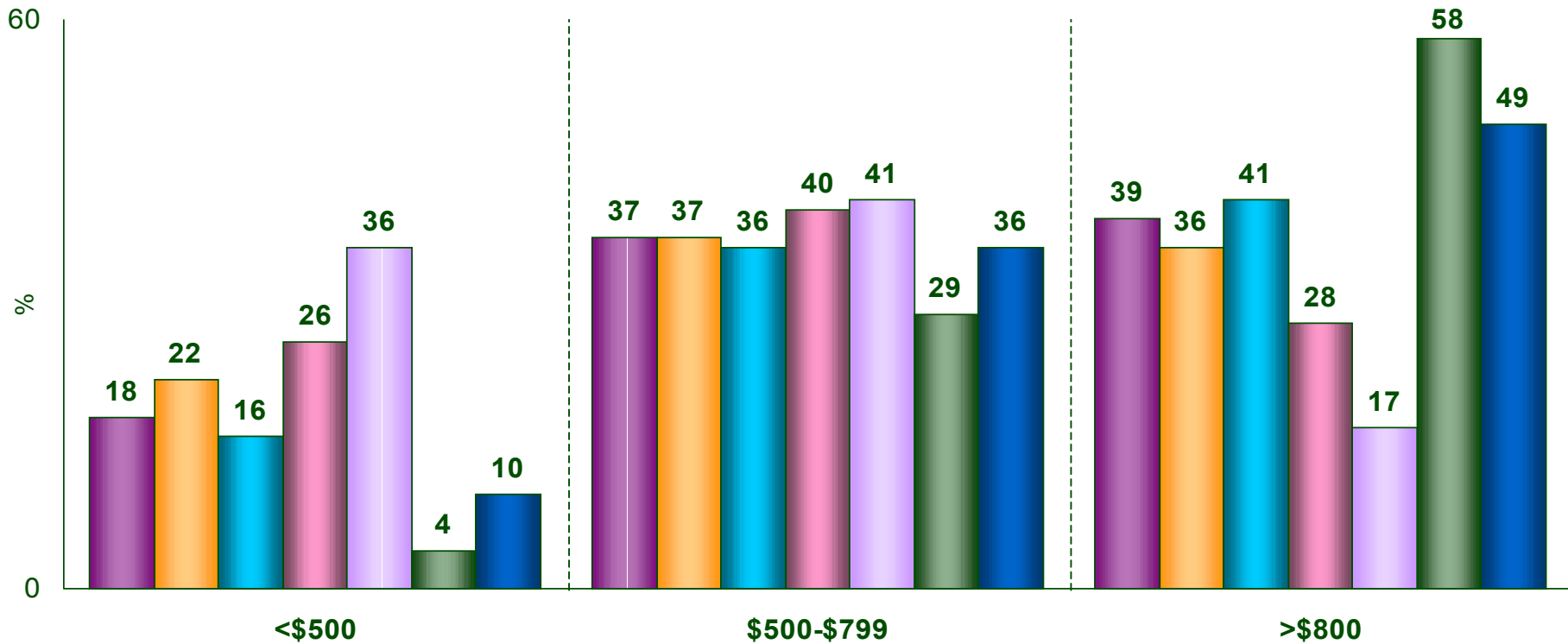


Weekly Income Before Tax (Self Only)

- Industry Sector -



- Total (n=8,259)
- Education (n=938)
- Health (n=1,284)
- Gen. Services (n=1,096)
- Community Service (n=1,473)
- Govt Admin (n=1,397)
- Trade / Primary (n=1,883)

NB: Refer to p25 for further details as to these industry sectors.

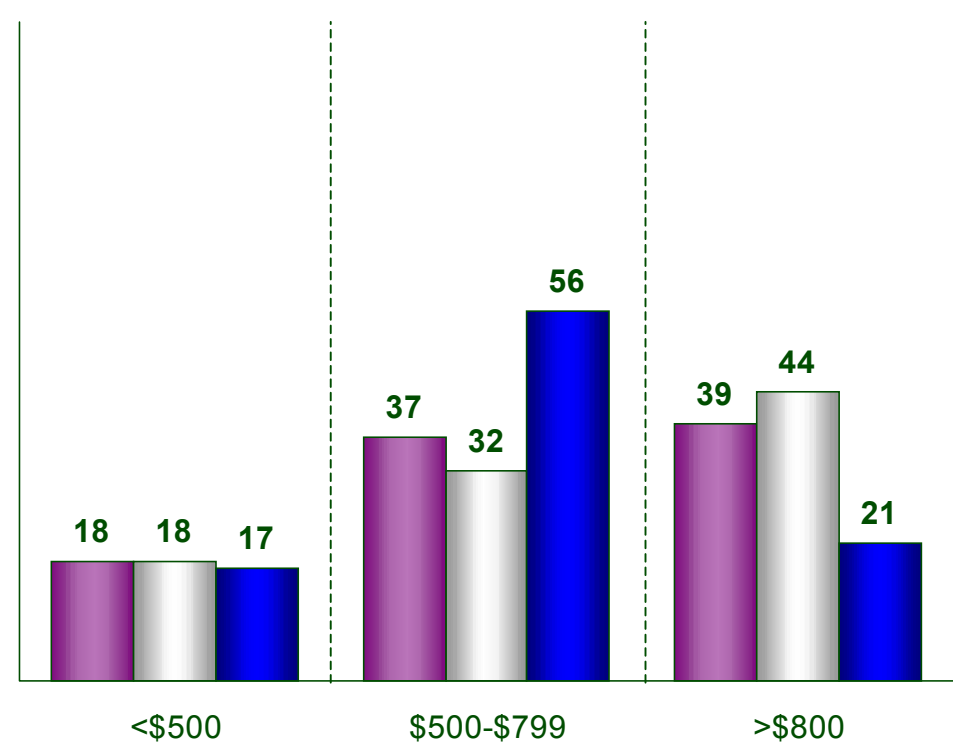
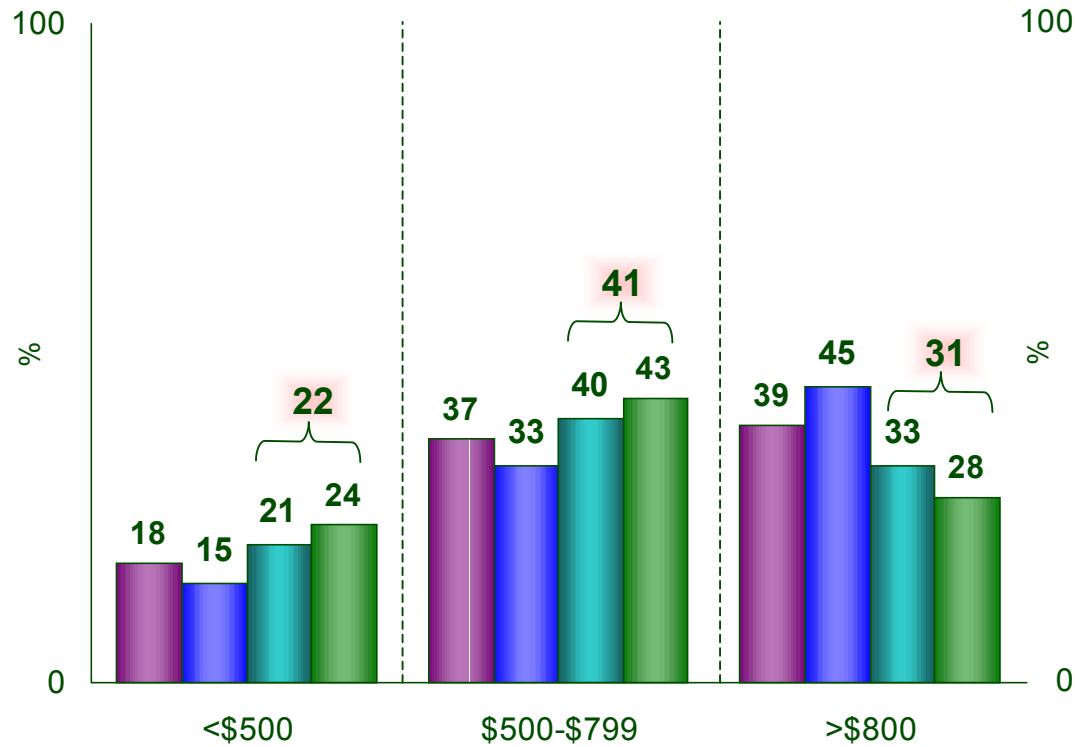
Base: All respondents (n=8,259)

Q1.9 What is your total weekly income before Tax? What is your spouse/ partner's total weekly income before Tax?

Weekly Income Before Tax (Self Only)

- Area -

- SES -



■ Total (n=8,259) ■ Metro (n=4,763)
■ Regional (n=2,032) ■ Rural (n=1,357)

■ Total (n=8,259) ■ White (n=6,457) ■ Blue (n=1,604)

Q1.9 What is your total weekly income before Tax? What is your spouse/partner's total weekly income before Tax?

