

Australian Nurses Federation

Data from the ACTU Working Australia Census 2011

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Project Overview

The aim of the *Working Australia Census 2011* was to be one of the biggest surveys of workers in Australian history, the purpose was to engage with Australian workers and give them a chance to make their voice heard.

The project was first announced by Ged Kearney at the National Press Club in late 2010. The *Working Australia Census* was a massive undertaking and was achieved through a collaboration between the ACTU its affiliates and service providers Essential Media Communications and Your Source.

Methodology

Development

The development of the Census questions was done through a series of consultations between the ACTU and Essential Media Communications (EMC) and the ACTU and its affiliates.

When developing the questions a particular focus was given to ensuring that where possible the data was collected to match up with existing datasets to facilitate comparisons being made in the subsequent analysis of the results.

The questions were chosen in order to collect information on how people are working, why they working and how they feel about their work and also what they see as the big issues facing them and the country. As the Census was open to all people not only those currently employed, some questions were only asked to those who indicated that they were currently employed, while other questions were posed to the entire sample regardless of employment status.

Census Period

The *Working Australia Census* was launched by ACTU President Ged Kearney on 2 May 2011 at the May Day Celebrations in Brisbane. The Census was open for completion until 1 July 2011 for all Australians of working age to complete.

The Census was primarily an online survey, with the questions being hosted on a temporary website www.workingaustralia.org.au. A paper version of the Census questions was prepared and made available to those not able to complete the survey online. A small number of paper completions were received; these were entered in to the data in the week immediately following the close of the online survey.

The promotion of the Census was focused through individual unions, with unions communicating to their members via email and also union journals and encouraging them to participate. In addition to this the ACTU also promoted the Census through its website, blogs, social media and email lists. Other organisations whose membership includes large numbers of union members also participated, through their email lists and other contact.

Analysis of Results

A total of 42,085 responses were received. Following the completion of the survey and the data entry of the paper versions the data was cleaned to remove duplicates.

There were a number of respondents who appeared to have completed the Census twice, this was potentially caused by individuals receiving a number of different invitations to complete the Census from different organisations. To maintain the integrity of the data the first completed response was retained and the second was removed, a small number of respondents had completed the Census more than twice and these responses were removed completely. This resulted in the removal of approximately 500 responses and leaving a final Census sample of 41,584. This is the dataset analysed for this report.

An initial top line report was produced by EMC for the ACTU for internal purposes. A weighted dataset was also produced, correcting the skew in the industry distribution in the Census sample towards the *education and training* and *healthcare and social assistance* industries. This weighting did not have a significant impact on the overall Census results and a decision was made to not use it, and to present the unweighted results in this report to clearly communicate the experiences of those workers that took the time to complete the Census.

The Census results are intended to be a discrete study and do not constitute a random sample of either the trade union membership or the overall working population. The results have not been used in a way to claim to be a representative sample, however the results still represent a large sample of workers who are primarily union members which allows this analysis to make some observations about the working life of union members.

In order to maintain consistency all figures appear to one decimal place, in some cases this may result in percentage totals of either 99% or 101%. Where the total far exceeds 100%, the question was a multiple response (MR) question and will be labelled, if there was a single response (SR) option within that question it will also be labelled.

The online hosting and initial data cleaning were performed by research company Your Source, and consulting and top line analyses were provided by Essential Media Communications. At the ACTU Rhiannon Carter, Strategic Research Officer, had lead responsibility for the Census project and the preparation and authoring of this report.

Notes on the Australian Nurses Federation/New South Wales Nurse Association Data

This headline report is intended to be for the purposes of internal union analysis and discussion and as part of other reports it has not been prepared with a standalone public release in mind.

The data presented in this report is a combination of respondents who came through the ANF and NSWNA web links that were emailed out by the union and its branches.

The ANF/NSWNA sample of 6405 is a large sample, however due to the nature of the initial survey process as well as the size of the union, it, like the Census results must be treated as a discrete sample and not as a representative sample of all ANF members or all workers in the coverage areas of the union. That said some broad conclusions can be made about the ANF sample in comparison to the overall Census results which will be of value and also methodologically sound.

If there are any questions about the methodology, caveats or the data please contact ACTU Strategic Research Officer Rhiannon Carter on rcarter@actu.org.au or 0409287761 or (03) 96647308.

