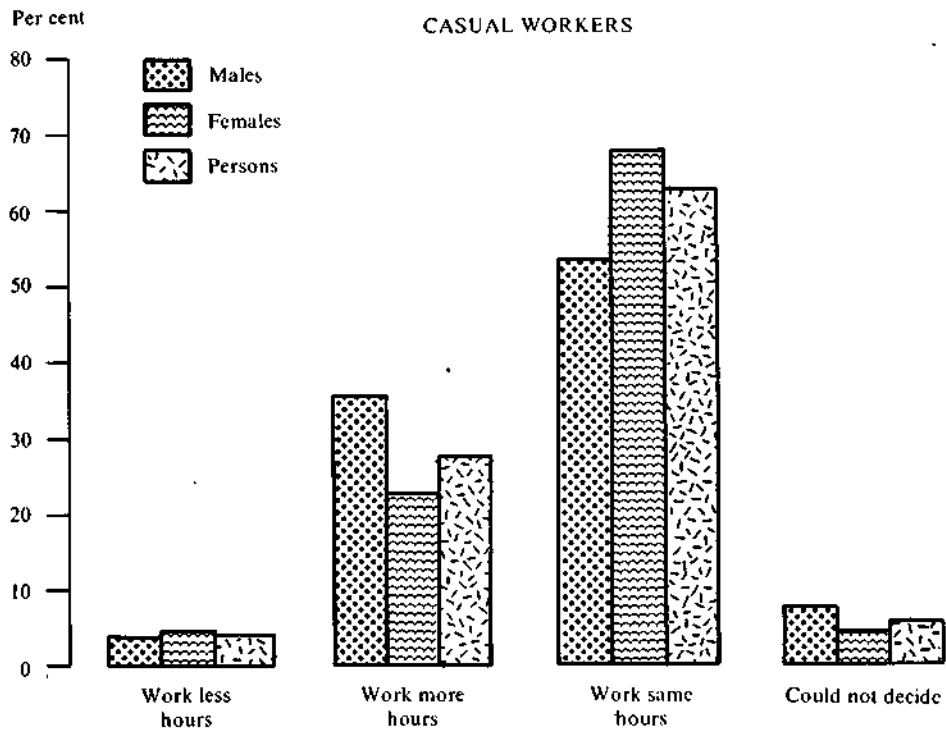
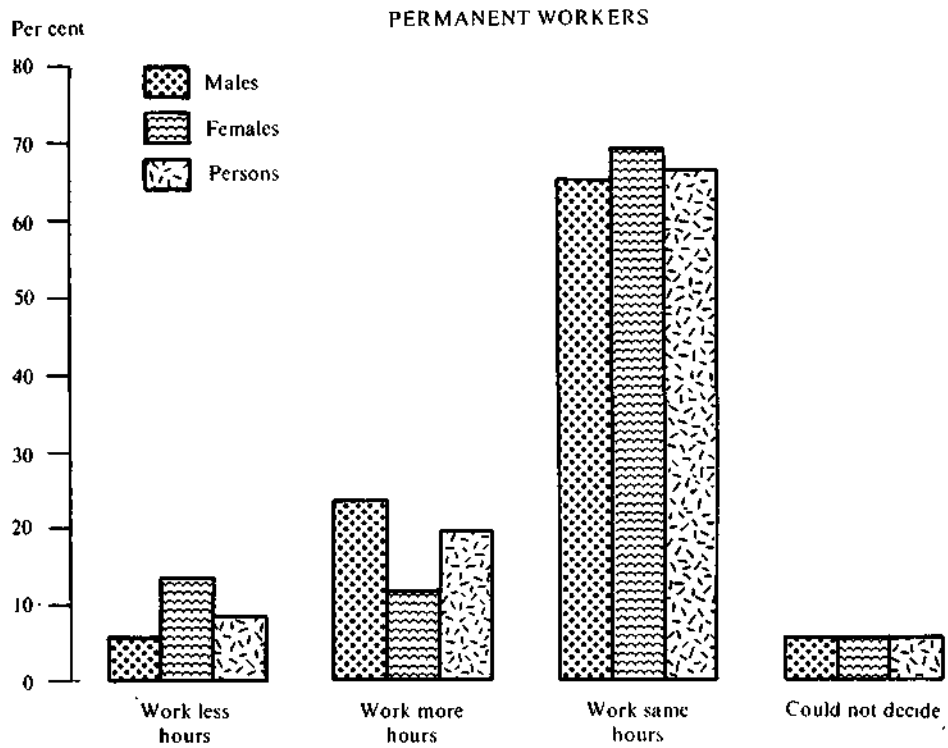
TABLE 9.2. EMPLOYEES(a) : PREFERRED WORKING HOURS BY AGE, MARCH TO MAY 1982
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Permanent or casual worker and preferred working hours	Age group (years)							Total
	15-19	20-24	25-34	35-44	45-54	55-59	60 and over	
MALES								
Permanent worker—								
Work less	4.6	20.2	42.5	39.1	27.5	21.4	10.9	166.4
Work more	91.8	149.0	238.4	128.6	70.6	20.5	9.3	708.2
Work the same hours	165.0	243.2	492.4	420.3	352.3	174.6	85.4	1,933.1
Could not decide	15.3	27.7	48.3	39.3	25.0	9.8	*	168.0
Total	276.7	440.1	821.7	627.4	475.4	226.3	108.4	2,975.8
Casual worker—								
Work less	*	*	*	*	*	*	*	6.2
Work more	11.5	14.1	23.7	9.4	4.3	*	*	65.1
Work the same hours	12.2	20.1	23.7	19.2	9.3	*	9.4	97.7
Could not decide	*	*	*	4.0	*	*	*	14.5
Total	25.1	38.9	52.4	33.3	16.3	6.4	11.1	183.5
Total—								
Work less	4.9	21.1	44.5	39.9	29.4	21.7	11.1	172.7
Work more	103.2	163.1	262.2	138.0	74.9	22.3	9.7	773.3
Work the same hours	177.2	263.3	516.2	439.5	361.6	178.3	94.8	2,030.8
Could not decide	16.4	31.5	51.2	43.2	25.8	10.5	*	182.5
Total	301.7	479.0	874.0	660.6	491.7	232.7	119.5	3,159.3
FEMALES								
Permanent worker—								
Work less	5.1	28.8	62.3	58.2	36.4	9.8	5.6	206.2
Work more	39.4	52.5	48.1	25.2	11.6	*	*	180.2
Work the same hours	142.4	238.5	252.1	197.1	150.0	54.5	18.1	1,052.6
Could not decide	14.2	21.0	20.5	16.4	10.7	*	*	84.9
Total	201.0	340.8	383.0	296.9	208.8	68.5	25.0	1,523.9
Casual worker—								
Work less	*	*	4.8	*	4.2	*	*	14.5
Work more	10.0	17.1	24.6	10.3	8.4	*	*	71.6
Work the same hours	16.5	25.4	63.3	63.9	34.5	6.7	4.5	214.9
Could not decide	*	*	5.4	4.0	*	*	*	14.5
Total	28.7	45.1	98.1	80.8	48.5	8.4	5.8	315.4
Total—								
Work less	5.6	30.0	67.2	60.7	40.6	10.6	6.1	220.8
Work more	49.4	69.6	72.6	35.5	20.0	*	*	251.8
Work the same hours	158.9	263.9	315.3	261.1	184.5	61.2	22.7	1,267.5
Could not decide	15.8	22.5	25.9	20.4	12.2	*	*	99.4
Total	229.7	385.9	481.1	377.7	257.3	76.9	30.8	1,839.4
PERSONS								
Permanent worker—								
Work less	9.7	49.0	104.8	97.3	64.0	31.2	16.6	372.7
Work more	131.2	201.5	286.5	153.8	82.2	23.3	10.0	888.4
Work the same hours	307.4	481.7	744.5	617.4	502.3	229.0	103.5	2,985.8
Could not decide	29.5	48.7	68.8	55.7	35.7	11.2	*	252.9
Total	477.7	780.9	1,204.6	924.2	684.1	294.8	133.4	4,499.7
Casual worker—								
Work less	*	*	6.8	*	6.0	*	*	20.8
Work more	21.5	31.1	48.3	19.7	12.7	*	*	136.7
Work the same hours	28.8	45.5	87.0	83.1	43.8	10.4	13.9	312.5
Could not decide	*	5.3	8.3	7.9	*	*	*	29.0
Total	53.8	84.1	150.5	114.1	64.9	14.8	16.9	499.0
Total—								
Work less	10.6	51.1	111.7	100.6	70.0	32.3	17.2	393.4
Work more	152.6	232.6	334.8	173.5	94.9	25.9	10.6	1,025.1
Work the same hours	336.1	527.2	831.5	700.6	546.1	239.4	117.4	3,298.3
Could not decide	32.2	54.0	77.1	63.6	38.0	12.0	5.0	281.9
Total	531.5	864.9	1,355.1	1,038.3	749.0	309.6	150.3	4,998.7

