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Survey of Working Life: March 2008 quarter

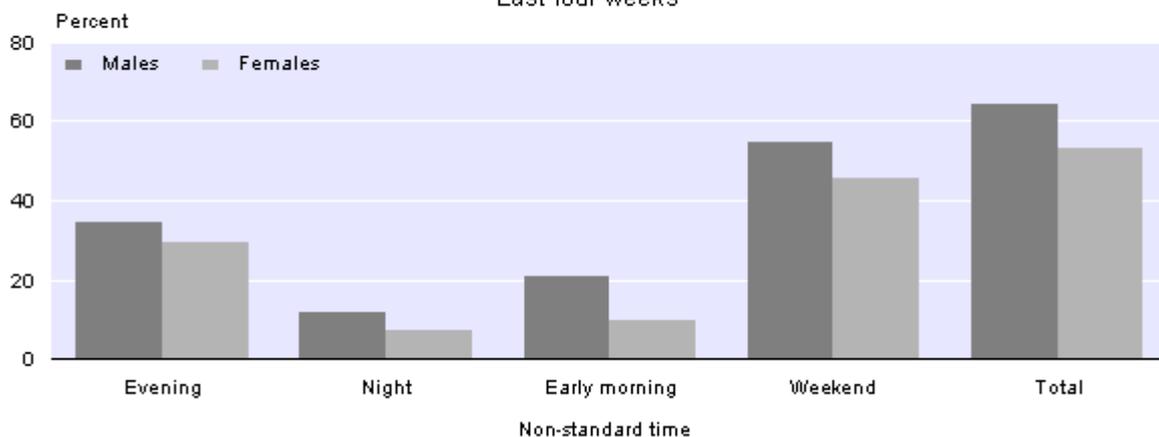
Highlights

- 62.7 percent of employed people said they usually work all of their hours between 7am and 7pm, Monday to Friday (standard working times), and 35.3 percent said they did not.
- 59.2 percent of employed people who worked in the four weeks prior to the interview had done so at a non-standard time at least once during that period.
- 9.4 percent of employees were temporary employees. Of these, 52.0 percent were classified as casual workers, 24.6 percent as fixed-term workers and 7.3 percent as temporary agency workers.
- 30.9 percent of employees had undertaken some employer-funded study or training over the last 12 months.
- Of all employed people, 17.5 percent said they had often or always found work stressful over the last 12 months.
- Around three-quarters of employed people (75.8 percent) reported being satisfied or very satisfied with their work-life balance.

Percentage Who Worked at a Non-standard Time⁽¹⁾

By sex

Last four weeks



(1) Includes those who responded they worked at least once at a non-standard time.

Geoff Bascand
Government Statistician

9 December 2008

See also [Survey of Working Life: March 2008 quarter – Media release](#).

Commentary

Introduction

This release presents the first results from the Survey of Working Life in New Zealand (SoWL) which was run as a supplement to the Household Labour Force Survey (HLFS) in the March 2008 quarter. All employed HLFS respondents were asked to take part in the SoWL. The objective of the survey is to provide reliable statistical data to monitor changes in the employment conditions, working arrangements and job quality of employed people in New Zealand, and to better understand the reasons for and implications of these employment patterns. It is intended the SoWL be repeated every three years.

The main topics covered by the SoWL and highlighted in this release are:

- employment relationship in main job (temporary, permanent, employer, self-employed)
- length of time in main job
- working times and hours
- work at home
- job flexibility in main job
- employer-funded study and training
- work-related health and safety
- annual leave entitlement in main job
- type of employment agreement in main job (collective or individual)
- union membership in main job
- satisfaction with main job and with work-life balance.

This release presents a selection of results from the survey. A more detailed report will be published by the Department of Labour and Statistics New Zealand at a later date.

Employment relationship

Of the 2,138,900 people employed in the March 2008 quarter, 73.6 percent were permanent employees, 12.0 percent were self-employed and not employing others, 7.7 percent were temporary employees and 5.7 percent were employers. These categories refer to the person's employment relationship in their main job. Temporary employees were more likely to be female (55.6 percent), while employers and those who are self-employed were more likely to be male (70.7 percent and 67.0 percent, respectively).



Employees

Of the 1,743,200 employed people classified as employees in the March 2008 quarter, 90.4 percent were permanent employees and 9.4 percent were temporary employees. The remaining 0.2 percent were unable to be classified as either temporary or permanent. Of all male employees, 8.2 percent had a temporary employment relationship, compared with 10.7 percent of all female employees.

Just over one-third (34.9 percent) of all temporary employees were 15 to 24 years of age. This age group accounted for only 17.3 percent of permanent employees and 16.0 percent of the total employed population. Approximately two-thirds of permanent employees (66.9 percent) and all employed people (65.7 percent) were 25 to 54 years of age. In comparison, only 50.1 percent of temporary employees were in this age group.

Of all employees by ethnic group, 11.5 percent of Māori only, 10.7 percent of Asian only, 9.7 percent of Pacific peoples only, 9.0 percent of European only, and 8.9 percent of European/Māori were temporary employees.

The proportion of all employees who were temporary employees was largest in the agriculture, forestry and fishing industry (24.1 percent), followed by the education industry (14.8 percent). The proportion of employees who were permanent employees was largest in the construction industry (94.5 percent).

Of all employees, the occupation group with the largest proportion of permanent employees was legislators, administrators and managers (97.4 percent), followed by trades workers (95.7 percent). The agriculture and fishery workers, and elementary occupations groups employed the largest proportion of temporary employees (22.8 percent and 19.4 percent, respectively).

Median gross hourly earnings were \$19.18 for permanent employees compared with \$15.00 for temporary employees. Median gross weekly earnings were also higher for permanent employees, at \$769 compared with \$425 for temporary employees.

Temporary employees

People who gave more than one response to the questions on their type of temporary employment were classified to one worker type using a prioritisation method (see the technical notes of this release for more information).

Of the 163,600 employees classified as temporary in the SoWL, 52.0 percent were casual workers, 24.6 percent were fixed-term workers, 13.6 percent were seasonal workers whose employment relationship was not further defined, and 7.3 percent were temporary agency workers.

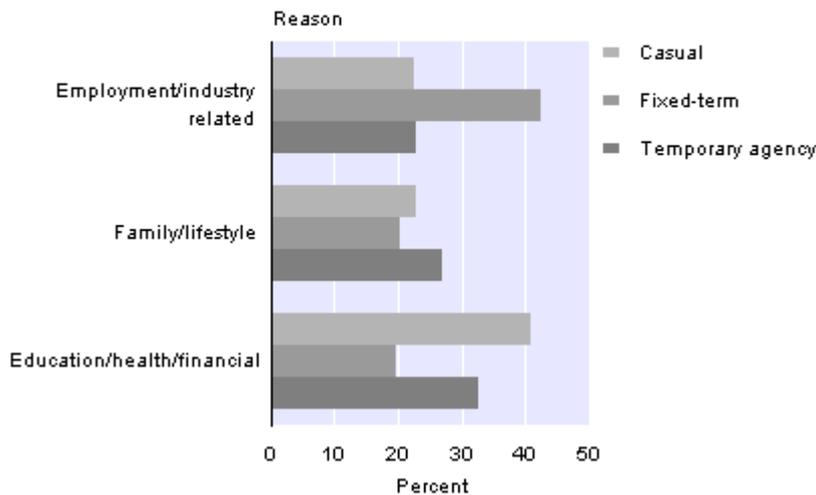
Temporary agency, fixed-term and casual workers were all more likely to be female (69.7 percent, 62.4 percent, and 54.7 percent, respectively). However, seasonal workers whose employment relationship was not further defined, were more likely to be male (61.7 percent). By age, the largest proportion of workers for all types of temporary employment was in the 15- to 34-year age group.

Temporary employees were asked to provide their reasons for doing temporary rather than permanent work. The most common reason given by casual and temporary agency workers was education/health/financial reasons (40.9 percent and 32.5 percent, respectively). Fixed-term workers cited employment/industry conditions most often as their reason for doing temporary work (42.3 percent).

Reasons for Temporary Work

Temporary employees only

March 2008 quarter



More than half of casual workers (55.7 percent) indicated a preference for continuing to do temporary work rather than getting a job that is permanent. A slight majority of fixed-term and temporary agency workers indicated a preference for changing to permanent work rather than continuing to do temporary work.

The mean usual weekly hours worked per week in the main job was lowest for casual workers, at 22.0 hours. Temporary agency workers on average usually worked 28.6 hours per week in their main job while fixed-term workers usually worked on average 34.2 hours per week. The average usual hours worked per week by permanent employees in their main job was 37.6 hours.

Median gross hourly earnings were highest for fixed-term workers (\$19.50). This compared with \$15.50 for temporary agency workers and \$13.09 for casual workers.

All employees were asked if their main job was seasonal or not, with 28.4 percent responding positively. The largest proportion of these seasonal workers (32.8 percent) were employed in the agriculture, forestry and fishing industry, with 76.2 percent of all temporary workers in this industry identifying as seasonal. A further 29.4 percent of all seasonal workers were employed in the manufacturing industry, with 55.9 percent of all temporary employees in this industry identifying as seasonal. The two largest occupation groups for seasonal workers were agriculture and fishery workers, and plant and machine operators and assemblers.

Job tenure

For this survey, job tenure describes the length of time respondents had been working for their employer in their main job, or in their business if they were self-employed. In the March 2008 quarter, 78.4 percent of all employed had been in their main job for one year or more, and 40.6 percent had been in their main job for five years or more.

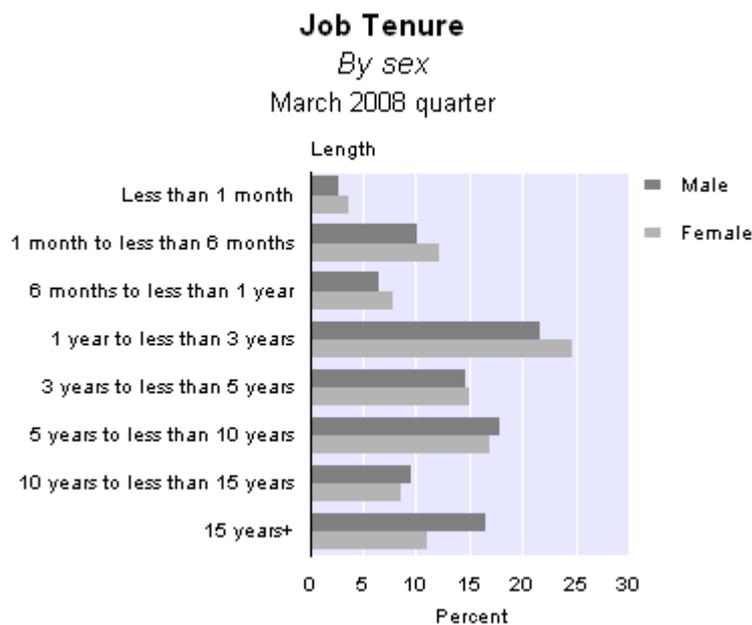
Almost one-quarter (23.0 percent) of employed people had been in their main job for one year to less than three years. Only 3.2 percent had been in their main job for less than one month.

Job tenure varied widely among different employment relationship groups. Almost half (48.2 percent) of temporary employees had been in their main job for one year or more, compared with 78.9 percent of permanent employees, 87.4 percent of those who were self-employed, and 95.7 percent of employers.

It was most common for temporary employees to have job tenure of one month to less than six months (28.8 percent). They were also the least likely to have been employed for 10 years to less than 15 years (only 3.8 percent of temporary employees fell into this group).

Both employers and the self-employed were most likely to have job tenure of 15 or more years (37.8 percent and 26.3 percent, respectively). This compared with only 10.5 percent of employees.

Females were more likely to have shorter job tenure compared with males. The largest difference between males and females was for job tenure of 15 years or more (16.6 percent of males compared with 11.1 percent of females). The median tenure for females was three years, compared with four years for males.



Younger age groups were associated with shorter job tenure. Those aged 15 to 24 years had median job tenure of one year. Median job tenure increased through the age groups to reach 13 years for those aged 65 years and over.

Those employed in the agriculture, forestry and fishing industry had the longest median job tenure of five years. This compared with those employed in the wholesale and retail trade, and accommodation, cafes and restaurants industry who had the shortest median tenure of two years.

People employed as agriculture and fishery workers, and legislators, administrators and managers had the longest median job tenure of five years. The low job tenure in the wholesale and retail trade, and accommodation, cafes and restaurants industry was reflected in the median job tenure of only two years among those employed as service and sales workers.

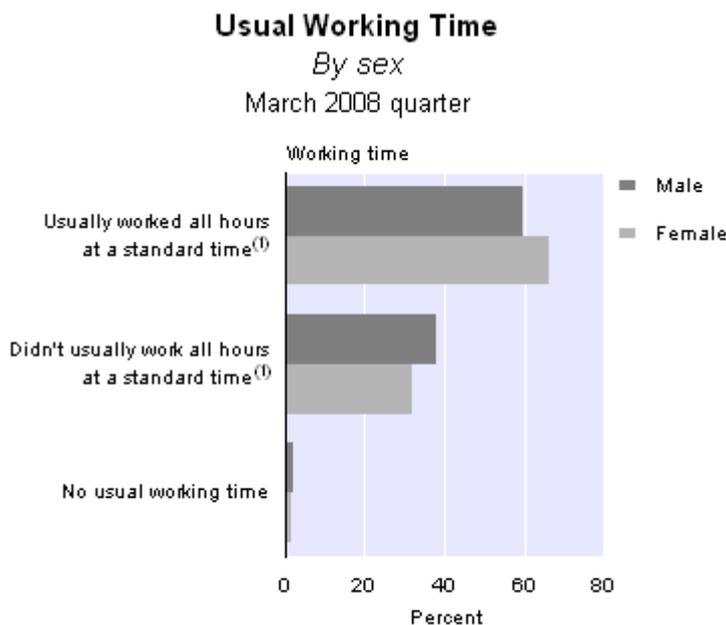
Working times and hours

Usual working time

Just under two-thirds of all employed people (62.7 percent) said they usually work all their hours at standard working times, that is, they usually work all their hours in all jobs between 7am and 7pm, Monday to Friday. Only 2.0 percent reported having no usual working time, while 35.3 percent said they did not usually work all their hours at standard times.

Permanent employees were more likely to work all their hours at standard times (67.1 percent) than temporary employees (58.2 percent), those who were self-employed (50.4 percent) and employers (41.1 percent).

Compared with females, a higher proportion of males usually worked some or all of their hours outside of standard times (38.2 percent of males compared with 32.0 percent of females).



(1) Standard working time is from 7am to 7pm, Monday to Friday.

Six out of 10 employed people (60.2 percent) said they usually work five days per week. A further 18.5 percent said they usually work less than five days per week, and 16.3 percent reported usually working more than five days per week.

Overall work pattern

Employed people were asked to describe their work pattern as being either mainly in the daytime, mainly in the evening, mainly at night or changing shifts. Working mainly during the day was the most common work pattern for employed people in New Zealand (89.3 percent of employed people). A further 4.7 percent of employed people worked shifts that changed from day to day or week to week, 3.5 percent worked mainly in the evening, 1.3 percent had some other type of work pattern and 1.1 percent worked mainly at night.

A higher proportion of employers (94.0 percent) and self-employed (92.2 percent) said they worked mainly in the daytime compared with those who worked as employees (88.6 percent).

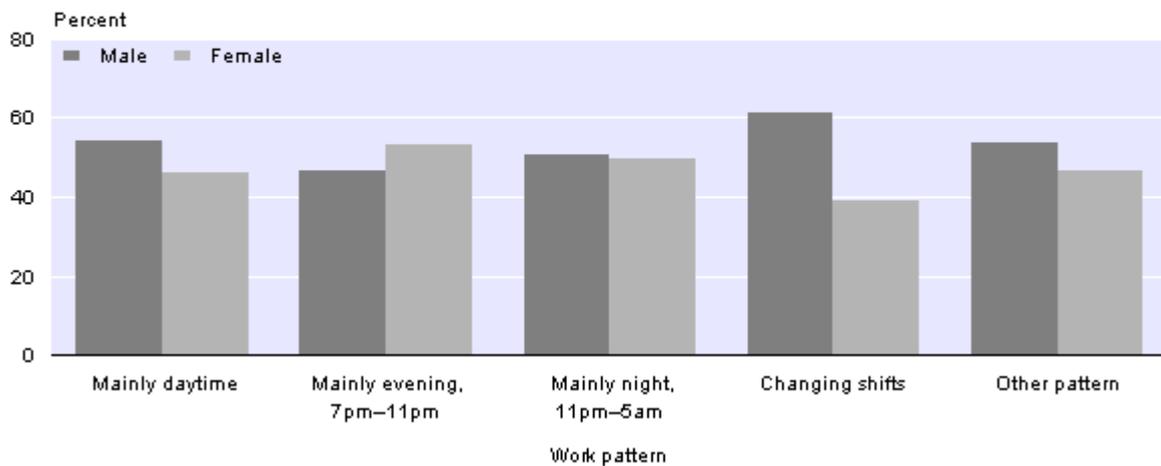
Temporary employees were more likely to report working mainly evenings (7.5 percent) than permanent employees (3.5 percent) and those who were self-employed or employers (together at 1.6 percent).

Of those who worked mainly in the daytime, 53.9 percent were males and 46.1 percent were females. These proportions were reversed for those who reported working mainly evenings (53.3 percent were females and 46.7 percent were males). A much higher proportion of those who worked changing shifts were males (61.0 percent) rather than females (39.0 percent).

