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WORKING TIME ARRANGEMENTS

AUSTRALIA

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INQUIRIES

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statistics, contact the
National Information and
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1300 135 070 or Labour
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Section on Canberra
(02) 6252 7206, email
<labour.statistics@
abs.gov.au>.

ABOUT THIS PUBLICATION

This publication presents information about employees in their main job excluding contributing family workers, persons who receive payment in kind, and those aged 15–19 years who were still at school. Data are presented on these employees' working arrangements including: shift work; extra hours or overtime; and start and finish times in their main job. It also presents information about the patterns of employees' work in all jobs. This information can be cross-classified by characteristics such as hours worked, industry and occupation, and demographic characteristics.

The statistics in this publication were compiled from data collected in the Working Time Arrangements Survey, conducted throughout Australia in November 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

CHANGES IN THIS ISSUE

The data item relating to hours usually worked between 7pm and 7am, which was not available in 2009, was reinstated in 2012. However, the data item has been changed to 'Whether usually worked the majority of hours between 7pm and 7am in all jobs' due to a change in the collection of data. This change will effect the comparability of this item with data from 2006. For more information see paragraph 21 of the Explanatory Notes.

From 2012, there was a change to the data item relating to hours worked in a shift from collecting about the most recent shift to collecting usual hours worked in a shift. For more information see paragraph 22 of the Explanatory Notes.

Users need to exercise caution when comparing estimates of these items from 2012 with previous data.

Table 7 presents the data item 'Whether usually worked shift work and type of shift usually worked' in more detail than in 2009.

Tables 9, 10 and 11 in the 2009 publication have been combined into a single table (9).

ROUNDING

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

Brian Pink
Australian Statistician

SUMMARY OF FINDINGS

OVERVIEW

The Working Time Arrangements survey found that in November 2012 there were 10.1 million persons aged 15 years and over who were employees in their main job (Table 10). When excluding owner managers of incorporated enterprises (OMIEs), there were 9.3 million employees in their main job. Of these:

- 78% had paid leave entitlements (Table 1);
- 75% could choose when their holidays were taken, with a further 12% who could sometimes choose;
- 40% had some say in their start and finish times;
- 36% were able to work extra hours in order to take time off;
- 34% usually worked extra hours or overtime, of which 26% (823,400) were not compensated for the extra hours worked;
- 16% usually worked shift work;
- 7% usually worked the majority of their hours between 7pm and 7am in all of their jobs;
- 25% had earnings/income that varied from one pay period to the next (Table 2); and
- 37% had hours that varied weekly or they were usually required to be on call or standby.

EMPLOYEES IN MAIN JOB

Patterns of work of single and multiple jobholders

There were 9.5 million employees who were single jobholders in November 2012 (Table 9). Of these:

- 66% usually worked five days a week (Table 9);
- 4% usually worked seven days a week, and a further 7% usually worked six days a week;
- 14% usually worked on Saturdays and 8% usually worked on Sundays;
- 16% reported the days of the week they worked usually varied; and
- 70% worked on weekdays only, while 29% worked on both weekdays and weekends.

In comparison, there were 563,800 persons who were employees in their main job and multiple jobholders in November 2012. Compared to single jobholders, they were more likely to work on weekends, and work six or seven days a week:

- 39% usually worked five days a week (Table 9);
- 19% usually worked seven days a week, and a further 19% usually worked six days a week;
- 37% usually worked on Saturdays and 26% usually worked on Sundays;
- 20% reported the days of the week they worked usually varied; and
- 42% worked on weekdays only, while 57% worked on both weekdays and weekends.

Just over half (54%) of employees who were single jobholders were male. In contrast, a higher proportion of persons who were employees in their main job and multiple jobholders were female (56%) (Table 9).

Males who were single jobholder employees were more likely to work five days a week than female single jobholder employees (71% compared to 61%). Female single jobholder employees were more likely to only work on weekdays than male single jobholder employees (73% compared to 68%), and they were less likely to work on both weekdays and weekends (25% compared to 31% of males). Male single jobholder employees were more likely to work six or seven days a week – 10% compared to 4% for females worked six days a week, and 6% of males worked 7 days a week compared to 2% for females. In line with the higher proportion of females who work part-time, a third of

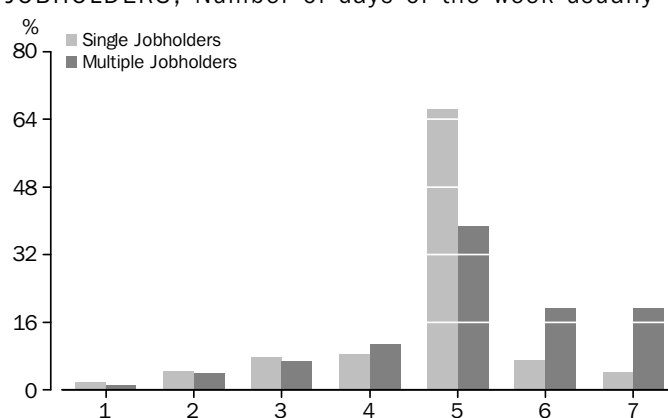
SUMMARY OF FINDINGS *continued*

Patterns of work of single and multiple jobholders continued

female single jobholder employees (33%) worked one to four days a week, compared to only 13% for males (Table 9).

Males who were multiple jobholders and were an employee in their main job were more likely to work on all weekdays (Monday to Friday¹) than female multiple jobholders (51% compared to 41%). A higher proportion of males who were multiple jobholders usually worked six or seven days a week – 23% working six days a week compared to 17% of females, and 26% working seven days a week compared to 14% of females. Female multiple jobholders were more likely to work on only weekdays than male multiple jobholders (46% compared to 37%). They were also less likely to work on both weekdays and weekends (53% compared to 62% of males) (Table 9).

EMPLOYEES IN MAIN JOB WHO WERE SINGLE OR MULTIPLE JOBHOLDERS, Number of days of the week usually worked in all jobs



EMPLOYEES (EXCLUDING OMIES)

Extra hours or overtime

There were 3.2 million employees (excluding OMIEs) who usually worked extra hours or overtime in their main job in November 2012. This was 34% of persons who were employees (excluding OMIEs) in their main job (Table 1).

Males were more likely to work extra hours or overtime (38% compared to 30% of females). However, of those who usually worked extra hours or overtime, more females were not compensated for the extra hours they worked (33% compared to 21% of males). Overall, over a quarter (26%) of employees (excluding OMIEs) were not compensated for the extra hours or overtime they worked (Table 1).

Of those persons who usually worked extra hours or overtime, 42% were paid for the extra hours or overtime worked; 17% were entitled to receive time off in lieu; 15% had compensation included in their salary package; and 3% were compensated in some other way. Nearly half of males were paid for their overtime (48%), compared to only 34% of females (Table 1).

SUMMARY OF FINDINGS *continued*

Hours varied weekly or on call or standby

In November 2012, there were 3.4 million employees (excluding OMIEs) whose hours varied weekly or they were usually required to be on call or standby in their main job. Of these, 12% had less than one day's notice about their work schedule while 34% had four or more weeks' notice about their work schedule. Part-time employees were more likely to have their hours vary weekly or were usually required to be on call or standby (42% compared to 35% for full-time employees). Of those whose hours varied or they were usually required to be on call or standby, full-time employees were more likely to have four or more weeks' notice (41%) than part-time employees (20%) (Table 2).

Whether able to choose to work extra hours in order to take time off

Of the 9.3 million employees (excluding OMIEs), 3.3 million were able to choose to work extra hours in order to take time off. While there was no difference in the proportions of males and females who could work extra hours in order to take time off (36%), full-time employees were more likely to have this flexibility (39%) than part-time employees (30%). Female part-time employees were more likely to be able to choose to work extra hours in order to take time off (32%) than male part-time employees (22%) (Table 2).

The industries with the highest proportion of employees (excluding OMIEs) who were able to choose to work extra hours in order to take time off were Public administration and safety (53%) and Professional, scientific and technical services (50%). The industry with the lowest proportion of employees who were able to choose to work extra hours in order to take time off was Accommodation and food services (22%) (Table 6).

Employees (excluding OMIEs) who worked in the public sector were more likely to be able to choose to work extra hours in order to take time off (39%) than those who worked in the private sector (35%) (Table 6).

Employees (excluding OMIEs) who were Managers in their main job were most likely to be able to choose to work extra hours in order to take time off (49%). Employees (excluding OMIEs) who were Labourers in their main job were least likely to have this flexibility (21%) (Table 6).

Shift work

In November 2012, 1.5 million employees (excluding OMIEs) usually worked shift work in their main job, with the most common type of shift being a rotating shift (45% of those who work shift work). Males were more likely to usually work shift work (18% compared to 14% for females) (Table 7).

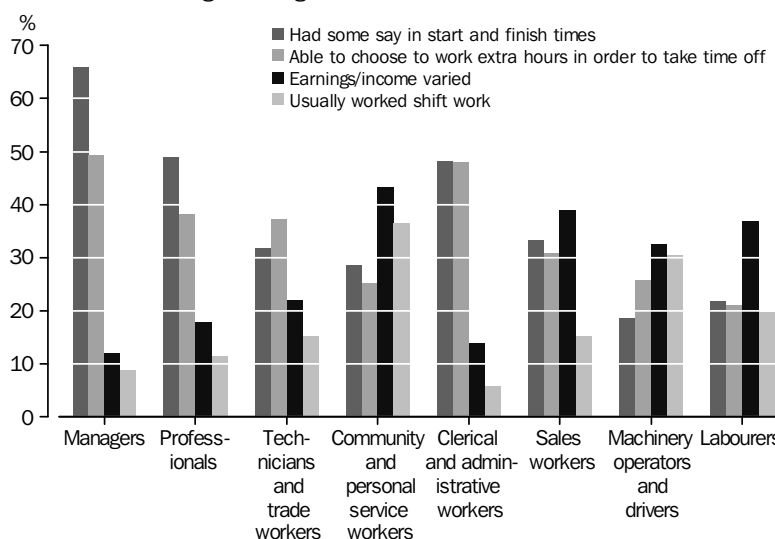
For males, the industries with the highest proportion of employees (excluding OMIEs) who usually worked shift work were Mining (47%) and Accommodation and food services (44%), while for females it was Accommodation and food services (33%) and Health care and social assistance (30%) (Table 7).

Employees (excluding OMIEs) who were Community and personal service workers in their main job were most likely to usually work shift work (37%) followed by Machinery operators and drivers (31%) (Table 7).

SUMMARY OF FINDINGS *continued*

Shift work continued

EMPLOYEES (EXCLUDING OMIES), Occupation of main job—By selected working arrangements



A higher proportion of employees (excluding OMIES) aged 15–24 years usually worked shift work (19%), than those in the older age groups. The 65 years and over age group had the lowest proportion of employees who usually worked shift work (10%).

With and without paid leave entitlements in main job

There were 7.3 million employees (excluding OMIES) who had paid leave entitlements, in November 2012, comprising 3.9 million males and 3.4 million females. Around 39% (2.8 million) of these employees (excluding OMIES) with paid leave entitlements usually worked extra hours or overtime, for which 27% were not compensated. A lower proportion of employees (excluding OMIES) who did not have paid leave entitlements in their main job (casual employees) usually worked extra hours or overtime (17%), of which 21% were not compensated (Table 3).

Around 40% of employees (excluding OMIES) with paid leave entitlements reported that they could choose to work extra hours in order to take time off, and more than three quarters (77%) were able to choose when their holidays were taken. In contrast, 22% of casual employees could choose to work extra hours in order to take time off, and 65% could choose when they could take their holidays (Table 3).

Casual employees were more likely to not have a guaranteed minimum number of hours of work (58%) compared to those with paid leave entitlements (8%). Similarly, their earnings/income were more likely to vary from one pay period to the next (55% compared to 17% for those with paid leave entitlements) (Table 4).

Overall 89% of those who were without paid leave entitlements thought of their job as a casual job. In addition, 2% of those who had paid leave entitlements thought of their job as a casual job (Table 4).

Full-time and part-time status in main job

In November 2012, there were 6.6 million employees (excluding OMIES) who were full-time employees in their main job and a further 2.6 million part-time employees. Earnings did not vary from one pay period to the next for 81% of full-time employees, compared to 60% of employees who worked part-time. Of full-time employees in their

SUMMARY OF FINDINGS *continued*

Full-time and part-time status in main job continued

main job, 88% had a guaranteed a minimum number of hours of work, compared to 64% of employees who worked part-time (Table 2).

Female employees who were part-time in their main job, were more likely to be required to be on call or standby (22%) than those who were full-time (17%). In comparison, males who were full-time employees in their main job were just as likely to be required to be on call or standby as those who were part-time employees (both 25%) (Table 2).

A higher proportion of full-time employees (excluding OMIEs) in their main job had some say in their start and finish times than part-time employees (41% compared to 36%). Most of these were able to choose their start and finish times on a day-to-day basis (67% for full-time employees who had some say and 56% for part-time employees). In addition, 24% of full-time employees who had some say negotiated their start and finish times in advance with their employer – it was 32% for part-time employees who had some say. Fewer full-time employees had an agreement with their employer to work flexible hours (29%) than part-time employees (34%) (Table 2).

Over three-quarters (76%) of full-time employees in their main job could choose when their holidays were taken, compared to 70% of part-time employees. Around 13% of employees could not choose at all when they took their leave, with part-time employees more likely to not have any choice (19% compared to 11%) (Table 2).

END NOTES

1. Some of these persons also worked on Saturday and/or Sunday in their job/s. See paragraph 19 of the Explanatory Notes for more information.