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

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

CHART 9.a. PREFERRED WORKING HOURS OF PERMANENT AND CASUAL WORKERS, MARCH TO MAY 1982



Source: *Alternative Working Arrangements, Australia, March to May 1982* (6341 0)

TABLE 9.3. EMPLOYEES WHO PREFERRED TO WORK LESS HOURS AND IN PERMANENT PART-TIME JOBS : INDUSTRY, MARITAL STATUS AND WHETHER PRIVATE OR GOVERNMENT EMPLOYEE, MARCH TO MAY 1982
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Industry division	Females			Persons		
	Males	Married	Total	Married	Not married	Total
PRIVATE EMPLOYEES						
Manufacturing	*	10.7	12.0	12.4	*	14.5
Wholesale and retail trade	*	9.3	11.4	10.2	*	13.3
Finance, property and business services	*	7.3	10.1	7.6	*	10.5
Community services	*	6.1	8.4	6.8	*	9.7
Other	*	4.1	4.1	4.7	*	4.9
Total	6.8	37.6	46.0	41.7	11.2	52.8
GOVERNMENT EMPLOYEES						
Public administration and defence	*	4.6	6.7	6.1	*	9.1
Community services	*	22.8	28.2	24.0	5.9	30.0
Other	*	4.3	4.5	5.9	*	7.0
Total	6.7	31.6	39.4	36.1	10.1	46.1
TOTAL						
Manufacturing	*	10.7	12.0	12.4	*	14.5
Wholesale and retail trade	*	9.3	11.4	10.2	*	13.3
Finance, property and business services	*	8.8	11.6	9.1	*	12.1
Public administration and defence	*	4.6	6.7	6.1	*	9.1
Community services	*	28.9	36.6	30.8	8.8	39.6
Other	*	6.9	7.1	9.1	*	10.4
Total	13.5	69.2	85.4	77.7	21.2	98.9