Overall Work Pattern

By sex

March 2008 quarter



Employed people whose ethnicity was European only were more likely to say they worked mainly during the day (90.5 percent) compared with those whose ethnicity was Asian only (86.3 percent), Māori only (86.2 percent) or Pacific peoples only (83.3 percent). There was a higher incidence of working mainly evenings among those whose ethnicity was Asian only compared with the rate for all employed people (8.0 percent compared with 3.5 percent), while working mainly at night was more common for the Pacific peoples only ethnic group than it was for all employed people (3.3 percent compared with 1.1 percent). Working changing shifts was more likely for those whose ethnicity was Māori only (6.3 percent) and Pacific peoples only (6.1 percent) than it was for those who identified as European only (4.5 percent) or Asian only (4.0 percent).

Mean weekly hours worked in the main job were higher for those who worked changing shifts or some other work pattern (both at 39.8 hours) than for those who worked mainly in the daytime (37.6 hours), mainly at night (37.2 hours) or mainly in the evening (24.6 hours).

There were some differences in median weekly gross earnings from the main job by work pattern across all jobs. Median weekly earnings were highest for those who worked changing shifts (\$863) and lowest for those who worked mainly evenings (\$249). This compared with median weekly earnings of \$652 for those who worked mainly nights, \$671 for those who had some other work pattern, and \$767 for those who worked mainly in the daytime.

Working-time patterns in the last four weeks

All employed people who had worked in the four weeks prior to the interview were asked about the incidence of work at non-standard times (in the evening, at night, in the early morning and in the weekend) in all jobs over this period. The number of employed people who had done some work in the previous four weeks was 2,058,100, or 96.2 percent of all employed.

Evening, night and early morning work

For this survey, evening work was defined as working for one hour or more between 7pm and 11pm; night work was work for one hour or more between 11pm and 5am; and early morning work was work for one hour or more between 5am and 7am.

Around one-third (32.1 percent or 661,100) of all employed people who had worked in the last four weeks had worked on one or more evenings during this time. The proportions of employed people who had worked at least once in the early morning (15.8 percent) and at night (9.8 percent) were lower.

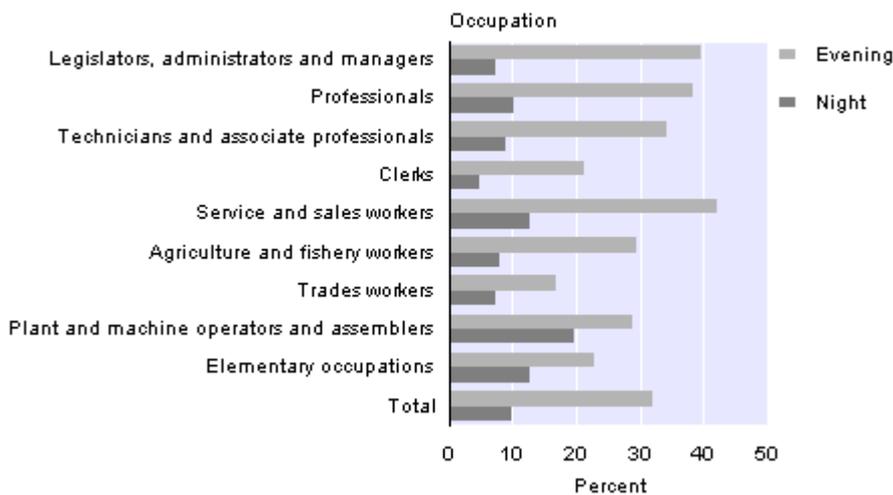
Males were more likely to have worked in the evening (34.3 percent), in the early morning (20.8 percent) and at night (11.9 percent) compared with females (29.4 percent, 9.8 percent and 7.3 percent, respectively).

By occupation, those who were more likely to have worked in the evening included service and sales workers (42.2 percent), legislators, administrators and managers (39.5 percent), professionals (38.4 percent) and technicians and associate professionals (34.3 percent). Trades workers were the least likely to have worked in the evening (16.8 percent).

Night work was most common for people employed as plant and machine operators in their main job (19.6 percent). In comparison, only 4.9 percent of clerks had done some work at night in the last four weeks.

Percentage Who Worked in the Evening or at Night⁽¹⁾

By occupation
Last four weeks



(1) Includes those who responded they worked at least once in the evening or at night.

Weekend work

Around half of all employed people who worked in the last four weeks said they had done some weekend work during this time (50.5 percent). Most of those who had worked in the weekend had done so on one to four weekend days (67.9 percent), while 31.2 percent had worked on five to eight weekend days.

It was more common for people to have worked for one hour or more on a Saturday (45.5 percent) than on a Sunday (31.3 percent) in the last four weeks.

Males were more likely than females to have done some work in the weekend (54.6 percent compared with 45.7 percent). This was mainly driven by the higher proportion of males working on a Saturday (50.1 percent compared with 39.9 percent of females).

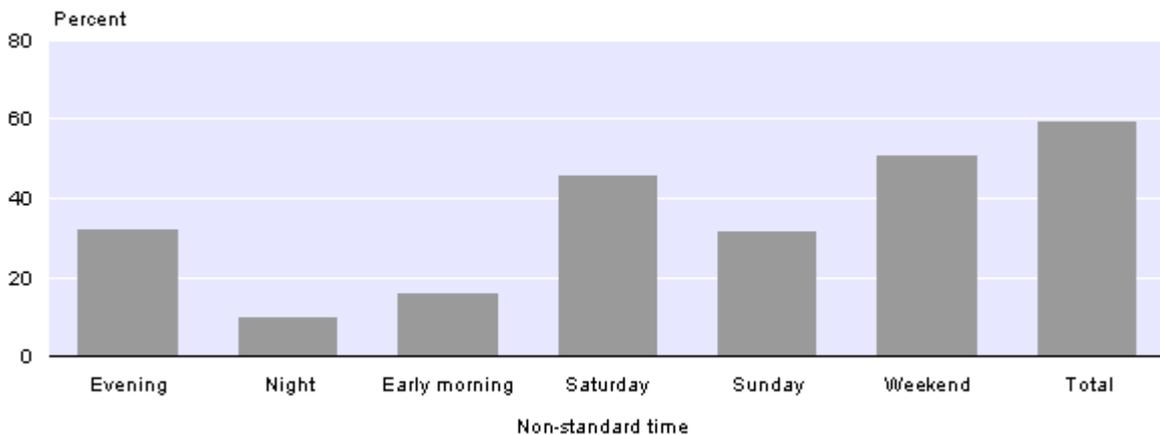
Any work at a non-standard time

The incidence of evening, night, early morning and weekend work was examined to derive a total for those who had worked at a non-standard time at least once in the last four weeks. The results showed that over half of all employed people who had worked in the last four weeks had done some work at a non-standard time during this period (59.2 percent). It is notable that 37.6 percent of those who usually worked all their hours at standard times had also done some work at one or more non-standard times in the last four weeks.

Of those who had worked at a non-standard time in the last four weeks, 42.1 percent had done so between one and five times, 20.4 percent between six and 10 times, and 36.2 percent had worked at a non-standard time more than 10 times.

The proportion of males who had worked at a non-standard time at least once in the last four weeks was 64.2 percent, compared with 53.2 percent of females.

Percentage Who Worked at a Non-standard Time⁽¹⁾
Last four weeks



(1) Includes those who responded they worked at least once at a non-standard time.

Difficulties caused by working at a non-standard time

The survey collected information about the types of difficulties, if any, experienced by employed people who worked on at least one occasion at a non-standard time in the last four weeks. Twenty-six percent (or 316,900) said they experienced difficulties. The difficulties experienced were family and home responsibility difficulties (39.2 percent), sleeping and health difficulties (37.1 percent), social, leisure or personal difficulties (29.0 percent), and other types of difficulties (14.9 percent).

There were some differences by age group, with those aged 55 years and over less likely to have experienced difficulties (16.7 percent) compared with all employed people who worked at non-standard times (26.0 percent).

Employed parents and caregivers with children under 14 years of age were more likely to say they had difficulties working at non-standard times than those who did not have these caring responsibilities (34.3 percent compared with 22.7 percent).

Those who worked 41 hours or more per week were more likely to say they had difficulties than those who worked 40 hours or less per week (31.0 percent and 21.8 percent, respectively). Those who worked changing shifts were also more likely to report difficulties (36.2 percent) than those who worked mainly in the evening or at night (together at 28.2 percent) and those who worked mainly during the day (24.7 percent).

Long working hours

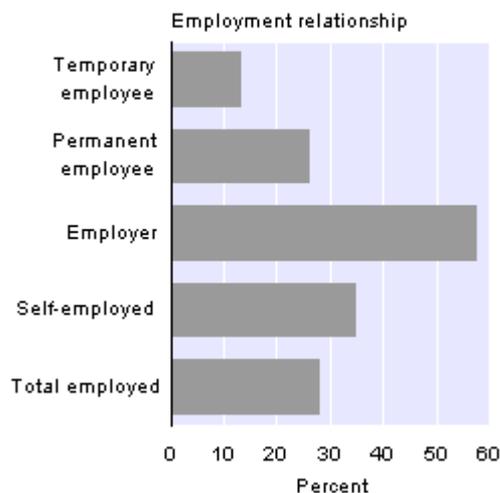
Over one-quarter of all employed people (28.1 percent) usually worked long hours (45 hours or more per week).

Consistent with figures showing employers worked the highest mean number of hours per week in their main job, this group was also more likely to work long hours in all their jobs than other employed people. Around six out of 10 employers (57.6 percent) said they usually work 45 hours or more per week, compared with 35.1 percent of self-employed, 26.4 percent of permanent employees and 13.4 percent of temporary employees.

Percentage Who Usually Worked Long Hours⁽¹⁾

By employment relationship

March 2008 quarter



(1) Long hours is defined as 45 hours or more per week.

Males were more likely than females to work long hours, with 40.2 percent of males usually working 45 hours or more per week compared with 14.0 percent of females.

By industry, those most likely to work long hours were employed in agriculture, forestry and fishing (47.7 percent), and construction (42.9 percent). Those working in the health and community services industry were the least likely to say they usually worked long hours (12.9 percent).

The three occupations where almost half of the employed reported working long hours were plant and machine operators and assemblers (47.3 percent), agriculture and fishery workers (45.7 percent), and legislators, administrators and managers (44.6 percent). In comparison, only 13.0 percent of service and sales workers and 9.3 percent of clerks reported working long hours.

Those who said they usually work long hours were asked whether working long hours caused them any difficulties. Over one-third of those who worked long hours said this caused them (or sometimes caused them) difficulties (36.3 percent). While there was little variation in this proportion by employment relationship, a higher proportion of females compared with males said that working long hours caused them difficulties (47.0 percent of females compared with 33.1 percent of males).

Preference for working at different times of the day

Of the 227,900 employed people who did not work mainly in the daytime, around one-third (33.9 percent) responded 'yes/partly' to the question on whether they would prefer to work at different times of the day than they usually worked.

Changing shift workers were more likely to want to work at different times of the day (38.2 percent) than those who worked mainly nights (32.8 percent), those who worked mainly evenings (32.1 percent) and those who had some other type of work pattern (26.3 percent).

The preference for working at different times of the day increased with the frequency of work at non-standard times. Of those who worked at non-standard times on one to five occasions in the last four weeks, 23.3 percent said they would prefer to work at different times of the day. This proportion increased to 36.6 percent for those who worked more than 10 times at non-standard times in the last four weeks.

Preference for working fewer hours and earning less

Those who worked full-time (that is, usually worked 30 hours or more per week), and who were not unpaid family workers, were asked if they would like to work fewer hours in their main job or business and earn less. Almost one in five employed people who worked full-time (17.7 percent) said they would like to work fewer hours and earn less.

People employed full-time and aged 35 years and over were more likely to indicate a preference for working fewer hours for less pay (20.9 percent) compared with those aged 15 to 34 years (11.8 percent). A higher proportion of those who usually worked long hours in their main job (23.6 percent) said they would prefer to work fewer hours and earn less compared with those who usually worked less than 45 hours per week (14.6 percent).

Work at home

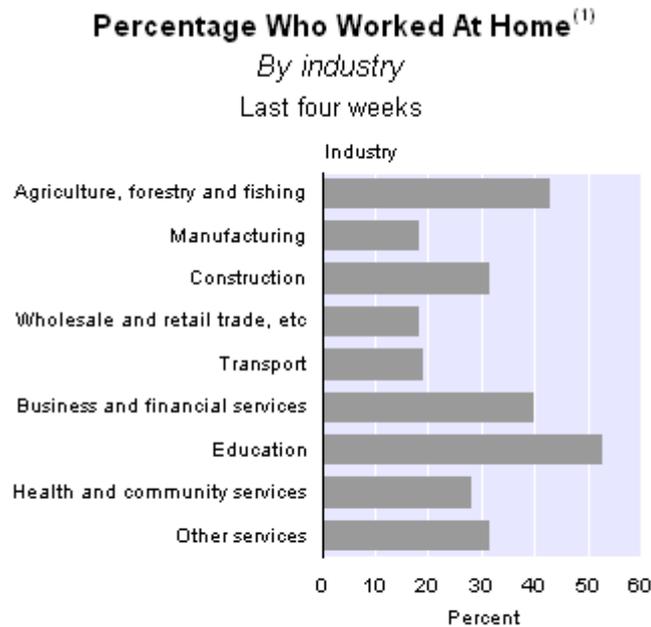
The total number of employed people who had done some work at home during the four-week period prior to being interviewed was 603,300 (29.3 percent). Of these, 351,000 were males and 252,300 were females.

There was a large difference between employees and those who were employers or self-employed, in the proportion of people who had worked at home. Compared with 21.9 percent of employees, 66.3 percent of employers and 61.6 percent of those who were self-employed had done some work at home. Of those who were employees, permanent employees were more likely to have done some work at home (22.6 percent) than temporary employees (15.0 percent).

Employees who had done some work at home for their main job were asked whether or not they had an arrangement with their employer to be paid for this work. Just over one-third (34.5 percent) reported having an arrangement to be paid for all or some of the work done at home.

Employed people who were a parent or caregiver of a child under 14 years of age, were more likely to have worked at home in the last four weeks (36.5 percent). This compared with 26.4 percent of those who were not a parent or caregiver of a child under 14 years.

The education industry had the largest proportion of people who had done some work at home in the last four weeks (52.8 percent). In contrast, the manufacturing industry had the smallest (18.2 percent).



(1) Includes those who responded they worked at home on one or more occasions.

The occupation group with the highest proportion of employed people who had done some work at home during the last four weeks was legislators, administrators and managers, with over half having worked at home (51.3 percent).

Job flexibility

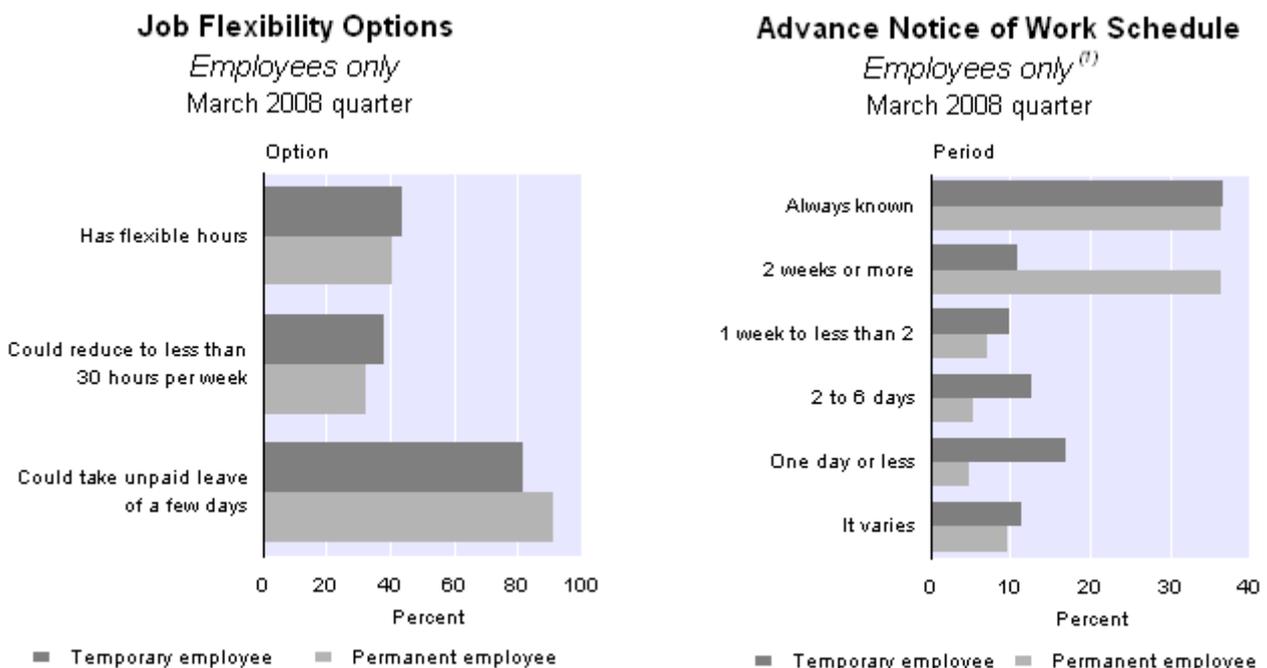
The survey investigated several dimensions of job flexibility, including whether employed people had flexible hours, whether employees thought their employer would let them take a few days of unpaid leave if needed, and for those who worked 35 hours or more per week, whether their employer would let them reduce their hours. Temporary agency, seasonal and casual workers, and those who worked changing shifts or some other work pattern were asked about the amount of notice given of their work schedule.

Having flexible hours means that an employed person can start and finish work at different times of the day if they want to. Results showed that 48.0 percent of employed people have flexible hours in their main job, and another 6.2 percent said they sometimes have flexible hours. Those who were self-employed (82.1 percent) or employers (73.9 percent) were more likely to have flexible hours than employees (40.8 percent).