About Your Job

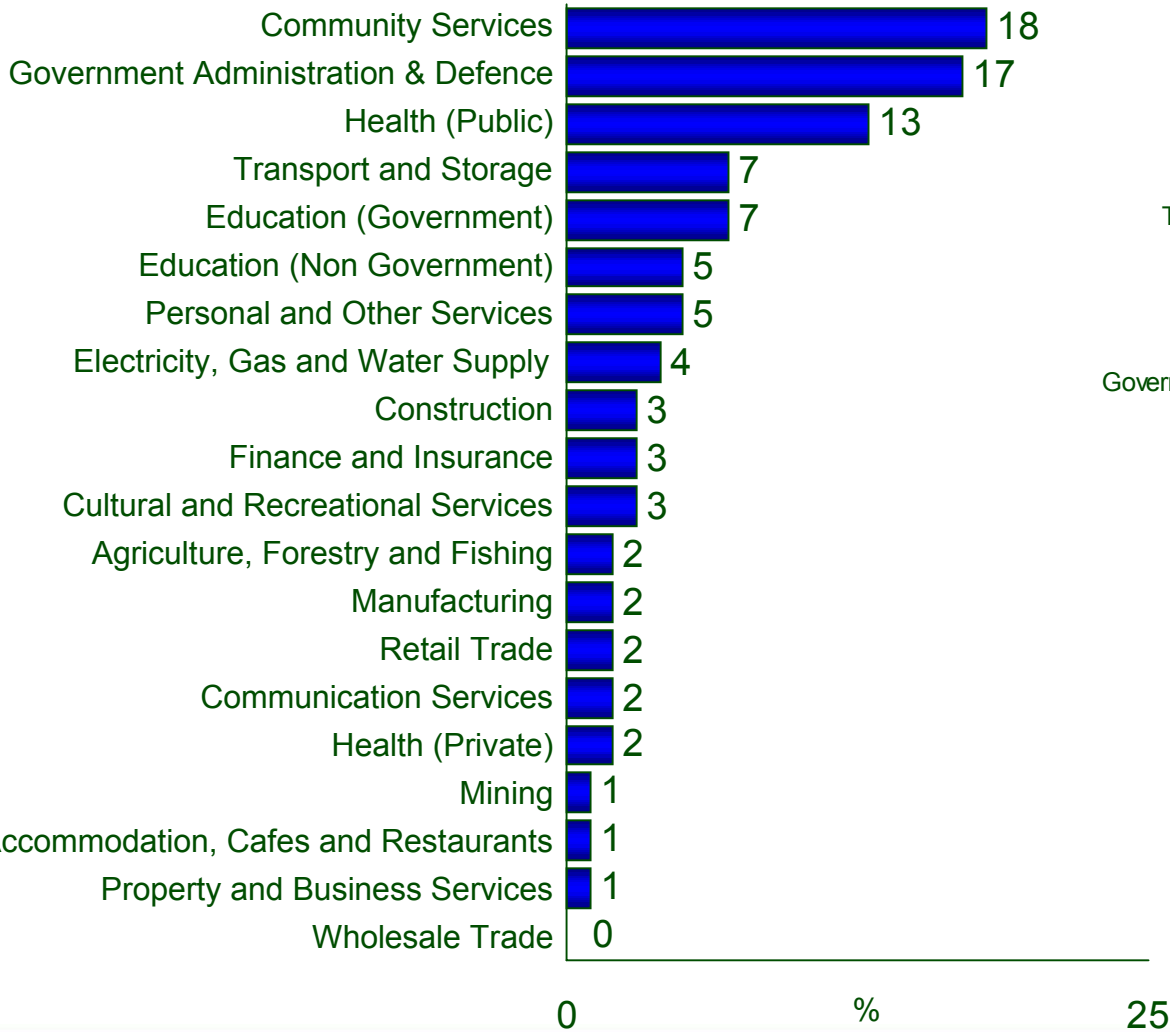
About Your Job



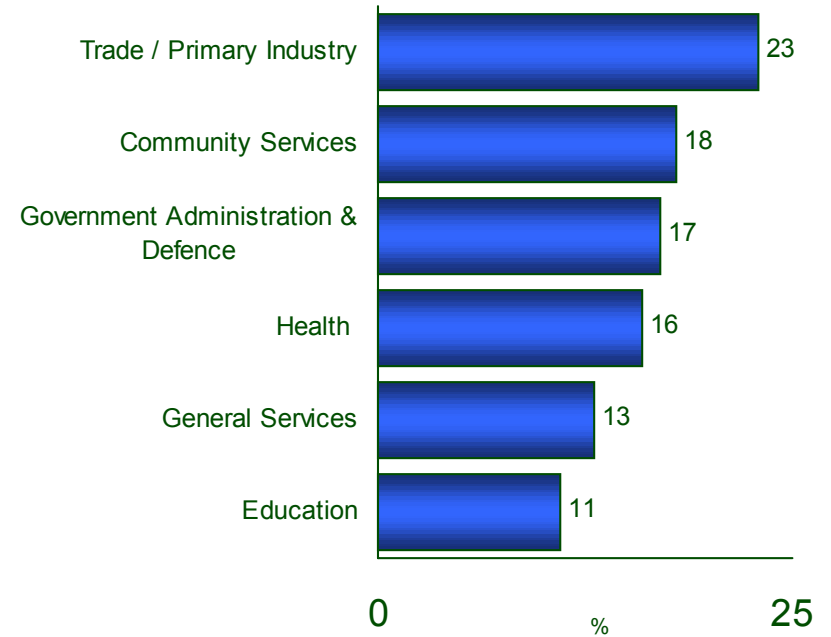
- Respondents work across a range of industries, however, some were more heavily represented than others. For the purposes of comparing results across industries, as well as communicating the results to a wider audience, the industries were therefore grouped into similar areas, as shown on the following pages.
- Females were more likely to work in Health, Education and Community Service, whereas males were most likely to work in Trade / Primary Industry.
- The sample was also well represented by White Collar workers (78%), and somewhat under-represented by Blue Collar workers (19%), albeit this is not dramatically dissimilar to that of the total Australian working population (67% and 30% respectively), as sourced from Australian Bureau of Statistics (ABS) Census 1996 data*. **Females were far more likely to be White collar workers than males** (91% vs 62% respectively).
- Three quarters of the respondents were full time workers (73%), with **males far more likely to be full time than females** (92% vs 58% respectively). One in five were employed on a part time basis (21% - 4% of males and 34% of females), and only 5% were casuals. Most full time workers were happy to retain this status (90%), and **females were more interested going part time** (13% versus 3% of males). Over half of the part time workers were happy with their hours, although almost a quarter claimed that they would prefer to remain part time, albeit with more hours. Casual workers varied in their desired work status.
- **Half of the respondents had been with their current employer for 10 or more years, although male workers are more likely to enjoy this stability** (58% compared with 44% of females), as well as those in rural Australia (59% versus 50% in regional areas and 48% in the capital cities).
- Most respondents work for a single employer (92%), with just 6% working for two and 2% for three or more employers. Those working for a not for profit organisation were twice as likely as others to have two employers (10%), as were those in the Health sector (10%).

* Census 2001 data will be available late November 2002.

About Your Job - Industry Sector



- Sector Summary -



The above sector summary is explained overleaf.

Base: All respondents (n=8,259)

Q2.2 Which of the following best describes the industry you work in (in your main job)?



Industry Sectors

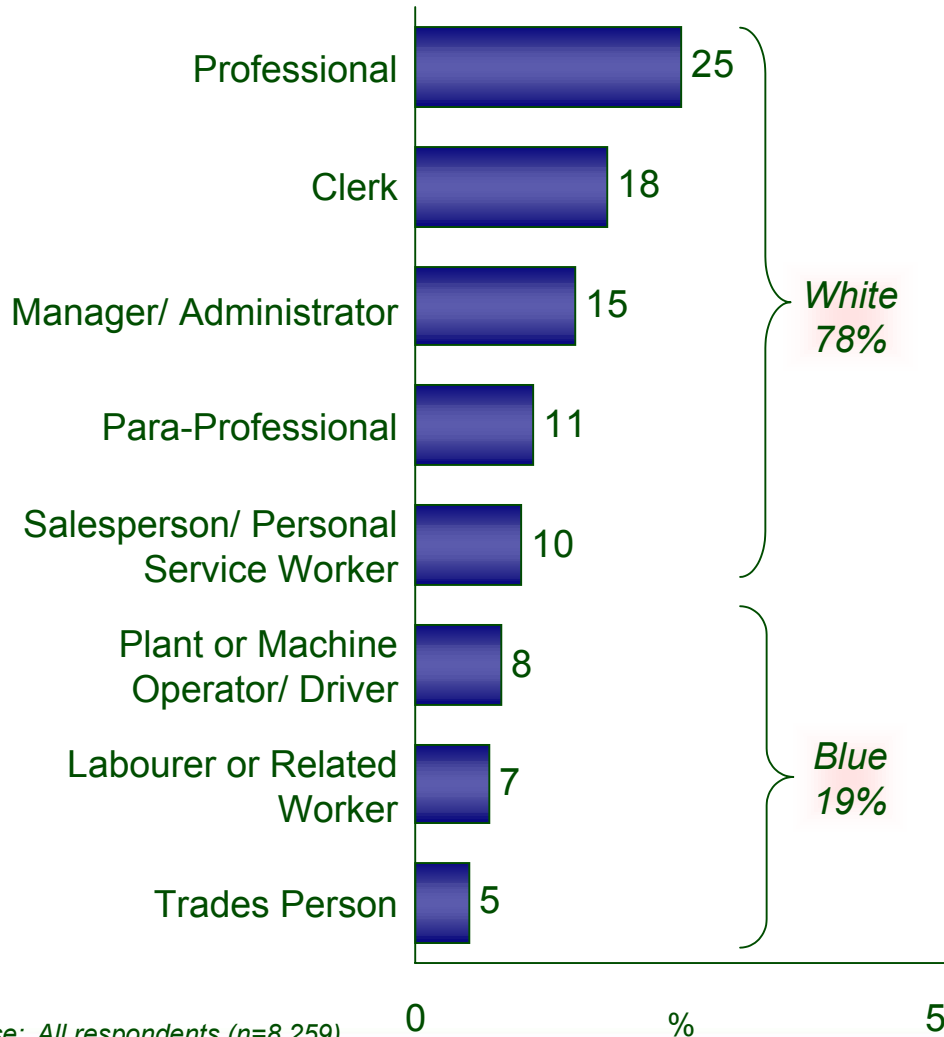
For the purposes of communicating the results to a wider audience, respondents were grouped into broad 'industry' sectors. These groupings are used throughout this report.