General Demographics

Age, Gender and Caring Responsibilities

Age (%)

	Census n=41584	ANF n=6405
15-17 years	0.2	0.0
18-24 years	3.9	5.1
25-34 years	14.6	15.8
35-44 years	21.0	20.2
45-54 years	33.9	34.7
55-64 years	23.9	22.6
65+ years	2.5	1.6
Total	100	100

Gender (%)

	Census n=41584	ANF n=6405
Male	35.7	9.9
Female	64.3	90.1
Total	100	100

Dependent Children (%)

	Census n=41584	ANF n=6405
Yes	37.2	38.0
No	62.8	62.0
Total	100	100

Primary Caregiver

I am not a primary caregiver (SR) (%)

	Census n=41584	ANF n=6405
NO	38.3	41.1
YES	61.7	58.9
Total	100	100

Primary Caregiver; responsibilities for (MR) (%)

	Census n=15932	ANF n=2631
Dependent children	75.3	77.6
Adult children	18.5	16.8
Parents	11.9	12.1
Other relatives	4.3	5.0
Friends/neighbours	1.0	1.4
Other	3.6	2.6

Employment Situation

Employment Status and Hours

Employment Status (%)

	Census n=41584	ANF n=6405
Employed	96.5	97.9
Unemployed / Not Working	2.0	1.7
Retired	1.5	0.3
Total	100	100

The below series of questions were only asked to respondents who indicated they were employed. As a result the ANF total is n=6273, rather than the overall total of n=6405.

Number of Jobs Currently working (%)

	Census n=40113	ANF n=6273
1	86.8	79.5
2	11.3	17.8
3	1.4	2.1
More than 3	0.5	0.5
Total	100	100

Full time or part time (%)

	Census n=40113	ANF n=6273
Full time (working 35 or more hours per week)	72.2	49.5
Part time (working less than 35 hours per week)	27.8	50.5
Total	100	100

Employment Arrangements

Employment Arrangements (%)

	Census n=40113	ANF n=6273
Permanent employee	84.8	84.4
Casual employee	6.2	8.6
Fixed term contract employee	7.1	5.9
Temporary/ Labour-hire employee	0.7	0.4
Independent contractor / sub-contractor	0.5	0.4
Business owner/ self-employed	0.7	0.4
Total	100	100

Note the below question was asked to respondents who worked on a casual, fixed term contract or temporary/labour hire basis.

Number of jobs worked in the previous 12 months (%)

	Census n=5797	ANF n=955
1	47.5	42.2
2-3	41.8	47.5
4-5	6.7	6.8
6-7	1.3	0.6
8 or more	2.7	2.8
Total	100	100

Job Information

Work Schedule

Current work schedule (%)

	Census n=40113	ANF n=6273
A regular daytime schedule	70.8	36.5
A regular afternoon/evening shift	3.0	5.2
A regular early morning shift (commencing before 6am)	0.7	0.2
A regular night shift	1.8	5.7
A 12 hour shift, fixed or rotating	2.2	3.3
A rotating shift (changes from days to evenings to nights)	9.9	34.0
Split shift (two distinct periods each day)	0.6	0.4
On call	1.2	1.1
Irregular schedule	8.4	12
Other	1.5	1.5
Total	100	100

Regular weekend work (%)

	Census n=40113	ANF n=6273
Yes	29.5	56.7
No	70.5	43.3
Total	100	100

Hours of Work

Hours paid to work per week (%)

	Census n=40113	ANF n=6273
1-5 hours	0.4	0.2
6-15 hours	3.5	3.5
16-24 hours	9.3	16.9
25-29 hours	6.5	7.8
30-34 hours	7.8	16.6
35-37 hours	26.4	9.2
38 hours	27.6	23.2
39 hours	0.4	0.2
40 hours	9.1	14.4
41-44 hours	1.4	0.6
45-49 hours	1.0	0.5
50 or more hours	1.8	0.8
None of the above – they vary every week	4.8	6.1
Total	100	100

The below question was asked to those who identified they worked less than 35 hours per week. This figure is lower than the results for the questions on full time or part time status as of the respondents who selected part time, indicated that their hours varied every week.

Reasons for working part time hours (%)

	Census n=10996	ANF n=2821
I prefer part-time work	24.8	33.7
I am involved in voluntary work	1.0	0.9
I go to school, college, university etc.	8.4	7.9
I want the loading attached to casual work	0.5	0.7
My welfare payments or pension may be affected by working full-time	0.7	0.3
I have an illness or disability that prevents me from working more	3.9	3.4
I have other personal or family responsibilities	12.2	15.5
Because I care for children	19.1	20.7
Because I care for disabled or elderly relatives (not children)	1.4	1.1
Because I could not find full-time work	8.5	4.4
Other	19.5	11.4
Total	100	100

Statement about Paid Hours (%)

	Census n=40113	ANF n=6273
a lot less paid hours	3.6	3.7
a little less paid hours	20.4	21.9
the same paid hours	55.5	52.8
some more paid hours	15.3	17.7
a lot more paid hours	5.2	3.9
Total	100	100

Working Life

Working Additional Hours

Additional Hours (%)

	Census n=40113	ANF n=6273
Yes	61.3	53.1
No	38.7	46.9
Total	100	100

The below questions was only asked to respondents who indicated they worked additional hours.