Most employees thought their employer would (or probably would) let them take a few days of unpaid leave if they needed to (89.9 percent). A higher proportion of permanent employees reported having this option than those who were temporary employees, (90.8 percent compared with 81.6 percent).

The proportion of employees who worked 35 hours or more per week and who thought their employer would (or probably would) let them reduce their hours to less than 30 per week was much higher among females than males (40.9 percent compared with 27.4 percent). It was also higher among temporary employees than among permanent employees (38.2 percent compared with 32.4 percent), and especially for temporary employees classified as casual workers (58.5 percent).

Temporary agency, seasonal and casual workers, and those employees working changing shifts or some other work pattern were asked how much notice they get about the days and times they have to work. Of these employees, 36.8 percent always knew the days and times they have to work. This compared with 11.7 percent who reported having one day or less advance notice and 10.6 percent who reported that advance notice of their work schedule varies. Compared with 31.6 percent of females, 41.5 percent of males always knew the days and times they have to work.



(1) Only temporary agency, seasonal and casual workers, and those who worked changing shifts or some other work pattern were asked.

Temporary employees were also asked whether their hours of work change from week to week to suit the needs of their employer. Fifty-nine percent of temporary employees indicated that this is (or sometimes is) the case. This was slightly higher among females, at 60.2 percent compared with 57.5 percent of males.

Employer-funded study and training

The SoWL asked employees about time spent on employer-funded study or training in the 12 months prior to being interviewed. A total of 538,900, or 30.9 percent of employees reported having done this training. Almost half of these employees (46.5 percent) undertook two to five days of training.

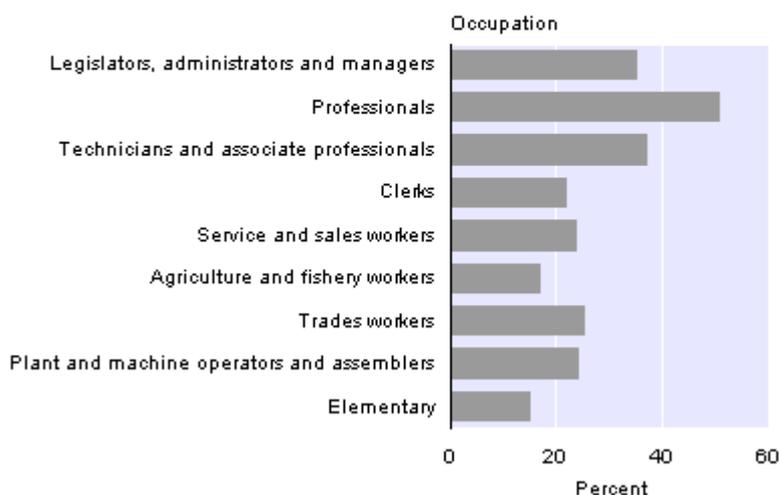
It was more likely for permanent employees to have done employer-funded study or training than it was for temporary employees (32.3 percent compared with 18.0 percent). Among temporary employees, 27.1 percent of fixed-term and temporary agency workers had done employer-funded study or training, compared with 12.5 percent of casual workers.

The industry with the highest proportion of employees who had done employer-funded study or training in the last 12 months was health and community services (47.4 percent), followed by the education industry (45.8 percent). The industry where employees were the least likely to have done employer-funded study or training was agriculture, forestry and fishing (17.5 percent).

Study and training was most common among professionals, with 51.0 percent of employees in this occupation group having done employer-funded study or training in the previous 12 months. This compared with only 15.4 percent of those in elementary occupations and 17.2 percent of agriculture and fishery workers.

Percentage of Employees Who Undertook Employer-funded Study or Training

By occupation
Last 12 months



There was generally a higher proportion of employees receiving employer-funded study or training in the last 12 months among those with longer tenure in their main job. Over one-third (37.4 percent) of employees who had been employed for 10 years or more had received this study and training, compared with 20.0 percent of those who had been in their job for one month to less than six months, and 12.1 percent of those who had been in their job for less than one month.

Work-related health and safety

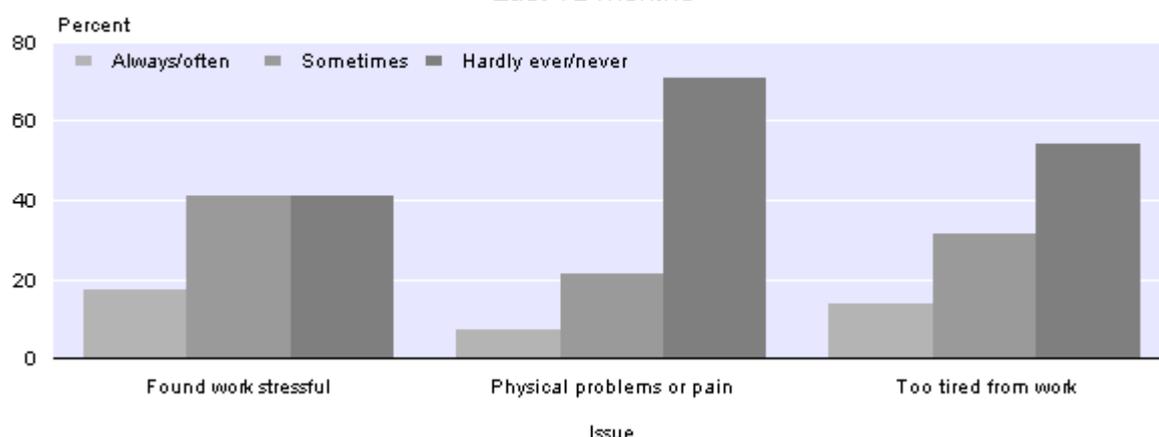
All employed people were asked how often in the last 12 months they had found being at work, or the work itself, stressful; how often they had experienced physical problems or pain because of work; and how often they had felt so tired from work that they were unable to enjoy the things they like to do outside of work. Respondents were also asked whether they had experienced any discrimination, harassment or bullying in the workplace, and their perception of how well health and safety risks were managed in their main job.

Of all employed people, 17.5 percent said that they had often or always found work stressful over the last 12 months. A further 40.9 percent sometimes found work stressful, while 41.1 percent hardly ever or never found work stressful.

The industry groups with the largest proportions of employed people reporting they often or always felt stressed were health and community services (22.4 percent) and education (22.0 percent). The professionals; and legislators, administrators and managers occupation groups had the largest proportions of employed people who often or always found work stressful (23.6 percent and 21.7 percent, respectively).

Incidence of Work-related Health and Safety Issues

Last 12 months



Only 7.3 percent of employed people reported often or always having experienced physical problems or pain because of work over the last 12 months. A further 21.5 percent sometimes experienced physical problems or pain, and 70.8 percent hardly ever or never experienced physical problems or pain.

The construction industry had the largest proportion of employed people reporting that they had often or always experienced physical problems or pain because of work (13.6 percent), followed by the agriculture, forestry and fishing industry (12.1 percent). The three occupation groups with the highest proportion of employed reporting that they often or always experienced physical problems or pain were trades workers (13.5 percent), agriculture and fishery workers (12.4 percent), and plant and machine operators and assemblers (12.3 percent).

Of all employed people, 13.9 percent reported often or always being too tired from work to enjoy life outside of it over the last 12 months, compared with 31.6 percent who said they were sometimes too tired, and 54.1 percent who were hardly ever or never too tired. Around one-quarter (27.5 percent) of those who usually worked 60 or more hours per week in all of their jobs stated that they were often or always too tired from work to enjoy life outside of it. This compared with 12.4 percent of those usually working 40 hours per week.

The experience of discrimination, harassment or bullying in the workplace over the last 12 months was reported by 9.8 percent of all employed people. Females were more likely to report the experience than males (12.6 percent of females compared with 7.4 percent of males).

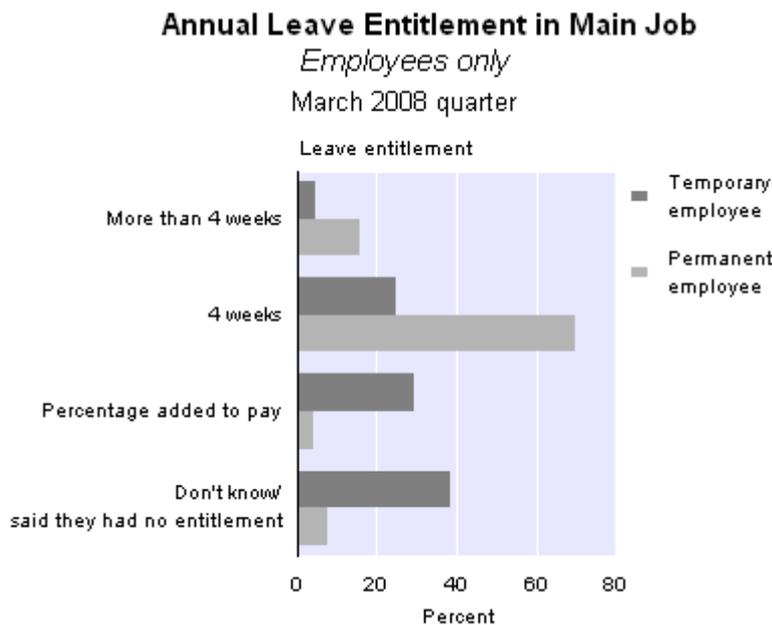
Those classified as employees were asked to report their perception of health and safety risk management in their main job. Most employees (85.5 percent) felt that health and safety risks were either well or very well managed in their main job. Only 4.4 percent of employees felt that health and safety risks in their main job were managed poorly or very poorly.

Annual leave entitlement

Around two-thirds of all employees (65.5 percent) said they were entitled to four weeks paid annual leave in their main job, 14.9 percent said they were entitled to more than four weeks paid annual leave, and 6.5 percent of employees received a percentage added to their pay instead of annual leave. Two percent of employees said they were entitled to less than four weeks annual leave.

Around one in 10 employees (10.9 percent) said they had no annual leave entitlement in their main job or they did not know their annual leave entitlement.

Permanent employees were more likely to be entitled to more than four weeks annual leave than temporary employees (16.0 percent and 4.9 percent, respectively). Three in 10 temporary employees (29.6 percent) received a percentage added to their pay instead of annual leave, while only 4.1 percent of permanent employees received their annual leave entitlement this way. Temporary employees (38.8 percent) were more likely than permanent employees (7.9 percent) to report having no leave entitlement or to say they did not know what their leave entitlement was.



The industry with the highest proportion of employees who said they were entitled to more than four weeks paid annual leave was education (44.8 percent). A high proportion of those who worked in the other services industry also said they were entitled to more than four weeks paid annual leave (25.4 percent).

Employees who worked as professionals were much more likely to say they were entitled to more than four weeks paid annual leave (33.9 percent) than all employees (14.9 percent).

Type of employment agreement

More than half of all employees said they were on an individual employment agreement in their main job (57.9 percent). Just over one-quarter of employees said they were on a collective agreement (26.8 percent), which is an agreement covering two or more employees who were union members. A further 10.2 percent of employees were not aware of being on any agreement, and 5.0 percent said they did not know what type of agreement they were on. Female employees were more likely than male employees to be on a collective employment agreement (29.2 percent compared with 24.5 percent).

Of those who knew what type of employment agreement they were on, the proportion of permanent and temporary employees on collective agreements was similar (31.6 percent and 32.3 percent, respectively).

A larger proportion of temporary employees (31.0 percent) compared with permanent employees (13.4 percent) either said they were not aware of being on any agreement or did not know what type of agreement they were on. Casual workers (39.8 percent) were more likely to say they were not aware of being on any agreement or did not know what type of agreement they were on than fixed-term and temporary agency workers (20.0 percent).

Higher proportions of those working in the education (53.3 percent), health and community services (45.3 percent), other services (38.9 percent), transport, storage and communication (33.3 percent) and manufacturing (28.4 percent) industries were on collective agreements compared with all employees (26.8 percent). Employees working in the agriculture, forestry and fishing (25.2 percent); wholesale and retail trade, and accommodation, cafes and restaurants (21.7 percent); and construction (19.3 percent) industries were the most likely to say they were not aware of being on any agreement or did not know what type of agreement they were on.

Being on a collective agreement was most common for professionals (41.7 percent) and those employed as plant and machine operators and assemblers (36.8 percent), and least common for legislators, administrators and managers (11.4 percent) and agriculture and fishery workers (10.8 percent). Those who worked in elementary occupations (29.4 percent) and agriculture and fishery workers (27.5 percent) were the most likely to say they were not aware of being on any agreement or did not know what type of agreement they were on.

Union membership

The SoWL identified a total of 525,200 employees as union members (30.1 percent of all employees). Employees who said they were on a collective employment agreement were automatically counted as union members, while all other employees were asked whether they were a member of a union in their main job.

Female employees were more likely to be union members than males (33.0 percent and 27.4 percent, respectively).

Union membership was slightly higher for permanent employees than for temporary employees (30.7 percent and 25.8 percent, respectively). The most notable difference in union membership was between temporary employees who were fixed-term and temporary agency workers (32.3 percent were union members), and those who were casual workers (17.3 percent).

By industry, union membership was highest for those who worked in education (58.5 percent), health and community services (52.0 percent) and other services (42.8 percent).

Consistent with the proportions of people by occupation on collective agreements, professionals (46.1 percent) and those who worked as plant and machine operators and assemblers in their main job (41.5 percent) had the highest level of union membership. Legislators, administrators and managers (13.9 percent) and agriculture and fishery workers (12.1 percent) had the lowest.

Satisfaction with main job

Of all employed people, 84.1 percent reported being satisfied or very satisfied with their main job. At the other end of the scale, 4.8 percent reported being dissatisfied or very dissatisfied with their main job, while 10.8 percent were neither satisfied nor dissatisfied with their main job.

Those employed people who reported that they had often or always found work stressful over the last 12 months were more likely to be dissatisfied or very dissatisfied with their main job (13.7 percent), compared with 2.3 percent of those who were hardly ever or never stressed. The pattern was similar for those who had often or always been too tired from work to enjoy life outside of it over the last 12 months, with 13.5 percent dissatisfied or very dissatisfied compared with 2.6 percent of those who were hardly ever or never too tired from work.

The median weekly income for those who were dissatisfied or very dissatisfied was slightly lower than for those who were satisfied or very satisfied, at \$729 per week compared with \$767 per week.

Job satisfaction generally increased with age. The proportion of people who were satisfied or very satisfied with their main job increased from 80.7 percent of the employed in the 15- to 24-year age group to 94.7 percent of employed people aged 65 years and over.

Satisfaction with work-life balance

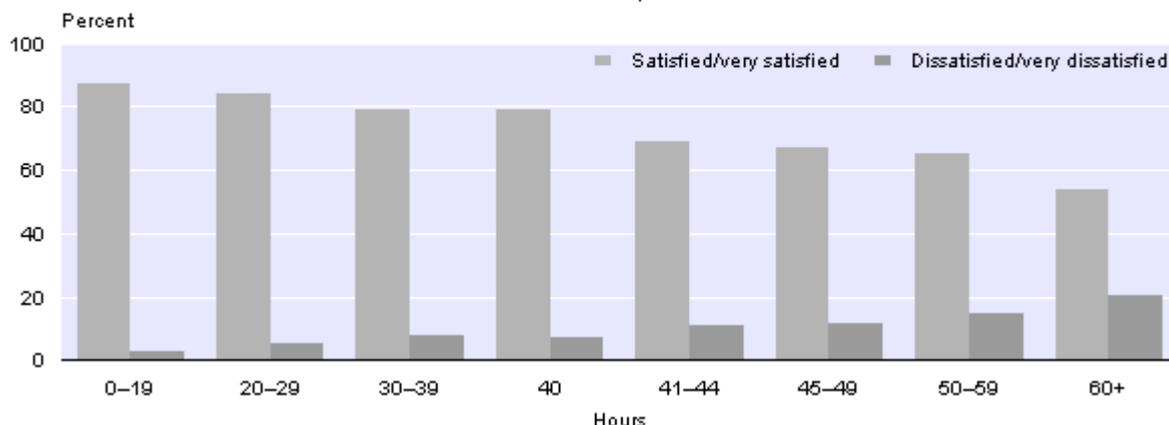
About three-quarters (75.8 percent) of the employed population reported being satisfied or very satisfied with their work-life balance, while 8.8 percent were dissatisfied or very dissatisfied. Another 14.9 percent said they were neither satisfied nor dissatisfied with their work-life balance.

Dissatisfaction with work-life balance was higher for those who reported that they had often or always been so tired from work that they were unable to enjoy the things they like to do outside of it, with 30.4 percent dissatisfied or very dissatisfied compared with 3.0 percent of those who were hardly ever or never too tired. Dissatisfaction was also higher for those who had often or always found work stressful over the last 12 months, with 23.9 percent dissatisfied or very dissatisfied compared with 3.0 percent of those who were hardly ever or never stressed.

The education industry employed the highest proportion who were dissatisfied or very dissatisfied with their work-life balance (11.1 percent), followed by the health and community services, and construction industry groups (9.5 percent each).

Usual hours of work were closely related to satisfaction with work-life balance. In general, as usual weekly hours worked in the main job increased, so did the proportion of employed who were dissatisfied or very dissatisfied. Only 2.9 percent of those who usually worked 0–19 hours per week were dissatisfied or very dissatisfied, compared with 7.3 percent of those working 40 hours per week and 20.1 percent of those working 60 or more hours per week. Those who did not have flexible hours available in their main job were more likely to be dissatisfied or very dissatisfied with their work-life balance than those who worked flexible hours (10.1 percent compared with 7.6 percent).