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EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Employment type and other working arrangements—By sex

	Males		Females		Persons	
	'000	%	'000	%	'000	%
Whether had paid leave entitlements						
With paid leave entitlements	3 904.8	80.7	3 351.5	75.5	7 256.3	78.2
Without paid leave entitlements	931.5	19.3	1 088.0	24.5	2 019.4	21.8
Whether had any say in start and finish times						
Had some say	1 887.8	39.0	1 781.0	40.1	3 668.8	39.6
Able to choose times on a day-to-day basis	1 257.7	26.0	1 093.1	24.6	2 350.8	25.3
Times negotiated with employer in advance	435.8	9.0	516.3	11.6	952.1	10.3
Other	194.2	4.0	171.6	3.9	365.8	3.9
Did not have any say	2 948.5	61.0	2 658.4	59.9	5 606.9	60.4
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 730.3	35.8	1 616.7	36.4	3 346.9	36.1
Not able to choose to work extra hours	2 789.5	57.7	2 577.0	58.0	5 366.4	57.9
Did not know	316.5	6.5	245.8	5.5	562.3	6.1
Whether able to choose when holidays were taken						
Could choose	3 661.3	75.7	3 257.3	73.4	6 918.6	74.6
Could sometimes choose	610.4	12.6	514.2	11.6	1 124.5	12.1
Could not choose	564.6	11.7	668.0	15.0	1 232.6	13.3
Whether usually worked extra hours or overtime and how compensated for overtime worked						
Usually worked extra hours or overtime(a)	1 851.3	38.3	1 330.7	30.0	3 182.0	34.3
Paid for overtime	889.9	18.4	450.2	10.1	1 340.1	14.4
Included in salary package	310.9	6.4	170.1	3.8	481.0	5.2
Entitled to time off in lieu	271.1	5.6	274.8	6.2	545.9	5.9
Compensated in some other way	51.1	1.1	31.8	0.7	83.0	0.9
Not compensated(b)	387.9	8.0	435.5	9.8	823.4	8.9
Did not usually work any extra hours or overtime	2 984.9	61.7	3 108.7	70.0	6 093.7	65.7
Whether usually worked shift work and hours usually worked in each shift						
Usually worked shift work	853.5	17.6	641.4	14.4	1 494.9	16.1
Less than 8 hours	174.3	3.6	255.2	5.7	429.6	4.6
8 hours	291.0	6.0	274.2	6.2	565.2	6.1
9–12 hours	366.5	7.6	104.6	2.4	471.1	5.1
13 hours and over	21.7	0.4	7.4	0.2	29.1	0.3
Did not usually work shift work	3 982.8	82.4	3 798.0	85.6	7 780.8	83.9
Whether usually worked the majority of hours between 7pm and 7am in all jobs						
Usually worked between 7pm and 7am	384.2	7.9	254.7	5.7	638.9	6.9
Did not usually work between 7pm and 7am	4 452.0	92.1	4 184.7	94.3	8 636.8	93.1
Total	4 836.3	100.0	4 439.4	100.0	9 275.7	100.0

(a) More than one response can be provided therefore components do not sum to total.

(b) A response of not compensated could not be provided with any other response.

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Full-time or part-time status in main job—By selected working arrangements—By sex

	<i>Full-time employees</i>		<i>Part-time employees</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
MALES						
Whether had any say in the days on which worked(a)						
With paid leave entitlements	3 674.6	88.5	230.2	33.6	3 904.8	80.7
Without paid leave entitlements	476.0	11.5	455.5	66.4	931.5	19.3
Had some say in the days on which worked	127.3	3.1	164.1	23.9	291.4	6.0
Did not have any say in the days on which worked	348.7	8.4	291.4	42.5	640.0	13.2
Whether had any say in start and finish times						
Had some say	1 668.3	40.2	219.5	32.0	1 887.8	39.0
Able to choose times on a day-to-day basis	1 132.9	27.3	124.8	18.2	1 257.7	26.0
Times negotiated with employer in advance	375.2	9.0	60.6	8.8	435.8	9.0
Other	160.1	3.9	34.1	5.0	194.2	4.0
Did not have any say	2 482.3	59.8	466.2	68.0	2 948.5	61.0
Whether had an agreement with employer to work flexible hours						
Had an agreement to work flexible hours	1 186.6	28.6	204.1	29.8	1 390.7	28.8
Had a written agreement with employer to work flexible hours	645.2	15.5	71.0	10.4	716.2	14.8
Had an unwritten agreement to work flexible hours	541.4	13.0	133.1	19.4	674.5	13.9
Did not have an agreement to work flexible hours	2 963.9	71.4	481.6	70.2	3 445.6	71.2
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 578.5	38.0	151.8	22.1	1 730.3	35.8
Not able to choose to work extra hours	2 294.3	55.3	495.2	72.2	2 789.5	57.7
Did not know	277.7	6.7	38.8	5.7	316.5	6.5
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	3 602.7	86.8	356.4	52.0	3 959.0	81.9
Not guaranteed minimum number of hours	547.9	13.2	329.3	48.0	877.2	18.1
Whether able to choose when holidays were taken						
Could choose	3 210.4	77.3	450.9	65.8	3 661.3	75.7
Could sometimes choose	539.4	13.0	71.0	10.4	610.4	12.6
Could not choose	400.8	9.7	163.8	23.9	564.6	11.7
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	863.3	20.8	309.7	45.2	1 173.0	24.3
Earnings/income did not vary	3 287.2	79.2	376.0	54.8	3 663.2	75.7
Whether usually required to be on call or standby						
Usually required to be on call or standby	1 038.6	25.0	171.7	25.0	1 210.3	25.0
Not usually required to be on call or standby	3 112.0	75.0	514.0	75.0	3 626.0	75.0
Whether hours varied weekly or was usually required to be on call or standby						
Hours varied weekly or was usually required to be on call or standby	1 610.0	38.8	325.7	47.5	1 935.6	40.0
How far in advance work schedule was known						
Less than 1 day	186.6	4.5	61.3	8.9	247.9	5.1
1 day to less than 1 week	190.4	4.6	71.4	10.4	261.8	5.4
1 day	64.5	1.6	22.8	3.3	87.3	1.8
2 days	45.2	1.1	15.2	2.2	60.3	1.2
3 days	18.3	0.4	9.7	1.4	28.0	0.6
4 days	12.3	0.3	*4.3	*0.6	16.6	0.3
5 days	28.1	0.7	8.5	1.2	36.6	0.8
6 days	22.0	0.5	11.0	1.6	33.0	0.7
1 week to less than 2 weeks	205.9	5.0	87.2	12.7	293.1	6.1
2 weeks to less than 4 weeks	169.4	4.1	35.3	5.2	204.7	4.2
4 weeks or more	640.1	15.4	44.4	6.5	684.5	14.2
Other/varied	217.5	5.2	26.1	3.8	243.6	5.0
Hours did not vary weekly and was not required to be on call or standby	2 540.6	61.2	360.0	52.5	2 900.6	60.0
Whether usually worked the majority of hours between 7pm and 7am in all jobs						
Usually worked between 7pm and 7am	276.9	6.7	107.3	15.6	384.2	7.9
Did not usually work between 7pm and 7am	3 873.6	93.3	578.5	84.4	4 452.0	92.1
Total	4 150.5	100.0	685.7	100.0	4 836.3	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Persons with leave entitlements were not asked if they had a say on days worked. See paragraph 17 of the Explanatory notes for more information.

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Full-time or part-time status in main job—By selected working arrangements—By sex *continued*

	<i>Full-time employees</i>		<i>Part-time employees</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
FEMALES						
Whether had any say in the days on which worked(a)						
With paid leave entitlements	2 263.3	91.0	1 088.2	55.7	3 351.5	75.5
Without paid leave entitlements	223.6	9.0	864.4	44.3	1 088.0	24.5
Had some say in the days on which worked	80.0	3.2	426.9	21.9	506.9	11.4
Did not have any say in the days on which worked	143.6	5.8	437.5	22.4	581.1	13.1
Whether had any say in start and finish times						
Had some say	1 042.6	41.9	738.4	37.8	1 781.0	40.1
Able to choose times on a day-to-day basis	678.4	27.3	414.7	21.2	1 093.1	24.6
Times negotiated with employer in advance	271.0	10.9	245.2	12.6	516.3	11.6
Other	93.2	3.7	78.5	4.0	171.6	3.9
Did not have any say	1 444.3	58.1	1 214.2	62.2	2 658.4	59.9
Whether had an agreement with employer to work flexible hours						
Had an agreement to work flexible hours	753.1	30.3	704.8	36.1	1 457.9	32.8
Had a written agreement with employer to work flexible hours	442.4	17.8	305.6	15.6	748.0	16.8
Had an unwritten agreement to work flexible hours	310.7	12.5	399.2	20.4	709.9	16.0
Did not have an agreement to work flexible hours	1 733.7	69.7	1 247.8	63.9	2 981.5	67.2
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	986.9	39.7	629.7	32.3	1 616.7	36.4
Not able to choose to work extra hours	1 360.1	54.7	1 216.9	62.3	2 577.0	58.0
Did not know	139.8	5.6	106.0	5.4	245.8	5.5
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	2 214.9	89.1	1 320.2	67.6	3 535.2	79.6
Not guaranteed minimum number of hours	271.9	10.9	632.4	32.4	904.3	20.4
Whether able to choose when holidays were taken						
Could choose	1 866.8	75.1	1 390.5	71.2	3 257.3	73.4
Could sometimes choose	298.6	12.0	215.6	11.0	514.2	11.6
Could not choose	321.5	12.9	346.5	17.7	668.0	15.0
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	407.3	16.4	733.4	37.6	1 140.7	25.7
Earnings/income did not vary	2 079.6	83.6	1 219.2	62.4	3 298.8	74.3
Whether usually required to be on call or standby						
Usually required to be on call or standby	425.8	17.1	438.3	22.4	864.1	19.5
Not usually required to be on call or standby	2 061.1	82.9	1 514.3	77.6	3 575.3	80.5
Whether hours varied weekly or was usually required to be on call or standby						
Hours varied weekly or was usually required to be on call or standby	705.5	28.4	773.9	39.6	1 479.3	33.3
How far in advance work schedule was known						
Less than 1 day	55.5	2.2	97.3	5.0	152.8	3.4
1 day to less than 1 week	66.6	2.7	126.0	6.5	192.6	4.3
1 day	15.4	0.6	35.6	1.8	51.0	1.1
2 days	13.8	0.6	31.1	1.6	44.9	1.0
3 days	7.5	0.3	13.0	0.7	20.5	0.5
4 days	*2.7	*0.1	11.2	0.6	13.9	0.3
5 days	20.1	0.8	19.3	1.0	39.3	0.9
6 days	7.1	0.3	15.9	0.8	23.0	0.5
1 week to less than 2 weeks	100.8	4.1	205.9	10.5	306.7	6.9
2 weeks to less than 4 weeks	97.6	3.9	117.7	6.0	215.3	4.8
4 weeks or more	308.5	12.4	170.3	8.7	478.8	10.8
Other/varied	76.6	3.1	56.7	2.9	133.3	3.0
Hours did not vary weekly and was not required to be on call or standby	1 781.4	71.6	1 178.7	60.4	2 960.1	66.7
Whether usually worked the majority of hours between 7pm and 7am in all jobs						
Usually worked between 7pm and 7am	111.2	4.5	143.5	7.3	254.7	5.7
Did not usually work between 7pm and 7am	2 375.6	95.5	1 809.1	92.7	4 184.7	94.3
Total	2 486.8	100.0	1 952.6	100.0	4 439.4	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Persons with leave entitlements were not asked if they had a say on days worked. See paragraph 17 of the Explanatory notes for more information.

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Full-time or part-time status in main job—By selected working arrangements—By sex *continued*

	<i>Full-time employees</i>		<i>Part-time employees</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
PERSONS						
Whether had any say in the days on which worked(a)						
With paid leave entitlements	5 937.8	89.5	1 318.5	50.0	7 256.3	78.2
Without paid leave entitlements	699.6	10.5	1 319.9	50.0	2 019.4	21.8
Had some say in the days on which worked	207.3	3.1	591.0	22.4	798.3	8.6
Did not have any say in the days on which worked	492.2	7.4	728.9	27.6	1 221.1	13.2
Whether had any say in start and finish times						
Had some say	2 710.9	40.8	957.9	36.3	3 668.8	39.6
Able to choose times on a day-to-day basis	1 811.3	27.3	539.5	20.4	2 350.8	25.3
Times negotiated with employer in advance	646.3	9.7	305.8	11.6	952.1	10.3
Other	253.3	3.8	112.5	4.3	365.8	3.9
Did not have any say	3 926.5	59.2	1 680.4	63.7	5 606.9	60.4
Whether had an agreement with employer to work flexible hours						
Had an agreement to work flexible hours	1 939.7	29.2	908.9	34.4	2 848.6	30.7
Had a written agreement with employer to work flexible hours	1 087.6	16.4	376.6	14.3	1 464.2	15.8
Had an unwritten agreement to work flexible hours	852.1	12.8	532.3	20.2	1 384.4	14.9
Did not have an agreement to work flexible hours	4 697.7	70.8	1 729.4	65.6	6 427.1	69.3
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	2 565.4	38.7	781.5	29.6	3 346.9	36.1
Not able to choose to work extra hours	3 654.4	55.1	1 712.0	64.9	5 366.4	57.9
Did not know	417.6	6.3	144.8	5.5	562.3	6.1
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	5 817.6	87.6	1 676.6	63.5	7 494.2	80.8
Not guaranteed minimum number of hours	819.8	12.4	961.7	36.5	1 781.5	19.2
Whether able to choose when holidays were taken						
Could choose	5 077.2	76.5	1 841.5	69.8	6 918.6	74.6
Could sometimes choose	837.9	12.6	286.6	10.9	1 124.5	12.1
Could not choose	722.3	10.9	510.3	19.3	1 232.6	13.3
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	1 270.6	19.1	1 043.1	39.5	2 313.7	24.9
Earnings/income did not vary	5 366.8	80.9	1 595.2	60.5	6 962.0	75.1
Whether usually required to be on call or standby						
Usually required to be on call or standby	1 464.3	22.1	610.1	23.1	2 074.4	22.4
Not usually required to be on call or standby	5 173.0	77.9	2 028.3	76.9	7 201.3	77.6
Whether hours varied weekly or was usually required to be on call or standby						
Hours varied weekly or was usually required to be on call or standby	2 315.4	34.9	1 099.6	41.7	3 415.0	36.8
How far in advance work schedule was known						
Less than 1 day	242.1	3.6	158.6	6.0	400.6	4.3
1 day to less than 1 week	257.0	3.9	197.4	7.5	454.4	4.9
1 day	80.0	1.2	58.4	2.2	138.3	1.5
2 days	59.0	0.9	46.3	1.8	105.2	1.1
3 days	25.8	0.4	22.7	0.9	48.5	0.5
4 days	15.0	0.2	15.5	0.6	30.5	0.3
5 days	48.2	0.7	27.7	1.1	75.9	0.8
6 days	29.1	0.4	26.9	1.0	56.0	0.6
1 week to less than 2 weeks	306.7	4.6	293.0	11.1	599.8	6.5
2 weeks to less than 4 weeks	267.0	4.0	153.1	5.8	420.0	4.5
4 weeks or more	948.6	14.3	214.7	8.1	1 163.3	12.5
Other/varied	294.1	4.4	82.8	3.1	376.9	4.1
Hours did not vary weekly and was not required to be on call or standby	4 322.0	65.1	1 538.8	58.3	5 860.7	63.2
Whether usually worked the majority of hours between 7pm and 7am in all jobs						
Usually worked between 7pm and 7am	388.2	5.8	250.7	9.5	638.9	6.9
Did not usually work between 7pm and 7am	6 249.2	94.2	2 387.6	90.5	8 636.8	93.1
Total	6 637.4	100.0	2 638.3	100.0	9 275.7	100.0

(a) Persons with leave entitlements were not asked if they had a say on days worked. See paragraph 17 of the Explanatory notes for more information.