Compensation for Additional Hours (%)

	Census n=24577	ANF n=3330
I work additional hours but receive no overtime pay, no TOIL (Time Off in Lieu) or flex time	47.0	32.3
I normally get overtime pay	13.3	22.4
I normally get TOIL/Flex time	16.5	11.2
I normally get a combination of overtime pay and TOIL/Flex time	4.6	9.3
I get TOIL/Flex time but never/rarely get to take it because of workload	10.0	12.3
I get TOIL/Flex time but never/rarely get to take it because management won't approve it	1.3	1.8
Other	7.4	10.6
Total	100	100

Reasons for Working Additional Hours (SR) (%)

	Census n=24577	ANF n=3330
Other/ None of the above	4.8	9.1
I would prefer not to respond	0.6	100

Reason for Working Additional Hours (MR) (%)

	Census n=23248	ANF n=2998
I enjoy my work	19.6	17.6
I need the money from overtime pay	10.2	16.5
I want to maximise my performance bonus	0.9	0.6
I want to build up my flex time	4.8	1.5
So I can get all my work done	54.5	39.1
So I can get my work done to a proper standard	47.6	37.3
It s the culture that we work extra hours	28.0	15.9
It is required by management that we work extra hours	11.9	6.6
To get my RDOs/ADOs	2.5	1.6
There is a lack of staff and excess workload that I work extra hours to complete	37.7	57.9

Industrial Issues

Improving Conditions

Two Most important Issues for improving Conditions (MR) (%)

	Census n=40113	ANF n=6273
Higher superannuation contributions	18.4	16.5
A wage rise	47.2	44.6
Health and Safety and/or Workers compensation	10.9	13.1
Annual leave entitlements	8.4	10.6
Other leave entitlements	4.5	4.4
Insurance that provides your income if unable to work	16.5	19.3
Having the flexibility to balance work and family responsibilities	42.2	45.5
Greater certainty about your hours	6.4	7.7
A greater say about what hours you work	11.9	15.5
Greater job security	22.3	11.3
Other	11.4	11.6

Attitudes to Work

Job Satisfaction

Satisfaction with Aspects of Job (%) (Census)

Census n=40113	Very satisfied	Satisfied	Not satisfied or dissatisfied	Dissatisfied	Very dissatisfied	Total
The work itself	22.9	57.6	11.7	6.1	1.6	100
Your workload	6.0	42.5	20.4	21.9	9.3	100
Your pay	7.4	42.1	21.2	21.3	8.0	100
Your conditions (such as leave entitlements, etc)	15.9	54.4	16.8	9.6	3.3	100
Ability to access holiday leave as and when you want it	16.9	45.6	18.6	12.3	6.6	100
Your supervisor	20.4	41.1	18.3	11.5	8.7	100
The senior management of your company or organisation	8.4	29.4	24.2	21.2	16.9	100
The impact on your family and private life (work/life balance)	8.1	39.7	24.7	20.1	7.4	100
Occupational Health & Safety	13.7	50.5	20.6	10.9	4.4	100
How much of a say you have in your workplace	7.5	35.4	26.4	20.8	9.9	100
The respect you get from those above you	11.0	39.0	22.0	17.3	10.7	100
The level of job security you have	20.5	45.9	16.5	10.1	7.0	100
The amount of job training and/or career development you are able to receive	11.5	40.6	22.7	16.9	8.3	100
Your opportunities for advancement	5.4	30.3	30.8	20.1	13.4	100
The provision of technology or equipment to do your job properly	9.5	42.8	22.1	17.6	8.0	100

Satisfaction with Aspects of Job (%) (Union)