Satisfaction with Work-life balance
By usual hours worked per week in main job
 March 2008 quarter



Of those employed people who did not usually work all of their hours at standard times, 12.5 percent were either dissatisfied or very dissatisfied with their work-life balance. This compared with only 6.7 percent of those who usually worked all of their hours at standard times. Those whose overall work pattern was changing shifts also had a higher rate of dissatisfaction, with 12.2 percent dissatisfied or very dissatisfied. This compared with 8.5 percent of those who worked mainly in the daytime.

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Technical notes

Background to the survey

The Survey of Working Life (SoWL) is the first official statistical dataset that investigates people's work arrangements, working conditions and job satisfaction. The overall objective of the survey is to provide statistical data that can be used to monitor changes in the employment conditions, working arrangements and job quality of employed people in New Zealand, and to better understand the reasons for and implications of these employment patterns.

The SoWL was a supplement to the Household Labour Force Survey (HLFS) in the March 2008 quarter.

Survey scope

The target population for the SoWL is the employed population within the HLFS target population. This is the usually resident, civilian population of New Zealand aged 15 years and over and living in occupied private dwellings, who were employed for one hour or more in the HLFS reference week. 'Employed' includes all respondents who worked for pay or profit, or worked without pay in a family business or farm, or who had a job, business or farm that they were away from because of sickness, holidays or any other reason.

The survey does not provide statistics for residents of institutions (eg retirement homes, hospitals, prisons), residents who are temporarily staying in non-private dwellings when contact is attempted, members of the permanent armed forces, and members of the non-New Zealand armed forces. It also excludes overseas visitors who intend to stay in New Zealand for less than 12 months, New Zealand residents temporarily overseas when contact is attempted, non-New Zealand diplomats and diplomatic staff, and those aged under 15 years.

Data collection

Data collection for the SoWL was done using computer-assisted interviewing (CAI). Data was collected partly by computer-assisted personal interviewing (CAPI) for selected households (approximately 30 percent of all SoWL respondents). The remaining households were surveyed by centralised computer-assisted telephone interviewing (CATI). The survey was carried out from 6 January to 5 April 2008.

As the SoWL is a supplement to the HLFS, all eligible responding individuals in the HLFS who were employed in the reference week were asked to participate in the SoWL.

Reliability of survey estimates

Two types of error are possible in estimates based on a sample survey: sampling error and non-sampling error. Sampling error can be measured, and quantifies the variability that occurs by chance because a sample rather than an entire population is surveyed. Non-sampling errors are all errors that are not sampling errors and are not quantifiable. Non-sampling errors include unintentional mistakes by respondents when answering questions, variation in the respondent's and interviewer's interpretation of the questions asked, and errors in the recording and coding of data. Statistics New Zealand endeavours to minimise the impact of these errors through the application of best survey practices and monitoring of known indicators (eg non-response).

Sampling errors have been estimated using a jackknife method which is based on the variation between estimates, based on different subsamples taken from the whole sample. This is an attempt to see how estimates would vary if we were to repeat the survey with new samples of individuals. For example, the estimated total number of permanent employees is 1,575,200. This estimate is subject to a sampling error of plus or minus 35,500 or 2.3 percent (measured at the 95 percent confidence level). This means that there is a 95 percent chance that the true number of permanent employees lies between 1,539,700 and 1,610,700.

Smaller estimates, such as the total number of casual workers living in a rural area (11,400), are subject to larger relative sampling errors than larger estimates. This estimate is subject to a sampling error of plus or minus 3,200 or 27.9 percent (measured at the 95 percent confidence level). This means that there is a 95 percent chance that the true number of casual workers living in a rural area lies between 8,200 and 14,600.

The following table contains a guide to the likely sampling errors of estimates of different sizes. This table can be used by finding the closest figure to the estimate of interest in the left-hand column of the table and reading off the corresponding relative sampling error in the right-hand column. For example, a total estimate of 43,200 employed people would have a sampling error of about 15 percent. Estimates of less than 10,000 within the output tables are likely to have relative sampling errors between 30 and 50 percent and hence, these estimates should be used with caution. The SoWL relative sampling errors are slightly larger than those for the HLFS employed estimates because SoWL has a smaller sample size.

Guide to Survey of Working Life Sampling Errors		
Size of survey estimates	Sampling error ⁽¹⁾	Relative size of sampling error (%)⁽²⁾
3,500	1,600	45
5,000	2,000	40
7,500	2,600	35
10,000	3,000	30
20,000	4,000	20
30,000	5,100	17
40,000	6,000	15
50,000	6,500	13
75,000	9,800	11
100,000	11,000	9
300,000	27,000	5
700,000	21,000	3

(1) Equivalent to the 95 percent confidence interval half-width.

(2) Sampling error as a percentage of the survey estimate.

Suppressed estimates in this release

All estimates provided in the output tables have a relative sampling error (measured at the 95 percent confidence level) of less than 50 percent. Some estimates have been suppressed (replaced by 'S' in the tables) for reliability and confidentiality reasons. These suppressed estimates had a relative sampling error of 50 percent or more and/or reflect a low number of responses (10 or fewer).

Response rate

The target response rate for the SoWL was 80 percent. This represents the minimum acceptable by Statistics New Zealand. The achieved response rate for employed individuals was 84 percent, or 14,510 of those employed individuals who were in households that responded to the HLFS.

Non-response to the SoWL was partly due to the increased burden of it being a supplement to the HLFS and partly because proxy responses were not accepted in most situations (even though they were accepted for the HLFS). A proxy response is a response by one member of a household on behalf of another. The SoWL accepted proxy responses only in the case of a disability or other health condition, or language difficulties.

Editing and imputation

A minimal approach to editing was implemented for the SoWL. With CAI, the computer software runs checks for validity and consistency as responses to questions are captured. If required, the software prompts the interviewer to clarify answers with the respondent at the time of interview. This keeps the number of inconsistent answers low. A further round of validity, logic and error checks was performed on the data as part of the data processing stage.

A unit (or complete) non-response to the SoWL occurred either when an eligible individual in the sample did not respond to the SoWL questionnaire or did not respond to all core questions in the SoWL questionnaire. Any non-responding employed individuals from the HLFS sample were dealt with by adjusting the weights of the responding SoWL individuals.

Item (or partial) non-response could occur within the responses for SoWL. This includes a response of 'don't know' or 'refused' to non-core questions. Since all the core SoWL questions had been answered, the record was deemed to be a full response. No imputation has been applied to any item non-response.

If a response to age, sex or full-time/part-time status was missing in the HLFS then it will have been imputed by the HLFS and used in the SoWL. There is no other imputation for variables collected in the SoWL.

Mean (average) and median

The mean or average is calculated as the total divided by the number of units in the population. A mean can be sensitive to extreme values. Unusually high or low values will have a large impact on the estimate of the mean.

The median is the value at which half of the units in the population have lower values and half have higher when all values have been ordered from highest to lowest. It corresponds to the fiftieth percentile. The median is less sensitive to extreme values than the mean.

Rounding

All estimates provided in this release have been independently rounded to the nearest hundred. For this reason estimated totals may differ from the sum of individual cells. All percentages have been calculated using unrounded figures and have been rounded to one decimal place in this release.

Seasonality

It is important to note that there are regular seasonal factors or cycles that can impact on survey results. In the case of the labour market, there are cyclical events that occur around the same time each year that affect both labour supply and demand. For example, in summertime there is a large pool of student labour that is both available for, and actively seeking, work.

The SoWL was run in the March 2008 quarter, covering the months of January, February and March. Typically, the total number of actual hours worked per week as collected in the HLFS is shorter for the March quarter than the June, September and December quarters. This may mean that the information collected in the SoWL on times and hours worked in the four weeks prior to the interview is not necessarily representative of usual times and hours worked over a year. It is intended that future repeats of the survey be conducted in the December quarter, as working times and hours during this quarter are likely to be more typical of working times and hours over a full year. Interviewing during the December quarter should also enable a similar coverage of seasonal workers.

Information content and structure

The SoWL questionnaire contained the following sections:

- **Job tenure:** These questions collected information on how long the respondent had been working on their employer in their main job, or in their business if they were self employed.
- **Employment relationships of employees:** These questions were only asked of respondents who were employees (working for wages or salary) in their main job. Information was collected on whether respondents were permanent or temporary employees. Temporary employees were asked additional questions about the types of temporary work they were doing to enable them to be priority classified as a casual worker, fixed-term worker, temporary agency worker, seasonal worker (employment relationship not further defined) or some other type of temporary worker. Temporary employees were also asked whether their hours of work changed from week to week to suit the needs of their employer, about their reasons for doing temporary work and their preference for getting an ongoing/permanent job.
- **Working-time patterns:** These questions asked respondents about working-time patterns across all their jobs. Respondents were asked about the following working-time information:
 - their usual working time
 - the usual number of days worked per week
 - their overall work pattern (mainly daytime, mainly evening, mainly night, changing shifts, other)
 - their preference for working at different times of the day than usually worked
 - whether they worked long hours and if this caused them any difficulties
 - their preference for working fewer hours and earning less in their main job.

Respondents who had done some work in the four weeks prior to the interview were also asked about the following working time information for that four-week period:

- the incidence of work for one hour or more at non-standard times in the four weeks prior to interview – specifically the number of times worked at night, in the evening, in the early morning, on a Saturday, and on a Sunday
- whether they were paid for any work done at the weekend or in the evening
- any difficulties caused by working at a non-standard time
- the number of hours of paid overtime and other extra unpaid hours.

The numbers and proportions for those who did some work on Saturdays and Sundays may be slightly underestimated in the tables and text. These figures do not include people who said they did weekend work but did not specify whether they worked on a Saturday or a Sunday or those who did not know how many times they worked on a Saturday or a Sunday in the last four weeks.

- **Work at home:** This section collected information on the number of hours worked from home in the four-week period prior to the interview. Respondents who were employees (working for wages or salary) were also asked if they had an arrangement with their employer to be paid for any work done at home.

- **Job flexibility:** These questions asked about several job flexibility options available to the respondent in their main job. Respondents were asked the following questions:
 - whether they had flexible hours available in their main job (all employed)
 - whether they thought their employer would let them take a few days unpaid leave if needed (employees only)
 - whether their employer would let them reduce their hours to less than 30 a week if wanted (full-time employees only)
 - how much notice they were given of their work schedule (temporary agency, casual and seasonal workers, and those who worked changing shifts or some 'other' work pattern only)
 - whether they could make changes to their shifts if wanted (employees who worked changing shifts only).

- **Terms and conditions of employment:** This section collected information on union membership, perceived job security, employer-funded study and training, annual leave entitlement, and whether the respondent was on a collective or an individual employment agreement. Only respondents who were employees (working for wages or salary) were asked these questions.

- **Work-related health and safety:** These questions focused on work-related health and safety issues. Respondents were asked about the extent to which they had experienced the following work-related health problems in the last 12 months:
 - finding being at work or the work itself stressful
 - physical problems or pain because of work
 - tiredness from work affecting life outside of work.

In addition, respondents were asked whether they had experienced discrimination, harassment or bullying at work in the last 12 months, and employees were asked about their perception of how well health and safety risks were managed in their main job.

- **Parent/caregiver status:** Where there was a child in the household aged under 14 years, the respondent was asked if they were a parent or main caregiver to that child.
- **Satisfaction:** This section asked respondents to report their level of satisfaction with their main job, and overall satisfaction with their work-life balance.
- **Earnings:** This section collected information on earnings for all respondents working for pay or profit in their main job or business. For employees, earnings from the main job only were collected while for the self-employed earnings from all forms of self-employment were collected.

Definitions

Employed: All persons in the working-age population who during the reference week worked for one hour or more for pay or profit in the context of an employee/employer relationship or self-employment; or worked without pay for one hour or more in work which contributed directly to the operation of a farm, business or professional practice owned or operated by a relative; or had a job but were not at work due to: own illness or injury, personal or family responsibilities, bad weather or mechanical breakdown, direct involvement in an industrial dispute, or leave or holiday.

Employee: A person who has an employment contract and receives remuneration for their work in the form of wages, salary, commission, tips, piece rates or pay in kind. An employee has certain rights under employment legislation which are not usually available to the self-employed. These include access to personal grievance and dispute procedures, paid statutory holidays and annual holiday pay, and employment protection while taking parental leave.

Self-employed: A person who operates their own economic enterprise or engages independently in a profession or trade (including partnerships).

Employer: A self-employed person who hires one or more employees.

Unpaid family worker: A person who works without pay in work which contributes directly to the operation of a farm, business or professional practice owned or operated by a relative.

Permanent employee: An employee who is guaranteed continuing work. They can stay in their job until they decide to leave or their employer makes them redundant.

Temporary employee: An employee whose job only lasts for a limited time or until the completion of a project. Temporary employee is a prioritised classification. As all types of temporary employment are not mutually exclusive, people with multiple responses to the temporary employee questions were assigned to a single group using the following priority order:

1. casual worker
2. temporary agency worker
3. fixed-term worker
4. seasonal worker (employment relationship not further defined)
5. other temporary worker.

For example, an individual could respond that they were working on a fixed-term contract and also respond that they were a temporary agency worker. Using this priority system, this individual would be classified as a temporary agency worker.

Individuals who said they were permanent employees but also went on to state that their job was seasonal were reclassified as temporary employees.

Seasonal worker: A temporary worker whose job is only available at certain times of the year.

Temporary agency worker: A temporary worker who is paid by, or through, a temporary employment agency and placed by this agency to perform work at the premises of a third party customer enterprise, that is, someone other than the business enterprise that pays their wage or salary.

Casual worker: A temporary worker who only works when their employer asks them to, on an as-needed basis, whose work is typically done in short episodes. A casual worker may be asked to work a shift, for a few days or, less often, for several weeks at a time. Casual workers do not have any guarantee of regular ongoing work.

Fixed-term worker: A temporary employee who is hired until a fixed date or until a project has been completed. This includes replacement workers who are employees contracted to temporarily replace another employee who is absent on leave.

Employment relationship: Employment relationship groups individuals into one of the following categories: employee (temporary or permanent), self-employed and not employing others, employer of others, unpaid family worker. These categories are based on the respondent's main job.

Main job: Job in which most hours are worked, as defined by the HLFS.

Other job(s): Any job(s) in which the respondent works fewer, or no more, hours than the main job, as defined by the HLFS.

Standard working time: Usually working all hours in all jobs between 7am and 7pm, Monday to Friday.

Non-standard working time: Working for one hour or more in the evening, at night, in the early morning, on a Saturday, or on a Sunday.

Part-time worker: Usually works less than 30 hours per week in all jobs as identified via HLFS questions on usual hours worked.

Full-time worker: Usually works 30 hours or more per week in all jobs as identified via HLFS questions on usual hours worked.

Long hours: Usually working 45 hours or more per week in all jobs as identified via HLFS questions on usual hours worked.

Paid overtime: Productive paid work outside standard paid hours, paid at a higher rate. This might include additional time at work, taking work home to do, reading papers on the way home etc.

Extra unpaid hours: Productive unpaid work outside standard paid hours. This might include additional time at work, taking work home to do, reading papers on the way home, etc.

Job tenure: Continuous period of time working for the same employer, or business for those who are self-employed. Any periods of paid or unpaid leave for up to, and including, six months or parental leave of 12 months or less would not constitute a break in continuous employment.

Flexible hours: Flexible hours allow an employed person to vary the time they start and finish work. This is often referred to as 'flexi-time' or 'glide-time', and excludes one-off arrangements to vary a start or finish time, for example, because of an emergency at home.

Arrangement or understanding with employer to be paid for work done at home: Verbal or written agreement with an employer to be paid for some or all of the hours in employment worked at home.

Employment agreement: Agreement between an employee and an employer that covers the terms and conditions of employment.

Individual agreement: Employment agreement that applies only to an individual employee.

Collective agreement: Employment agreement that covers two or more employees who are members of a union.

Union: A group that negotiates on behalf of employees for pay and working conditions.

Employer-funded study or training: Employment-related training that is partly or wholly paid for by the employer. It can be: organised by the employer or an external training provider (training establishments, educational institutions, agencies or consultants); conducted in-house or externally; delivered by the company's own employees or external training providers. It does not include on-the-job training at an employee's desk or normal place of work.

Health and safety risk in the workplace: Risk of work-related illness and/or injury, including both physical and mental harm.

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Tables

The following tables are printed with this Hot Off The Press and can also be downloaded from the Statistics New Zealand website in Excel format. If you do not have access to Excel, you may use the [Excel file viewer](#) to view, print and export the contents of the file.

1. Employment relationship, by demographic, geographic and educational characteristics
2. Employment relationship, by characteristics of main job
3. Employment relationship and sex, by characteristics of main job: employees only
4. Detailed employment relationship and seasonal employment: temporary employees only, by sex, age group, reasons, preferences, tenure, usual hours worked and usual working time
5. Job tenure, by sex, age group, geographic and educational characteristics
6. Job tenure, by characteristics of main job
7. Working times in all jobs, by employment relationship and sex
8. Family and household characteristics, by employment relationship, usual working time and full-time/part-time status
9. Non-standard working times in all jobs, by age group and sex
10. Night and evening work in all jobs, by tenure, industry, occupation and usual hours worked
11. Difficulties working at a non-standard time, by sex, age group, parental status, usual hours worked and working times
12. Preferred hours, by sex, age group, usual hours worked and working times
13. Job flexibility in main job: employees only, by employment relationship and sex
14. Employer-funded study and training: employees only, by sex and characteristics of main job
15. Work-related health and safety, by age group and sex
16. Job and work-life balance satisfaction, by characteristics of main job
17. Work at home, by sex, age group, parental status and characteristics of main job
18. Weekly earnings from main job, by characteristics of main job, overall work pattern and employer-funded study and training

A matching set of percentage tables in Excel format can also be downloaded from the Statistics New Zealand website.