Sector Grouping	Categories Included	Proportion of Sample (%)
Trade / Primary Industry	Agriculture, Forestry & Fishing / Mining / Manufacturing / Electricity, Gas & Water Supply / Construction / Wholesale Trade / Retail Trade / Accommodation, Cafes & Restaurants / Transport & Storage	23
Community Services	Community Services	18
Government Administration & Defence	Government Administration and Defence	17
Health	Public / Private	16
General Services	Communications / Finance & Insurance / Property & Business Services / Cultural & Recreational / Personal & Other	13
Education	Government / Non-Government	11
Not Established		2

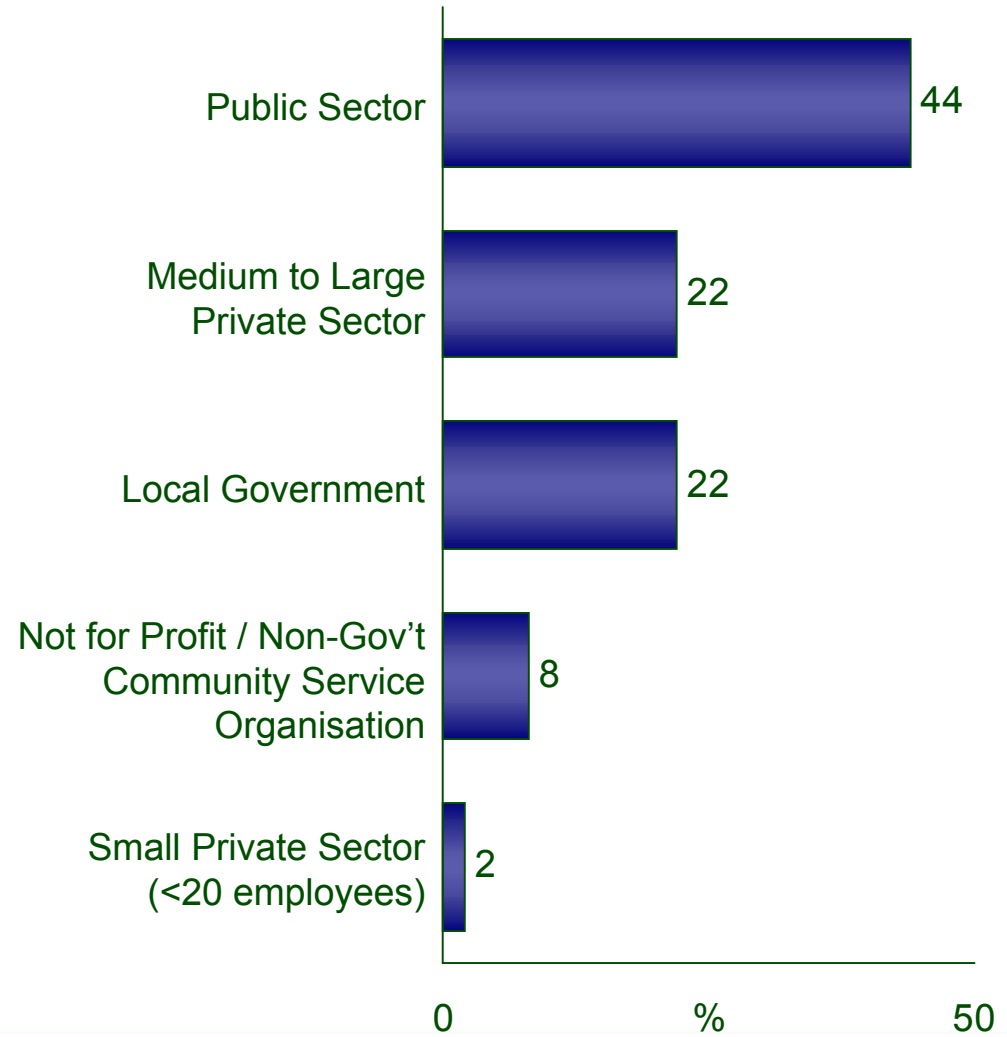
About Your Job



- Occupation -



- Employer -



Base: All respondents (n=8,259)

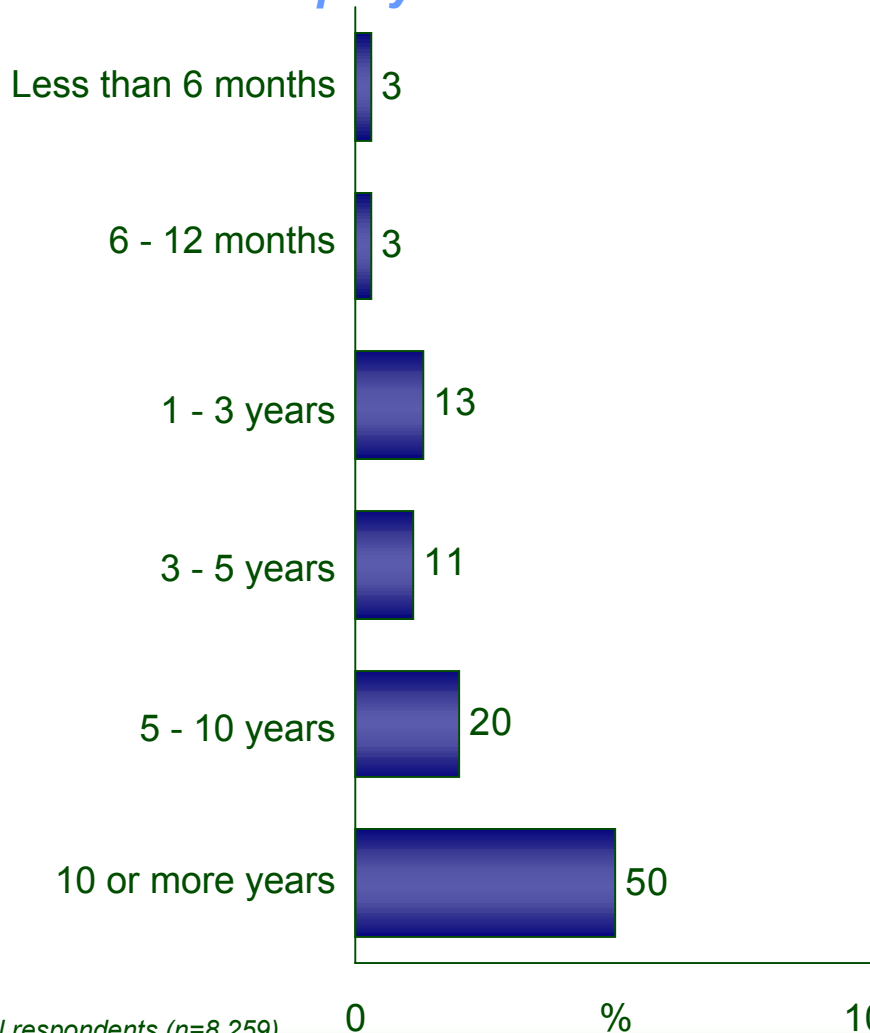
Q2.3 Which of the following best describes your occupation?

Q2.4 Which of the following best describes your employer?