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had paid leave entitlements—By selected working arrangements—By sex

	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
MALES						
Whether had any say in the days on which worked(a)						
Had some say	..	..	291.4	31.3	291.4	6.0
Did not have any say	..	..	640.0	68.7	640.0	13.2
Whether able to choose when holidays were taken						
Could choose	3 087.3	79.1	574.0	61.6	3 661.3	75.7
Could sometimes choose	508.1	13.0	102.2	11.0	610.4	12.6
Could not choose	309.4	7.9	255.2	27.4	564.6	11.7
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 535.7	39.3	194.6	20.9	1 730.3	35.8
Not able to choose to work extra hours	2 107.4	54.0	682.1	73.2	2 789.5	57.7
Did not know	261.7	6.7	54.8	5.9	316.5	6.5
Whether usually worked extra hours or overtime and how compensated for overtime worked						
Usually worked extra hours or overtime(b)	1 671.9	42.8	179.4	19.3	1 851.3	38.3
Paid for overtime	752.7	19.3	137.1	14.7	889.9	18.4
Included in salary package	301.0	7.7	9.9	1.1	310.9	6.4
Entitled to receive time off in lieu	268.2	6.9	*2.8	*0.3	271.1	5.6
Compensated in some other way	42.4	1.1	8.8	0.9	51.1	1.1
Not compensated(c)	363.2	9.3	24.7	2.6	387.9	8.0
Did not usually work any extra hours or overtime	2 232.9	57.2	752.0	80.7	2 984.9	61.7
<i>Total</i>	3 904.8	100.0	931.5	100.0	4 836.3	100.0
FEMALES						
Whether had any say in the days on which worked(a)						
Had some say	..	..	506.9	46.6	506.9	11.4
Did not have any say	..	..	581.1	53.4	581.1	13.1
Whether able to choose when holidays were taken						
Could choose	2 511.9	75.0	745.3	68.5	3 257.3	73.4
Could sometimes choose	417.5	12.5	96.7	8.9	514.2	11.6
Could not choose	422.1	12.6	245.9	22.6	668.0	15.0
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	1 361.9	40.6	254.8	23.4	1 616.7	36.4
Not able to choose to work extra hours	1 807.9	53.9	769.1	70.7	2 577.0	58.0
Did not know	181.8	5.4	64.1	5.9	245.8	5.5
Whether usually worked extra hours or overtime and how compensated for overtime worked						
Usually worked extra hours or overtime(b)	1 161.9	34.7	168.8	15.5	1 330.7	30.0
Paid for overtime	338.3	10.1	111.9	10.3	450.2	10.1
Included in salary package	167.2	5.0	*2.9	*0.3	170.1	3.8
Entitled to receive time off in lieu	270.7	8.1	*4.1	*0.4	274.8	6.2
Compensated in some other way	29.2	0.9	*2.6	*0.2	31.8	0.7
Not compensated(c)	387.7	11.6	47.7	4.4	435.5	9.8
Did not usually work any extra hours or overtime	2 189.5	65.3	919.2	84.5	3 108.7	70.0
<i>Total</i>	3 351.5	100.0	1 088.0	100.0	4 439.4	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

.. not applicable

(a) Persons with leave entitlements were not asked if they had a say on days worked. See paragraph 17 of the Explanatory notes for more information.

(b) More than one response can be provided therefore components do not sum to total.

(c) A response of not compensated could not be provided with any other response.

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had paid leave entitlements—By selected working arrangements—By sex *continued*

	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
PERSONS						
Whether had any say in the days on which worked(a)						
Had some say	..	..	798.3	39.5	798.3	8.6
Did not have any say	..	..	1 221.1	60.5	1 221.1	13.2
Whether able to choose when holidays were taken						
Could choose	5 599.3	77.2	1 319.4	65.3	6 918.6	74.6
Could sometimes choose	925.6	12.8	198.9	9.9	1 124.5	12.1
Could not choose	731.4	10.1	501.1	24.8	1 232.6	13.3
Whether able to choose to work extra hours in order to take time off						
Able to choose to work extra hours	2 897.6	39.9	449.4	22.3	3 346.9	36.1
Not able to choose to work extra hours	3 915.3	54.0	1 451.1	71.9	5 366.4	57.9
Did not know	443.5	6.1	118.9	5.9	562.3	6.1
Whether usually worked extra hours or overtime and how compensated for overtime worked						
Usually worked extra hours or overtime(b)	2 833.9	39.1	348.2	17.2	3 182.0	34.3
Paid for overtime	1 091.0	15.0	249.0	12.3	1 340.1	14.4
Included in salary package	468.1	6.5	12.8	0.6	481.0	5.2
Entitled to receive time off in lieu	539.0	7.4	6.9	0.3	545.9	5.9
Compensated in some other way	71.6	1.0	11.4	0.6	83.0	0.9
Not compensated(c)	751.0	10.3	72.4	3.6	823.4	8.9
Did not usually work any extra hours or overtime	4 422.4	60.9	1 671.2	82.8	6 093.7	65.7
Total	7 256.3	100.0	2 019.4	100.0	9 275.7	100.0

.. not applicable

(a) Persons with leave entitlements were not asked if they had a say on days worked. See paragraph 17 of the Explanatory notes for more information.

(b) More than one response can be provided therefore components do not sum to total.

(c) A response of not compensated could not be provided with any other response.

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had paid leave entitlements—By selected job characteristics—By sex

	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>		<i>Total</i>	
	'000	%	'000	%	'000	%
MALES						
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	3 572.9	91.5	386.1	41.5	3 959.0	81.9
Not guaranteed minimum number of hours	331.9	8.5	545.3	58.5	877.2	18.1
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	670.2	17.2	502.9	54.0	1 173.0	24.3
Earnings/income did not vary	3 234.6	82.8	428.6	46.0	3 663.2	75.7
Whether received casual loading as part of pay						
Received casual loading	100.0	2.6	416.3	44.7	516.3	10.7
Did not receive casual loading	3 696.2	94.7	359.1	38.5	4 055.3	83.9
Did not know	108.5	2.8	156.1	16.8	264.6	5.5
Whether considered job to be casual						
Considered job to be casual	72.8	1.9	800.3	85.9	873.0	18.1
Did not consider job to be casual	3 832.1	98.1	131.2	14.1	3 963.2	81.9
Total	3 904.8	100.0	931.5	100.0	4 836.3	100.0
FEMALES						
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	3 067.9	91.5	467.3	42.9	3 535.2	79.6
Not guaranteed minimum number of hours	283.6	8.5	620.7	57.1	904.3	20.4
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	539.7	16.1	601.0	55.2	1 140.7	25.7
Earnings/income did not vary	2 811.8	83.9	486.9	44.8	3 298.8	74.3
Whether received casual loading as part of pay						
Received casual loading	112.3	3.4	575.7	52.9	688.1	15.5
Did not receive casual loading	3 144.4	93.8	334.5	30.7	3 478.9	78.4
Did not know	94.7	2.8	177.7	16.3	272.4	6.1
Whether considered job to be casual						
Considered job to be casual	102.0	3.0	997.5	91.7	1 099.5	24.8
Did not consider job to be casual	3 249.5	97.0	90.5	8.3	3 340.0	75.2
Total	3 351.5	100.0	1 088.0	100.0	4 439.4	100.0
PERSONS						
Whether guaranteed a minimum number of hours of work						
Guaranteed minimum number of hours	6 640.8	91.5	853.4	42.3	7 494.2	80.8
Not guaranteed minimum number of hours	615.4	8.5	1 166.0	57.7	1 781.5	19.2
Whether earnings/income varied from one pay period to the next						
Earnings/income varied	1 209.8	16.7	1 103.9	54.7	2 313.7	24.9
Earnings/income did not vary	6 046.4	83.3	915.5	45.3	6 962.0	75.1
Whether received casual loading as part of pay						
Received casual loading	212.3	2.9	992.0	49.1	1 204.4	13.0
Did not receive casual loading	6 840.6	94.3	693.6	34.3	7 534.3	81.2
Did not know	203.3	2.8	333.8	16.5	537.1	5.8
Whether considered job to be casual						
Considered job to be casual	174.7	2.4	1 797.8	89.0	1 972.5	21.3
Did not consider job to be casual	7 081.6	97.6	221.6	11.0	7 303.2	78.7
Total	7 256.3	100.0	2 019.4	100.0	9 275.7	100.0

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had any say in start and finish times—By age and industry, occupation and sector of main job—By sex

HAD SOME SAY IN START AND FINISH TIMES

	<i>Able to choose times day-to-day</i>	<i>Times negotiated with employer in advance</i>	<i>Other</i>	<i>Total</i>	<i>Did not have any say in start and finish times</i>	<i>Had some say in start and finish times</i>	
	'000	'000	'000	'000	'000	'000	%
MALES							
Age group (years)							
15–19	13.4	12.1	8.0	33.6	168.7	202.3	16.6
20–24	89.8	48.1	22.4	160.3	436.6	596.9	26.9
25–34	299.2	130.5	50.5	480.1	780.1	1 260.2	38.1
35–44	335.6	114.7	42.6	492.9	604.7	1 097.7	44.9
45–54	286.5	73.5	36.8	396.8	538.2	935.1	42.4
55–59	124.2	26.7	17.2	168.1	202.7	370.8	45.3
60–64	69.2	20.2	11.2	100.6	145.3	245.8	40.9
65 and over	39.8	10.1	*5.5	55.4	72.2	127.6	43.4
Industry of main job							
Agriculture, forestry and fishing	27.2	*5.8	*3.6	36.6	50.4	87.0	42.0
Mining	40.2	9.2	*2.9	52.2	164.7	217.0	24.1
Manufacturing	125.0	51.0	25.4	201.4	426.5	627.9	32.1
Electricity, gas, water and waste services	28.2	8.9	*5.4	42.5	61.3	103.8	40.9
Construction	106.2	45.3	22.1	173.6	393.9	567.5	30.6
Wholesale trade	70.2	26.5	8.9	105.5	125.1	230.6	45.8
Retail trade	81.3	52.2	15.4	148.9	260.4	409.3	36.4
Accommodation and food services	37.2	27.0	7.6	71.7	170.6	242.3	29.6
Transport, postal and warehousing	66.6	25.4	13.4	105.4	270.0	375.4	28.1
Information media and telecommunications	45.9	13.9	*3.2	62.9	57.0	119.9	52.5
Financial and insurance services	74.7	16.0	*5.5	96.3	59.0	155.3	62.0
Rental, hiring and real estate services	24.8	*6.8	*4.9	36.5	32.6	69.0	52.8
Professional, scientific and technical services	160.8	39.7	18.2	218.8	126.0	344.8	63.5
Administrative and support services	24.8	7.7	*5.8	38.4	86.0	124.3	30.9
Public administration and safety	154.4	32.4	11.7	198.6	183.0	381.5	52.0
Education and training	78.5	16.4	19.9	114.8	153.6	268.4	42.8
Health care and social assistance	58.7	25.1	12.3	96.1	156.4	252.4	38.1
Arts and recreation services	17.6	8.8	*3.2	29.5	57.1	86.6	34.1
Other services	35.6	17.7	*4.8	58.1	115.1	173.2	33.5
Occupation of main job							
Managers	306.4	61.9	21.3	389.5	188.0	577.6	67.4
Professionals	407.6	92.4	48.4	548.4	413.1	961.6	57.0
Technicians and trade workers	197.1	95.2	42.5	334.9	749.2	1 084.0	30.9
Community and personal service workers	37.1	29.9	14.0	81.0	234.9	315.9	25.6
Clerical and administrative workers	126.9	40.9	14.9	182.8	185.3	368.1	49.7
Sales workers	67.9	32.5	10.0	110.3	197.7	308.1	35.8
Machinery operators and drivers	53.9	46.5	19.3	119.7	515.7	635.4	18.8
Labourers	60.8	36.5	23.9	121.1	464.6	585.7	20.7
Sector of main job							
Public	262.6	56.7	30.5	349.7	374.9	724.6	48.3
Private	995.2	379.2	163.7	1 538.0	2 573.6	4 111.6	37.4
Total	1 257.7	435.8	194.2	1 887.8	2 948.5	4 836.3	39.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had any say in start and finish times—By age and industry, occupation and sector of main job—By sex *continued*