Table 1

Employment Relationship
By demographic, geographic and educational characteristics

	Employment relationship (main job)							Total employed ⁽⁴⁾
	Employee					Employer	Self-employed	
	Temporary employee ⁽¹⁾			Permanent employee	Total ⁽³⁾			
	Casual worker	Fixed-term & temp agency	Total ⁽²⁾					
(000)								
Sex								
Male	38.6	18.8	72.7	814.9	890.5	86.4	171.7	1,155.0
Female	46.5	33.5	91.0	760.3	852.7	35.8	84.8	983.9
Age group (years)								
15–24	36.1	12.6	57.1	272.3	331.2	S	8.5	343.0
25–34	10.9	13.5	28.6	343.0	373.4	13.4	33.2	422.0
35–44	13.4	10.6	27.9	364.5	392.7	34.2	63.6	495.1
45–54	10.5	9.5	25.6	346.9	372.9	40.2	72.9	488.8
55–64	9.1	4.9	17.1	211.3	228.5	26.2	59.7	318.5
65+	5.1	S	7.4	37.1	44.5	7.2	18.6	71.6
Ethnic group⁽⁵⁾								
European only	61.6	37.5	117.7	1,181.3	1,301.7	106.2	216.1	1,637.3
Māori only	5.4	3.1	10.4	80.0	90.5	S	6.6	99.5
Pacific peoples only	2.4	2.7	6.3	58.0	65.0	S	S	67.9
Asian only	8.9	5.3	15.4	128.0	144.0	7.8	19.1	173.2
MELAA only ⁽⁶⁾	S	S	S	11.1	13.1	S	S	14.6
Other ethnicity only	S	S	S	10.2	10.6	S	S	13.8
European/Māori	3.7	S	7.5	75.8	83.5	S	6.9	94.0
Two or more groups not elsewhere included	S	S	S	24.2	27.4	S	S	30.8
Birthplace⁽⁵⁾								
New Zealand	66.2	37.8	126.2	1,195.1	1,324.4	99.0	198.5	1,635.4
Overseas – lived in NZ for less than 10 years	8.7	8.7	20.3	189.6	210.3	4.7	22.9	239.8
Overseas – lived in NZ for 10 years or more	9.7	5.7	16.8	190.0	207.6	18.5	34.6	262.2
Area type								
Rural	11.4	6.4	24.7	185.5	210.7	38.5	63.7	320.4
Urban	73.7	45.8	139.0	1,389.7	1,532.5	83.7	192.8	1,818.5
Highest qualification⁽⁵⁾								
No qualification	19.5	6.3	33.5	269.4	304.6	17.3	40.5	364.8
School Certificate/NCEA Level 1	8.1	S	13.1	124.8	138.6	10.2	21.2	172.5
Sixth form qualification/NCEA Level 2	8.0	S	12.8	105.8	118.8	5.9	10.9	136.8
Higher school qual/NCEA Level 3 ⁽⁷⁾	9.8	6.1	18.6	108.8	127.6	8.5	7.4	144.7
Other school qualification	S	S	3.5	40.6	44.1	S	8.7	57.3
Vocational or trade qualification	21.0	14.6	42.6	524.0	567.2	48.8	103.7	725.6
Bachelor's degree	10.4	9.1	20.3	225.3	246.2	16.5	36.6	301.0
Postgraduate qualification	S	9.4	13.9	104.6	118.5	6.7	15.1	141.2
Other post-school qualification	S	S	4.4	59.5	63.9	3.2	10.7	78.7
Total	85.1	52.2	163.6	1,575.2	1,743.2	122.2	256.5	2,138.9

(1) 'Temporary employee' is a prioritised classification. For example, if a respondent said they were a 'casual' and a 'fixed-term' worker they are classified in this table as a 'casual' worker.

(2) Includes 'seasonal' workers not further defined, and 'other' temporary employees.

(3) Includes employees who could not be classified as 'temporary' or 'permanent'.

(4) Includes those who were classified as 'working without pay in a family business' (unpaid workers).

(5) 'Not specified' responses are included in the table totals only.

(6) MELAA – Middle Eastern/Latin American/African.

(7) Includes NZ Bursary, Higher School Certificate and NZ Scholarship.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 2

Employment Relationship
By characteristics of main job

	Employment relationship (main job)							Total employed ⁽⁴⁾
	Employee					Employer	Self-employed	
	Temporary employee ⁽¹⁾			Permanent employee	Total ⁽³⁾			
	Casual worker	Fixed-term & temp agency	Total ⁽²⁾					
(000)								
Industry⁽⁵⁾⁽⁶⁾								
Agriculture, forestry and fishing	11.0	2.9	20.0	62.7	83.0	27.9	42.5	161.3
Manufacturing	7.6	6.5	24.5	229.4	253.8	12.6	18.9	285.6
Construction	3.8	S	5.8	103.0	108.9	19.7	41.8	171.8
Wholesale and retail trade etc ⁽⁷⁾	25.2	4.9	33.7	370.7	405.8	28.7	32.4	471.2
Transport, storage and communication	4.6	S	6.9	96.4	103.3	S	9.9	116.4
Business and financial services	7.2	7.4	15.2	213.1	229.4	16.5	65.4	312.7
Education	8.1	13.0	23.4	134.0	158.0	S	5.7	165.2
Health and community services	9.8	5.7	16.0	169.9	186.1	6.0	11.5	203.8
Other services	7.6	8.5	17.3	178.1	196.1	6.4	27.6	230.9
Total ⁽⁸⁾	85.1	52.2	163.6	1,575.2	1,743.2	122.2	256.5	2,138.9
Occupation⁽⁹⁾⁽¹⁰⁾								
Legislators, administrators and managers	S	3.3	5.3	208.2	213.7	41.9	39.0	297.0
Professionals	8.3	14.1	23.8	284.1	308.4	15.3	33.5	357.4
Technicians and associate professionals	9.2	9.6	21.3	188.8	210.5	7.0	47.4	266.3
Clerks	9.1	10.3	20.4	223.0	243.5	5.2	8.1	260.0
Service and sales workers	24.8	3.9	32.6	262.9	297.3	4.5	12.5	315.6
Agriculture and fishery workers	9.6	S	16.9	56.9	74.3	25.4	46.2	153.3
Trades workers	3.2	S	6.2	143.3	149.7	16.3	43.8	210.6
Plant and machine operators and assemblers	6.3	S	18.1	129.1	147.2	5.4	16.6	169.1
Elementary occupations	12.6	3.3	18.8	77.6	96.9	S	9.3	107.8
Flexible hours⁽¹⁰⁾								
Yes	39.6	25.2	71.4	639.0	711.4	90.3	210.6	1,026.6
No	40.1	24.5	82.6	827.5	912.3	21.4	38.4	974.6
Sometimes	4.6	2.2	8.3	104.8	114.2	10.2	7.2	131.8
Tenure⁽¹⁰⁾								
Less than 1 month	12.1	6.6	21.2	41.9	63.7	S	3.8	68.6
1 to less than 6 months	27.3	16.6	47.1	164.5	213.3	S	19.3	236.7
6 months to less than 1 year	8.1	7.1	16.3	125.1	141.7	2.2	8.9	153.5
1 to less than 3 years	20.1	11.3	37.7	391.1	429.9	12.4	46.7	492.2
3 to less than 5 years	7.4	5.0	16.0	252.3	268.4	14.6	31.6	317.5
5 to less than 10 years	5.5	2.4	11.8	288.2	300.1	20.7	48.1	371.8
10 to less than 15 years	S	S	6.1	135.3	141.5	23.1	30.1	195.6
15 years+	S	S	7.3	175.8	183.1	46.2	67.5	300.4
Usual hours worked per week (main job)⁽¹⁰⁾								
0–19	39.6	10.9	56.1	178.0	235.7	9.6	38.1	292.0
20–29	13.6	5.5	23.2	135.3	159.1	7.4	30.3	199.0
30–39	10.4	8.7	21.2	213.1	234.8	10.6	33.8	280.7
40	11.1	16.3	32.4	537.2	570.2	17.8	49.1	638.6
41–44	S	S	5.2	99.7	104.9	3.7	7.8	116.5
45–49	S	S	8.0	178.5	186.4	13.7	22.6	223.3
50–59	S	S	7.7	158.0	165.8	24.1	33.3	223.9
60+	S	S	4.4	62.0	66.9	30.8	30.6	129.7
Mean number of usual hours ⁽¹¹⁾⁽¹²⁾	22.0	33.0	27.4	37.6	36.6	46.0	38.0	37.2
Median number of usual hours ⁽¹¹⁾⁽¹²⁾	20.0	40.0	29.0	40.0	40.0	46.0	40.0	40.0

Note: For footnotes, see end of table.

Table 2
continued

Employment Relationship

By characteristics of main job

	Employment relationship (main job)							Total employed ⁽⁴⁾
	Employee					Employer	Self-employed	
	Temporary employee ⁽¹⁾			Permanent employee	Total ⁽³⁾			
	Casual worker	Fixed-term & temp agency	Total ⁽²⁾					
	(000)							
Weekly earnings⁽¹⁰⁾⁽¹³⁾								
Less than \$100	15.1	S	19.6	42.8	63.0	9.6	24.5	97.1
\$100-\$199	13.8	4.6	20.4	76.6	97.7	S	12.0	111.8
\$200-\$399	20.6	6.3	30.7	128.7	160.5	5.5	25.4	191.5
\$400-\$599	13.8	9.8	28.8	220.6	249.8	8.4	23.5	281.7
\$600-\$999	9.2	13.8	30.7	532.5	563.6	18.2	42.2	624.0
\$1,000-\$1,499	S	7.0	13.0	311.2	324.2	18.6	31.0	373.8
\$1,500+	S	4.4	5.5	159.5	165.2	36.6	30.7	232.5
Mean weekly earnings (\$) ⁽¹²⁾	354	762	527	884	850	1,581	889	892
Median weekly earnings (\$) ⁽¹²⁾	258	640	425	769	756	1,112	690	767
Total	85.1	52.2	163.6	1,575.2	1,743.2	122.2	256.5	2,138.9

(1) 'Temporary employee' is a prioritised classification. For example, if a respondent said they were a 'casual' and a 'fixed-term' worker they are classified in this table as a 'casual' worker.

(2) Includes 'seasonal' workers not elsewhere defined, and 'other' temporary employees.

(3) Includes employees who could not be classified as 'temporary' or 'permanent'.

(4) Includes those who were classified as 'working without pay in a family business' (unpaid workers).

(5) ANZSIC: Australian and New Zealand Standard Industrial Classification, 1996.

(6) Industrial activity of place of employment.

(7) Includes the accommodation, cafes and restaurants category.

(8) Totals include those who did not specify their industry and two extra categories: mining; and electricity, gas and water supply.

(9) NZSCO: New Zealand Standard Classification of Occupations, 1999.

(10) 'Not specified' responses are included in the table totals only.

(11) Means and medians are not presented in 000s.

(12) Means and medians are calculated excluding 'not specified' responses.

(13) Weekly earnings for employees are derived from earnings in the respondent's main job only, while weekly earnings from self-employment are derived from annual earnings from all forms of self-employment.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 3

Employment Relationship and Sex
By characteristics of main job: employees only

	Employment relationship (main job)			Male	Female	Total employees ⁽³⁾	
	Temporary employee ⁽¹⁾		Permanent employee				
	Casual worker	Fixed-term & temp agency					Total ⁽²⁾
(000)							
Paid leave entitlement⁽⁴⁾							
4 weeks	12.0	19.0	40.5	1,100.2	607.3	534.8	1,142.2
More than 4 weeks	S	5.5	8.1	252.3	138.6	121.7	260.3
Percentage added to pay instead of annual leave	31.4	11.0	48.5	64.3	45.0	67.8	112.8
Less than 4 weeks	S	S	S	32.4	15.6	19.4	35.0
No leave entitlement	26.1	11.5	42.6	52.7	45.1	51.4	96.5
Do not know	13.5	4.6	21.0	71.9	37.3	56.9	94.2
Union member⁽⁴⁾							
Yes	14.7	16.9	42.3	482.8	244.1	281.1	525.2
No	67.4	35.1	117.5	1,075.2	635.3	561.0	1,196.3
Type of employment agreement⁽⁴⁾							
Collective agreement	12.2	14.6	36.2	431.1	218.3	249.0	467.3
Individual agreement	38.3	27.2	76.0	931.7	539.7	469.1	1,008.8
Not aware of being on any agreement	24.7	7.4	36.4	139.1	89.5	88.2	177.6
Do not know	9.1	3.1	14.3	72.2	41.0	46.2	87.3
Perception of health and safety risk management⁽⁴⁾							
Very well	37.9	29.2	79.3	746.4	412.9	414.9	827.9
Well	32.9	16.5	59.3	601.5	348.7	313.0	661.7
Neither well nor poorly	S	3.2	10.8	134.8	76.9	69.2	146.1
Poorly	2.5	S	5.4	58.8	31.2	33.2	64.4
Very poorly	S	S	S	11.5	7.3	5.7	12.9
Total	85.1	52.2	163.6	1,575.2	890.5	852.7	1,743.2
(\$)							
Earnings⁽⁵⁾							
Mean hourly earnings	15.99	23.14	18.50	23.36	25.04	20.65	22.89
Median hourly earnings	13.09	18.15	15.00	19.18	20.14	17.50	19.00
Mean weekly earnings	354	762	527	884	1017	676	850
Median weekly earnings	258	640	425	769	880	614	756

(1) 'Temporary employee' is a prioritised classification. For example, if a respondent said they were a 'casual' and a 'fixed-term' worker they are classified in this table as a 'casual' worker.

(2) Includes 'seasonal' workers not elsewhere defined, and 'other' temporary employees.

(3) Includes employees who could not be classified as 'temporary' or 'permanent'.

(4) 'Not specified' responses are included in the table totals only.

(5) Mean and median earnings are calculated excluding 'not specified' responses.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 4

Detailed Employment Relationship and Seasonal Employment: Temporary Employees Only*By sex, age group, reasons, preferences, tenure, usual hours worked and usual working time*

	Detailed employment relationship (main job)				Seasonal nature		Total temporary employees ⁽⁴⁾
	Temporary employee ⁽¹⁾				Seasonal employee ⁽³⁾	Non-seasonal employee	
	Casual	Fixed-term	Temp agency worker	Seasonal worker not further defined ⁽²⁾			
(000)							
Sex							
Male	38.6	15.1	3.6	13.7	25.7	46.5	72.7
Female	46.5	25.1	8.3	8.5	20.8	70.0	91.0
Age group							
15–34 years	46.9	19.8	6.4	10.9	24.3	61.3	85.7
35–54 years	23.9	15.4	4.7	8.4	16.0	37.3	53.5
55 years+	14.2	5.1	S	3.0	6.2	17.9	24.4
Reasons for doing temporary/seasonal work⁽⁵⁾⁽⁶⁾							
Employment/industry conditions	19.1	17.1	2.7	6.7	13.5	32.7	46.3
Family/lifestyle reasons	19.4	8.2	3.2	5.6	10.3	27.1	37.4
Education/health/financial reasons	34.8	7.9	3.9	6.5	15.6	38.6	54.3
Other reasons	14.6	5.6	S	5.7	10.2	19.3	29.7
Preference for permanent/ongoing work⁽⁵⁾							
Prefer job that is permanent/ongoing	31.0	19.8	5.6	7.5	16.6	49.1	65.7
Prefer to continue temporary/seasonal work	47.4	18.0	5.5	13.7	25.2	60.8	86.2
Other	4.3	S	S	S	3.0	4.3	7.4
Tenure (main job)⁽⁵⁾							
Less than 1 year	47.5	22.8	7.6	4.9	19.2	65.0	84.6
1 to less than 3 years	20.1	8.2	S	5.3	10.4	27.2	37.7
3+ years	17.5	9.2	S	11.9	16.8	24.2	41.2
Usual hours worked per week (main job)⁽⁵⁾							
0–19	39.6	7.3	3.6	4.5	11.3	44.5	56.1
20–39	24.0	10.9	3.3	4.1	10.5	33.7	44.4
40	11.1	13.1	3.2	4.6	10.2	22.1	32.4
41+	6.5	8.7	S	8.3	13.4	11.8	25.2
Usual working time (all jobs)⁽⁵⁾							
Usually worked all hours at standard times ⁽⁷⁾	45.5	28.4	9.0	10.0	24.7	70.3	95.2
Didn't usually work all hours at standard times ⁽⁷⁾	36.2	11.0	S	12.0	20.7	42.1	63.1
No usual working time	2.9	S	S	S	S	3.9	5.0
Total	85.1	40.3	12.0	22.3	46.5	116.5	163.6

(1) 'Temporary employee' is a prioritised classification. For example, if a respondent said they were a 'casual' and a 'fixed-term' worker they are classified in this table as a 'casual' worker.

(2) Includes 'permanent' employees reclassified as 'temporary' because they said their jobs were seasonal.

(3) Counts all employees who said 'yes' to the seasonal employment question, including those whose employment relationship was classified as 'casual', 'fixed-term', 'temporary agency worker', 'seasonal worker not further defined' or 'other' temporary.

(4) Includes 'other' temporary workers and those who did not specify whether their job was seasonal.

(5) 'Not specified' responses are included in the table totals only.

(6) People could provide more than one reason where applicable. This means the sum of the cells will equal more than the total number of temporary employees.