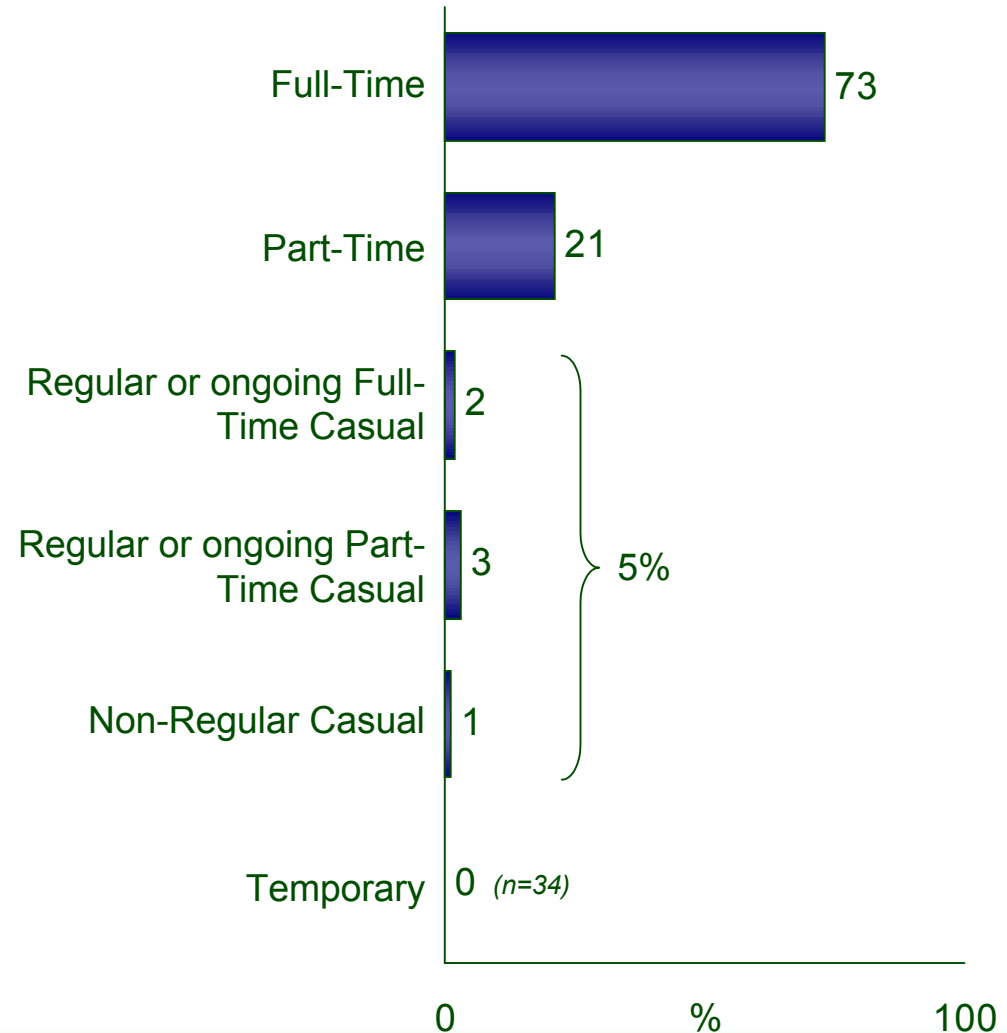


About Your Job

Term with Current Employer



Current Employment Status



Base: All respondents (n=8,259)

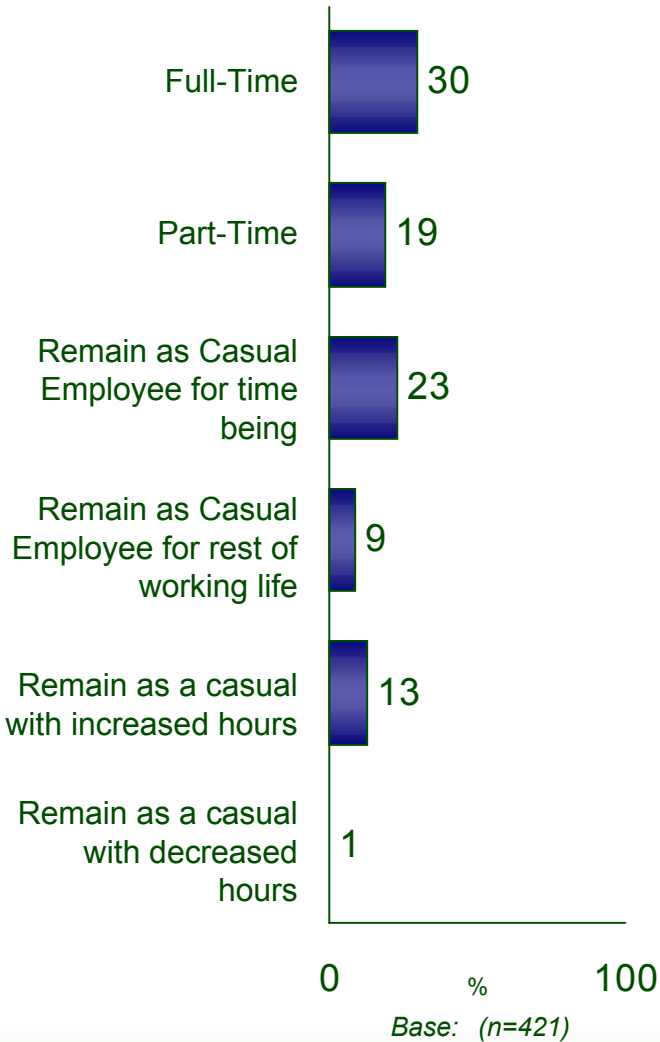
Q2.5 How long have you worked for your main employer?

Q2.6a Which of the following best describes your current employment status in your main job?