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

TABLE 9.4. EMPLOYEES(a) : PREFERRED WORKING HOURS AND USUAL HOURS WORKED EACH WEEK, MARCH TO MAY 1982
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Preferred working hours	Usual hours worked each week (in main job)								Total
	10-19	20-29	30-34	35	36-39	40	41-48	49 and over	
Males—									
Work less	*	*	*	6.2	27.4	49.5	34.2	51.1	172.7
Work more	11.1	12.4	11.5	27.9	115.8	324.0	145.0	125.6	773.3
Work the same hours	10.3	13.2	29.3	92.3	302.9	819.3	391.6	371.8	2,030.8
Could not decide	*	*	*	5.3	20.1	65.1	34.0	49.7	182.5
Total	23.4	30.3	46.9	131.6	466.2	1,257.8	604.9	598.2	3,159.3
Females—									
Work less	4.8	8.8	15.2	20.8	43.4	90.9	23.6	13.2	220.8
Work more	41.3	35.7	11.9	18.6	40.2	81.9	16.8	5.4	251.8
Work the same hours	130.2	133.2	88.4	88.8	211.8	483.3	88.4	43.4	1,267.5
Could not decide	6.6	6.2	7.3	6.7	13.2	44.7	8.4	6.4	99.4
Total	182.8	183.8	122.7	135.0	308.7	700.9	137.1	68.4	1,839.4
Persons—									
Work less	5.1	10.5	17.6	27.0	70.8	140.4	57.8	64.3	393.4
Work more	52.4	48.1	23.4	46.4	156.1	405.9	161.8	131.0	1,025.1
Work the same hours	140.5	146.4	117.6	181.2	514.6	1,302.7	480.0	415.3	3,298.3
Could not decide	8.3	9.1	11.0	12.0	33.3	109.8	42.4	56.1	281.9
Total	206.2	214.1	169.6	266.6	774.9	1,958.7	742.0	666.6	4,998.7

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

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

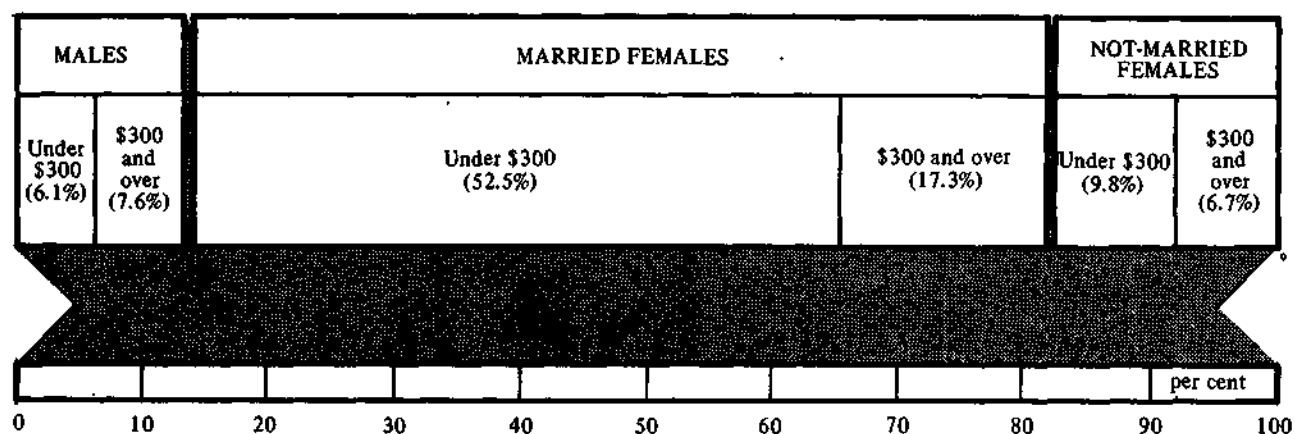
TABLE 9.5. EMPLOYEES(a) : PREFERENCE FOR PERMANENT OR CASUAL WORK AND USUAL HOURS WORKED PER WEEK, MARCH TO MAY 1982
(' 000)

	Usual hours worked per week (in main job)								
Preference for permanent or casual work	10-19	20-29	30-34	35	36-39	40	41-48	49 and over	Total
MALES									
Permanent worker—									
Preferred permanent	*	10.0	31.7	110.1	421.7	1,083.9	531.2	473.4	2,665.2
Preferred casual	*	*	*	9.8	33.2	102.3	46.7	62.7	258.5
Could not decide	*	*	*	*	4.2	17.7	9.2	17.5	52.1
Total	*	10.9	35.2	122.1	459.1	1,203.9	587.1	553.6	2,975.8
Casual worker—									
Preferred permanent	10.4	9.7	5.3	5.9	4.4	29.1	9.8	18.4	93.0
Preferred casual	6.1	7.8	5.4	*	*	21.4	6.8	19.8	72.5
Could not decide	*	*	*	*	*	*	*	6.4	18.0
Total	19.4	19.4	11.7	9.5	7.1	53.9	17.8	44.6	183.5
Total—									
Preferred permanent	13.6	19.7	37.0	116.0	426.0	1,113.1	541.0	491.8	2,758.2
Preferred casual	6.8	7.8	8.6	13.1	35.1	123.7	53.5	82.5	331.1
Could not decide	*	*	*	*	5.0	21.1	10.4	24.0	70.1
Total	23.4	30.3	46.9	131.6	466.2	1,257.8	604.9	598.2	3,159.3
FEMALES									
Permanent worker—									
Preferred permanent	47.5	79.4	80.0	110.1	271.9	621.2	120.4	55.6	1,386.0
Preferred casual	6.8	9.5	6.5	9.1	17.9	45.0	8.7	6.3	109.8
Could not decide	*	*	*	*	4.0	10.4	*	*	28.1
Total	55.8	92.2	89.8	121.3	293.8	676.6	130.3	64.2	1,523.9
Casual worker—									
Preferred permanent	57.5	47.4	19.0	7.7	8.5	16.8	4.7	*	163.4
Preferred casual	58.2	39.9	12.9	5.1	4.3	6.4	*	*	130.6
Could not decide	11.3	4.4	*	*	*	*	*	*	21.4
Total	127.0	91.7	33.0	13.7	14.9	24.2	6.9	4.1	315.4
Total—									
Preferred permanent	105.0	126.8	99.0	117.8	280.3	637.9	125.1	57.4	1,549.5
Preferred casual	65.0	49.4	19.4	14.2	22.2	51.3	10.8	8.1	240.4
Could not decide	12.8	7.7	4.3	*	6.2	11.6	*	*	49.5
Total	182.8	183.8	122.7	135.0	308.7	700.9	137.1	68.4	1,839.4
PERSONS									
Permanent worker—									
Preferred permanent	50.7	89.3	111.7	220.3	693.5	1,705.1	651.5	529.1	4,051.2
Preferred casual	7.6	9.5	9.6	19.0	51.1	147.2	55.4	68.9	368.3
Could not decide	*	4.2	*	4.2	8.2	28.2	10.5	19.9	80.2
Total	59.7	103.1	125.0	243.5	752.8	1,880.5	717.3	617.8	4,499.7
Casual worker—									
Preferred permanent	68.0	57.1	24.3	13.5	12.8	45.9	14.5	20.2	256.4
Preferred casual	64.3	47.7	18.3	8.3	6.2	27.8	9.0	21.6	203.2
Could not decide	14.3	6.2	*	*	*	4.5	*	6.9	39.4
Total	146.5	111.1	44.6	23.2	22.0	78.2	24.7	48.8	499.0
Total—									
Preferred permanent	118.7	146.5	136.0	233.8	706.4	1,751.0	666.1	549.3	4,307.6
Preferred casual	71.8	57.2	27.9	27.3	57.3	175.0	64.3	90.5	571.5
Could not decide	15.7	10.4	5.6	5.5	11.2	32.6	11.7	26.8	119.6
Total	206.2	214.1	169.6	266.6	774.9	1,958.7	742.0	666.6	4,998.7