(7) 'Standard' is defined as usually working all hours in all jobs between 7am and 7pm, Monday to Friday.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 5

Job Tenure

By sex, age group, geographic and educational characteristics

	Length of time in main job								Total employed ⁽¹⁾
	Less than 1 month	1 to less than 6 months	6 months to less than 1 year	1 to less than 3 years	3 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 years+	
	(000)								
Males by age group (years)									
15–24	15.1	40.3	25.5	63.6	25.6	11.2	S	S	182.0
25–34	6.6	29.6	21.6	68.1	44.2	47.8	12.7	S	233.5
35–44	3.6	23.0	15.2	50.0	44.5	60.7	36.2	31.4	264.7
45–54	3.6	14.4	9.2	39.0	30.5	52.5	33.0	71.4	254.0
55–64	S	8.3	3.6	26.1	20.9	28.2	21.4	65.0	175.8
65+	S	S	S	3.6	4.5	5.5	6.9	21.1	45.0
Total	32.2	117.2	75.9	250.4	170.2	205.8	110.7	191.7	1,155.0
Females by age group (years)									
15–24	14.5	39.3	25.5	58.8	19.2	3.3	S	S	161.0
25–34	9.9	29.7	18.2	58.0	33.4	31.5	7.2	S	188.5
35–44	6.3	23.4	13.8	61.3	40.7	47.8	20.9	15.7	230.3
45–54	4.6	18.2	13.2	40.6	33.7	52.2	31.7	39.9	234.7
55–64	S	8.2	6.4	20.9	17.6	27.1	20.7	40.7	142.7
65+	S	S	S	S	2.6	4.1	4.3	11.8	26.6
Total	36.4	119.4	77.7	241.8	147.3	166.0	84.8	108.8	983.9
Area type									
Rural	9.2	23.9	18.9	60.2	44.9	54.0	34.5	74.6	320.4
Urban	59.4	212.8	134.6	432.1	272.7	317.8	161.1	225.9	1,818.5
Highest qualification⁽²⁾									
No qualification	11.3	40.0	30.6	74.9	49.5	64.8	35.5	57.8	364.8
School Certificate/NCEA Level 1	7.3	21.3	13.4	41.3	20.9	26.2	16.4	25.3	172.5
Sixth form qualification/NCEA Level 2	7.4	18.2	10.6	35.6	19.4	19.8	8.5	17.1	136.8
Higher school qual/NCEA Level 3 ⁽³⁾	7.9	23.7	10.8	31.5	24.0	16.9	11.1	18.8	144.7
Other school qualification	S	4.0	4.4	18.3	10.9	9.7	4.4	S	57.3
Vocational or trade qualification	18.8	71.2	42.9	156.0	110.2	135.9	74.6	115.5	725.6
Bachelor's degree	9.5	32.2	23.3	80.3	47.6	55.5	22.6	29.9	301.0
Postgraduate qualification	3.5	16.5	8.9	32.4	21.1	24.3	14.6	19.7	141.2
Other post-school qualification	S	8.7	7.2	18.1	10.9	16.6	6.5	9.4	78.7
Formal study status⁽⁴⁾									
Participating in formal study	7.2	24.5	19.1	44.7	21.8	14.7	5.6	S	139.6
Not participating in formal study	53.3	193.8	125.6	427.4	291.5	355.8	189.5	297.9	1,937.1
Not specified/still at school	8.1	18.3	8.8	20.2	4.3	S	S	S	62.2
Total	68.6	236.7	153.5	492.2	317.5	371.8	195.6	300.4	2,138.9

(1) Includes people who did not specify their tenure.

(2) 'Not specified' responses are included in the table totals only.

(3) Includes NZ Bursary, Higher School Certificate and NZ Scholarship.

(4) Formal study is defined as studying towards a qualification that takes three or more months of full-time study (20 or more hours per week) to complete.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 6

Job Tenure
By characteristics of main job

	Length of time in main job								Total employed ⁽¹⁾
	Less than 1 month	1 to less than 6 months	6 months to less than 1 year	1 to less than 3 years	3 to less than 5 years	5 to less than 10 years	10 to less than 15 years	15 years+	
(000)									
Industry⁽²⁾⁽³⁾									
Agriculture, forestry and fishing	5.7	14.0	10.2	25.7	20.5	23.8	13.8	47.5	161.3
Manufacturing	7.4	25.7	19.7	55.5	43.8	61.2	31.6	40.6	285.6
Construction	4.2	17.3	8.3	41.8	29.6	26.4	15.4	28.7	171.8
Wholesale and retail trade etc ⁽⁴⁾	21.8	73.3	43.3	132.4	64.5	66.0	31.7	37.4	471.2
Transport, storage and communication	S	12.9	9.8	23.9	21.0	20.7	10.2	14.9	116.4
Business and financial services	6.6	33.7	20.6	75.3	49.0	55.2	31.1	40.7	312.7
Education	6.9	12.9	7.2	35.2	27.1	33.2	19.9	22.9	165.2
Health and community services	6.3	23.3	15.6	44.4	26.1	40.4	20.0	27.6	203.8
Other services	6.5	21.5	17.3	52.2	33.0	41.5	20.8	37.5	230.9
Total ⁽⁵⁾	68.6	236.7	153.5	492.2	317.5	371.8	195.6	300.4	2,138.9
Occupation⁽⁶⁾⁽⁷⁾									
Legislators, administrators and managers	3.9	21.1	17.1	57.9	42.7	62.1	38.7	52.6	297.0
Professionals	10.9	33.0	19.1	79.1	48.0	70.1	44.0	53.0	357.4
Technicians and associate professionals	8.1	26.5	24.5	64.3	45.0	41.3	22.1	34.3	266.3
Clerks	8.4	33.0	19.4	57.1	43.4	44.9	19.8	33.4	260.0
Service and sales workers	16.4	56.1	33.5	93.5	41.8	39.5	15.8	18.6	315.6
Agriculture and fishery workers	4.3	10.3	10.6	28.2	19.0	23.1	12.5	45.3	153.3
Trades workers	5.9	17.9	12.6	47.5	34.6	36.4	20.5	35.2	210.6
Plant and machine operators and assemblers	3.8	17.3	10.4	37.6	26.1	37.1	15.6	21.2	169.1
Elementary occupations	6.9	21.1	6.2	26.8	16.8	16.9	6.4	6.4	107.8
Usual hours worked per week (main job)⁽⁷⁾									
0–19	18.0	51.6	28.1	80.6	40.3	32.3	15.4	25.6	292.0
20–29	7.5	24.7	15.3	49.3	21.9	35.5	16.9	27.7	199.0
30–39	8.6	32.3	16.4	62.9	45.7	43.7	29.3	41.8	280.7
40	21.1	67.4	44.6	161.4	98.7	112.8	54.4	77.3	638.6
41–44	2.3	12.6	9.0	23.6	21.3	22.2	12.4	13.1	116.5
45–49	3.8	18.0	18.0	43.3	34.7	48.3	22.0	35.1	223.3
50–59	3.8	17.9	12.3	41.6	30.6	46.0	26.4	45.1	223.9
60+	S	8.6	8.9	21.9	20.0	25.5	13.2	29.9	129.7
Mean number of usual hours ⁽⁸⁾	30.6	33.6	35.5	35.4	37.8	39.5	39.6	40.4	37.2
Median number of usual hours ⁽⁸⁾	37.5	40.0	40.0	40.0	40.0	40.0	40.0	40.0	40.0
Job satisfaction (main job)⁽⁷⁾									
Satisfied/very satisfied	60.2	195.6	123.5	408.1	271.4	306.5	168.3	263.9	1,799.4
Neither satisfied nor dissatisfied	5.0	28.0	23.9	55.3	31.4	42.9	19.2	24.7	230.5
Dissatisfied/very dissatisfied	S	11.7	6.0	28.4	13.5	21.8	6.7	11.1	101.8
Total	68.6	236.7	153.5	492.2	317.5	371.8	195.6	300.4	2,138.9

(1) Includes employees who did not specify their tenure.

(2) ANZSIC: Australian and New Zealand Standard Industrial Classification, 1996.

(3) Industrial activity of place of employment.

(4) Includes the accommodation, cafes and restaurants category.

(5) Total includes those who did not specify their industry and two extra categories: mining; and electricity, gas and water supply.

(6) NZSCO: New Zealand Standard Classification of Occupations, 1999.

(7) 'Not specified' responses are included in the table totals only.

(8) Mean and medians are not presented in 000s and are calculated excluding 'not specified' responses.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 7

Working Times in All Jobs
By employment relationship and sex

	Employment relationship (main job)					Male	Female	Total employed ⁽²⁾
	Employee			Employer	Self-employed			
	Temporary employee	Permanent employee	Total ⁽¹⁾					
Working time (all jobs)								
Usual working time⁽³⁾								
Usually worked all hours at standard times ⁽⁴⁾	95.2	1,056.2	1,153.9	50.2	129.3	689.2	651.3	1,340.5
Didn't usually work all hours at standard times ⁽⁴⁾	63.1	495.6	560.4	69.5	117.6	440.9	314.8	755.7
No usual working time	5.0	23.3	28.3	S	9.6	24.4	17.8	42.1
Overall work pattern⁽³⁾								
Mainly daytime	138.9	1,402.0	1,544.7	114.9	236.5	1,031.0	880.0	1,911.0
Mainly evening, 7pm–11pm	12.4	55.8	68.4	S	5.0	35.3	40.4	75.7
Mainly night, 11pm–5am	S	18.8	20.7	S	S	11.6	11.4	23.0
Changing shifts	8.6	81.7	90.3	S	6.0	61.1	39.0	100.2
Other pattern	S	16.9	18.4	S	6.8	14.5	12.6	27.1
Number of days usually worked per week⁽³⁾								
Less than 5 days per week	57.8	278.2	338.1	8.1	43.5	133.8	261.2	395.0
5 days per week	67.1	1,062.5	1,130.6	47.9	106.6	731.5	556.6	1,288.1
More than 5 days per week	18.4	183.4	202.5	58.1	84.4	236.8	112.5	349.3
No usual/other	19.6	50.7	70.6	8.0	21.1	51.8	51.9	103.8
Usual hours worked per week⁽³⁾								
0–19	54.6	168.9	225.1	9.4	36.0	86.1	193.1	279.1
20–29	23.3	132.8	156.7	7.2	30.0	46.7	149.3	196.0
30–39	21.0	214.0	235.6	10.6	32.7	101.8	178.6	280.4
40	32.1	528.5	561.0	16.6	49.5	360.0	268.5	628.5
41–44	5.7	102.5	108.2	3.4	8.3	79.9	40.1	119.9
45–49	8.5	182.5	191.0	13.7	23.2	171.8	56.7	228.5
50–59	8.6	164.7	173.5	24.5	34.9	177.8	55.8	233.5
60+	4.8	68.7	74.1	32.2	31.9	114.8	24.8	139.6
Working long hours caused difficulties⁽⁵⁾								
Yes/sometimes	7.4	150.7	158.7	25.3	33.6	153.7	64.6	218.2
No	14.3	262.8	277.4	44.0	55.9	308.0	71.5	379.5
Total who worked long hours ⁽⁶⁾	21.8	415.7	438.4	70.4	89.9	464.3	137.3	601.6
Overtime worked in last 4 weeks								
Worked paid overtime at a higher rate ⁽⁷⁾	16.6	237.7	254.6	...	...	164.1	90.5	254.6
Worked extra unpaid hours	12.1	230.8	242.9	...	...	120.0	122.9	242.9
Total ⁽⁸⁾	152.7	1,527.7	1,684.8	...	...	869.0	815.8	1,684.8
Total	163.6	1,575.2	1,743.2	122.2	256.5	1,155.0	983.9	2,138.9

(1) Includes employees who could not be classified as 'temporary' or 'permanent'.

(2) Includes those who were classified as 'working without pay in a family business' (unpaid workers).

(3) 'Not specified' responses are included in the table totals only.

(4) 'Standard' is defined as usually working all hours in all jobs between 7am and 7pm, Monday to Friday.

(5) Only those who usually worked 45 hours or more per week were asked whether working long hours caused them any difficulties.

(6) Includes those who did not specify whether working long hours caused them any difficulties.

(7) To be counted as working 'paid overtime' a person had to be working additional hours and paid at a higher rate than normal for those hours.

(8) Only those defined as 'employees', who had done some work in the last four weeks, were asked questions on overtime.

Symbols:

S suppressed (please refer to the technical notes of this release for more information)

... not applicable

Table 8

Family and Household Characteristics
By employment relationship, usual working time and full-time/part-time status

	Employment relationship (main job)			Usual working time (all jobs)		Full-time/part-time status (all jobs)		Total employed ⁽²⁾
	Temporary employee	Permanent employee	Employer/Self-employed	Usually worked all hours at standard times ⁽¹⁾	Didn't usually work all hours at standard times ⁽¹⁾	Full-time	Part-time	
(000)								
Labour force status of spouse/partner in household⁽³⁾								
Spouse/partner employed	57.7	800.9	262.2	731.0	379.9	896.1	238.6	1,134.7
Spouse/partner not employed	16.0	181.7	48.5	156.6	85.8	209.6	37.5	247.1
No spouse/partner	87.0	563.0	61.0	427.6	277.7	514.5	202.9	717.4
Parenting status⁽⁴⁾								
Sole parent mother of dependent child(ren)	7.7	53.8	3.7	45.8	18.6	38.1	27.6	65.8
Sole parent father of dependent child(ren)	S	13.1	2.4	9.6	6.2	13.9	S	16.1
Mother of dependent child(ren): 2-parent family	25.1	206.0	47.5	192.4	85.3	152.6	130.8	283.4
Father of dependent child(ren): 2-parent family	13.7	283.4	95.7	241.3	146.6	377.7	17.2	394.9
Not parent of dependent child	116.6	1,019.0	229.4	851.3	499.1	1,070.9	307.7	1,378.6
Parent/caregiver of child under 14 years								
Mother	27.7	204.3	41.6	189.3	83.2	142.5	135.8	278.3
Father	10.2	244.8	79.3	206.4	122.9	320.6	15.1	335.8
Other caregiver	S	6.2	S	3.1	5.1	7.0	S	8.5
Not parent/caregiver of child under 14	125.2	1,119.9	256.1	941.6	544.6	1,183.3	333.0	1,516.3
Age of youngest dependent child in household (years)								
Under 1	5.5	63.8	13.9	49.0	32.5	66.7	16.6	83.3
1	4.7	60.8	13.1	48.5	30.3	60.8	19.0	79.9
2	5.0	45.4	10.4	38.8	21.7	46.1	15.3	61.4
3	2.9	39.7	9.9	32.0	20.4	40.1	13.0	53.1
4	4.0	36.5	9.4	31.6	18.1	36.2	14.8	51.0
5-9	15.8	163.7	41.6	141.6	76.4	156.3	67.4	223.7
10-13	14.6	129.4	31.5	110.8	63.2	124.2	52.8	177.1
14-17	18.9	137.2	23.9	106.4	72.9	118.4	63.3	181.7
No dependent children	92.2	898.8	225.0	781.7	420.2	1,004.5	223.2	1,227.7
Number of children in household under 14 years								
1	26.2	255.5	53.3	208.7	122.7	248.0	90.7	338.7
2	18.7	202.8	51.7	173.9	96.5	196.1	80.0	276.1
3	5.3	61.9	19.3	53.7	32.7	65.7	22.1	87.8
4	S	13.9	4.1	11.7	7.7	14.6	5.1	19.7
5+	S	5.4	S	4.2	3.3	6.3	S	7.5
No children under 14 years	111.1	1,035.7	249.0	888.1	492.8	1,122.6	286.5	1,409.1
Total	163.6	1,575.2	378.7	1,340.5	755.7	1,653.4	485.5	2,138.9

(1) 'Standard' is defined as usually working all hours in all jobs between 7am and 7pm, Monday to Friday.

(2) Includes those who could not be classified as 'temporary' or 'permanent', those who were classified as 'working without pay in a family business' (unpaid workers), and those who had 'no usual working time' or who did not specify their usual working time.

(3) Those with a spouse/partner, where the labour force status is unknown are counted in the table totals only.

(4) These family groups are restricted to relationships within the household.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 9

Non-standard Working Times in All Jobs⁽¹⁾⁽²⁾
By age group and sex

Frequency (last 4 weeks) ⁽¹⁾⁽²⁾	Age group (years)						Male	Female	Total who worked in last 4 weeks
	15-24	25-34	35-44	45-54	55-64	65+			
	(000)								
Evening work (7-11pm)⁽³⁾									
1-5 times	64.2	71.0	81.7	82.3	45.3	6.9	198.5	153.0	351.5
6-10 times	24.7	25.8	35.1	31.6	12.9	3.5	80.0	53.7	133.7
More than 10 times	27.9	28.8	40.5	39.2	25.4	3.4	100.0	65.3	165.2
Total who worked evenings ⁽⁴⁾	119.4	127.6	159.6	155.7	84.9	14.0	385.8	275.3	661.1
None	213.8	281.3	316.3	310.8	218.1	54.1	735.7	658.7	1,394.4
Night work (11pm-5am)⁽³⁾									
1-5 times	14.6	26.3	28.6	25.0	11.0	S	67.3	39.6	106.9
6-10 times	S	6.9	11.6	8.0	3.2	S	26.9	9.9	36.8
More than 10 times	8.5	11.8	14.4	12.8	6.8	S	36.9	17.9	54.8
Total who worked nights ⁽⁴⁾	30.4	45.7	55.1	46.5	21.7	S	133.8	68.4	202.2
None	302.9	363.3	420.6	419.7	281.7	65.5	987.6	866.1	1,853.7
Early morning work (5-7am)⁽³⁾									
1-5 times	13.8	29.0	37.4	35.6	18.9	2.7	95.1	42.2	137.3
6-10 times	S	9.8	15.5	12.6	7.7	S	38.8	15.9	54.7
More than 10 times	17.5	23.7	33.7	29.8	21.0	3.3	95.9	33.1	129.0
Total who worked mornings ⁽⁴⁾	39.5	64.2	87.0	79.0	48.8	7.8	234.1	92.1	326.2
None	293.9	345.0	388.5	387.5	254.2	60.5	887.3	842.2	1,729.5
Saturday work⁽⁵⁾									
1-2 times	69.4	94.9	111.2	109.5	64.3	10.5	276.7	183.0	459.7
3-4 times	95.5	82.1	104.7	105.8	71.2	16.8	285.8	190.3	476.1
None	167.6	231.0	258.0	249.6	166.5	40.4	555.8	557.3	1,113.1
Sunday work⁽⁵⁾									
1-2 times	50.3	63.6	75.4	81.7	50.3	10.6	195.6	136.4	331.9
3-4 times	70.8	53.3	66.0	66.8	43.7	11.2	172.8	139.0	311.8
None	211.7	291.1	333.0	316.5	208.2	45.9	750.8	655.6	1,406.4
Weekend work⁽³⁾									
1-4 Saturdays/Sundays	135.1	139.2	161.9	158.9	94.4	17.4	417.6	289.2	706.8
5-8 Saturdays/Sundays	59.5	56.5	72.1	73.4	51.3	12.4	191.5	133.6	325.1
Total who worked weekends ⁽⁴⁾	195.5	196.9	235.9	234.7	147.1	30.3	613.1	427.2	1,040.4
None	137.6	212.1	239.9	232.2	156.2	37.8	508.9	506.9	1,015.8
Non-standard working time totals⁽³⁾									
1-5 times	90.6	105.9	117.4	113.9	69.2	15.5	289.6	223.0	512.6
6-10 times	55.9	43.5	49.6	55.3	35.1	8.4	137.3	110.6	247.9
More than 10 times	71.9	82.2	111.0	102.5	61.6	11.1	282.6	157.6	440.3
Total who worked at a non-standard time ⁽⁶⁾	221.0	235.1	281.7	275.4	168.9	35.6	720.6	497.0	1,217.6
None	112.2	173.9	194.1	191.4	134.0	32.4	401.1	437.0	838.2
Total	333.5	409.2	476.4	467.3	303.4	68.3	1,123.2	934.9	2,058.1

(1) This table only includes those who worked for one hour or more in the last four weeks.