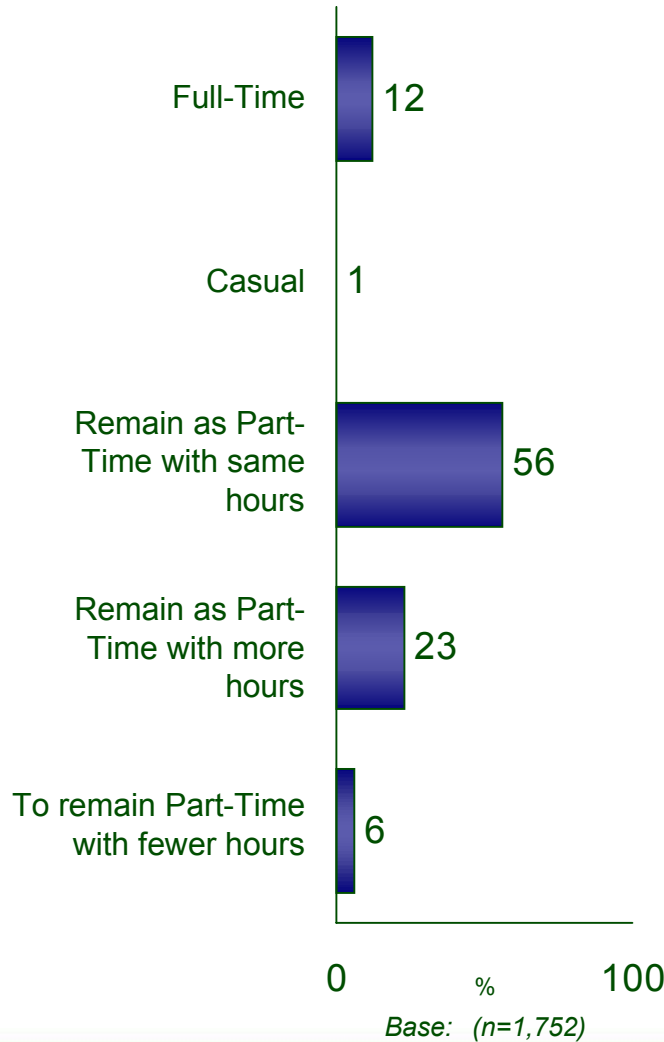


Desired Work Status

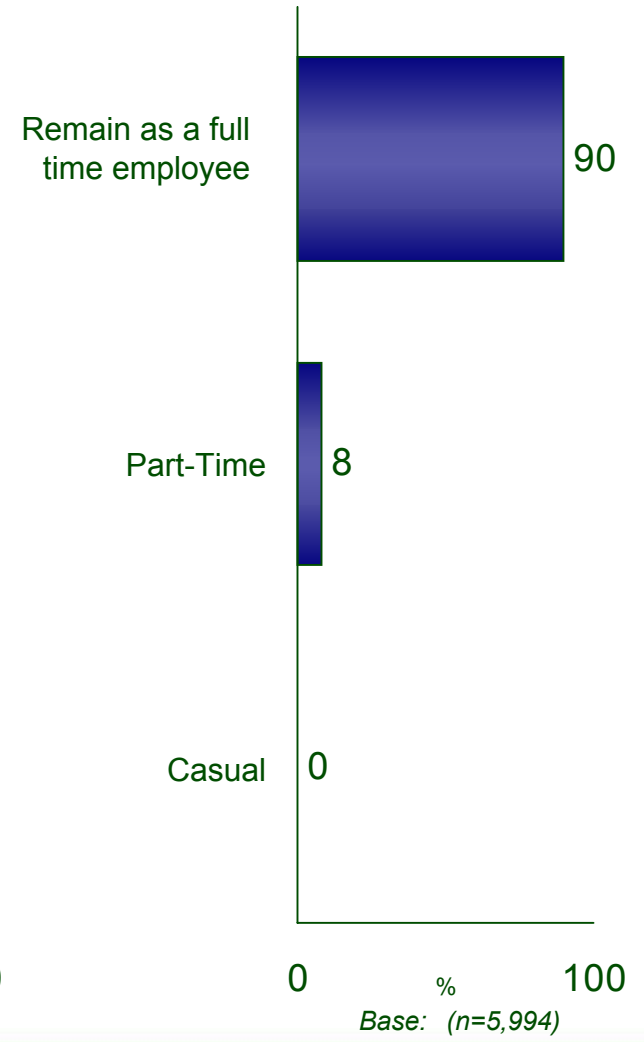
Casual Workers



Part-Time Workers



Full-Time Workers

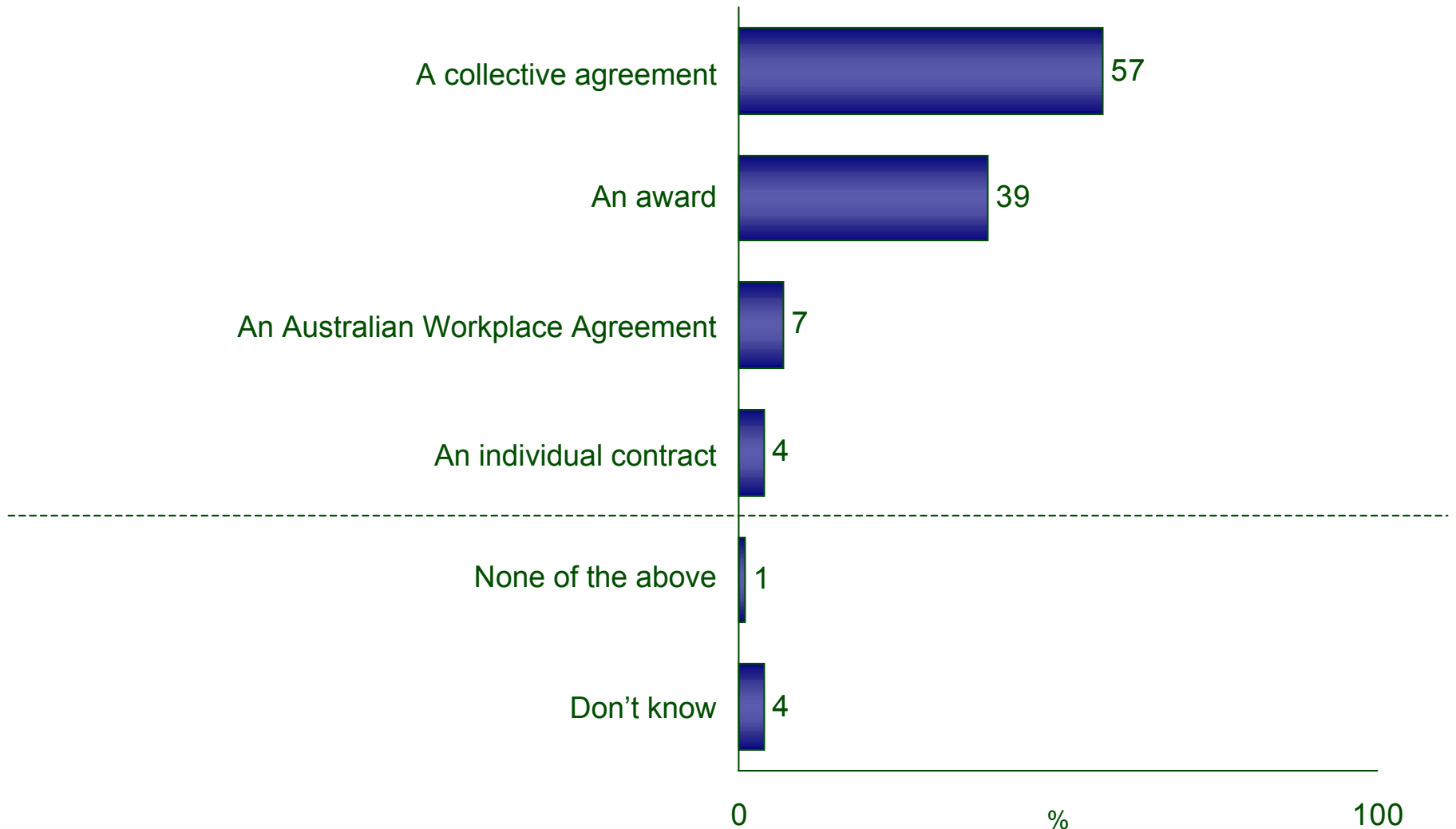


Q2.6b/c/d: Which of the following best describes how you would prefer to work and be paid?

About Your Job



Terms and Conditions of Employment



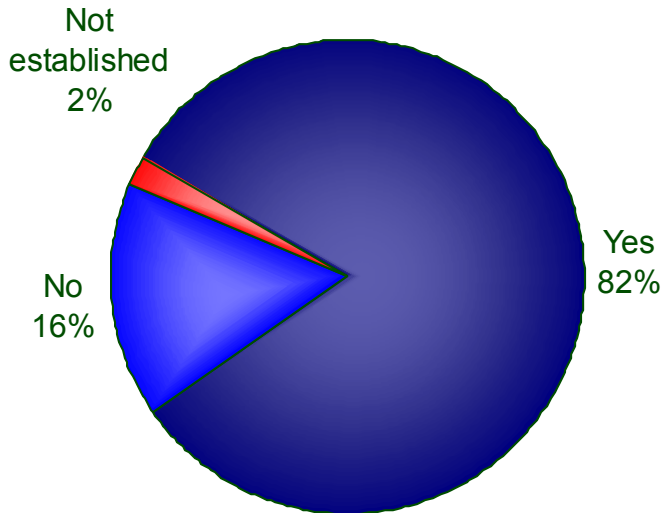
Base: All respondents (n=8,259)

Q2.7 ALL WORKERS: Which of the following are your terms and conditions of employment provided under?

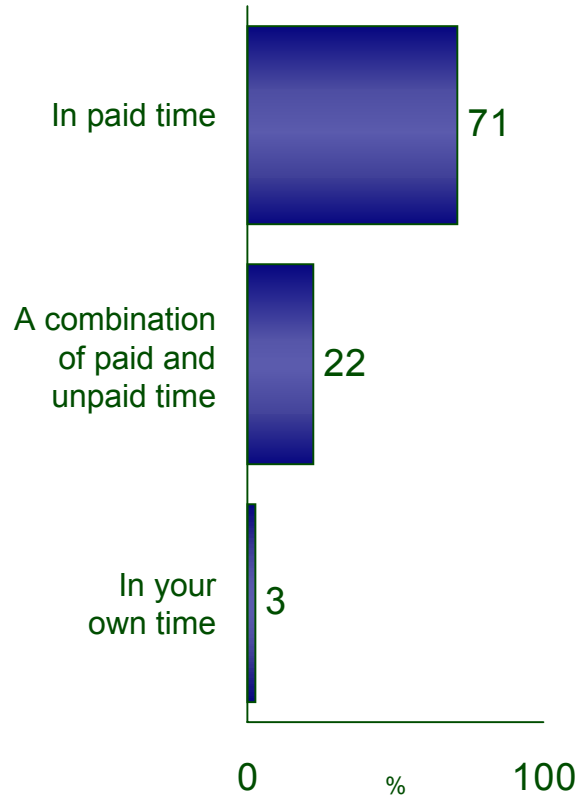


On the Job Training

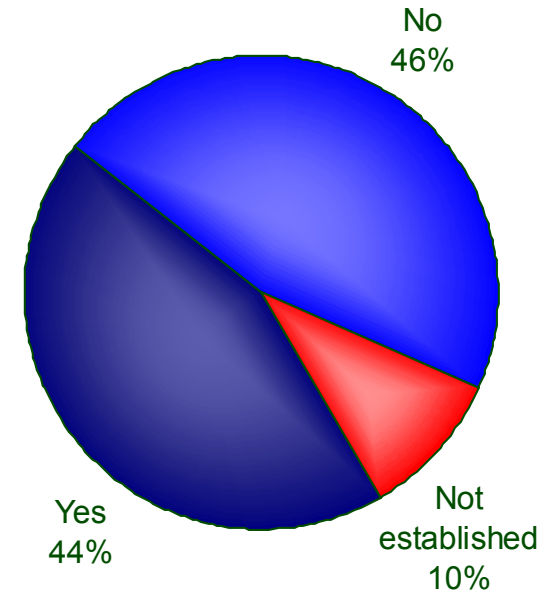
Training Provided?



Training Time?



Industry Recognised Qualification?