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

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

**CHART 9.b. EMPLOYEES WHO PREFERRED TO WORK LESS HOURS AND IN PERMANENT PART-TIME JOBS,
MARCH TO MAY 1982**



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

**TABLE 9.6. PERSONS LOOKING FOR WORK WHO WOULD HAVE LIKED TO WORK 10-29 HOURS PER WEEK : AGE AND
WHETHER PREFERRED PERMANENT OR CASUAL WORK, MARCH TO MAY 1982
(' 000)**

Age group (years)	Males		Females		Persons			
	Preferred permanent	Preferred casual	Preferred permanent	Preferred casual	Total permanent	Preferred casual	Total	
15-24	*	*	7.1	7.5	12.0	19.5	10.8	26.6
25-34	*	*	*	12.7	17.8	30.5	14.7	33.9
35-44	*	*	*	12.3	15.3	27.6	13.5	29.8
45 and over	*	*	*	4.9	8.7	13.6	5.9	17.5
Total	7.6	9.1	16.6	37.3	53.7	91.1	44.9	107.7

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

TABLE 9.7. PERSONS LOOKING FOR WORK : PREFERENCE FOR HOURS OF WORK BY AGE, MARCH TO MAY 1982
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	Age group (years)						
Preference for hours of work	15-19	20-24	25-34	35-44	45-54	55 and over	Total
MALES							
Less than 20	5.7	5.3	*	*	*	*	14.5
20-29	*	*	*	*	*	*	10.3
30-39	8.7	9.1	9.5	*	*	*	35.7
40 and over	45.9	46.4	43.7	23.2	21.4	16.0	196.7
Total	61.5	62.5	57.0	29.1	26.0	21.0	257.2
MARRIED FEMALES							
Less than 20	*	*	11.1	11.6	5.1	*	33.5
20-29	*	6.1	15.9	15.4	*	*	42.8
30-39	*	*	6.8	5.6	*	*	17.9
40 and over	5.6	9.1	10.4	9.0	*	*	37.9
Total	7.5	21.2	44.2	41.5	14.6	*	132.1
NOT-MARRIED FEMALES							
Less than 20	9.2	5.7	*	*	*	*	21.4
20-29	*	*	5.5	*	*	*	15.3
30-39	12.5	6.3	9.0	*	*	*	31.5
40 and over	41.2	18.2	7.8	*	*	*	73.7
Total	64.2	33.9	24.3	9.8	7.3	*	142.0
ALL FEMALES							
Less than 10	7.3	*	4.0	4.5	*	*	22.0
10-19	*	5.6	9.1	9.9	4.5	*	32.9
20-29	*	9.8	21.4	17.6	5.5	*	58.1
30-34	*	*	7.5	4.4	*	*	18.5
35-39	12.9	5.1	8.2	*	*	*	30.9
40 and over	46.8	27.3	18.2	12.1	6.8	*	111.6
Total	71.7	55.1	68.5	51.3	21.8	5.5	274.0
MARRIED PERSONS							
Less than 20	*	*	11.3	12.9	5.3	*	35.6
20-29	*	6.2	16.2	15.8	4.3	*	45.2
30-39	*	*	12.4	8.2	4.3	*	31.4
40 and over	6.8	21.0	35.6	24.5	18.3	12.1	118.4
Total	9.1	34.8	75.5	61.5	32.2	17.4	230.6
NOT-MARRIED PERSONS							
Less than 10	10.5	6.2	*	*	*	*	21.2
10-19	4.4	4.8	*	*	*	*	12.6
20-29	*	5.4	8.2	*	*	*	23.3
30-34	*	*	*	*	*	*	12.1
35-39	17.2	10.7	9.8	*	*	*	41.6
40 and over	85.9	52.7	26.3	10.8	10.0	4.2	189.9
Total	124.1	82.9	49.9	19.0	15.7	9.2	300.7
ALL PERSONS							
Less than 10	10.7	7.3	4.4	4.8	*	*	30.2
10-19	4.7	7.4	9.5	10.9	4.5	*	39.2
20-29	*	11.6	24.4	18.8	6.4	4.4	68.5
30-34	*	4.8	8.7	5.0	*	*	25.1
35-39	18.7	12.9	16.6	5.5	5.0	*	60.0
40 and over	92.8	73.7	61.9	35.3	28.2	16.3	308.3
Total	133.3	117.7	125.5	80.5	47.8	26.5	531.2