(2) Working at a non-standard time includes any work **for one hour or more** in the evening, at night, in the early morning, on a Saturday, or on a Sunday.

(3) 'Not specified' responses are included in the table totals only.

(4) Includes those who stated they worked at this time but who were unable to provide the frequency of work at this time.

(5) Those who stated that they worked in the weekend but were unable to state the number of Saturdays or Sundays are included in the table totals only.

(6) Includes those who worked at a non-standard time, where the frequency of non-standard times worked could not be derived.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 10

Night and Evening Work in All Jobs⁽¹⁾
By tenure, industry, occupation and usual hours worked

	Frequency in last 4 weeks (all jobs) ⁽²⁾								Total who worked in last 4 weeks ⁽⁴⁾
	Evening work (7–11pm)				Night work (11pm–5am)				
	1–5 times	More than 6 times	Total ⁽³⁾	None	1–5 times	More than 6 times	Total ⁽³⁾	None	
(000)									
Tenure⁽⁵⁾									
Less than 1 month	10.2	6.3	16.9	50.4	S	S	4.5	62.8	67.3
1 to less than 6 months	41.4	39.0	81.0	149.8	10.3	11.7	22.9	207.9	231.1
6 months to less than 1 year	26.2	18.9	45.8	101.6	6.4	6.1	12.8	134.7	147.5
1 to less than 3 years	80.0	68.3	150.2	326.0	22.5	21.6	44.6	431.7	476.4
3 to less than 5 years	48.2	41.4	93.2	211.9	15.0	13.0	29.2	276.3	305.7
5 to less than 10 years	60.3	47.8	109.1	242.6	19.9	16.5	36.5	315.3	352.0
10 to less than 15 years	35.8	28.6	65.5	120.9	10.6	10.7	21.3	165.0	186.7
15 years+	49.2	48.2	99.0	189.6	19.5	10.2	30.2	258.3	288.7
Industry⁽⁶⁾⁽⁷⁾									
Agriculture, forestry and fishing	26.1	24.5	51.0	100.7	7.3	5.5	13.1	138.6	152.0
Manufacturing	32.4	32.8	65.7	211.0	14.2	24.4	39.1	237.7	276.9
Construction	18.1	12.2	31.0	135.3	5.3	S	6.5	159.8	166.5
Wholesale and retail trade etc ⁽⁸⁾	75.4	78.6	157.0	303.9	15.2	18.1	33.7	426.6	461.4
Transport, storage and communication	23.2	20.3	44.3	69.9	11.2	12.8	24.6	89.6	114.4
Business and financial services	56.7	40.9	99.1	204.9	13.3	6.0	19.7	284.8	304.5
Education	27.6	24.0	52.4	90.4	4.5	S	6.5	136.4	142.9
Health and community services	41.6	32.3	75.2	122.2	21.1	11.0	32.3	165.2	197.6
Other services	48.7	30.4	80.8	141.2	14.3	9.1	24.5	197.6	222.1
Total ⁽⁹⁾	351.5	298.9	661.1	1,394.4	106.9	91.6	202.2	1,853.7	2,058.1
Occupation⁽⁵⁾⁽¹⁰⁾									
Legislators, administrators and managers	60.4	52.7	114.5	175.3	14.4	6.7	21.2	268.5	290.3
Professionals	75.2	51.3	128.8	206.5	26.3	7.8	34.6	301.0	335.7
Technicians and associate professionals	53.8	31.6	86.8	166.1	14.1	7.5	22.6	230.7	253.3
Clerks	33.9	18.9	53.3	198.1	6.1	6.0	12.3	238.9	251.5
Service and sales workers	57.9	68.8	129.0	176.1	18.4	19.5	38.9	266.5	305.5
Agriculture and fishery workers	21.7	20.4	42.6	102.2	5.9	5.3	11.4	133.4	144.9
Trades workers	19.3	14.1	34.5	171.0	7.8	S	15.5	189.8	205.7
Plant and machine operators and assemblers	17.3	29.7	47.4	117.2	8.9	23.3	32.4	132.1	165.0
Elementary occupations	11.8	11.4	23.7	80.7	5.2	7.8	13.3	91.1	104.4
Usual hours worked per week (all jobs)⁽⁵⁾									
0–19	54.8	32.7	88.6	169.9	9.2	3.9	13.4	245.2	259.0
20–29	28.4	23.6	52.4	132.0	7.6	6.3	14.0	170.7	184.6
30–39	42.0	29.4	72.2	199.2	11.1	9.2	20.4	251.1	271.6
40	76.8	50.9	130.3	478.1	21.2	21.1	43.2	565.5	609.3
41–44	19.6	13.5	33.5	84.4	6.2	5.6	12.2	105.7	117.9
45–49	46.0	35.4	82.7	140.1	14.3	11.8	26.8	196.1	222.9
50–59	50.1	55.2	107.3	117.7	20.1	14.5	35.6	189.4	225.2
60+	26.9	52.2	80.5	55.4	15.0	17.3	32.3	103.1	136.1
Total	351.5	298.9	661.1	1,394.4	106.9	91.6	202.2	1,853.7	2,058.1

(1) This table only includes those who worked for one hour or more in the last four weeks.

(2) Includes work for one hour or more in the evening or at night in the last four weeks.

(3) Includes those who stated that they worked at this time but who were unable to provide the frequency of work at this time.

(4) Includes those who did not specify whether they worked evenings or nights.

(5) 'Not specified' responses are included in the table totals only.

(6) ANZSIC: Australian and New Zealand Standard Industrial Classification, 1996.

(7) Industrial activity of place of employment.

(8) Includes the accommodation, cafes and restaurants category.

(9) Totals include those who did not specify their industry and two extra categories: mining; and electricity, gas and water supply.

(10) NZSCO: New Zealand Standard Classification of Occupations, 1999.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 11

Difficulties Working at a Non-standard Time⁽¹⁾⁽²⁾
By sex, age group, parental status, usual hours worked and working times

	Worked at a non-standard time in last 4 weeks (all jobs) ⁽¹⁾⁽²⁾						
	Type of difficulty experienced ⁽³⁾					Total with no difficulties	Total who worked at a non-standard time ⁽⁶⁾
	Sleep/health	Family/home	Social/leisure/personal	Other ⁽⁴⁾	Total with difficulties ⁽⁵⁾		
	(000)						
Sex							
Male	72.9	67.5	49.2	28.4	183.2	536.7	720.6
Female	44.6	56.9	42.6	18.8	133.8	362.8	497.0
Age group (years)							
15–24	16.6	7.6	24.9	11.0	50.1	170.8	221.0
25–34	25.4	28.5	20.0	11.5	70.3	164.7	235.1
35–44	34.8	49.8	17.0	9.3	87.9	193.6	281.7
45–54	27.2	29.3	19.2	10.1	74.4	200.5	275.4
55+	13.6	9.1	10.7	5.3	34.1	169.9	204.5
Parent/caregiver of child under 14 years in the household							
Parent/caregiver	41.9	79.7	13.3	10.1	120.4	230.7	351.2
Not parent/caregiver	75.6	44.6	78.6	37.1	196.6	668.8	866.5
Usual hours worked per week (all jobs)⁽⁷⁾							
0–19	9.0	9.0	8.8	7.2	29.1	128.5	157.6
20–29	6.5	10.3	6.8	S	22.4	73.1	95.5
30–39	11.1	13.3	11.0	S	33.1	104.1	137.3
40	19.4	22.8	15.8	9.3	57.6	205.4	263.2
41–44	7.9	9.6	4.6	2.6	20.5	53.2	73.7
45–49	16.9	16.9	16.7	6.9	47.9	105.2	153.1
50–59	20.8	24.3	14.6	6.9	54.2	130.3	184.5
60+	23.4	16.2	11.6	5.5	45.2	83.7	129.4
Mean number of usual hours ⁽⁸⁾	45.5	42.6	42.1	39.4	42.7	38.8	39.8
Median number of usual hours ⁽⁸⁾	45.0	42.0	43.0	40.0	43.0	40.0	40.0
Overall work pattern (all jobs)⁽⁷⁾							
Mainly daytime	77.9	103.0	74.8	38.0	247.9	755.7	1,004.7
Mainly evening (7pm–11pm) or night (11pm–5am)	14.0	7.8	6.2	3.4	26.3	66.8	93.1
Changing shifts	20.5	10.0	7.9	4.8	33.6	59.1	92.7
Non-standard working time totals (frequency for all jobs in last 4 weeks)⁽²⁾⁽⁷⁾							
1–5 times	18.0	47.5	29.0	18.8	99.2	412.9	512.6
6–10 times	22.5	26.8	26.5	9.8	69.1	178.7	247.9
More than 10 times	74.9	48.6	35.2	17.1	143.8	296.3	440.3
Total	117.5	124.4	91.8	47.3	316.9	899.5	1,217.6

(1) This table only includes those who worked for one hour or more in the last four weeks.

(2) Working at a non-standard time includes any work **for one hour or more** in the evening, at night, in the early morning, on a Saturday, or on a Sunday.

(3) People could state more than one difficulty where applicable. For this reason the sum of the cells will equal more than the total number of people who had difficulties working at a non-standard time.

(4) The 'other' category includes 'education', 'commuting' and 'other' difficulties.

(5) Includes those who did not specify type of difficulty experienced

(6) Includes those who did not specify whether working at a non-standard time caused any difficulties.

(7) 'Not specified' responses are included in the table totals only.

(8) Mean and medians are not presented in 000's and are calculated excluding 'not specified' responses.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 12

Preferred Hours
By sex, age group, usual hours worked and working times

	Preference					
	Work at different time of day ⁽¹⁾			Work fewer hours in main job and earn less ⁽²⁾		
	Yes/partly	No	Total ⁽³⁾	Yes	No	Total ⁽³⁾
	(000)					
Sex						
Male	43.3	79.3	124.0	176.9	813.2	1,003.1
Female	34.0	68.4	103.9	111.4	502.4	621.6
Age group (years)						
15–24	20.8	41.6	63.1	15.1	193.5	211.5
25–34	16.4	24.7	41.7	51.8	301.3	356.0
35–44	20.0	29.0	50.1	73.4	304.5	383.6
45–54	12.8	31.8	44.8	84.6	307.5	397.2
55+	7.2	20.6	28.2	63.4	208.7	276.5
Usual hours worked per week (main job)⁽⁴⁾						
0–19	14.0	38.3	53.1	S	4.0	4.6
20–29	8.8	16.9	26.3	S	11.2	12.7
30–39	10.8	15.9	26.8	38.7	236.9	279.1
40	18.9	32.9	52.1	93.3	536.2	637.1
41–44	5.2	4.3	9.4	18.8	97.0	116.4
45–49	6.2	10.5	17.1	48.4	172.0	222.8
50–59	6.5	11.2	17.8	52.0	167.9	223.2
60+	4.8	13.4	18.6	34.9	90.0	128.3
Mean number of usual hours ⁽⁵⁾	35.3	33.9	34.4	45.7	43.0	43.5
Median number of usual hours ⁽⁵⁾	40.0	40.0	40.0	43.0	40.0	40.0
Overall work pattern (all jobs)⁽⁴⁾						
Mainly daytime	...	...	...	263.1	1,198.7	1,480.8
Mainly evening, 7–11pm	24.3	50.9	75.7	4.2	24.4	28.7
Mainly night, 11pm–5am	7.5	15.4	23.0	3.5	13.2	17.1
Changing shifts	38.2	60.7	100.2	12.3	65.9	79.1
Other pattern	7.1	19.9	27.1	5.2	13.3	18.7
Frequency of non-standard working times in last 4 weeks (all jobs)⁽⁴⁾⁽⁶⁾						
1–5 times	4.6	15.1	19.8	64.7	315.4	384.0
6–10 times	10.8	23.5	34.9	37.6	135.8	175.3
More than 10 times	56.4	96.3	154.0	78.3	283.4	367.6
Total who worked at a non-standard time ⁽⁷⁾	73.7	136.8	212.9	183.5	743.4	939.5
None	S	S	S	95.8	536.9	640.0
Total	77.3	147.7	227.9	288.3	1,315.5	1,624.7

(1) This question was not asked of those who stated that they mainly did daytime work. The question was asked about time worked across all current jobs.

(2) This question was not asked of 'unpaid family workers' or those who usually worked less than 30 hours per week in all their jobs. The question was asked about the respondent's main job only.

(3) Includes 'not specified' responses.

(4) 'Not specified' responses are included in the table totals only.

(5) Means and medians are not presented in 000's and are calculated excluding 'not specified' responses.

(6) Working at a non-standard time includes any work **for one hour or more** in the evening, at night, in the early morning, on a Saturday, or on a Sunday.

(7) Includes those who worked at a non-standard time, where the frequency of non-standard times worked could not be derived.

Symbols:

S suppressed (please refer to the technical notes of this release for more information)

... not applicable

Table 13

Job Flexibility in Main Job: Employees Only
By employment relationship and sex

Job flexibility (main job)	Employment relationship (main job)				Male	Female	Total employees ⁽³⁾
	Temporary employee ⁽¹⁾			Permanent employee			
	Casual worker	Fixed-term & temp agency	Total ⁽²⁾				
(000)							
Has flexible hours							
Yes	39.6	25.2	71.4	639.0	379.9	331.5	711.4
No	40.1	24.5	82.6	827.5	447.8	464.4	912.3
Sometimes	4.6	2.2	8.3	104.8	60.3	53.8	114.2
Total ⁽⁴⁾	85.1	52.2	163.6	1,575.2	890.5	852.7	1,743.2
Can take a few days of unpaid leave							
Yes/probably	67.6	44.5	133.6	1,430.4	797.9	768.4	1,566.4
No	12.3	5.9	21.9	106.1	67.7	61.1	128.7
Total ⁽⁴⁾	85.1	52.2	163.6	1,575.2	890.5	852.7	1,743.2
Could reduce to less than 30 hours per week⁽⁵⁾							
Yes/probably	12.9	9.1	26.2	379.8	207.6	198.7	406.4
No	7.2	19.7	36.3	712.2	501.7	247.6	749.3
Total ⁽⁴⁾	22.0	32.1	68.7	1,173.2	757.8	485.6	1,243.3
Hours change from week to week to suit employer's needs⁽⁶⁾							
Yes/sometimes	57.8	21.9	96.5	...	41.8	54.7	96.5
No	27.0	30.3	66.6	...	30.8	35.9	66.6
Total ⁽⁴⁾	85.1	52.2	163.6	...	72.7	91.0	163.6
Advance notice of work schedule⁽⁷⁾							
Always known	27.4	9.2	47.1	36.0	50.3	33.8	84.1
2 weeks or more	9.7	S	14.0	35.9	26.5	23.4	50.0
1 week to less than 2	10.1	S	12.7	7.1	9.1	10.6	19.7
2 to 6 days	10.5	S	16.2	5.4	9.7	11.9	21.6
One day or less	15.2	3.1	21.8	4.8	13.2	13.5	26.7
It varies	10.6	S	14.6	9.5	11.3	12.9	24.2
Total ⁽⁴⁾	85.1	21.0	128.3	98.6	121.3	106.9	228.2

(1) 'Temporary employee' is a prioritised classification. For example, if a respondent said they were a 'casual' and a 'fixed-term' worker they are classified in this table as a 'casual' worker.

(2) Includes 'seasonal' workers not further defined, and 'other' temporary employees.

(3) Includes employees who could not be classified as 'temporary' or 'permanent'.

(4) 'Not specified' responses are included in the totals only.

(5) This question was only asked of employees who usually worked for 35 hours or more per week.

(6) This question was only asked of 'temporary' employees.

(7) This question was only asked of 'temporary agency', 'seasonal' and 'casual' workers and employees who said they worked 'changing shifts' or 'some other work pattern'.