Base: Provided with training (n=6,744)

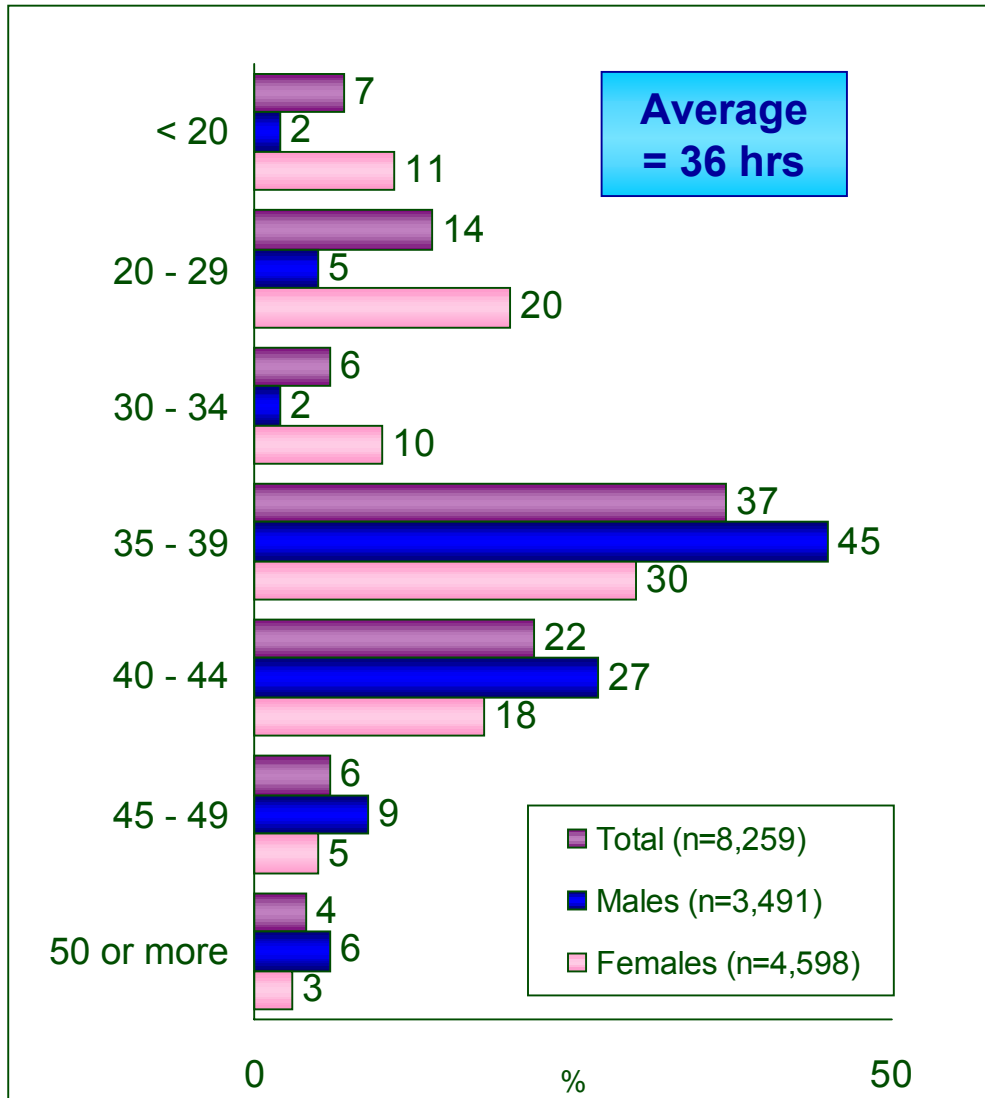
Base: Provided with training (n=6,744)

Base: All respondents (n=8,259)

Q.8a Has your employer provided you with any training, other than basic induction?
 Q2.8b Was the training in paid time, a combination of paid and unpaid, or in your own time?
 Q2.8c Did the training result in an industry recognised qualification?

Hours of Work

Usual Hours Worked per Week

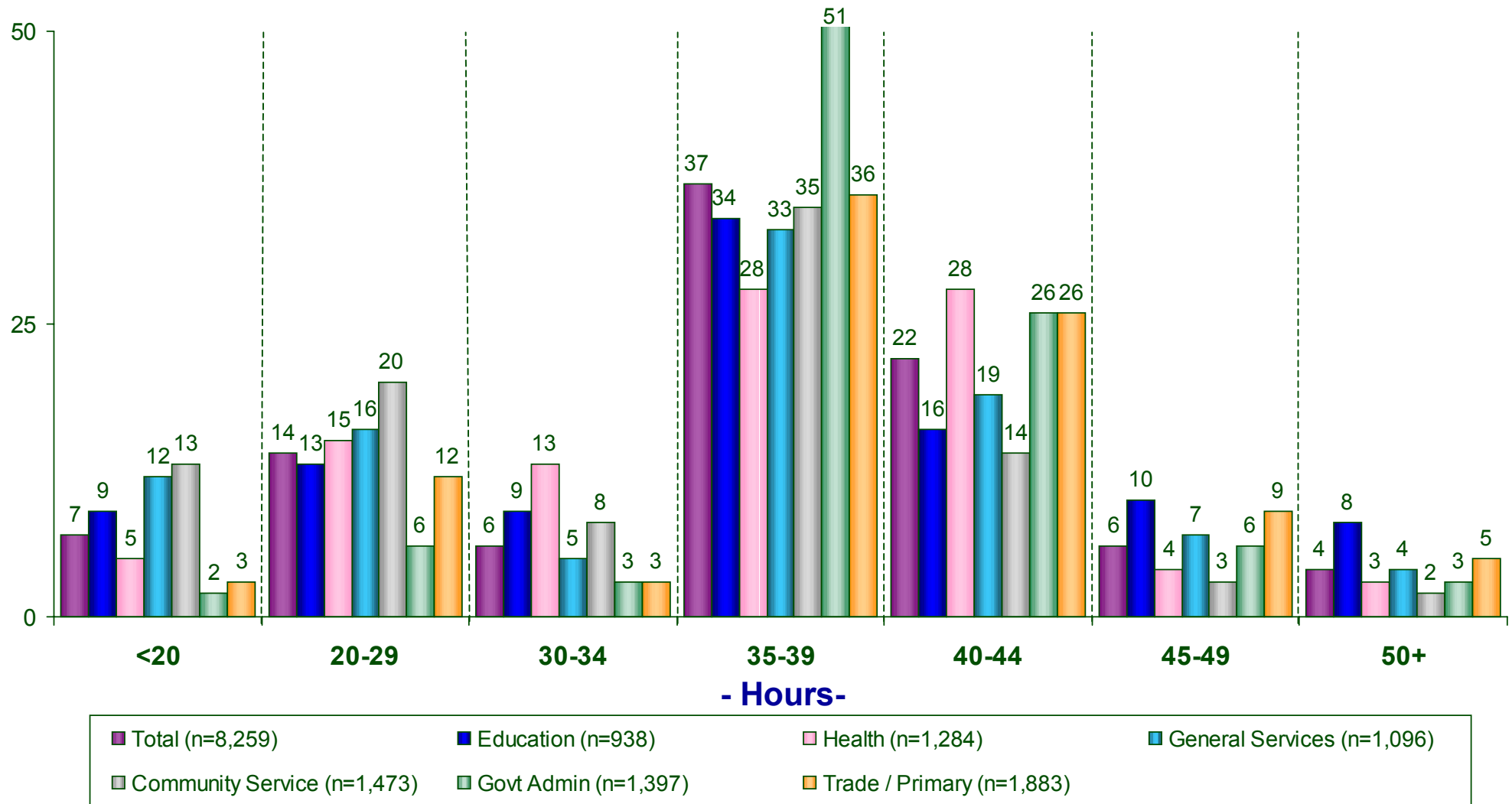


- Two thirds of employees are at least somewhat satisfied with the number of hours they work, such that half of those surveyed prefer to work the same number of hours each week. Just one in ten want more hours, while almost three in ten want fewer hours (28%).
 - ✦ Even though the survey has shown that 90% of full time workers wish to retain this status, part timers are more satisfied with their hours than full timers (71% vs 64% respectively).
 - ✦ Government Administration and Defence sector workers were the most likely to have a preference for fewer hours (38%), followed by those in Education (34%).
 - ✦ White collar workers were also more likely to want fewer hours (31% vs 18% of Blue collar workers).
- Females tend to work fewer hours per week than males, predominantly because they are more likely to be employed on a part time basis.
- Interestingly, those concerned about long working hours work 38 hours a week on average, compared with 34 hours among those not concerned.
- Less than one in three respondents claimed they are paid some overtime, while 43% are not. A similar proportion in turn work no overtime in an average week (40%). Interestingly, one in five respondents did not know if they are entitled to paid overtime (19%).
- Education sector workers are the least likely to be paid overtime (7%), and yet a quarter of them work at least five hours overtime in an average week.

Base: All respondents (n=8,259)

Q3.1 In your main job, what is the total number of hours you usually work each week?
(If your hours of work change, mark the box that describes the average number of hours you work per week).

Usual Hours Worked per Week - by Sector



- Hours -

■ Total (n=8,259)	■ Education (n=938)	■ Health (n=1,284)	■ General Services (n=1,096)
■ Community Service (n=1,473)	■ Govt Admin (n=1,397)	■ Trade / Primary (n=1,883)	

Base: All respondents (n=8,259)

Q3.1 In your main job, what is the total number of hours you usually work each week?
(If your hours of work change, mark the box that describes the average number of hours you work per week.)