HAD SOME SAY IN START AND FINISH TIMES

	<i>Able to choose times day-to-day</i>	<i>Times negotiated with employer in advance</i>	<i>Other</i>	<i>Total</i>	<i>Did not have any say in start and finish times</i>	<i>Total</i>	<i>Had some say in start and finish times</i>
	'000	'000	'000	'000	'000	'000	%
FEMALES							
Age group (years)							
15–19	11.8	20.7	*6.6	39.1	152.2	191.3	20.4
20–24	75.6	69.3	16.8	161.8	373.7	535.4	30.2
25–34	271.3	124.1	41.3	436.6	640.6	1 077.2	40.5
35–44	305.6	130.5	36.5	472.6	516.4	989.0	47.8
45–54	262.5	113.5	41.4	417.4	560.9	978.3	42.7
55–59	90.9	29.9	17.8	138.5	220.9	359.5	38.5
60–64	53.1	21.9	6.9	81.9	132.7	214.6	38.2
65 and over	22.5	*6.4	*4.2	33.1	61.0	94.1	35.2
Industry of main job							
Agriculture, forestry and fishing	15.3	*3.3	**0.9	19.4	23.9	43.3	44.9
Mining	13.7	*3.4	**0.9	18.1	16.5	34.5	52.3
Manufacturing	54.7	16.6	8.3	79.6	121.3	200.9	39.6
Electricity, gas, water and waste services	11.5	*3.0	**0.3	14.8	15.2	30.0	49.4
Construction	27.9	*6.4	**0.7	35.0	36.3	71.4	49.1
Wholesale trade	47.6	11.9	*5.0	64.6	58.1	122.7	52.6
Retail trade	78.5	86.5	20.0	185.0	385.1	570.1	32.5
Accommodation and food services	39.6	52.3	15.8	107.7	230.0	337.7	31.9
Transport, postal and warehousing	26.3	10.7	*5.3	42.3	71.5	113.8	37.2
Information media and telecommunications	28.4	8.0	*2.6	39.0	40.5	79.5	49.0
Financial and insurance services	67.5	26.0	10.2	103.7	105.5	209.3	49.6
Rental, hiring and real estate services	24.9	10.3	**1.6	36.8	40.1	76.9	47.9
Professional, scientific and technical services	128.1	33.6	9.8	171.5	139.3	310.8	55.2
Administrative and support services	34.8	19.3	*6.7	60.7	91.7	152.4	39.8
Public administration and safety	145.6	30.5	9.2	185.3	112.5	297.8	62.2
Education and training	114.8	32.1	22.0	169.0	417.1	586.1	28.8
Health care and social assistance	188.8	135.9	44.8	369.5	641.0	1 010.5	36.6
Arts and recreation services	15.0	10.5	*1.9	27.4	37.9	65.3	41.9
Other services	30.0	16.0	*5.7	51.7	74.9	126.5	40.8
Occupation of main job							
Managers	161.8	40.9	12.9	215.7	124.5	340.2	63.4
Professionals	342.1	108.2	51.4	501.7	681.7	1 183.4	42.4
Technicians and trade workers	39.1	21.0	*6.0	66.1	112.7	178.8	37.0
Community and personal service workers	79.7	91.3	28.5	199.5	466.1	665.6	30.0
Clerical and administrative workers	348.8	140.4	38.2	527.4	578.1	1 105.4	47.7
Sales workers	68.9	86.6	20.3	175.8	375.6	551.4	31.9
Machinery operators and drivers	*6.4	*4.0	**1.4	11.8	54.6	66.4	17.8
Labourers	46.2	23.7	13.1	83.0	265.2	348.1	23.8
Sector of main job							
Public	288.6	82.0	39.1	409.6	572.2	981.8	41.7
Private	804.5	434.3	132.6	1 371.4	2 086.2	3 457.7	39.7
Total	1 093.1	516.3	171.6	1 781.0	2 658.4	4 439.4	40.1

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether had any say in start and finish times—By age and industry, occupation and sector of main job—By sex *continued*

HAD SOME SAY IN START AND FINISH TIMES

	<i>Able to choose times day-to-day</i>	<i>Times negotiated with employer in advance</i>	<i>Other</i>	<i>Total</i>	<i>Did not have any say in start and finish times</i>	<i>Total</i>	<i>Had some say in start and finish times</i>
	'000	'000	'000	'000	'000	'000	%
PERSONS							
Age group (years)							
15–19	25.2	32.8	14.6	72.7	320.9	393.6	18.5
20–24	165.4	117.4	39.2	322.1	810.2	1 132.3	28.4
25–34	570.4	254.6	91.8	916.7	1 420.7	2 337.4	39.2
35–44	641.2	245.2	79.1	965.5	1 121.2	2 086.7	46.3
45–54	549.0	187.0	78.2	814.2	1 099.2	1 913.4	42.6
55–59	215.0	56.6	35.0	306.6	423.6	730.2	42.0
60–64	122.2	42.1	18.2	182.5	278.0	460.5	39.6
65 and over	62.3	16.5	9.7	88.4	133.2	221.6	39.9
Industry of main job							
Agriculture, forestry and fishing	42.5	9.1	*4.4	56.0	74.3	130.3	43.0
Mining	53.9	12.6	*3.8	70.3	181.2	251.5	28.0
Manufacturing	179.6	67.6	33.7	281.0	547.8	828.8	33.9
Electricity, gas, water and waste services	39.6	11.9	*5.7	57.3	76.5	133.8	42.8
Construction	134.0	51.8	22.8	208.6	430.2	638.9	32.7
Wholesale trade	117.8	38.4	13.9	170.1	183.2	353.3	48.1
Retail trade	159.8	138.6	35.4	333.9	645.4	979.3	34.1
Accommodation and food services	76.8	79.3	23.4	179.5	400.6	580.0	30.9
Transport, postal and warehousing	92.9	36.1	18.7	147.7	341.6	489.3	30.2
Information media and telecommunications	74.2	21.9	*5.8	101.9	97.5	199.4	51.1
Financial and insurance services	142.2	42.0	15.7	200.0	164.5	364.5	54.9
Rental, hiring and real estate services	49.7	17.1	*6.4	73.3	72.7	145.9	50.2
Professional, scientific and technical services	288.9	73.4	28.0	390.3	265.3	655.6	59.5
Administrative and support services	59.6	27.0	12.5	99.1	177.7	276.7	35.8
Public administration and safety	300.1	62.9	20.9	383.9	295.5	679.4	56.5
Education and training	193.3	48.6	41.9	283.8	570.7	854.5	33.2
Health care and social assistance	247.5	161.0	57.1	465.6	797.4	1 262.9	36.9
Arts and recreation services	32.6	19.3	*5.1	56.9	95.0	151.9	37.5
Other services	65.7	33.6	10.5	109.8	190.0	299.7	36.6
Occupation of main job							
Managers	468.2	102.8	34.2	605.3	312.5	917.8	65.9
Professionals	749.8	200.7	99.7	1 050.1	1 094.8	2 144.9	49.0
Technicians and trade workers	236.3	116.3	48.4	401.0	861.8	1 262.8	31.8
Community and personal service workers	116.8	121.2	42.5	280.5	701.0	981.5	28.6
Clerical and administrative workers	475.7	181.4	53.1	710.1	763.4	1 473.5	48.2
Sales workers	136.8	119.1	30.3	286.2	573.3	859.5	33.3
Machinery operators and drivers	60.3	50.5	20.7	131.5	570.3	701.8	18.7
Labourers	106.9	60.2	36.9	204.1	729.8	933.8	21.9
Sector of main job							
Public	551.1	138.6	69.5	759.3	947.1	1 706.4	44.5
Private	1 799.7	813.5	296.3	2 909.5	4 659.8	7 569.3	38.4
Total	2 350.8	952.1	365.8	3 668.8	5 606.9	9 275.7	39.6

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether able to choose to work extra hours in order to take time off—By age and industry, occupation and sector of main job—By sex

	<i>Able to choose to work extra hours to take time off</i>	<i>Not able to choose to work extra hours to take time off</i>	<i>Did not know</i>	<i>Total</i>	<i>Able to choose to work extra hours to take time off</i>
	'000	'000	'000	'000	%
MALES					
Age group (years)					
15–19	43.8	143.4	15.0	202.3	21.7
20–24	179.1	372.5	45.2	596.9	30.0
25–34	464.7	708.5	87.0	1 260.2	36.9
35–44	432.0	590.6	75.1	1 097.7	39.4
45–54	349.9	529.1	56.1	935.1	37.4
55–59	131.7	217.1	22.0	370.8	35.5
60–64	87.3	147.3	11.2	245.8	35.5
65 and over	41.6	81.0	*4.9	127.6	32.6
Industry of main job					
Agriculture, forestry and fishing	41.5	44.5	**1.0	87.0	47.7
Mining	68.7	136.9	11.3	217.0	31.7
Manufacturing	204.8	366.5	56.5	627.9	32.6
Electricity, gas, water and waste services	49.6	50.0	*4.2	103.8	47.8
Construction	196.9	327.6	43.0	567.5	34.7
Wholesale trade	90.6	123.5	16.6	230.6	39.3
Retail trade	132.4	248.1	28.8	409.3	32.4
Accommodation and food services	53.4	173.5	15.4	242.3	22.1
Transport, postal and warehousing	104.7	244.0	26.7	375.4	27.9
Information media and telecommunications	48.3	63.6	8.0	119.9	40.3
Financial and insurance services	69.1	74.0	12.2	155.3	44.5
Rental, hiring and real estate services	28.7	36.9	*3.4	69.0	41.5
Professional, scientific and technical services	168.8	150.4	25.5	344.8	49.0
Administrative and support services	36.3	79.0	9.0	124.3	29.2
Public administration and safety	187.7	176.4	17.4	381.5	49.2
Education and training	64.4	198.5	*5.4	268.4	24.0
Health care and social assistance	86.3	153.7	12.5	252.4	34.2
Arts and recreation services	28.7	52.4	*5.5	86.6	33.2
Other services	69.1	90.0	14.0	173.2	39.9
Occupation of main job					
Managers	274.3	268.9	34.3	577.6	47.5
Professionals	404.8	499.6	57.1	961.6	42.1
Technicians and trade workers	406.2	601.8	76.0	1 084.0	37.5
Community and personal service workers	80.7	221.4	13.8	315.9	25.6
Clerical and administrative workers	164.5	178.3	25.3	368.1	44.7
Sales workers	102.4	188.1	17.6	308.1	33.2
Machinery operators and drivers	167.3	422.6	45.6	635.4	26.3
Labourers	130.1	408.7	46.9	585.7	22.2
Sector of main job					
Public	298.2	397.5	29.0	724.6	41.1
Private	1 432.1	2 392.0	287.6	4 111.6	34.8
Total	1 730.3	2 789.5	316.5	4 836.3	35.8

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether able to choose to work extra hours in order to take time off—By age and industry, occupation and sector of main job—By sex *continued*

	Able to choose to work extra hours to take time off	Not able to choose to work extra hours to take time off	Did not know	Total	Able to choose to work extra hours to take time off
	'000	'000	'000	'000	%
FEMALES					
Age group (years)					
15–19	37.6	138.3	15.4	191.3	19.7
20–24	164.0	330.6	40.8	535.4	30.6
25–34	409.9	602.4	64.9	1 077.2	38.1
35–44	418.0	524.5	46.5	989.0	42.3
45–54	366.5	565.6	46.2	978.3	37.5
55–59	121.3	221.1	17.1	359.5	33.7
60–64	75.0	128.3	11.3	214.6	35.0
65 and over	24.3	66.0	*3.7	94.1	25.8
Industry of main job					
Agriculture, forestry and fishing	19.2	22.9	**1.2	43.3	44.4
Mining	14.0	18.4	*2.2	34.5	40.4
Manufacturing	76.4	111.5	13.0	200.9	38.0
Electricity, gas, water and waste services	14.9	13.8	**1.3	30.0	49.7
Construction	36.7	32.1	*2.5	71.4	51.5
Wholesale trade	55.5	56.5	10.7	122.7	45.2
Retail trade	187.1	348.7	34.3	570.1	32.8
Accommodation and food services	76.0	239.0	22.7	337.7	22.5
Transport, postal and warehousing	38.4	64.8	10.7	113.8	33.7
Information media and telecommunications	36.5	39.4	*3.6	79.5	46.0
Financial and insurance services	93.6	104.3	11.4	209.3	44.7
Rental, hiring and real estate services	38.6	32.3	*6.0	76.9	50.2
Professional, scientific and technical services	160.5	129.9	20.4	310.8	51.6
Administrative and support services	43.1	99.2	10.0	152.4	28.3
Public administration and safety	169.4	117.5	10.9	297.8	56.9
Education and training	141.9	426.6	17.5	586.1	24.2
Health care and social assistance	340.3	615.4	54.8	1 010.5	33.7
Arts and recreation services	22.6	39.3	*3.5	65.3	34.5
Other services	51.9	65.6	9.0	126.5	41.0
Occupation of main job					
Managers	179.3	144.7	16.2	340.2	52.7
Professionals	415.8	714.2	53.4	1 183.4	35.1
Technicians and trade workers	65.7	102.5	10.6	178.8	36.7
Community and personal service workers	167.8	460.4	37.5	665.6	25.2
Clerical and administrative workers	544.6	494.8	66.0	1 105.4	49.3
Sales workers	162.6	354.8	34.0	551.4	29.5
Machinery operators and drivers	14.3	47.3	*4.8	66.4	21.5
Labourers	66.6	258.2	23.3	348.1	19.1
Sector of main job					
Public	370.9	574.2	36.6	981.8	37.8
Private	1 245.7	2 002.7	209.2	3 457.7	36.0
Total	1 616.7	2 577.0	245.8	4 439.4	36.4

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether able to choose to work extra hours in order to take time off—By age and industry, occupation and sector of main job—By sex *continued*