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

TABLE 9.8. EMPLOYEES(a) : PREFERRED CONTROL OVER STARTING/FINISHING TIMES AT WORK AND OCCUPATION, MARCH TO MAY 1982
(' 000)

Control over starting/finishing times at work	Occupation group								Total(b)
	Profession- al, technical, etc.	Adminis- trative, executive, and mana- gerial	Clerical	Sales	Farming, fishing and timber- getting, etc.	Trans- port and communi- cation	Trades- persons, pro- duction- process workers and labourers, n.e.c.	Service, sport and recrea- tion	
MALES									
Start/finish times set—									
Preferred some control	112.1	29.3	78.3	34.1	13.4	55.4	414.7	55.4	802.6
Preferred set times	100.6	54.3	84.9	58.1	42.1	139.5	817.1	94.7	1,416.2
Could not decide	*	*	*	*	*	*	15.7	4.3	34.8
Total	216.4	86.3	164.0	93.8	56.6	198.6	1,247.6	154.4	2,253.6
Had some control over start/finish times—									
Preferred some control	211.7	155.7	129.2	66.9	50.9	37.6	181.4	33.9	870.7
Preferred set times	7.1	5.9	4.7	*	*	*	7.9	*	31.0
Total(c)	220.0	162.1	133.9	69.7	52.3	38.3	190.8	35.2	905.7
Total—									
Preferred some control	323.8	185.0	207.6	101.0	64.3	93.0	596.2	89.2	1,673.3
Preferred set times	107.7	60.2	89.5	60.5	43.5	139.8	825.1	96.1	1,447.2
Could not decide	5.0	*	*	*	*	4.1	17.1	4.3	38.8
Total	436.4	248.3	297.8	163.5	108.9	236.9	1,438.3	189.6	3,159.3
FEMALES									
Start/finish times set—									
Preferred some control	124.2	6.3	210.5	50.6	*	10.7	67.4	74.9	546.3
Preferred set times	170.9	13.5	241.3	89.8	4.8	22.6	125.3	171.4	839.9
Could not decide	*	*	*	*	*	*	4.0	*	13.7
Total	297.3	20.3	453.3	141.6	6.8	33.7	196.7	249.8	1,400.0
Had some control over start/finish times—									
Preferred some control	88.3	18.6	216.9	29.9	5.6	4.9	19.3	41.1	424.8
Preferred set times	*	*	6.8	*	*	*	*	*	13.4
Total(c)	91.3	19.4	224.7	30.8	5.6	4.9	20.2	42.3	439.4
Total—									
Preferred some control	212.5	24.9	427.4	80.5	7.3	15.6	86.7	116.0	971.1
Preferred set times	173.9	14.3	248.1	90.6	4.8	22.6	126.2	172.6	853.4
Could not decide	*	*	*	*	*	*	4.0	*	14.9
Total	388.6	39.6	678.0	172.4	12.4	38.6	216.9	292.1	1,839.4
PERSONS									
Start/finish times set—									
Preferred some control	236.3	35.7	288.9	84.7	15.1	66.1	482.1	130.2	1,348.9
Preferred set times	271.5	67.8	326.2	147.9	46.9	162.1	942.4	266.1	2,256.1
Could not decide	5.9	*	*	*	*	4.2	19.7	7.9	48.6
Total	513.7	106.5	617.3	235.4	63.4	232.3	1,444.2	404.2	3,653.6
Had some control over start/finish times—									
Preferred some control	300.0	174.3	346.1	96.8	56.4	42.5	200.8	75.0	1,295.5
Preferred set times	10.0	6.7	11.4	*	*	*	8.8	*	44.4
Total(c)	311.3	181.5	358.5	100.5	57.9	43.2	211.0	77.5	1,345.1
Total—									
Preferred some control	536.2	210.0	635.0	181.5	71.6	108.6	682.9	205.2	2,644.4
Preferred set times	281.5	74.4	337.6	151.1	48.3	162.3	951.2	268.6	2,300.6
Could not decide	7.3	*	*	*	*	4.6	21.1	7.9	53.7
Total	825.0	288.0	975.8	336.0	121.3	275.5	1,655.2	481.7	4,998.7

(a) Employees who usually worked 10 hours or more per week. (b) Includes miners and quarryworkers. (c) Includes employees who could not decide.

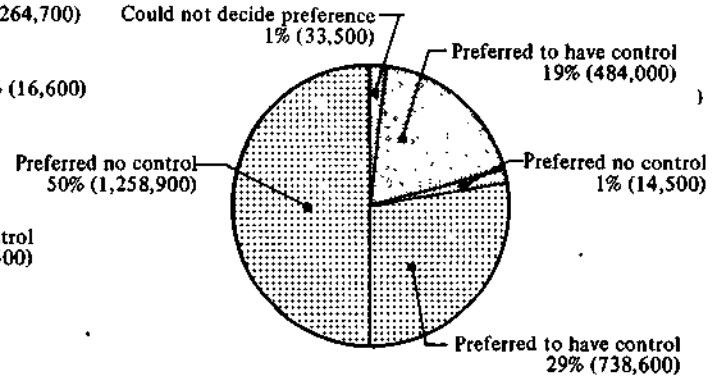
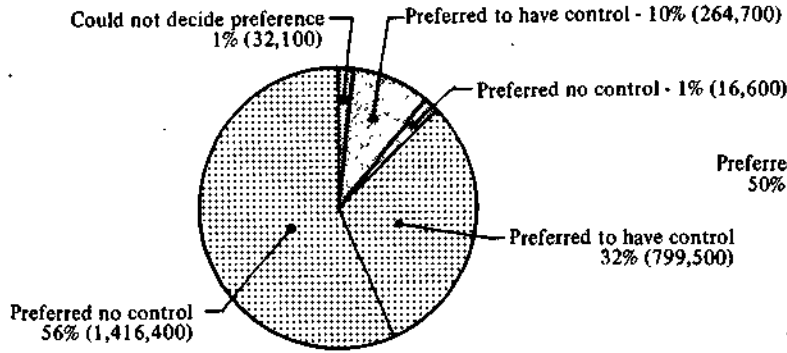
Source : Alternative Working Arrangements, Australia, March to May 1982 (6341.0).