Average Weekly Hours of Work by Subgroup

	Total	Gender		Work Status		
		Male	Female	Full Time	Part Time	Casual
Average Hours Per Week	36	39	33	40	25	24

	Paid Overtime		Hours Preferred			Long Hours	
	Yes	No	Less	More	Same	Concerned	Not concerned
Average Hours Per Week	37	36	41	26	35	38	34

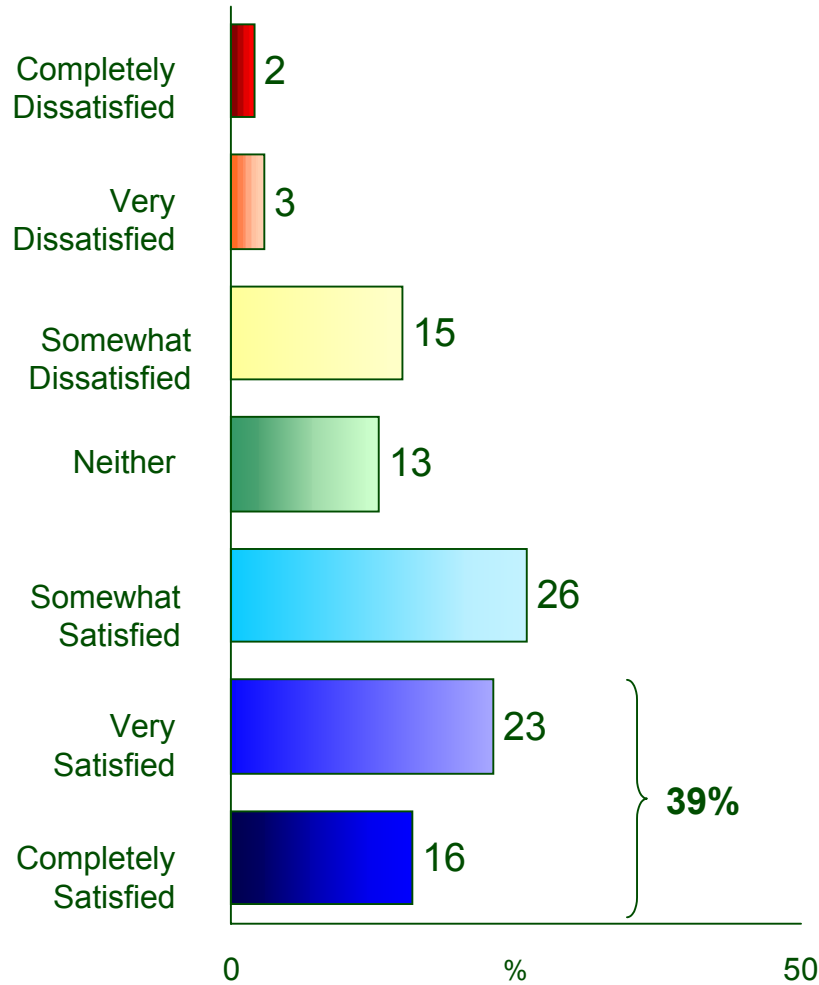
	Employer				Sector					
	Private	Public	Local Govt	Non-Profit	Education	Health	General Services	Community Services	Govt. Admin & Defence	Trade/ Primary
Average Hours Per Week	35	37	34	35	36	36	34	32	38	38

Base: All respondents (n=8,259)

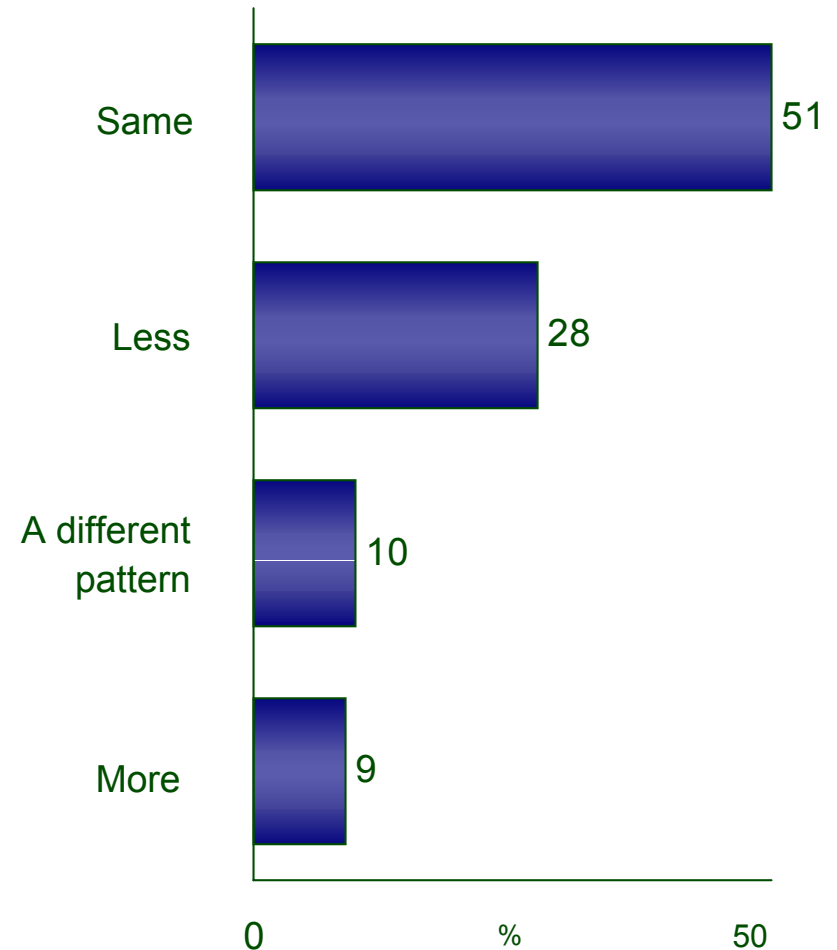
Q3.1 In your main job, what is the total number of hours you usually work each week?
(If your hours of work change, mark the box that describes the average number of hours you work per week).

Satisfaction and Preferred Number of Hours

- Satisfaction with Hours -



- Preferred Hours -



Base: All respondents (n=8,259)

Q3.5b On a scale of one to seven, where 1 is completely satisfied and 7 is completely unsatisfied, how satisfied are you with the number of hours that you work in your main job?

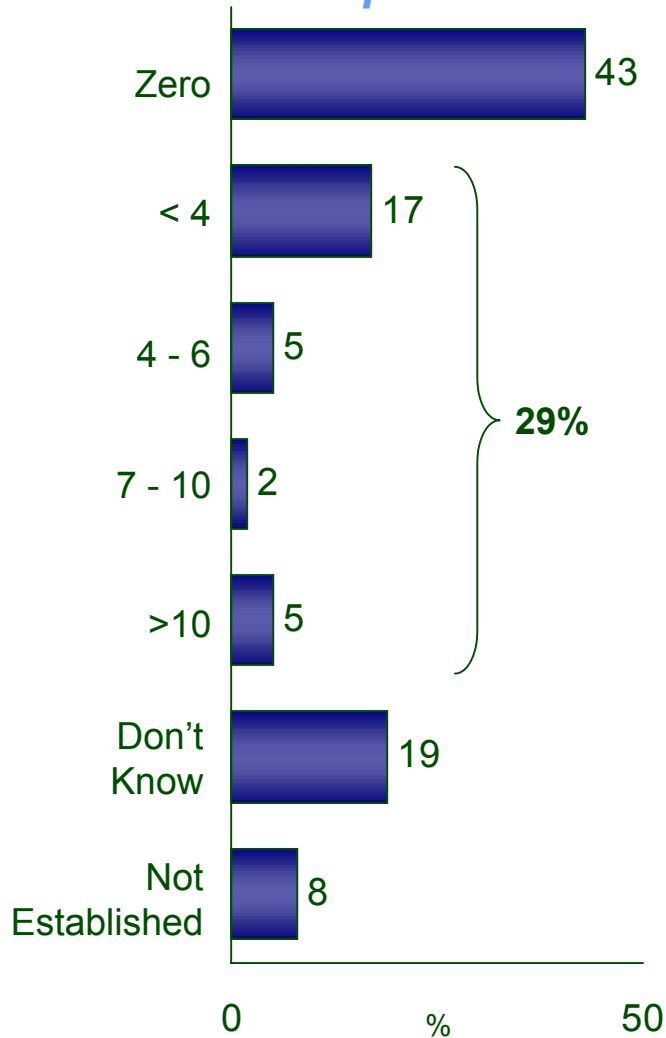
Q3.5a Would you generally prefer to work less, more or the same, or different hours? 36