	Able to choose to work extra hours to take time off	Not able to choose to work extra hours to take time off	Did not know	Total	Able to choose to work extra hours to take time off
	'000	'000	'000	'000	%
PERSONS					
Age group (years)					
15–19	81.5	281.7	30.4	393.6	20.7
20–24	343.1	703.1	86.0	1 132.3	30.3
25–34	874.7	1 310.9	151.9	2 337.4	37.4
35–44	850.0	1 115.1	121.5	2 086.7	40.7
45–54	716.4	1 094.6	102.3	1 913.4	37.4
55–59	253.0	438.2	39.0	730.2	34.6
60–64	162.4	275.6	22.5	460.5	35.3
65 and over	65.9	147.1	8.6	221.6	29.8
Industry of main job					
Agriculture, forestry and fishing	60.7	67.4	*2.2	130.3	46.6
Mining	82.7	155.3	13.5	251.5	32.9
Manufacturing	281.3	478.0	69.5	828.8	33.9
Electricity, gas, water and waste services	64.5	63.8	*5.5	133.8	48.2
Construction	233.7	359.7	45.5	638.9	36.6
Wholesale trade	146.0	180.0	27.3	353.3	41.3
Retail trade	319.5	596.7	63.2	979.3	32.6
Accommodation and food services	129.5	412.4	38.1	580.0	22.3
Transport, postal and warehousing	143.1	308.8	37.4	489.3	29.2
Information media and telecommunications	84.9	102.9	11.6	199.4	42.6
Financial and insurance services	162.8	178.2	23.5	364.5	44.7
Rental, hiring and real estate services	67.3	69.2	9.5	145.9	46.1
Professional, scientific and technical services	329.3	280.4	45.9	655.6	50.2
Administrative and support services	79.4	178.2	19.0	276.7	28.7
Public administration and safety	357.1	293.9	28.3	679.4	52.6
Education and training	206.4	625.1	23.0	854.5	24.2
Health care and social assistance	426.6	769.0	67.3	1 262.9	33.8
Arts and recreation services	51.3	91.7	9.0	151.9	33.8
Other services	121.0	155.7	23.1	299.7	40.4
Occupation of main job					
Managers	453.7	413.6	50.6	917.8	49.4
Professionals	820.6	1 213.8	110.5	2 144.9	38.3
Technicians and trade workers	471.8	704.4	86.6	1 262.8	37.4
Community and personal service workers	248.5	681.7	51.3	981.5	25.3
Clerical and administrative workers	709.1	673.2	91.3	1 473.5	48.1
Sales workers	265.0	542.9	51.5	859.5	30.8
Machinery operators and drivers	181.5	469.9	50.4	701.8	25.9
Labourers	196.7	667.0	70.2	933.8	21.1
Sector of main job					
Public	669.1	971.7	65.6	1 706.4	39.2
Private	2 677.8	4 394.7	496.8	7 569.3	35.4
Total	3 346.9	5 366.4	562.3	9 275.7	36.1

* estimate has a relative standard error of 25% to 50% and should be used with caution

7 EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether usually worked shift work—By age and industry, occupation and sector of main job—By sex

USUALLY WORKED SHIFT WORK

	Rotating shift	Regular shift(a)	Other(b)	Total	Did not usually work shift work	Total	Usually worked shift work
	'000	'000	'000	'000	'000	'000	%
MALES							
Age group (years)							
15–19	8.3	13.3	7.9	29.5	172.7	202.3	14.6
20–24	43.8	37.7	32.8	114.2	482.7	596.9	19.1
25–34	114.5	72.0	54.3	240.8	1 019.5	1 260.2	19.1
35–44	98.1	42.3	50.5	191.0	906.7	1 097.7	17.4
45–54	88.4	39.7	36.9	165.0	770.1	935.1	17.6
55–59	28.7	18.1	15.6	62.4	308.4	370.8	16.8
60–64	22.1	8.6	7.6	38.3	207.6	245.8	15.6
65 and over	*5.1	*2.8	*4.4	12.3	115.2	127.6	9.7
Industry of main job							
Agriculture, forestry and fishing	np	np	np	8.7	78.3	87.0	10.0
Mining	79.5	11.7	11.1	102.2	114.7	217.0	47.1
Manufacturing	55.6	49.6	14.2	119.3	508.6	627.9	19.0
Electricity, gas, water and waste services	np	np	*3.5	15.4	88.4	103.8	14.8
Construction	np	np	np	31.0	536.5	567.5	5.5
Wholesale trade	np	9.4	np	15.3	215.3	230.6	6.6
Retail trade	19.0	29.5	18.4	66.9	342.3	409.3	16.4
Accommodation and food services	33.0	43.2	30.9	107.0	135.3	242.3	44.2
Transport, postal and warehousing	52.3	30.8	40.3	123.4	252.1	375.4	32.9
Information media and telecommunications	*6.8	*4.3	*5.7	16.8	103.1	119.9	14.0
Financial and insurance services	*2.6	np	np	*4.1	151.2	155.3	*2.7
Rental, hiring and real estate services	*2.4	np	np	*6.1	62.9	69.0	*8.9
Professional, scientific and technical services	*2.4	*1.9	*4.3	8.7	336.1	344.8	2.5
Administrative and support services	*3.6	9.3	*6.4	19.3	105.0	124.3	15.5
Public administration and safety	64.0	11.4	21.9	97.3	284.2	381.5	25.5
Education and training	*1.7	np	np	*5.7	262.7	268.4	*2.1
Health care and social assistance	44.0	15.3	21.0	80.2	172.2	252.4	31.8
Arts and recreation services	7.3	*5.3	*4.4	17.0	69.6	86.6	19.6
Other services	*3.8	np	np	8.9	164.3	173.2	5.1
Occupation of main job							
Managers	22.2	15.5	17.1	54.8	522.8	577.6	9.5
Professionals	38.3	7.1	25.3	70.8	890.8	961.6	7.4
Technicians and trades workers	75.0	43.1	49.5	167.6	916.4	1 084.0	15.5
Community and personal service workers	93.1	40.3	35.6	169.0	146.9	315.9	53.5
Clerical and administrative workers	17.0	12.7	*5.7	35.4	332.7	368.1	9.6
Sales workers	17.7	15.1	13.9	46.6	261.4	308.1	15.1
Machinery operators and drivers	101.8	55.8	36.4	194.0	441.4	635.4	30.5
Labourers	44.0	44.8	26.5	115.3	470.4	585.7	19.7
Sector of main job							
Public	101.3	18.9	33.4	153.6	571.0	724.6	21.2
Private	307.7	215.6	176.6	699.9	3 411.8	4 111.6	17.0
Total	409.0	234.5	210.0	853.5	3 982.8	4 836.3	17.6

* estimate has a relative standard error of 25% to 50% and should be used with caution

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Includes regular evening or graveyard shift, regular morning shift and regular afternoon shift.

(b) Includes irregular shift, split shift, on call and other.

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether usually worked shift work—By age and industry, occupation and sector of main job—By sex *continued*

USUALLY WORKED SHIFT WORK

	Rotating shift	Regular shift(a)	Other(b)	Total	Did not usually work shift work	Total	Usually worked shift work
	'000	'000	'000	'000	'000	'000	%
FEMALES							
Age group (years)							
15–19	14.1	12.8	15.7	42.6	148.7	191.3	22.3
20–24	35.2	30.9	30.2	96.3	439.2	535.4	18.0
25–34	66.6	39.2	47.1	153.0	924.2	1 077.2	14.2
35–44	56.2	35.2	33.2	124.7	864.3	989.0	12.6
45–54	54.9	43.0	35.1	132.9	845.4	978.3	13.6
55–59	19.9	17.9	16.5	54.4	305.1	359.5	15.1
60–64	10.4	7.9	9.9	28.2	186.5	214.6	13.1
65 and over	*4.8	*2.9	*1.7	9.4	84.7	94.1	10.0
Industry of main job							
Agriculture, forestry and fishing	np	np	np	*2.3	41.0	43.3	*5.2
Mining	*3.9	—	**1.1	*5.0	29.5	34.5	*14.6
Manufacturing	*2.9	15.4	*3.1	21.4	179.5	200.9	10.6
Electricity, gas, water and waste services	np	np	—	**1.2	28.8	30.0	**4.0
Construction	np	np	np	**1.6	69.7	71.4	**2.3
Wholesale trade	np	**1.4	np	*3.0	119.7	122.7	*2.4
Retail trade	21.9	25.7	21.0	68.5	501.5	570.1	12.0
Accommodation and food services	34.4	34.5	42.1	110.9	226.8	337.7	32.8
Transport, postal and warehousing	12.7	7.7	*5.8	26.2	87.6	113.8	23.0
Information media and telecommunications	*3.1	*3.9	*3.6	10.6	68.9	79.5	13.3
Financial and insurance services	*3.2	np	np	*5.1	204.1	209.3	*2.5
Rental, hiring and real estate services	*1.9	np	np	*3.5	73.4	76.9	*4.5
Professional, scientific and technical services	**1.4	*2.3	*3.2	7.0	303.8	310.8	2.2
Administrative and support services	8.5	*6.6	8.2	23.3	129.1	152.4	15.3
Public administration and safety	13.1	*2.4	*6.4	21.9	275.9	297.8	7.4
Education and training	*2.5	np	np	7.0	579.1	586.1	1.2
Health care and social assistance	143.3	77.3	83.2	303.9	706.7	1 010.5	30.1
Arts and recreation services	*3.2	*5.1	*4.2	12.5	52.8	65.3	19.1
Other services	*3.3	np	np	*6.6	119.9	126.5	*5.3
Occupation of main job							
Managers	12.6	*4.1	8.9	25.6	314.6	340.2	7.5
Professionals	87.7	36.3	51.8	175.8	1 007.5	1 183.4	14.9
Technicians and trades workers	*6.0	*6.6	11.3	23.8	155.0	178.8	13.3
Community and personal service workers	72.7	58.3	59.0	189.9	475.7	665.6	28.5
Clerical and administrative workers	24.8	17.9	8.5	51.3	1 054.2	1 105.4	4.6
Sales workers	28.9	23.7	31.6	84.2	467.2	551.4	15.3
Machinery operators and drivers	9.4	7.0	*4.3	20.7	45.7	66.4	31.2
Labourers	20.2	35.8	14.0	70.0	278.1	348.1	20.1
Sector of main job							
Public	90.6	27.8	38.5	156.9	824.9	981.8	16.0
Private	171.6	162.1	150.9	484.5	2 973.1	3 457.7	14.0
Total	262.2	189.8	189.4	641.4	3 798.0	4 439.4	14.4

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Includes regular evening or graveyard shift, regular morning shift and regular afternoon shift.

(b) Includes irregular shift, split shift, on call and other.

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether usually worked shift work—By age and industry, occupation and sector of main job—By sex *continued*

USUALLY WORKED SHIFT WORK

	Rotating shift	Regular shift(a)	Other(b)	Total	Did not usually work shift work	Total	Usually worked shift work
	'000	'000	'000	'000	'000	'000	%
PERSONS							
Age group (years)							
15–19	22.4	26.1	23.7	72.2	321.4	393.6	18.3
20–24	79.0	68.6	62.9	210.5	921.8	1 132.3	18.6
25–34	181.2	111.2	101.4	393.8	1 943.6	2 337.4	16.8
35–44	154.4	77.6	83.7	315.7	1 771.0	2 086.7	15.1
45–54	143.3	82.7	72.0	297.9	1 615.4	1 913.4	15.6
55–59	48.6	36.0	32.1	116.8	613.5	730.2	16.0
60–64	32.5	16.4	17.5	66.4	394.0	460.5	14.4
65 and over	9.9	*5.7	*6.1	21.7	200.0	221.6	9.8
Industry of main job							
Agriculture, forestry and fishing	*4.0	**1.0	*6.0	11.0	119.3	130.3	8.4
Mining	83.4	11.7	12.2	107.3	144.2	251.5	42.6
Manufacturing	58.5	64.9	17.2	140.7	688.1	828.8	17.0
Electricity, gas, water and waste services	11.2	*1.9	*3.5	16.6	117.2	133.8	12.4
Construction	14.8	*5.8	12.1	32.6	606.2	638.9	5.1
Wholesale trade	*4.0	10.7	*3.6	18.3	335.0	353.3	5.2
Retail trade	40.9	55.2	39.3	135.5	843.9	979.3	13.8
Accommodation and food services	67.3	77.6	72.9	217.9	362.1	580.0	37.6
Transport, postal and warehousing	65.0	38.4	46.1	149.6	339.7	489.3	30.6
Information media and telecommunications	9.9	8.2	9.3	27.4	172.0	199.4	13.7
Financial and insurance services	*5.8	np	np	9.3	355.3	364.5	2.5
Rental, hiring and real estate services	*4.3	np	np	9.6	136.3	145.9	6.6
Professional, scientific and technical services	*3.9	*4.3	7.5	15.7	639.9	655.6	2.4
Administrative and support services	12.1	15.9	14.6	42.6	234.1	276.7	15.4
Public administration and safety	77.1	13.8	28.3	119.2	560.1	679.4	17.5
Education and training	*4.2	*2.4	*6.1	12.7	841.8	854.5	1.5
Health care and social assistance	187.3	92.6	104.2	384.1	878.9	1 262.9	30.4
Arts and recreation services	10.4	10.5	8.6	29.5	122.4	151.9	19.4
Other services	7.1	*4.4	*4.1	15.6	284.2	299.7	5.2
Occupation of main job							
Managers	34.8	19.6	26.0	80.4	837.4	917.8	8.8
Professionals	126.1	43.5	77.1	246.6	1 898.3	2 144.9	11.5
Technicians and trades workers	80.9	49.7	60.8	191.5	1 071.4	1 262.8	15.2
Community and personal service workers	165.7	98.6	94.6	358.9	622.6	981.5	36.6
Clerical and administrative workers	41.8	30.6	14.2	86.7	1 386.8	1 473.5	5.9
Sales workers	46.6	38.8	45.5	130.9	728.6	859.5	15.2
Machinery operators and drivers	111.2	62.8	40.7	214.7	487.1	701.8	30.6
Labourers	64.1	80.6	40.5	185.3	748.5	933.8	19.8
Sector of main job							
Public	191.9	46.6	72.0	310.5	1 395.8	1 706.4	18.2
Private	479.3	377.7	327.5	1 184.4	6 384.9	7 569.3	15.6
Total	671.2	424.3	399.4	1 494.9	7 780.8	9 275.7	16.1

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

np not available for publication but included in totals where applicable, unless otherwise indicated

(a) Includes regular evening or graveyard shift, regular morning shift and regular afternoon shift.

(b) Includes irregular shift, split shift, on call and other.