**CHART 9.c. EMPLOYEES WHO USUALLY WORKED 10 HOURS OR MORE PER WEEK IN MAIN JOB :
WHETHER TRADE UNION MEMBER, PREFERENCE FOR AND ACTUAL CONTROL OVER
WORKING DAYS ARRANGEMENTS AND START/FINISH TIMES, MARCH TO MAY 1982**

MEMBERS OF TRADE UNIONS

WORKING DAYS ARRANGEMENTS

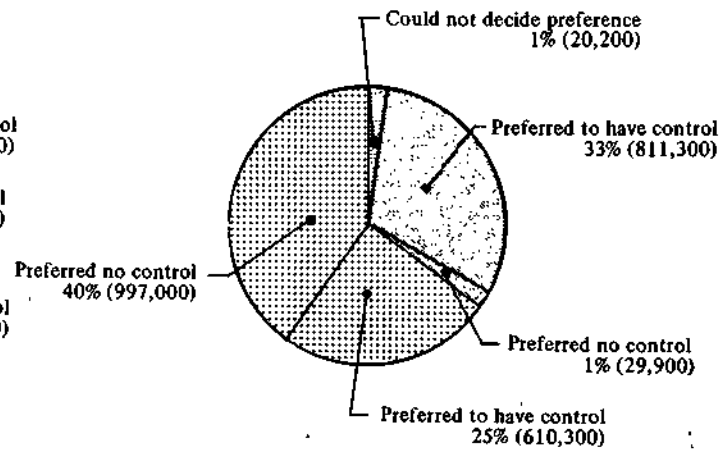
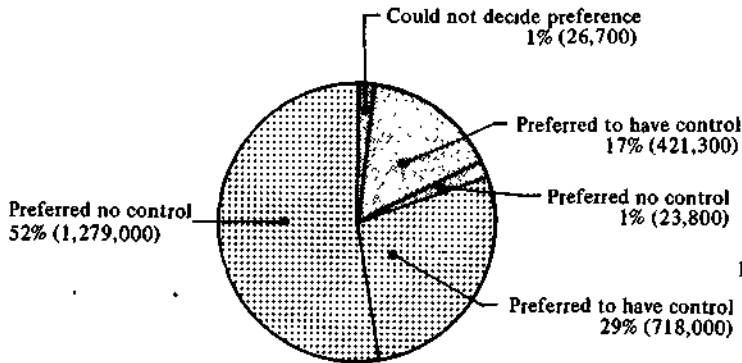
START/FINISH TIMES



NOT MEMBERS OF TRADE UNIONS

WORKING DAYS ARRANGEMENTS

START/FINISH TIMES



Had no control



Had some control

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

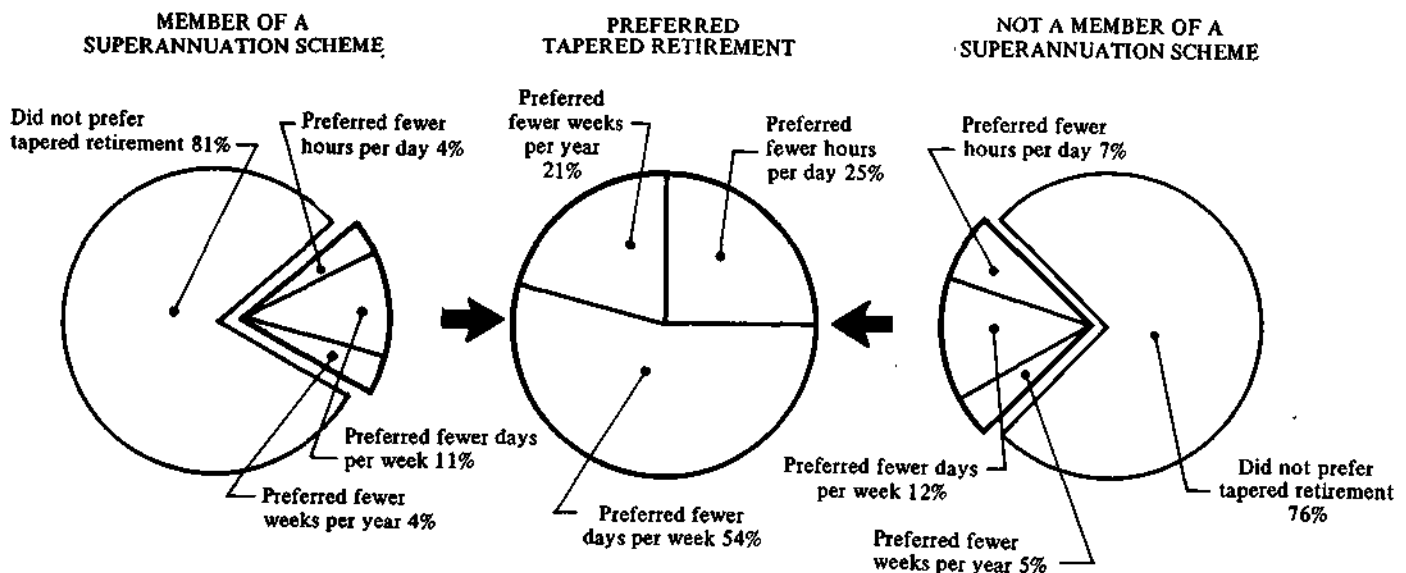
TABLE 9.9. EMPLOYEES AGED 45 YEARS AND OVER(a) : PREFERENCE FOR TAPERED RETIREMENT, MARCH TO MAY 1982 ('000)