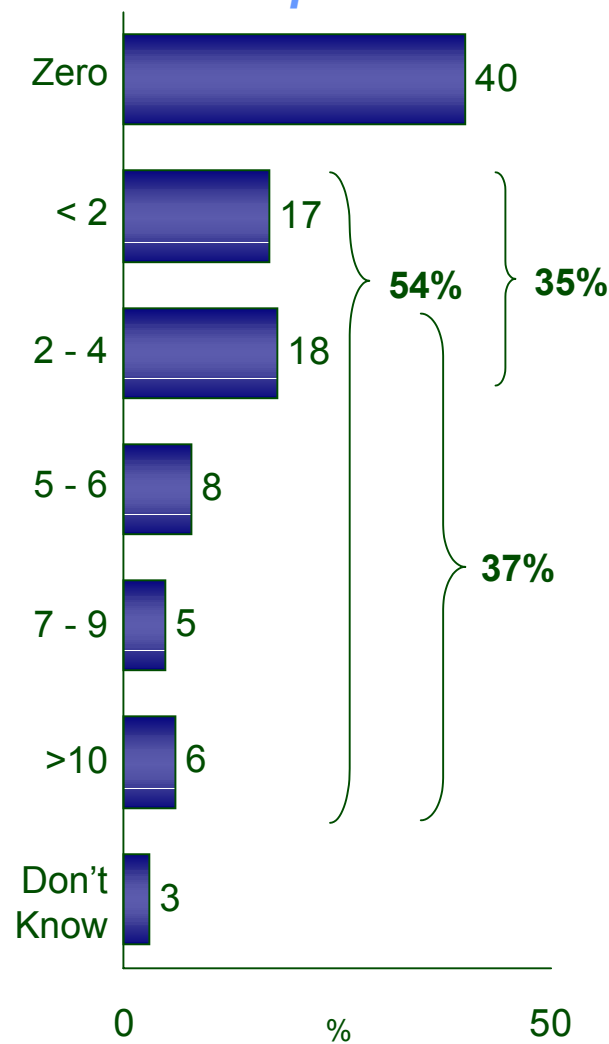
Overtime



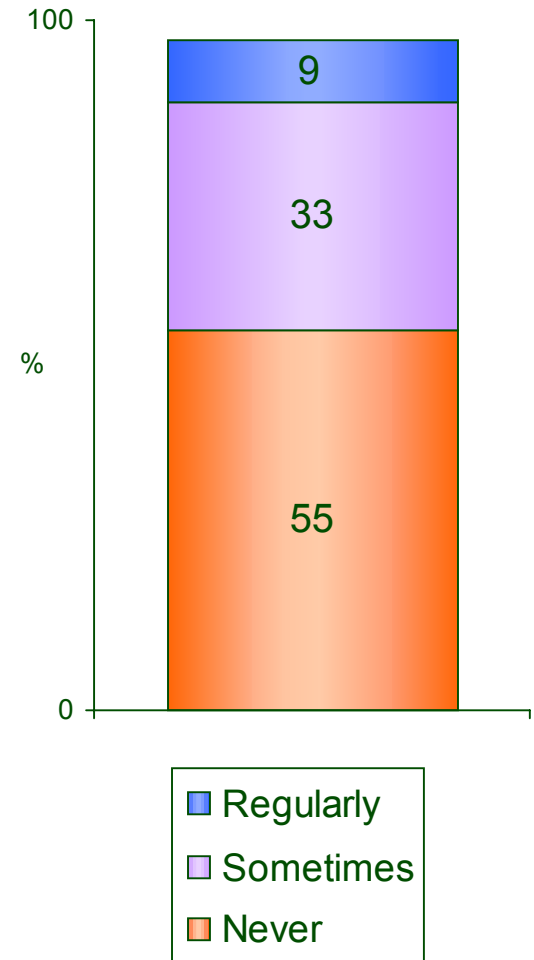
Hours of Overtime Paid per Week



Hours of Overtime Worked per Week



Ever Taken Time in Lieu?



Base: All respondents (n=8,259)

Q3.2a What is the number of hours that your employer usually pays for overtime worked per week?

Q3.2b In your main job, what is the total number of hours of overtime you usually work per week?

Q3.3 Do you ever take time off work in lieu of an overtime payment?



Overtime by Employer and Industry Sector

Paid Overtime Per Week

	Total %	Private %	Public %	Local Govt. %	Non-Profit %	Education %	Health %	General Services %	Community Services %	Govt. Admin & Defence %	Trade/Primary %
Yes	29	38 ↑	24 ↓	35 ↑	17 ↓	7 ↓	27	28	27	22 ↓	49 ↑
No	43	37 ↓	49 ↑	30 ↓	68 ↑	78 ↑	46 ↑	43	43	47 ↑	25 ↓
Don't Know	19	18	20	23 ↑	11 ↓	10 ↓	21	23 ↑	20	24 ↑	18

* Note: Not Established 8%

Amount of Overtime Worked Per Week

	Total %	Private %	Public %	Local Govt. %	Non-Profit %	Education %	Health %	General Services %	Community Services %	Govt. Admin & Defence %	Trade/Primary %
Zero	40	31 ↓	43 ↑	46 ↑	35 ↓	32 ↓	39	42	47 ↑	54 ↑	29 ↓
< 4	35	39 ↑	34	34	41 ↑	36	42 ↑	34	35	27 ↓	39 ↑
> 5	19	22 ↑	19	14 ↓	21	26 ↑	14 ↓	17	13 ↓	16 ↓	35 ↑
Don't Know	3	5 ↑	3	3	1 ↓	3	2 ↓	4	3	2 ↓	5 ↑

↑ or ↓ = Significantly different from the total at ≥95% confidence.

Base: All respondents (n=8,259)

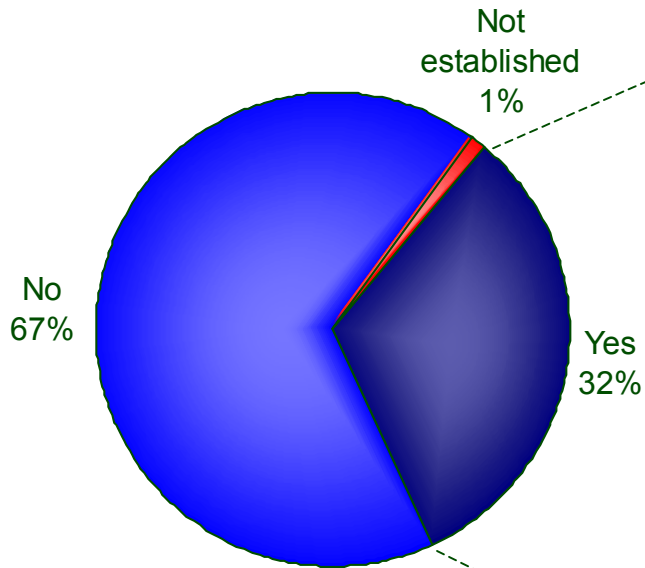
Q3.2a What is the number of hours that your employer usually pays for overtime worked per week?

Q3.2b In your main job, what is the total number of hours of overtime you usually work per week?

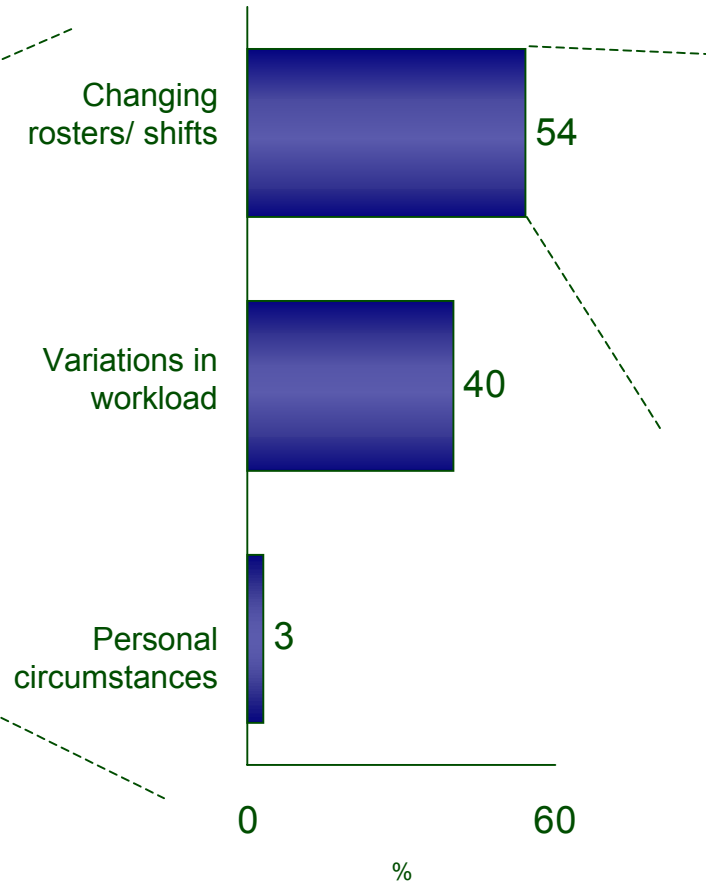
Changing Hours Of Work



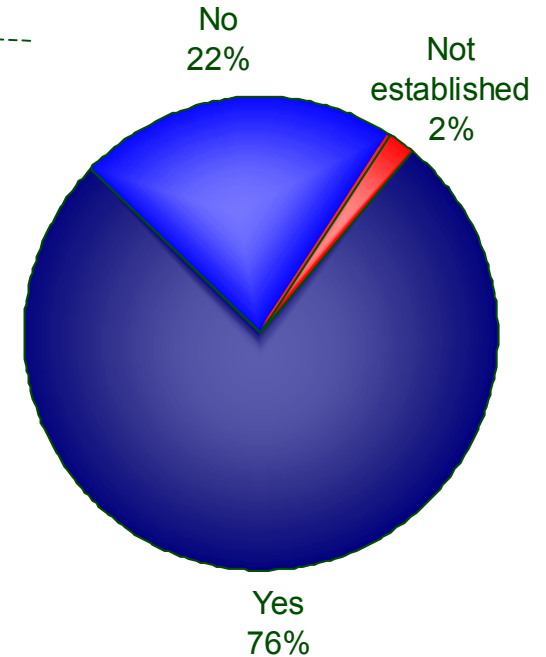
Do Your Hours Change Frequently?



- Reasons -



Hours Known More Than a Week in Advance?



Base: All respondents (n=8,259)

Q3.4a Do your hours of work change on a frequent basis?

Q3.4b Is this due to...?

Q3.4c Do you know your working hours more than a week in advance?

Base: Hours frequently change (n=2,630)

Base: Changing Rosters/Shifts (n=1,428)



Work / Personal Life Balance