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether earnings/income varied from one pay period to the next—By age and industry, occupation and sector of main job—By sex

	<i>Earnings/income varied</i>	<i>Earnings/income did not vary</i>	<i>Total</i>	<i>Earnings/income varied</i>
	'000	'000	'000	%
MALES				
Age group (years)				
15–19	74.5	127.8	202.3	36.8
20–24	203.3	393.6	596.9	34.1
25–34	310.1	950.1	1 260.2	24.6
35–44	240.7	856.9	1 097.7	21.9
45–54	188.9	746.1	935.1	20.2
55–59	70.9	299.9	370.8	19.1
60–64	53.2	192.7	245.8	21.6
65 and over	31.5	96.1	127.6	24.7
Industry of main job				
Agriculture, forestry and fishing	28.1	58.9	87.0	32.4
Mining	44.3	172.6	217.0	20.4
Manufacturing	116.1	511.8	627.9	18.5
Electricity, gas, water and waste services	21.1	82.6	103.8	20.4
Construction	156.0	411.5	567.5	27.5
Wholesale trade	41.0	189.6	230.6	17.8
Retail trade	117.9	291.4	409.3	28.8
Accommodation and food services	98.9	143.4	242.3	40.8
Transport, postal and warehousing	141.5	234.0	375.4	37.7
Information media and telecommunications	24.4	95.5	119.9	20.4
Financial and insurance services	21.8	133.5	155.3	14.1
Rental, hiring and real estate services	22.4	46.6	69.0	32.5
Professional, scientific and technical services	43.0	301.8	344.8	12.5
Administrative and support services	46.2	78.1	124.3	37.2
Public administration and safety	77.4	304.2	381.5	20.3
Education and training	32.0	236.4	268.4	11.9
Health care and social assistance	84.7	167.8	252.4	33.5
Arts and recreation services	26.2	60.3	86.6	30.3
Other services	29.9	143.2	173.2	17.3
Occupation of main job				
Managers	70.1	507.5	577.6	12.1
Professionals	137.0	824.6	961.6	14.2
Technicians and trade workers	233.1	850.9	1 084.0	21.5
Community and personal service workers	147.6	168.3	315.9	46.7
Clerical and administrative workers	57.4	310.7	368.1	15.6
Sales workers	113.8	194.2	308.1	36.9
Machinery operators and drivers	207.7	427.7	635.4	32.7
Labourers	206.4	379.2	585.7	35.2
Sector of main job				
Public	142.7	581.9	724.6	19.7
Private	1 030.3	3 081.3	4 111.6	25.1
<i>Total</i>	<i>1 173.0</i>	<i>3 663.2</i>	<i>4 836.3</i>	<i>24.3</i>

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether earnings/income varied from one pay period to the next—By age and industry, occupation and sector of main job—By sex

continued

	Earnings/income varied	Earnings/income did not vary	Total	Earnings/income varied
	'000	'000	'000	%
FEMALES				
Age group (years)				
15–19	93.0	98.3	191.3	48.6
20–24	197.7	337.7	535.4	36.9
25–34	256.2	821.0	1 077.2	23.8
35–44	226.7	762.4	989.0	22.9
45–54	217.5	760.8	978.3	22.2
55–59	77.8	281.7	359.5	21.6
60–64	48.7	165.9	214.6	22.7
65 and over	23.0	71.1	94.1	24.4
Industry of main job				
Agriculture, forestry and fishing	17.8	25.5	43.3	41.0
Mining	*3.6	30.9	34.5	*10.5
Manufacturing	42.0	158.9	200.9	20.9
Electricity, gas, water and waste services	*3.8	26.2	30.0	*12.6
Construction	10.8	60.6	71.4	15.1
Wholesale trade	23.5	99.3	122.7	19.1
Retail trade	190.3	379.7	570.1	33.4
Accommodation and food services	168.3	169.4	337.7	49.8
Transport, postal and warehousing	36.4	77.4	113.8	32.0
Information media and telecommunications	19.8	59.6	79.5	25.0
Financial and insurance services	19.6	189.6	209.3	9.4
Rental, hiring and real estate services	19.2	57.7	76.9	25.0
Professional, scientific and technical services	40.7	270.1	310.8	13.1
Administrative and support services	41.4	111.0	152.4	27.1
Public administration and safety	33.8	264.0	297.8	11.4
Education and training	70.9	515.2	586.1	12.1
Health care and social assistance	337.5	673.0	1 010.5	33.4
Arts and recreation services	27.7	37.7	65.3	42.3
Other services	33.6	92.9	126.5	26.6
Occupation of main job				
Managers	41.3	298.9	340.2	12.1
Professionals	244.8	938.6	1 183.4	20.7
Technicians and trade workers	47.1	131.8	178.8	26.3
Community and personal service workers	278.7	386.9	665.6	41.9
Clerical and administrative workers	149.1	956.3	1 105.4	13.5
Sales workers	221.5	329.8	551.4	40.2
Machinery operators and drivers	20.5	46.0	66.4	30.8
Labourers	137.6	210.5	348.1	39.5
Sector of main job				
Public	189.3	792.4	981.8	19.3
Private	951.3	2 506.3	3 457.7	27.5
Total	1 140.7	3 298.8	4 439.4	25.7

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYEES (EXCLUDING OMIES) IN MAIN JOB, Whether earnings/income varied from one pay period to the next—By age and industry, occupation and sector of main job—By sex

continued

	Earnings/income varied '000	Earnings/income did not vary '000	Total '000	Earnings/income varied %
PERSONS				
Age group (years)				
15–19	167.5	226.1	393.6	42.6
20–24	401.0	731.3	1 132.3	35.4
25–34	566.4	1 771.1	2 337.4	24.2
35–44	467.4	1 619.3	2 086.7	22.4
45–54	406.5	1 506.9	1 913.4	21.2
55–59	148.7	581.5	730.2	20.4
60–64	101.9	358.6	460.5	22.1
65 and over	54.4	167.2	221.6	24.6
Industry of main job				
Agriculture, forestry and fishing	45.9	84.4	130.3	35.2
Mining	48.0	203.5	251.5	19.1
Manufacturing	158.1	670.7	828.8	19.1
Electricity, gas, water and waste services	24.9	108.9	133.8	18.6
Construction	166.7	472.2	638.9	26.1
Wholesale trade	64.5	288.8	353.3	18.3
Retail trade	308.2	671.1	979.3	31.5
Accommodation and food services	267.2	312.8	580.0	46.1
Transport, postal and warehousing	177.9	311.4	489.3	36.4
Information media and telecommunications	44.2	155.1	199.4	22.2
Financial and insurance services	41.5	323.1	364.5	11.4
Rental, hiring and real estate services	41.7	104.3	145.9	28.6
Professional, scientific and technical services	83.7	571.9	655.6	12.8
Administrative and support services	87.6	189.1	276.7	31.6
Public administration and safety	111.2	568.1	679.4	16.4
Education and training	102.9	751.6	854.5	12.0
Health care and social assistance	422.1	840.8	1 262.9	33.4
Arts and recreation services	53.9	98.0	151.9	35.5
Other services	63.6	236.2	299.7	21.2
Occupation of main job				
Managers	111.4	806.4	917.8	12.1
Professionals	381.8	1 763.1	2 144.9	17.8
Technicians and trade workers	280.2	982.7	1 262.8	22.2
Community and personal service workers	426.3	555.2	981.5	43.4
Clerical and administrative workers	206.5	1 267.0	1 473.5	14.0
Sales workers	335.4	524.1	859.5	39.0
Machinery operators and drivers	228.1	473.7	701.8	32.5
Labourers	344.1	589.7	933.8	36.8
Sector of main job				
Public	332.1	1 374.3	1 706.4	19.5
Private	1 981.6	5 587.7	7 569.3	26.2
Total	2 313.7	6 962.0	9 275.7	24.9

EMPLOYEES IN MAIN JOB, Patterns of work in all jobs—By sex

	Males		Females		Persons	
	'000	%	'000	%	'000	%
EMPLOYEES WHO WERE SINGLE JOBHOLDERS						
Days of the week usually worked in all jobs ^(a)						
Monday to Friday ^(b)	3 563.8	69.2	2 377.7	54.4	5 941.5	62.4
Monday	484.0	9.4	710.3	16.2	1 194.4	12.5
Tuesday	524.1	10.2	784.1	17.9	1 308.1	13.7
Wednesday	538.7	10.5	796.1	18.2	1 334.8	14.0
Thursday	553.7	10.7	798.3	18.3	1 352.0	14.2
Friday	525.2	10.2	672.9	15.4	1 198.1	12.6
Saturday	811.9	15.8	505.7	11.6	1 317.6	13.8
Sunday	420.2	8.2	305.5	7.0	725.7	7.6
Days varied	840.4	16.3	697.7	16.0	1 538.2	16.2
Whether worked weekdays and/or weekends in all jobs						
Weekdays only	3 504.3	68.0	3 208.6	73.4	6 712.9	70.5
Weekends only	35.3	0.7	57.7	1.3	93.1	1.0
Both weekdays and weekends	1 611.6	31.3	1 105.7	25.3	2 717.2	28.5
Number of days of the week usually worked in all jobs						
1 day	52.8	1.0	115.8	2.6	168.6	1.8
2 days	124.0	2.4	309.2	7.1	433.2	4.5
3 days	185.5	3.6	543.8	12.4	729.4	7.7
4 days	320.1	6.2	488.2	11.2	808.2	8.5
5 days	3 649.5	70.8	2 662.0	60.9	6 311.5	66.3
6 days	518.4	10.1	153.8	3.5	672.2	7.1
7 days	301.0	5.8	99.1	2.3	400.1	4.2
Total	5 151.2	100.0	4 372.0	100.0	9 523.2	100.0

EMPLOYEES IN MAIN JOB WHO WERE MULTIPLE JOBHOLDERS^(c)

Days of the week usually worked in all jobs ^(a)						
Monday to Friday ^(d)	128.7	51.5	127.5	40.7	256.3	45.5
Monday	53.9	21.5	87.6	27.9	141.5	25.1
Tuesday	59.7	23.9	88.4	28.2	148.1	26.3
Wednesday	61.1	24.4	87.9	28.0	149.1	26.4
Thursday	61.0	24.4	90.8	28.9	151.8	26.9
Friday	60.0	24.0	87.8	28.0	147.8	26.2
Saturday	102.1	40.8	105.5	33.6	207.6	36.8
Sunday	71.5	28.6	72.5	23.1	144.0	25.5
Days varied	49.8	19.9	61.2	19.5	111.0	19.7
Whether worked weekdays and/or weekends in all jobs						
Weekdays only	92.8	37.1	144.6	46.1	237.5	42.1
Weekends only	1.7	0.7	2.4	0.8	4.2	0.7
Both weekdays and weekends	155.5	62.2	166.6	53.1	322.2	57.1
Number of days of the week usually worked in all jobs						
1 day	2.1	0.8	4.5	1.4	6.6	1.2
2 days	6.7	2.7	15.8	5.0	22.6	4.0
3 days	8.3	3.3	30.6	9.7	38.8	6.9
4 days	17.5	7.0	43.1	13.7	60.6	10.7
5 days	94.0	37.6	123.6	39.4	217.6	38.6
6 days	56.8	22.7	51.8	16.5	108.6	19.3
7 days	64.6	25.8	44.4	14.1	109.0	19.3
Total	250.1	100.0	313.7	100.0	563.8	100.0

(a) More than one response can be provided therefore components do not sum to total.

(b) Comprises persons who usually work on all days, Monday to Friday. Of these, 490,900 single jobholders also worked on Saturday and/or Sunday. These single jobholders are also included in the Saturday and/or Sunday categories. See paragraph 19 of the Explanatory Notes for more information.

(c) Usual pattern of work for all jobs. See paragraph 20 of the Explanatory Notes for more information.

(d) Comprises persons who usually work on all days, Monday to Friday. Of these, 93,700 multiple jobholders also worked on Saturday and/or Sunday. These multiple jobholders are also included in the Saturday and/or Sunday categories. See paragraph 19 of the Explanatory Notes for more information.

EMPLOYEES IN MAIN JOB, Patterns of work in all jobs—By sex *continued*

	Males		Females		Persons	
	'000	%	'000	%	'000	%
EMPLOYEES IN MAIN JOB						
Days of the week usually worked in all jobs(a)						
Monday to Friday(b)	3 692.5	68.4	2 505.3	53.5	6 197.8	61.4
Monday	537.9	10.0	798.0	17.0	1 335.9	13.2
Tuesday	583.8	10.8	872.5	18.6	1 456.3	14.4
Wednesday	599.8	11.1	884.0	18.9	1 483.8	14.7
Thursday	614.7	11.4	889.0	19.0	1 503.7	14.9
Friday	585.2	10.8	760.7	16.2	1 345.9	13.3
Saturday	914.0	16.9	611.2	13.0	1 525.2	15.1
Sunday	491.7	9.1	378.0	8.1	869.8	8.6
Days varied	890.3	16.5	758.9	16.2	1 649.2	16.3
Whether worked weekdays and/or weekends in all jobs						
Weekdays only	3 597.1	66.6	3 353.3	71.6	6 950.4	68.9
Weekends only	37.1	0.7	60.2	1.3	97.2	1.0
Both weekdays and weekends	1 767.1	32.7	1 272.3	27.2	3 039.4	30.1
Number of days of the week usually worked in all jobs						
1 day	54.9	1.0	120.2	2.6	175.2	1.7
2 days	130.7	2.4	325.1	6.9	455.8	4.5
3 days	193.8	3.6	574.4	12.3	768.2	7.6
4 days	337.5	6.2	531.2	11.3	868.8	8.6
5 days	3 743.5	69.3	2 785.6	59.4	6 529.1	64.7
6 days	575.2	10.6	205.6	4.4	780.8	7.7
7 days	365.6	6.8	143.5	3.1	509.1	5.0
Total	5 401.3	100.0	4 685.7	100.0	10 087.0	100.0

(a) More than one response can be provided therefore components do not sum to total.

(b) Comprises persons who usually work on all days, Monday to Friday. Of these, 584,600 persons also worked on Saturday and/or Sunday. These persons are also included in the Saturday and/or Sunday categories. See paragraph 19 of the Explanatory Notes for more information.