Age group (years)	Member of a superannuation, etc. scheme			Not a member of a superannuation, etc. scheme			Total		
	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total
MALES									
45-49	28.3	147.7	176.0	11.3	49.0	60.3	39.5	196.7	236.3
50-54	27.9	150.4	178.3	13.5	46.1	59.6	41.4	196.5	237.9
55	6.0	25.5	31.4	*	10.2	12.2	8.0	35.6	43.7
56	7.3	27.1	34.4	*	13.0	15.5	9.9	40.0	49.9
57	4.7	24.1	28.8	*	11.6	12.0	5.1	35.7	40.8
58	9.0	28.9	37.9	*	10.0	11.7	10.8	38.8	49.6
59	7.5	22.4	29.9	*	8.3	10.7	9.9	30.6	40.6
60	*	15.5	17.2	*	8.5	9.5	*	24.0	26.7
61	*	9.3	12.4	*	6.1	8.1	5.1	15.4	20.5
62	*	11.1	12.3	*	7.4	8.8	*	18.5	21.2
63	*	8.1	9.2	*	4.4	5.6	*	12.5	14.8
64	*	7.5	8.7	*	*	5.5	*	11.4	14.2
65 and over	*	*	*	*	5.6	5.6	*	7.8	8.2
Total	99.0	479.9	578.9	41.4	183.8	225.2	140.5	663.7	804.2
FEMALES									
45-49	11.3	26.3	37.6	22.2	31.8	53.9	33.4	58.1	91.5
50-54	10.1	22.2	32.3	16.9	32.9	49.8	27.0	55.1	82.1
55	*	5.3	7.3	*	5.8	9.5	5.6	11.1	16.8
56	*	4.4	5.9	*	7.1	9.3	*	11.4	15.1
57	*	*	4.7	*	4.2	5.0	*	6.7	9.8
58	*	*	4.4	*	*	4.3	*	6.2	8.6
59	*	*	*	*	*	4.7	*	6.0	8.6
60 and over	*	4.4	8.2	*	9.8	11.1	5.1	14.2	19.3
Total	34.0	70.2	104.1	48.9	98.8	147.7	82.9	168.9	251.8

(a) Employees usually working 30 hours or more per week in permanent employment.

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

CHART 9.d. EMPLOYEES AGED 45 YEARS AND OVER USUALLY WORKING 30 HOURS OR MORE PER WEEK IN PERMANENT EMPLOYMENT IN MAIN JOB : WHETHER MEMBER OF A SUPERANNUATION ETC. SCHEME AND PREFERENCE FOR TAPERED RETIREMENT, MARCH TO MAY 1982



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

TABLE 9.10. EMPLOYEES AGED 45 AND OVER(a) : EARLIEST RETIREMENT AGE ON FULL BENEFITS AND RETIREMENT PREFERENCES, MARCH TO MAY 1982
(' 000)

	Earliest retirement age with full benefits (years)					
Retirement preferences	Under 60	60	61-64	65 and over	Did not know	Total
MALES						
Preferred to retire earlier—						
Even with reduced benefits or higher contributions (years before current earliest retirement age)—						
1-3	*	6.8	*	7.1	..	16.6
4-5	*	46.3	*	115.4	..	166.0
5 or less	*	53.1	5.4	122.5	..	182.6
6-9	*	*	*	6.5	..	8.6
10 or more	*	*	*	35.3	..	37.7
Total(b)	*	57.8	6.1	165.1	..	230.6
Not if with reduced benefits or higher contributions	*	23.9	*	51.8	..	80.6
Total	4.2	81.7	8.5	216.8	..	311.2
Preferred to retire at the same age	8.3	71.0	*	82.1	..	164.3
Preferred to retire later	14.5	29.3	*	19.9	..	64.8
Did not know when preferred to retire	*	6.3	*	6.4	23.5	38.6
Total	29.0	188.3	12.9	325.2	23.5	578.9
FEMALES						
Preferred to retire earlier—						
Even with reduced benefits or higher contributions (years before current earliest retirement age)—						
1-3	*	*	*	*	..	*
4-5	*	14.1	*	*	..	19.3
5 or less	*	15.6	*	4.1	..	21.2
6-9	*	*	*	*	..	*
10 or more	*	4.0	*	*	..	7.6
Total(b)	*	21.9	*	8.9	..	32.7
Not if with reduced benefits or higher contributions	*	7.2	*	*	..	9.4
Total	*	29.2	*	10.8	..	42.1
Preferred to retire at the same age	6.1	21.0	*	5.5	..	32.6
Preferred to retire later	4.1	8.2	*	*	..	12.4
Did not know when preferred to retire	*	*	*	*	13.0	17.0
Total	12.8	59.9	18.5	13.0	13.0	104.1
PERSONS						
Preferred to retire earlier—						
Even with reduced benefits or higher contributions (years before current earliest retirement age)—						
1-3	*	7.8	*	7.6	..	18.6
4-5	*	60.0	*	119.0	..	185.2
5 or less	*	67.9	6.2	126.6	..	203.8
6-9	*	*	*	7.6	..	12.0
10 or more	*	6.3	*	39.0	..	45.3
Total(b)	*	78.9	6.9	173.9	..	263.3
Not if with reduced benefits or higher contributions	*	30.5	*	53.7	..	90.0
Total	6.3	109.4	9.9	227.6	..	353.3
Preferred to retire at the same age	14.4	91.8	*	87.7	..	196.9
Preferred to retire later	18.6	37.6	*	19.9	..	77.2
Did not know when preferred to retire	*	7.7	*	8.5	36.5	55.6
Total	41.8	246.5	14.6	343.7	36.5	683.0

(a) Employees usually working 30 hours or more per week in permanent employment who were members of a superannuation etc. scheme. (b) Includes employees who did not know how many years before their current earliest retirement age they wished to retire.