ANF n=6273	Very satisfied	Satisfied	Not satisfied or dissatisfied	Dissatisfied	Very dissatisfied	Total
The work itself	25.1	59.9	9.9	4.0	1.1	100
Your workload	5.5	43.0	20.8	21.5	9.2	100
Your pay	5.7	42.1	23.0	21.7	7.5	100
Your conditions (such as leave entitlements, etc)	8.8	55.0	21.2	11.9	3.1	100
Ability to access holiday leave as and when you want it	12.3	45.6	20.4	14.5	7.2	100
Your supervisor	19.1	42.9	19.8	10.6	7.5	100
The senior management of your company or organisation	8.3	31.8	26.4	19.7	13.8	100
The impact on your family and private life (work/life balance)	7.1	41.6	26.2	19.2	5.9	100
Occupational Health & Safety	12.1	54.7	19.9	9.9	3.5	100
How much of a say you have in your workplace	7.5	37.9	28.0	18.9	7.6	100
The respect you get from those above you	10.7	42.2	22.9	16.0	8.3	100
The level of job security you have	21.7	53.5	14.5	6.5	3.8	100
The amount of job training and/or career development you are able to receive	14.3	46.6	19.7	13.8	5.6	100
Your opportunities for advancement	7.9	38.2	32.2	14.9	6.8	100
The provision of technology or equipment to do your job properly	8.0	42.0	23.1	19.4	7.4	100

Workplace Attitudes (%) (Census)

Census n=41584	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly Disagree	Total
Employees who work extra hours are more likely to get ahead	6.9	26.4	36.4	25.7	4.7	100
I feel comfortable speaking up if I am unhappy with my conditions at work	7.2	44.5	19.1	22.4	6.8	100
Employees who speak out about issues such as safety, are frowned on in the workplace	7.1	20.1	26.2	38.2	8.4	100
Senior management takes a genuine interest in improving conditions at work	5.4	28.4	29.6	24.9	11.8	100
My supervisor(s) take a genuine interest in improving conditions at work	10.1	40.2	25.6	16.5	7.6	100
Supervisors are concerned about preventing bullying and harassment in the workplace	12.6	40.8	22.8	14.3	9.5	100
Supervisors are concerned about preventing discrimination in the workplace	13.2	43.7	24.6	11.8	6.7	100
Senior Management is competent and has a plan for the future	8.0	30.0	29.4	19.7	13.0	100
I feel comfortable taking time off to meet my caring responsibilities	8.5	38.4	27.9	18.4	6.7	100
Having access to representation in the workplace is important to me	36.9	47.2	13.6	1.6	0.7	100

Workplace Attitudes (%) (Union)

ANF n=6273	Strongly agree	Agree	Neither agree or disagree	Disagree	Strongly Disagree	Total
Employees who work extra hours are more likely to get ahead	2.9	18.2	39.5	33.9	5.5	100
I feel comfortable speaking up if I am unhappy with my conditions at work	6.9	48.0	19.0	20.6	5.5	100
Employees who speak out about issues such as safety, are frowned on in the workplace	5.8	19.4	25.4	41.0	8.4	100
Senior management takes a genuine interest in improving conditions at work	5.6	30.2	30.1	23.4	10.7	100
My supervisor(s) take a genuine interest in improving conditions at work	10.9	41.3	25.7	15.4	6.8	100
Supervisors are concerned about preventing bullying and harassment in the workplace	11.7	41.4	22.1	15.0	9.8	100
Supervisors are concerned about preventing discrimination in the workplace	11.7	45.0	25.4	11.7	6.2	100
Senior Management is competent and has a plan for the future	7.7	31.9	32.4	17.8	10.1	100
I feel comfortable taking time off to meet my caring responsibilities	7.6	38.5	27.3	19.9	6.6	100
Having access to representation in the workplace is important to me	29.5	52.8	15.4	1.8	0.5	100

Financial Situation

The financial questions were asked to all respondents, the ANF total response of n=6405 is used below.

Income

Number of Incomes in Household (%)

	Census n=41584	ANF n=6405
Single income	39.8	36.6
Two incomes	56.7	59.7
Three or more incomes	3.5	3.7
Total	100	100

Main Income Earner (%)

	Census n=41584	ANF n=6405
Yes	58.1	51.8
No	24.1	29.7
We earn about the same	17.8	18.5
Total	100	100

Annual Income (%)

	Census n=41584	ANF n=6405
Less than \$20,000	4.6	3.3
\$20,001-\$40,000	13.9	15.9
\$40,001-\$60,000	25.1	31.6
\$60,001-\$80,000	25.8	26.0
\$80,001-\$100,000	16.6	11.8
\$100,001-\$120,000	5.0	2.5
\$120,001-\$150,000	2.1	0.8
More than \$150,000	0.7	0.2
I would prefer not to respond	6.2	7.9
Total	100	100

Annual Household Income (%)