	<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>
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1:									
Employees in main job	1 699.3	1 338.9	1 101.0	367.8	633.2	103.0	60.1	98.0	5 401.3
Population 2:									
Employees (excluding OMIEs) in main job	1 511.5	1 171.1	992.0	339.0	580.2	94.4	57.4	90.6	4 836.3
Population 3:									
Employees who were single jobholders	1 622.6	1 263.8	1 056.7	351.4	608.4	96.3	56.9	95.2	5 151.2
Population 4:									
Employees in main job who were multiple jobholders	76.7	75.1	44.3	16.4	24.8	6.6	3.3	2.9	250.1
FEMALES									
Population 1:									
Employees in main job	1 477.1	1 171.4	942.7	334.1	521.0	93.0	53.7	92.7	4 685.7
Population 2:									
Employees (excluding OMIEs) in main job	1 400.2	1 102.4	888.5	321.1	496.3	89.0	52.0	89.9	4 439.4
Population 3:									
Employees who were single jobholders	1 382.3	1 086.6	883.5	307.7	487.8	85.6	50.4	88.0	4 372.0
Population 4:									
Employees in main job who were multiple jobholders	94.8	84.7	59.2	26.3	33.2	7.4	3.3	4.7	313.7
PERSONS									
Population 1:									
Employees in main job	3 176.4	2 510.3	2 043.8	701.8	1 154.2	196.0	113.8	190.7	10 087.0
Population 2:									
Employees (excluding OMIEs) in main job	2 911.7	2 273.5	1 880.6	660.0	1 076.5	183.5	109.4	180.5	9 275.7
Population 3:									
Employees who were single jobholders	3 004.9	2 350.5	1 940.2	659.1	1 096.2	182.0	107.2	183.2	9 523.2
Population 4:									
Employees in main job who were multiple jobholders	171.5	159.8	103.5	42.8	58.0	14.0	6.6	7.6	563.8

EXPLANATORY NOTES

INTRODUCTION	<p>1 The statistics in this publication were compiled from data collected in the Working Time Arrangements Survey, conducted throughout Australia in November 2012 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.</p> <p>2 Information about survey design, scope, coverage and population benchmarks relevant to the monthly LFS, which also applies to supplementary surveys, can be found in the publication <i>Labour Force, Australia</i> (cat. no. 6202.0).</p>
CONCEPTS, SOURCES AND METHODS	<p>3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in <i>Labour Statistics: Concepts, Sources and Methods</i> (cat. no. 6102.0.55.001).</p>
SCOPE	<p>4 The scope of the LFS is restricted to persons aged 15 years and over and excludes the following people:</p> <ul style="list-style-type: none">■ members of the permanent defence forces;■ certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated populations;■ overseas residents in Australia; and■ members of non-Australian defence forces (and their dependants). <p>5 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.</p> <p>6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded people living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia.</p> <p>7 This survey was restricted to employees in their main job excluding contributing family workers, persons who receive payment in kind, and those aged 15–19 years who were still at school. Owner managers of unincorporated enterprises, persons not in the labour force and unemployed persons were also excluded.</p>
COVERAGE	<p>8 The estimates in this publication relate to persons covered by the survey in November 2012. 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 <i>Labour Force, Australia</i> (cat. no. 6202.0) for more details.</p>
SAMPLE SIZE	<p>9 Supplementary surveys are not conducted on the full LFS sample. Since August 1994, the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.</p> <p>10 The sample for WTA is a subsample of 36,803 private dwelling households and special dwelling units included in the ABS monthly LFS in November 2012. The final sample on which estimates are based is composed of 25,959 persons who were aged 15 years and over who were employees in their main job.</p>
RELIABILITY OF THE ESTIMATES	<p>11 Estimates in this publication are subject to sampling and non-sampling errors:</p> <ul style="list-style-type: none">■ 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 more information see the Technical Note.

EXPLANATORY NOTES *continued*

RELIABILITY OF THE ESTIMATES *continued*

- 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 effective processing procedures.

SEASONAL FACTORS

- 12** The estimates are based on information collected in the survey month and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

- 13** Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), Second Edition* (cat. no. 1269.0).

- 14** From 2006, occupation data are classified according to the *ANZSCO – Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009* (cat. no. 1220.0).

- 15** Industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 1.0)* (cat. no. 1292.0).

NOTES ON ESTIMATES

- 16** Employees (excluding owner managers of incorporated enterprises (OMIEs)) have been classified as 'With paid leave entitlements' if they were entitled to paid sick leave and/or paid holiday leave. In all other cases, employees have been classified 'Without paid leave entitlements'.

- 17** People with paid leave entitlements were not asked about whether they had any say in the days on which they worked.

- 18** People who were away from work during the reference week were included in the 'Less than 1 hour/no hours' category for the data item 'Hours actually worked in main job'.

- 19** For the data item 'Days of the week usually worked in all jobs', people who reported that they worked all days from Monday to Friday, inclusive, were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and/or Sunday in their job/s. These people are counted in both 'Monday to Friday' and 'Saturday' and/or 'Sunday' depending on which days they worked. In addition, for those who did not work on all of the days Monday to Friday, these people would be counted in each day (e.g. Monday, Tuesday, Wednesday, Thursday, Friday, Saturday or Sunday) that they usually work. People who reported that the days of the week usually worked varied were categorised only to 'Days varied'. A response of 'Days varied' could not be provided with any other response.

- 20** The responses given by multiple jobholders for the data items 'Days of the week usually worked in all jobs', 'Number of days of the week usually worked in all jobs' and 'Whether worked weekdays and/or weekends in all jobs', does not imply that this was their usual pattern of work in each of their jobs, rather this was their total pattern of work in all of their jobs.

CHANGES IN THIS ISSUE

- 21** The data item 'Whether usually worked the majority of hours between 7pm and 7am in all jobs' was not collected in November 2009. The data item was reinstated in 2012. In 2006 data was collected of employees about whether they usually worked *any* hours between 7pm and 7am in *all* jobs, whereas in November 2012, employees were asked whether they usually worked the *majority of hours* between 7pm and 7am in *all* jobs. This change will effect the comparability with data from 2006. Users need to exercise caution when comparing estimates from 2012 with data from 2006.

EXPLANATORY NOTES *continued*

CHANGES IN THIS ISSUE *continued*

22 The data item 'Whether usually worked shift work and hours worked in *most recent* shift' was renamed to 'Whether usually worked shift work and hours *usually* worked in a shift' following a change to the survey question wording in November 2012. The question now collects data on hours worked in a usual shift rather than the most recent shift. Users need to exercise caution when comparing estimates from 2012 with previous years data.

COMPARABILITY OF TIME SERIES

23 The Labour Force Survey estimates, and estimates from the supplementary surveys, are calculated in such a way as to sum to independent estimates of the civilian population aged 15 years and over (population benchmarks). These population benchmarks are based on Estimated Resident Population (ERP) data. Generally, revisions are made to population benchmarks for the LFS following the final rebasing of population estimates to the latest five-yearly Census of Population and Housing, or when the need arises.

24 From February 2009 Labour Force Estimates have been compiled using population benchmarks based on the 2006 Census of Population and Housing. Revisions were applied to the LFS population benchmarks in July 2010 and November 2012 issues to take into account the latest available population estimates. The latest revision undertaken in December 2012 is reflected in the estimates presented in this issue.

25 Changes to the LFS population benchmarks impact primarily on the magnitude of the Labour Force Survey estimates (i.e. employment and unemployment) that are directly related to the underlying size of the population. For more details on population benchmarks, see the Explanatory Notes in *Labour Force, Australia* (cat. no. 6202.0), and for details about the revisions made, see the article in the November 2012 issue of *Labour Force, Australia* (cat. no. 6202.0) and the article in the September 2010 issue of *Labour Force, Australia* (cat. no. 6202.0).

26 From 2009, the survey included people in very remote areas of Australia except for people living in Aboriginal and Torres Strait Islander communities in very remote parts of Australia.

COMPARABILITY WITH MONTHLY LFS STATISTICS

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

PREVIOUS SURVEYS

28 Results of similar surveys, conducted in August 1993, August 1995, August 1997, November 2000 and November 2003 were published in *Working Arrangements, Australia* (cat. no. 6342.0). In November 2006 the survey was renamed *Working Time Arrangements, Australia* (cat. no. 6342.0) and conducted on a three yearly basis.

ACKNOWLEDGEMENT

29 ABS publications draw extensively on information provided freely 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*.

PRODUCTS AND SERVICES

30 Tables contained in this publication are released in spreadsheet format. These tables are available from the ABS website.

EXPLANATORY NOTES *continued*

RELATED PUBLICATIONS

31 ABS publications which may also be of interest include:

- *Australian Labour Market Statistics* (cat. no. 6105.0);
- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0);
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0);
- *Employee Earnings and Hours, Australia* (cat. no. 6306.0);
- *Forms of Employment, Australia* (cat. no. 6359.0);
- *Labour Force, Australia* (cat. no. 6202.0);
- *Labour Force Experience, Australia* (cat. no. 6206.0);
- *Labour Mobility, Australia* (cat. no. 6209.0);
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001);
- *Locations of Work, Australia* (cat. no. 6275.0); and
- *Pregnancy and Employment Transitions, Australia* (cat. no. 4913.0).

32 Current publications and other products released by the ABS are available from the *Statistics Page* on the ABS website. The ABS also issues a daily *Release Advice* on the website which details products to be released in the week ahead.

ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
cat. no.	Catalogue number
ERP	estimated resident population
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
OMUE	owner manager of unincorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Working Time Arrangements Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the person in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about ABS data available on request, contact National Information and Referral Service in Canberra on 1300 135 070 or via email to <client.services@abs.gov.au> or contact Labour Supplementary Survey Section on (02) 6252 7206 or via email to <labour.statistics@abs.gov.au>.

<i>Population 1</i>	Employees in main job
<i>Population 2</i>	Employees (excluding OMIEs) in main job
<i>Population 3</i>	Employees who were single jobholders
<i>Population 4</i>	Employees in main job who were multiple jobholders

Data items

Populations

1 State or territory of usual residence	All
New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	
2 Area of usual residence	All
State capital city	
Balance of state/territory	
3 Region of usual residence	All
Standard labour force dissemination regions	
4 Sex	All
Males	
Females	
5 Social marital status	All
Married	
Not married	
6 Relationship in household	All
Family member	
Husband, wife or partner	
With dependants	
Without dependants	
Lone parent	
With dependants	
Without dependants	
Dependent student	
Non-dependent child	
Other family person	
Non-family member	
Lone person	
Not living alone	
Relationship not determined	

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

7A Country of birth and period of arrival	All
Born in Australia	
Born overseas	
Arrived before 1971	
Arrived 1971–1980	
Arrived 1981–1990	
Arrived 1991–2000	
Arrived 2001–2010	
Arrived 2011 to survey date	
Inadequately described	
7B Country of birth (1)	All
Born in Australia	
Born overseas	
Born in main English-speaking countries	
Born in other than main English-speaking countries	
Inadequately described	
7C Country of birth (2)	All
Born in Australia	
Born overseas	
Oceania and Antarctica	
North-West Europe	
Southern and Eastern Europe	
North Africa and the Middle East	
South-East Asia	
North-East Asia	
Southern and Central Asia	
Americas	
Sub-Saharan Africa	
Inadequately described	
8 Age group (years)	All
15–19	
20–24	
25–34	
35–44	
45–54	
55–59	
60–64	
65 and over	
Note: Age collected in single years.	
9 Whether had any child(ren) under 15 years	All
Had child(ren) under 15 years	
1 child	
2 children	
3 children	
4 children	
5 children	
6 or more children	
Did not have any children under 15 years	
10 Full-time or part-time status in main job	All
Full-time workers	
Part-time workers	
11 Full-time or part-time status of employment	All
Full-time workers	
Part-time workers	

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

12 Occupation of main job

All

Managers
Professionals
Technicians and trades workers
Community and personal service workers
Clerical and administrative workers
Sales workers
Machinery operators and drivers
Labourers

13 Industry of main job

All

Agriculture, forestry and fishing
Mining
Manufacturing
Electricity, gas, water and waste services
Construction
Wholesale trade
Retail trade
Accommodation and food services
Transport, postal and warehousing
Information media and telecommunications
Financial and insurance services
Rental, hiring and real estate services
Professional, scientific and technical services
Administrative and support services
Public administration and safety
Education and training
Health care and social assistance
Arts and recreation services
Other services

14 Sector of main job

All

Public
Private
Could not be determined

15 Hours actually worked in all jobs

All

Less than 1 hour/no hours
1–14
15–19
20–24
25–29
30–34
35
36–39
40
41–44
45–48
49 and over
Note: Collected in single hours

16 Hours actually worked in main job

All

Less than 1 hour/no hours
1–14
15–19
20–24
25–29
30–34
35
36–39
40
41–44
45–48
49 and over
Note: Collected in single hours

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
17 Hours usually worked in all jobs	All
Less than 1 hour	
1–14	
15–19	
20–24	
25–29	
30–34	
35	
36–39	
40	
41–44	
45–48	
49 and over	
Note: Collected in single hours	
18 Hours usually worked in main job	All
Less than 1 hour	
1–14	
15–19	
20–24	
25–29	
30–34	
35	
36–39	
40	
41–44	
45–48	
49 and over	
Note: Collected in single hours	
19 Whether entitled to paid holiday leave in main job	2
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
20 Whether entitled to paid sick leave in main job	2
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
21 Whether had paid leave entitlements in main job	2
With paid leave entitlements	
Without paid leave entitlements	
22 Whether had any say in the days on which worked in main job	2
With paid leave entitlements	
Without paid leave entitlements	
Had some say in the days on which worked	
Did not have any say in the days on which worked	
23 Whether considered job to be casual in main job	2
Considered job to be casual	
Did not consider job to be casual	
24 Whether received casual loading as part of pay in main job	2
Received casual loading	
Did not receive casual loading	
Did not know	
25 Whether guaranteed a minimum number of hours of work in main job	2
Guaranteed a minimum number of hours	
Not guaranteed a minimum number of hours	
26 Whether had any say in start and finish times in main job	All
Had some say	
Able to choose times on a day-to-day basis	
Times negotiated with employer in advance	
Other	
Did not have any say	

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
27 Whether had an agreement with employer to work flexible hours in main job	All
Had an agreement to work flexible hours	
Had a written agreement with the employer to work flexible hours	
Had an unwritten agreement to work flexible hours	
Did not have an agreement to work flexible hours	
28 Whether able to choose to work extra hours in order to take time off in main job	All
Able to choose to work extra hours	
Not able to choose to work extra hours	
Did not know	
29 Whether able to choose when holidays were taken in main job	All
Could choose	
Could sometimes choose	
Could not choose	
30 Whether earnings/income varied from one pay period to the next in main job	All
Earnings/income varied	
Earnings/income did not vary	
31 Whether usually required to be on call or standby in main job	All
Usually required to be on call or standby	
Not usually required to be on call or standby	
32 Whether usually worked the same number of hours each week in main job	All
Usually worked the same number of hours each week	
Did not usually work the same number of hours each week	
33 Whether hours varied weekly or was usually required to be on call or standby in main job	All
Hours varied weekly or was usually required to be on-call or standby	
How far in advance work schedule was known	
Less than 1 day	
1 day to less than 1 week	
1 day	
2 days	
3 days	
4 days	
5 days	
6 days	
1 week to less than 2 weeks	
2 weeks to less than 4 weeks	
4 weeks or more	
Other/varied	
Hours did not vary weekly and was not required to be on-call or standby	
34 Whether usually worked extra hours or overtime and how compensated for overtime worked	All
Usually worked extra hours or overtime	
Paid for overtime	
Included in salary package	
Entitled to receive time off in lieu	
Compensated in some other way	
Not compensated	
Note: Multiple response category. People may appear in more than one category.	
Did not usually work extra hours or overtime	
35 Whether usually worked shift work and hours usually work in a shift in main job	All
Usually worked shift work	
Hours worked in a shift	
Less than 8 hours	
8 hours	
9–12 hours	
13 hours and over	
Did not usually work shift work	

APPENDIX 1 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

36 Whether usually worked shift work and type of shift usually worked in main job	All
Usually worked shift work	
Type of shift usually worked	
A rotating shift which periodically changes	
A regular evening shift or graveyard shift	
A regular morning shift	
A regular afternoon shift	
Irregular shift	
Split shift	
On call	
Other	
Did not usually work shift work	
37 Days of the week usually worked in all jobs^(a)	All
Monday to Friday ^(b)	
Monday	
Tuesday	
Wednesday	
Thursday	
Friday	
Saturday	
Sunday	
Days varied	
Note: Multiple response category. People may appear in more than one category.	
38 Number of days of the week usually worked in all jobs	All
1 day	
2 days	
3 days	
4 days	
5 days	
6 days	
7 days	
39 Whether worked weekdays and/or weekends in all jobs	All
Weekdays only	
Weekends only	
Both weekdays and weekends	
40 Whether usually worked any hours between 7pm and 7am in all jobs	All
Usually worked majority of hours between 7pm and 7am	
Did not usually work majority of hours between 7pm and 7am	

(a) See paragraph 19 of the Explanatory Notes for more information.