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

CHART 9.e. OVERALL LEVEL OF JOB SATISFACTION, FEBRUARY TO MAY 1979

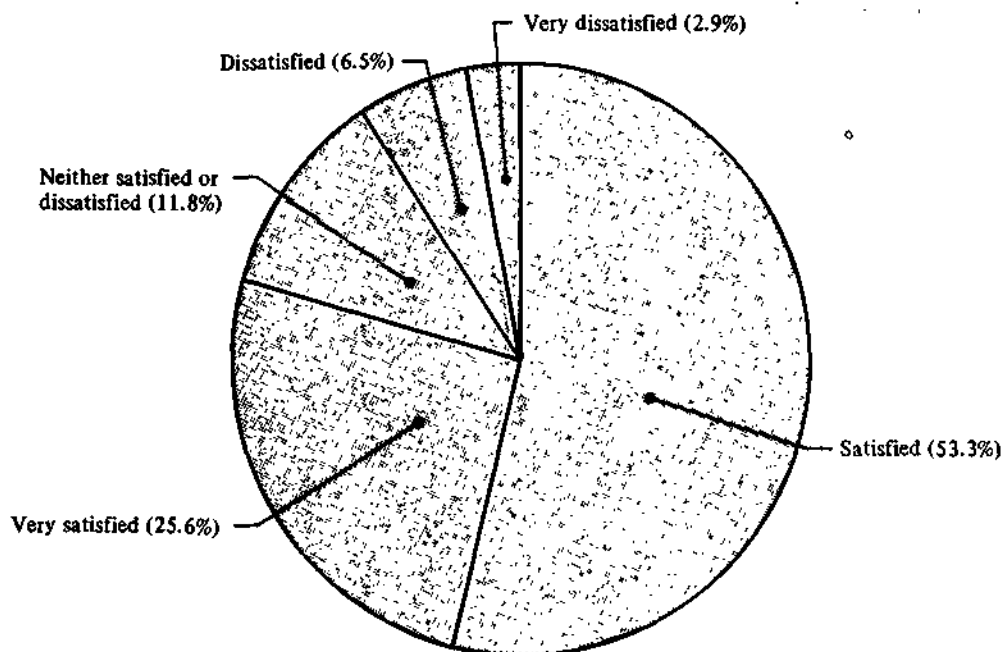
Source: *Working Conditions, Australia (6335.0)*

TABLE 9.11. EMPLOYEES(a): OVERALL LEVEL OF JOB SATISFACTION BY AGE, FEBRUARY TO MAY 1979

Age group (years)	Number of employees ('000)	Very dissatisfied	Dissatisfied	Neither satisfied nor dissatisfied	Satisfied	Very satisfied	Total
—per cent—							
MALES							
15-19	296.2	3.2	7.0	9.1	47.6	33.1	100.0
20-24	405.9	4.1	9.3	15.8	52.6	18.2	100.0
25-34	807.2	3.5	7.1	13.6	54.2	21.6	100.0
35-44	567.1	2.1	6.5	11.9	56.6	22.9	100.0
45-54	493.3	1.7	4.4	9.8	59.3	24.8	100.0
55-59	209.0	*	3.8	12.2	55.8	26.4	100.0
60 and over	112.4	*	*	8.3	61.0	25.5	100.0
Total	2,891.2	2.8	6.4	12.2	55.0	23.6	100.0
FEMALES							
15-19	223.1	5.5	7.4	12.9	44.0	30.2	100.0
20-24	328.2	4.3	7.8	12.3	50.0	25.6	100.0
25-34	340.5	2.4	8.4	12.8	49.3	27.0	100.0
35-44	243.2	*	5.7	11.1	51.7	29.3	100.0
45-54	208.4	*	4.0	6.0	55.2	33.3	100.0
55-59	64.8	*	*	*	51.7	42.7	100.0
60 and over	20.8	*	*	*	40.1	53.2	100.0
Total	1,429.0	3.0	6.5	10.9	49.9	29.6	100.0
PERSONS							
15-19	519.3	4.2	7.2	10.7	46.1	31.9	100.0
20-24	734.1	4.2	8.6	14.2	51.5	21.5	100.0
25-34	1,147.7	3.2	7.5	13.4	52.8	23.2	100.0
35-44	810.3	2.1	6.2	11.7	55.2	24.8	100.0
45-54	701.7	1.6	4.3	8.7	58.1	27.3	100.0
55-59	273.9	*	2.9	10.6	54.8	30.3	100.0
60 and over	133.2	*	*	7.4	57.7	29.8	100.0
Total	4,320.3	2.9	6.5	11.8	53.3	25.6	100.0

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

Source: *Working Conditions, Australia (6335.0)*.

TABLE 9.12. EMPLOYEES(a) : OVERALL LEVEL OF JOB SATISFACTION AND OCCUPATION, FEBRUARY TO MAY 1979
(per cent)

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

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

Source: *Working Conditions, Australia* (6335.0).

TABLE 9.13. EMPLOYEES(a) : MOST IMPORTANT DESIRED CHANGES TO WORKING CONDITIONS AND OCCUPATION, FEBRUARY TO MAY 1979 (Per cent)

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

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

Source: Working Conditions, Australia (6335.0)