	Census n=41584	ANF n=6405
Less than \$20,000	1.8	1.3
\$20,001-\$40,000	6.0	5.4
\$40,001-\$60,000	12.4	14.7
\$60,001-\$80,000	15.9	16.2
\$80,001-\$100,000	16.1	15.7
\$100,001-\$120,000	12.8	12.6
\$120,001-\$150,000	12.3	10.8
\$150,001-\$200,000	8.9	6.9
More than \$200,000	2.7	2.2
I would prefer not to respond	11.0	14.2
Total	100	100

Managing on Current Household Income (%)

	Census n=41584	ANF n=6405
Very difficult to get by	7.5	5.8
Difficult to get by	16.1	15.3
Coping	45.0	48.4
Living comfortably	29.1	28.5
Doing really well	2.3	2.0
Total	100	100

Issues

Important Issues to Respondents and the Country

Important Issues (MR) (%)

	Census n=41584	ANF n=6405
The quality of education, including adequate funding for public schools	38.5	28.7
Addressing climate change	24.1	16.6
Managing the economy to maintain a budget surplus	6.4	8.2
Managing the economy in the interests of working people	19.5	17.3
Funding to and the quality of healthcare	37.0	57.6
Funding to and quality of public infrastructure	16.6	13.4
Good secure jobs	19.7	16.3
Wages and conditions for workers	30.5	33.6
Investing in local industries	8.3	7.7
Addressing and preventing bullying, harassment and discrimination	9.6	12.0
Workers' rights	14.2	9.6
Housing affordability and cost of living	41.7	46.2
Superannuation and retirement incomes	17.9	18.6
Funding to and quality of public services	12.5	10.7

Union Campaigning (%) (Census)

Census n=41584	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
The quality of education, including adequate funding for public schools	49.0	34.5	12.4	2.9	1.2	100
Addressing climate change	25.4	28.8	27.6	10.9	7.3	100
Managing the economy to maintain a budget surplus	10.9	32.1	38.2	13.9	5.0	100
Managing the economy in the interests of working people	33.9	50.1	13.1	2.0	0.8	100
Funding to and the quality of healthcare	46.8	39.0	10.8	2.5	0.9	100
Funding to and quality of public infrastructure	32.9	45.8	17.3	3.0	1.0	100
Good secure jobs	50.8	42.8	5.7	0.4	0.3	100
Wages and conditions for workers	62.3	34.3	3.0	0.2	0.2	100
Investing in local industries	29.4	44.7	21.6	3.2	1.1	100
Addressing and preventing bullying, harassment and discrimination	44.2	43.5	10.9	1.0	0.4	100
Workers' rights	56.8	38.0	4.7	0.3	0.2	100
Housing affordability and cost of living	37.5	36.7	20.0	4.5	1.3	100
Superannuation and retirement incomes	42.6	44.4	11.0	1.5	0.6	100
Funding to and quality of public services	33.8	43.9	18.3	2.9	1.0	100

Union Campaigning (%) (Union)

ANF n=6405	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly Disagree	Total
The quality of education, including adequate funding for public schools	39.4	42.8	14.3	2.7	0.7	100
Addressing climate change	18.9	30.5	32.1	12.0	6.5	100
Managing the economy to maintain a budget surplus	12.8	39.7	36.1	9.2	2.2	100
Managing the economy in the interests of working people	30.1	52.8	14.5	2.0	0.6	100
Funding to and the quality of healthcare	60.0	32.3	5.9	1.3	0.6	100
Funding to and quality of public infrastructure	32.3	49.0	15.8	2.2	0.7	100
Good secure jobs	44.2	48.9	6.4	0.3	0.2	100
Wages and conditions for workers	58.3	38.2	3.2	0.2	0.2	100
Investing in local industries	27.8	47.1	21.5	2.8	0.8	100
Addressing and preventing bullying, harassment and discrimination	44.6	45.7	8.6	0.9	0.3	100
Workers' rights	51.2	43.0	5.2	0.3	0.2	100
Housing affordability and cost of living	40.4	36.9	18.2	3.6	0.9	100
Superannuation and retirement incomes	42.4	45.2	10.6	1.5	0.4	100
Funding to and quality of public services	32.8	47.4	16.7	2.4	0.7	100

Open Ended Comments

See accompanying spread sheet for all the open ended comments.

Important Industrial Issues for Improving Conditions at Work (Other)

In what ways do you think your union or union members, such as yourself, could help improve the conditions of working people?

Do you have any other comments, thoughts, ideas, experiences you would like to share about any topics in this survey?