(b) Comprises people who usually work on all days Monday to Friday and who also worked on Saturday and/or Sunday. These people are also included in the Saturday and/or Sunday categories.

APPENDIX 2 SUPPLEMENTARY SURVEYS LIST

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collects data on particular aspects of the labour force. The following is an historical list of labour surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Monthly Population Supplementary Surveys			
Characteristics of Recent Migrants, Australia(a)	6250.0	Irregular	November 2010
Child Employment, Australia	6211.0	Irregular	June 2006
Childhood Education and Care, Australia	4402.0	Irregular	June 2011
Education and Work, Australia	6227.0	Annual	May 2012
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2011
Forms of Employment, Australia	6359.0	Annual	November 2012
Job Search Experience, Australia	6222.0	Annual	July 2012
Labour Force Experience, Australia	6206.0	Biennial	February 2011
Labour Mobility, Australia	6209.0	Biennial	February 2012
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(b)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2012
Pregnancy and Employment Transitions, Australia	4913.0	Irregular	November 2011
Underemployed Workers, Australia	6265.0	Annual	September 2012
Working Time Arrangements, Australia(c)	6342.0	Irregular	November 2012
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2010–2011
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2010–2011
Work-Related Injuries, Australia	6324.0	Irregular	2009–2010

- (a) This product replaces the publication Labour Force Status and Other Characteristics of Migrants, Australia (cat. no. 6250.0).
- (b) Data available on request for July 2001 or see Employment Arrangements, Retirement and Superannuation, Australia, Apr to Jul 2007 (Re-issue) (cat. no. 6361.0).
- (c) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

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 estimates 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 (67%) 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 (95%) 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.

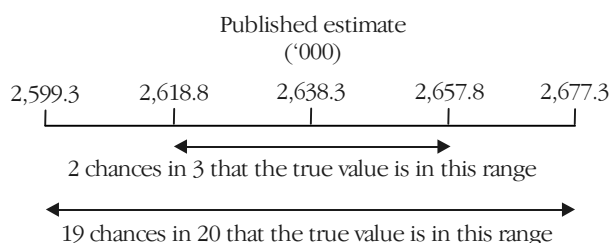
2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

CALCULATION OF STANDARD ERRORS

3 An example of the calculation and the use of SEs in relation to estimates of people is as follows. Table 2 shows that the estimated number of people who were part-time employees in their main job in Australia was 2,638,300. Since this estimate is between 2,000,000 and 5,000,000, table T1 shows the SE for Australia will be between 17,050 and 28,450 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 &SE \text{ of estimate} \\
 &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 17,050 + \left(\left(\frac{2,638,300 - 2,000,000}{5,000,000 - 2,000,000} \right) \times (28,450 - 17,050) \right) \\
 &= 19,500 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

4 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 2,618,800 to 2,657,800, and about 19 chances in 20 that the value will fall within the range 2,599,300 to 2,677,300. This example is illustrated in the diagram below.



CALCULATION OF STANDARD ERRORS *continued*

5 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g.*3.4) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g.**0.3), are considered too unreliable for general use and should only be used to aggregate with other estimates to provide derived estimates with RSEs of 25% or less. Table T2 presents the levels at which estimates have RSEs of 25% and 50%.

PROPORTIONS AND PERCENTAGES

6 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. This formula is only valid when x is a subset of y.

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

7 Considering the example above, of the 2,638,300 people who were part-time employees, 685,700 or 26% were men. The SE of 685,700 may be calculated by interpolation as 9,600. To convert this to an RSE we express the SE as a percentage of the estimate, or $9,600/685,700 = 1.4\%$. The SE for 2,638,300 was calculated previously as 19,500, which converted to an RSE is $19,500/2,638,300 = 0.7\%$. Applying the above formula, the RSE of the proportion is

$$RSE = \sqrt{(1.4)^2 - (0.7)^2} = 1.2\%$$

8 Therefore, the SE for the proportion of men who were part time employees, is 0.3 percentage points ($= (26/100) \times 1.2$). Therefore, there are about two chances in three that the proportion of men who were part time employees, is between 25.7% and 26.3% and 19 chances in 20 that the proportion is within the range 25.4% to 26.6%.

9 All other estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. T2 also indicates the size of the population estimates that would produce all other estimates with RSEs greater than 50% are considered too unreliable for general use.

DIFFERENCES

10 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:

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

11 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.

TECHNICAL NOTE DATA QUALITY *continued*

STANDARD ERRORS

T1 STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust.	
	no.	no.	no.	no.	no.	no.	no.	no.	no.	%
100	290	290	220	180	220	110	80	100	110	110.0
200	400	380	320	240	290	160	120	170	190	95.0
300	470	440	390	280	340	190	150	210	260	86.7
500	580	540	500	340	420	240	200	270	380	76.0
700	660	620	580	390	480	270	230	300	480	68.6
1,000	760	710	680	450	550	310	270	330	610	61.0
1,500	900	830	810	530	640	360	320	360	780	52.0
2,000	1 010	930	910	590	710	390	350	390	920	46.0
2,500	1 100	1 000	1 000	650	800	400	400	400	1 050	42.0
3,000	1 200	1 100	1 050	700	850	450	400	450	1 150	38.3
3,500	1 250	1 150	1 100	700	900	450	400	450	1 250	35.7
4,000	1 300	1 200	1 200	750	900	500	450	450	1 350	33.8
5,000	1 450	1 300	1 250	800	1 000	500	500	500	1 500	30.0
7,000	1 650	1 500	1 450	900	1 150	600	600	600	1 700	24.3
10,000	1 850	1 700	1 600	1 050	1 300	700	750	700	2 000	20.0
15,000	2 150	1 950	1 800	1 200	1 500	850	1 000	850	2 350	15.7
20,000	2 400	2 200	1 950	1 350	1 650	1 000	1 300	1 000	2 550	12.8
30,000	2 800	2 550	2 250	1 550	1 900	1 250	1 800	1 250	2 900	9.7
40,000	3 100	2 800	2 500	1 800	2 100	1 500	2 300	1 500	3 150	7.9
50,000	3 350	3 050	2 750	2 000	2 300	1 700	2 750	1 650	3 400	6.8
100,000	4 250	4 000	3 750	3 000	3 400	2 400	4 750	2 250	4 300	4.3
150,000	5 000	4 850	4 600	3 850	4 450	2 850	6 500	2 500	5 000	3.3
200,000	5 750	5 650	5 400	4 550	5 350	3 200	8 150	2 650	5 600	2.8
300,000	7 250	7 250	6 850	5 550	6 750	3 700	11 150	2 800	6 650	2.2
500,000	10 150	10 050	9 250	7 000	8 600	4 250	..	2 800	8 350	1.7
1,000,000	15 100	15 250	13 200	8 900	10 950	4 850	..	..	11 750	1.2
2,000,000	20 350	22 550	17 700	10 600	12 700	..	..	..	17 050	0.9
5,000,000	25 900	36 100	23 900	11 900	13 250	..	..	..	28 450	0.6
10,000,000	27 750	49 750	27 950	..	..	..	..	..	37 950	0.4
15,000,000	..	..	..	..	..	..	..	..	42 850	0.3

.. not applicable

T2 LEVELS AT WHICH ESTIMATES HAVE RELATIVE STANDARD ERRORS OF 25% AND 50% (a)

	NSW	Vic.	Qld.	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
RSE of 25%	6 300	5 400	5 100	2 600	3 500	1 400	1 100	1 400	6 800
RSE of 50%	2 000	1 800	1 700	800	1 200	500	300	600	1 600

(a) Refers to the number of people contributing to the estimate.

GLOSSARY

Agreement to work flexible hours	An agreement that is either in writing or otherwise. A written agreement can be in the form of, but not limited to, an individual written agreement between an employer and employee, or a Collective Agreement or Certified Agreement (CA) made directly between an employer and a group of employees.
Born in Australia	Includes persons born in Australia, Norfolk Island and Australian External Territories.
Casual loading	Provision by an employer of a higher rate of pay to compensate for not being entitled to paid holiday and/or paid sick leave.
Considered job to be casual	Employees who considered their job to be casual, regardless of any entitlements that they may receive.
Employed	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> ■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or ■ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> ■ away from work for less than four weeks up to the end of the reference week; or ■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or ■ away from work as a standard work or shift arrangement; or ■ on strike or locked out; or ■ on workers' compensation and expected to return to their job; or ■ were employers or own account workers who had a job, business or farm, but were not at work. <p>Contributing family workers in their main job, people who receive payment in kind in their main job, and those aged 15–19 years who were still at school were excluded from the survey.</p>
Employees	People who work for a public or private employer and receive remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece rates, or payment in kind, or people who operate their own incorporated enterprise with or without hiring employees. In Working Time Arrangements surveys, people who received payment in kind in their main job and those aged 15–19 years who were still at school were excluded.
Extra hours	See Overtime.
Full-time employees in main job	Employees who usually worked 35 hours or more a week (in their main job) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week. These people were classified as full-time employees in their main job.
Full-time workers	Employed people who usually worked 35 hours or more a week (in all jobs) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week. These people were classified as full-time workers in their employment. For Working Time Arrangements, they must be an employee in their main job. See Employees.
Holiday leave	Provision by an employer of paid holiday, vacation or recreation leave.
Hours actually worked	The number of hours actually worked during the reference week.
Hours usually worked	The number of hours usually worked in a week.
Industry of main job	An industry is a group of businesses or organisations that undertake similar economic activities to produce both goods and services. In this publication, industry of main job refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006 (Revision 1.0)</i> (cat. no. 1292.0).

GLOSSARY *continued*

Main English-speaking countries	The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.
Main job	The job in which the most hours were usually worked.
Occupation of main job	An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication, occupation of main job relates to Major Group as defined by the ANZSCO – <i>Australian and New Zealand Standard Classification of Occupations, First Edition, Revision 1, 2009</i> (cat. no. 1220.0).
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 in main job, whether paid or unpaid.
Owner managers of incorporated enterprises	People who work in their own incorporated enterprise, that is, a business entity which is registered as a separate legal entity to its members or owners (also known as a limited liability company).
Part-time employees in main job	Employees who usually worked less than 35 hours a week (in their main job) and who did so during the reference week, or were not at work during the reference week. These people were classified as part-time employees in their main job.
Part-time workers	Employed people who usually worked less than 35 hours a week (in all jobs) and who did so during the reference week, or were not at work during the reference week. These people were classified as part-time workers in their employment. For Working Time Arrangements, they must be an employee in their main job. See Employees.
Reference week	The week preceding the week in which the interview was conducted.
Salary package	Provision by an employer where employees receive a mix of cash and a variety of non-cash benefits from their employers as remuneration. Examples of non-cash benefits include cars, additional amounts paid into superannuation funds for the employee, provision of mobile phones and/or free car parking.
Sector of main job	Sector of main job is used to classify a respondent's employer as a public or private enterprise. The public sector includes all government units, such as government departments, non-market non-profit institutions that are controlled and mainly financed by government, and corporations and quasi-corporations that are controlled by government.

GLOSSARY *continued*

Shifts	<p><i>Irregular shifts</i> – Describes shifts that do not follow a set pattern.</p> <p><i>Regular shifts</i> – 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 6.00am and 12.00pm;■ afternoon shifts – between 12.00pm and 5.00pm; and■ evening, night or graveyard shift – between 5.00pm and 6.00am <p><i>Rotating shift</i> – 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.</p> <p><i>Split shift</i> – Occurs when the worked period is broken by an extended unpaid 'free' period, thereby constituting an extended working day consisting of two (or more) shifts.</p>
Shift work	A system of working whereby the daily hours of operation at the place of employment are split into at least two set work periods (shifts) for different groups of workers.
Sick leave	Provision by an employer of paid sick leave.
Standby	People who are usually waiting to restart work or people who have had to restart work after being recalled, without additional pay and allowances.
Time off in lieu	Time off that is granted for time that has already been made up by working extra hours or overtime.
With paid leave entitlements	The entitlement of employees (excluding OMIEs) to either paid holiday leave or paid sick leave (or both) in their main job. For more information, see paragraph 16 of the Explanatory Notes.
Without paid leave entitlements	Employees (excluding OMIEs) who were not entitled to, or did not know whether they were entitled to, paid holiday leave and paid sick leave in their current job. For more information, see paragraph 16 of the Explanatory Notes.

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