Symbols:

S suppressed (please refer to the technical notes of this release for more information)

... not applicable

Table 14

Employer-funded Study and Training: Employees Only⁽¹⁾
By sex and characteristics of main job

	Employer-funded study and training in last 12 months						No employer-funded study or training in last 12 months	Total employees ⁽³⁾
	1 day or less	2 to 5 days	6 to 10 days	11 days to less than 1 month	1 month or more	Total ⁽²⁾		
	(000)							
Sex								
Male	58.8	126.1	44.0	27.5	20.0	278.6	608.9	890.5
Female	53.8	124.4	34.7	17.1	25.9	260.3	590.5	852.7
Industry⁽⁴⁾⁽⁵⁾								
Agriculture, forestry and fishing	4.5	6.4	S	S	S	14.6	68.1	83.0
Manufacturing	17.6	25.8	7.5	4.6	3.8	59.7	193.1	253.8
Construction	8.2	12.9	S	S	S	28.1	80.7	108.9
Wholesale and retail trade etc ⁽⁶⁾	23.5	37.0	9.9	4.1	3.9	78.6	326.7	405.8
Transport, storage and communication	8.5	13.3	3.9	S	S	31.0	71.6	103.3
Business and financial services	10.9	35.5	14.5	5.6	8.0	75.4	153.3	229.4
Education	10.0	36.7	11.7	6.3	6.3	72.4	85.5	158.0
Health and community services	15.1	38.9	14.2	6.9	10.6	88.3	97.1	186.1
Other services	14.0	38.7	11.7	9.9	7.8	82.6	113.1	196.1
Total ⁽⁷⁾	112.5	250.4	78.6	44.7	45.9	538.9	1,199.4	1,743.2
Occupation⁽⁸⁾⁽⁹⁾								
Legislators, administrators and managers	10.3	39.7	12.9	5.2	6.2	75.2	138.2	213.7
Professionals	19.0	78.8	28.3	14.4	13.8	157.3	150.0	308.4
Technicians and associate professionals	17.2	33.6	12.7	6.0	8.3	78.8	131.4	210.5
Clerks	15.0	25.9	5.3	S	3.9	53.7	188.8	243.5
Service and sales workers	19.1	28.9	7.5	6.4	8.8	71.4	225.7	297.3
Agriculture and fishery workers	4.7	4.7	S	S	S	12.8	61.4	74.3
Trades workers	9.4	16.4	4.1	5.0	S	38.4	110.9	149.7
Plant and machine operators and assemblers	13.0	15.3	4.1	2.1	S	36.1	110.5	147.2
Elementary occupations	4.8	6.6	S	S	S	15.0	81.4	96.9
Tenure⁽⁹⁾								
Less than 1 month	2.4	3.0	S	S	S	7.7	55.9	63.7
1 to less than 6 months	9.2	18.5	6.4	4.0	S	42.6	169.7	213.3
6 months to less than 1 year	12.4	17.4	5.9	4.7	3.8	44.2	97.4	141.7
1 to less than 3 years	27.8	60.1	19.1	11.1	12.1	131.6	297.7	429.9
3 to less than 5 years	17.8	42.2	13.4	6.6	9.3	90.5	176.2	268.4
5 to less than 10 years	19.2	48.8	13.4	9.1	9.2	100.9	198.8	300.1
10 to less than 15 years	9.7	24.5	10.2	3.9	S	53.0	88.3	141.5
15 years+	14.1	36.0	9.4	4.2	4.0	68.4	114.6	183.1
Usual hours worked per week (main job)⁽⁹⁾								
0–19	12.5	16.3	S	S	S	34.6	200.7	235.7
20–29	12.5	16.8	4.6	S	S	38.2	120.7	159.1
30–39	12.4	37.7	11.5	5.2	7.0	74.8	159.8	234.8
40	33.9	84.6	29.1	17.2	18.9	186.2	381.9	570.2
41–44	7.9	16.0	6.9	3.2	4.0	38.4	66.4	104.9
45–49	14.2	35.7	9.8	5.6	4.1	70.3	115.5	186.4
50–59	12.1	27.1	11.4	6.8	5.8	64.6	100.9	165.8
60+	5.8	13.4	2.5	S	S	26.2	40.7	66.9
Total	112.5	250.4	78.6	44.7	45.9	538.9	1,199.4	1,743.2

(1) This table counts all employer-funded study and training that employees reported doing in the last 12 months in all jobs.

(2) Includes those who gave an 'other' response to amount of time spent doing study or training and those who did not specify the amount of time.

(3) Includes those who did not specify whether they had done any employer-funded study or training in the last 12 months.

(4) ANZSIC: Australian and New Zealand Standard Industrial Classification, 1996.

(5) Industrial activity of place of employment.

(6) Includes the accommodation, cafes and restaurants category..

(7) Total includes those who didn't specify their industry and two extra categories: mining; and electricity, gas and water supply.

(8) NZSCO: New Zealand Standard Classification of Occupations, 1999

(9) 'Not specified' responses are included in the table totals only.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 15

Work-related Health and Safety

By age group and sex

Incidence (last 12 months)/ perception	Age group (years)						Male	Female	Total employed
	15-24	25-34	35-44	45-54	55-64	65+			
	(000)								
Found work stressful⁽¹⁾									
Always	13.4	23.3	25.7	25.4	13.1	S	58.3	44.2	102.5
Often	28.1	58.0	73.1	70.5	38.7	3.7	136.0	136.2	272.2
Sometimes	116.5	180.3	218.4	213.7	126.0	20.8	473.5	402.2	875.7
Hardly ever	113.2	100.2	116.4	113.4	82.4	20.2	299.4	246.4	545.8
Never	70.7	58.0	59.6	63.2	57.0	25.1	182.3	151.2	333.6
Had physical problems/pain because of work⁽¹⁾									
Always	3.8	6.2	10.1	11.2	7.7	S	27.1	13.2	40.4
Often	16.8	16.6	30.2	27.1	22.5	3.6	67.6	49.1	116.7
Sometimes	62.2	85.2	107.5	121.9	72.4	10.4	248.9	210.6	459.5
Hardly ever	102.8	114.4	132.7	123.5	82.7	15.8	328.3	243.5	571.9
Never	156.4	198.9	212.8	203.1	131.7	40.1	478.7	464.4	943.0
Too tired to enjoy life outside of work⁽¹⁾									
Always	7.5	10.0	17.6	12.4	8.2	S	31.3	25.5	56.8
Often	31.0	46.9	59.3	64.1	35.4	3.5	126.1	114.1	240.2
Sometimes	93.1	143.5	171.3	160.6	93.7	13.9	369.2	306.9	676.0
Hardly ever	102.5	117.0	125.4	127.5	81.4	20.5	323.6	250.7	574.3
Never	107.9	103.9	118.9	121.9	98.3	32.0	300.3	282.7	583.0
Experienced discrimination, harassment or bullying⁽¹⁾									
Yes/sometimes	31.0	35.1	52.2	58.1	29.6	3.0	85.0	124.0	209.0
No	310.8	385.0	439.7	428.8	287.4	68.4	1,064.8	855.4	1,920.1
Perception of how health and safety risks are managed⁽²⁾									
Very well	160.0	176.2	180.1	168.8	114.9	27.8	412.9	414.9	827.9
Well	134.0	144.7	147.9	142.9	79.5	12.7	348.7	313.0	661.7
Neither well nor poorly	21.7	31.9	37.5	35.9	17.8	S	76.9	69.2	146.1
Poorly	8.2	12.6	16.2	16.0	10.1	S	31.2	33.2	64.4
Very poorly	S	2.8	3.2	3.4	S	S	7.3	5.7	12.9
Total employees ⁽³⁾	331.2	373.4	392.7	372.9	228.5	44.5	890.5	852.7	1,743.2
Total	343.0	422.0	495.1	488.8	318.5	71.6	1,155.0	983.9	2,138.9

(1) 'Not specified' responses are included in the table totals only.

(2) Only employees were asked how well or poorly they thought health and safety risks were managed in their main job.

This question asked about the respondent's current main job rather than all jobs in the last 12 months.

(3) Includes those who did not specify how well or poorly health and safety risks were managed in their main job.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)

Table 16

Job and Work-life Balance Satisfaction
By characteristics of main job

	Job satisfaction (main job)			Work-life balance satisfaction (all jobs)			Total employed ⁽¹⁾
	Satisfied/very satisfied	Neither satisfied nor dissatisfied	Dissatisfied/very dissatisfied	Satisfied/very satisfied	Neither satisfied nor dissatisfied	Dissatisfied/very dissatisfied	
	(000)						
Industry⁽²⁾⁽³⁾							
Agriculture, forestry and fishing	142.8	11.0	6.9	123.2	23.4	14.0	161.3
Manufacturing	232.9	37.1	14.0	216.9	41.5	24.7	285.6
Construction	147.3	17.0	7.3	129.3	25.8	16.3	171.8
Wholesale and retail trade etc ⁽⁴⁾	379.4	64.4	26.4	357.7	74.8	36.0	471.2
Transport, storage and communication	99.8	11.0	5.1	84.0	20.7	10.8	116.4
Business and financial services	263.4	33.6	14.8	239.4	45.3	26.4	312.7
Education	146.0	12.7	5.9	121.6	24.7	18.3	165.2
Health and community services	175.1	17.8	10.4	154.0	30.2	19.3	203.8
Other services	195.4	24.0	10.8	179.9	28.9	21.1	230.9
Total ⁽⁵⁾	1,799.4	230.5	101.8	1,621.1	318.9	187.4	2,138.9
Occupation⁽⁶⁾⁽⁷⁾							
Legislators, administrators and managers	255.5	26.4	14.6	210.7	49.6	35.7	297.0
Professionals	309.6	32.9	14.1	258.0	60.2	38.8	357.4
Technicians and associate professionals	228.4	23.7	13.1	210.1	31.6	23.1	266.3
Clerks	214.4	33.3	11.0	207.1	31.4	18.8	260.0
Service and sales workers	252.7	46.0	16.1	249.3	44.2	20.8	315.6
Agriculture and fishery workers	136.3	10.7	6.1	119.4	21.1	12.4	153.3
Trades workers	174.9	23.9	10.9	156.0	37.7	15.5	210.6
Plant and machine operators and assemblers	139.1	19.7	9.7	126.8	25.7	14.9	169.1
Elementary occupations	87.7	13.5	6.0	82.7	17.0	7.4	107.8
Usual hours worked per week (main job)⁽⁷⁾							
0–19	245.5	34.0	11.4	253.7	28.2	8.5	292.0
20–29	168.2	21.5	8.9	167.2	20.2	11.0	199.0
30–39	236.1	32.2	12.0	222.2	35.6	21.6	280.7
40	536.0	67.9	31.9	505.2	83.3	46.5	638.6
41–44	94.3	15.4	6.9	80.3	23.1	12.7	116.5
45–49	182.2	26.6	13.6	149.7	47.0	25.5	223.3
50–59	195.3	18.7	9.4	146.5	43.0	33.3	223.9
60+	112.4	10.6	6.1	69.8	32.8	26.0	129.7
Employment relationship⁽⁸⁾							
Temporary employee ⁽⁹⁾⁽¹⁰⁾	132.1	21.2	9.5	127.8	22.3	11.8	163.6
Casual	68.6	11.2	4.8	66.8	11.6	5.6	85.1
Fixed-term & temp agency	42.7	6.7	2.8	41.1	7.0	3.8	52.2
Permanent employee	1,315.2	177.0	78.6	1,194.6	236.0	137.1	1,575.2
Total employees⁽¹¹⁾	1,450.7	198.5	88.3	1,325.7	259.0	149.0	1,743.2
Employer	107.9	9.5	4.5	86.8	19.9	15.0	122.2
Self-employed	226.1	20.4	8.8	194.9	37.7	22.4	256.5
Flexible hours⁽⁷⁾							
Yes	897.8	92.1	35.6	806.6	139.6	77.7	1,026.6
No	787.8	122.9	60.0	713.2	157.3	98.2	974.6
Sometimes	110.5	15.0	6.1	98.3	21.4	11.3	131.8
Total	1,799.4	230.5	101.8	1,621.1	318.9	187.4	2,138.9

(1) Those who did not specify their job satisfaction or work-life balance satisfaction are included in the total only.

(2) ANZSIC: Australian and New Zealand Standard Industrial Classification, 1996.

(3) Industrial activity of place of employment.

(4) Includes the accommodation, cafes and restaurants category..

(5) Totals include two extra categories: mining; and electricity, gas and water supply as well as the 'not specified' group.

(6) NZSCO: New Zealand Standard Classification of Occupations, 1999.

(7) 'Not specified' responses are included in the table totals only.

(8) Respondents who were classified as working without pay in a family business (unpaid workers) are included in the table totals only.

(9) 'Temporary employee' is a prioritised classification. For example, if a respondent said they were a 'casual' and a 'fixed-term' worker they are classified in this table as a 'casual' worker.

(10) Includes 'seasonal' workers not further defined, and 'other' temporary employees.

(11) Includes employees who could not be classified as 'temporary' or 'permanent'.

Table 17

Survey of Working Life: March 2008 quarter

Work at Home

By sex, age group, parental status and characteristics of main job

	Hours worked at home in last 4 weeks (all jobs)						Total who worked in last 4 weeks ⁽¹⁾
	Less than 5	5 or more but less than 10	10 or more but less than 20	20 or more but less than 40	40 or more	Total employed who worked at home	
	(000)						
Sex							
Male	94.4	61.3	60.8	58.2	67.7	351.0	1,123.2
Female	71.6	44.1	44.6	36.4	51.0	252.3	934.9
Age group (years)							
15–24	11.7	5.1	S	S	S	25.9	333.5
25–34	31.1	24.0	21.5	17.8	12.4	108.9	409.2
35–44	44.7	29.0	33.1	25.9	34.0	169.4	476.4
45–54	44.2	27.6	30.8	25.2	37.3	169.1	467.3
55–64	27.6	16.4	15.1	19.8	23.2	105.5	303.4
65+	6.6	3.2	2.9	S	7.4	24.5	68.3
Parent/caregiver of child under 14 years in the household⁽²⁾							
Mother	21.6	14.0	16.4	13.7	20.6	88.2	259.3
Father	34.1	19.6	24.5	23.1	22.9	126.0	327.3
Not parent/caregiver	109.5	71.3	64.3	57.3	74.8	386.7	1,463.2
Industry⁽³⁾⁽⁴⁾							
Agriculture, forestry and fishing	11.8	10.3	9.6	10.7	19.7	65.3	152.0
Manufacturing	16.6	8.8	5.6	8.2	10.1	50.4	276.9
Construction	12.4	10.3	9.3	9.9	9.7	52.5	166.5
Wholesale and retail trade etc ⁽⁵⁾	28.9	12.0	15.2	12.5	15.1	85.3	461.4
Transport, storage and communication	7.8	4.3	S	S	S	21.6	114.4
Business and financial services	27.6	19.2	22.5	19.3	29.7	120.9	304.5
Education	16.4	14.0	15.0	16.0	12.4	75.5	142.9
Health and community services	21.6	10.9	11.3	4.5	6.0	55.3	197.6
Other services	20.6	14.5	13.4	8.9	12.2	70.5	222.1
Total ⁽⁶⁾	166.0	105.4	105.4	94.6	118.7	603.3	2,058.1
Occupation⁽⁷⁾⁽⁸⁾							
Legislators, administrators and managers	43.0	22.8	27.7	22.3	30.4	149.0	290.3
Professionals	37.7	29.7	32.6	26.5	25.5	155.3	335.7
Technicians and associate professionals	23.6	17.3	12.2	15.1	17.6	88.0	253.3
Clerks	13.3	5.7	7.9	6.6	7.7	41.8	251.5
Service and sales workers	15.8	4.0	5.0	4.0	6.8	35.8	305.5
Agriculture and fishery workers	13.0	10.3	9.7	9.6	17.4	62.8	144.9
Trades workers	10.4	10.2	5.9	7.6	5.8	40.9	205.7
Plant and machine operators and assemblers	5.1	3.2	2.9	S	5.6	19.4	165.0
Elementary occupations	3.8	S	S	S	S	9.6	104.4
Employment relationship⁽⁹⁾							
Employee ⁽¹⁰⁾	129.4	69.8	69.3	51.4	43.1	368.1	1,684.8
Temporary	6.6	4.9	3.7	3.5	S	22.9	152.7
Permanent	122.8	64.8	65.5	47.8	39.3	344.9	1,527.7
Employer	11.3	13.2	13.5	17.5	19.9	79.4	119.8
Self-employed	24.4	22.1	22.3	25.3	54.3	152.3	247.2
Total	166.0	105.4	105.4	94.6	118.7	603.3	2,058.1

(1) Those who did not specify whether they worked at home are included in the total only.

(2) 'Other caregivers' of children under 14 are included in the table totals only.

(3) ANZSIC: Australian and New Zealand Standard Industrial Classification, 1996.

(4) Industrial activity of place of employment.

(5) Includes the accommodation, cafes and restaurants category.

(6) Total includes those who did not specify their industry and two extra categories: mining; and electricity, gas and water supply.

(7) NZSCO: New Zealand Standard Classification of Occupations, 1999.

(8) 'Not specified' responses are included in the table totals only.

(9) Respondents who were classified as working without pay in a family business (unpaid workers) are included in the table totals only.

(10) Includes employees who could not be classified as 'temporary' or 'permanent'.

Symbol:

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Table 18

Weekly Earnings from Main Job⁽¹⁾⁽²⁾
By characteristics of main job, overall work pattern and employer-funded study and training

	Weekly earnings							Total ⁽³⁾	Mean weekly earnings ⁽⁴⁾	Median weekly earnings ⁽⁴⁾
	Less than \$100	\$100–199	\$200–399	\$400–599	\$600–999	\$1,000–1,499	\$1,500+			
	(000)								(\$)	
Tenure⁽⁵⁾										
Less than 1 month	5.9	7.6	12.6	14.4	12.0	4.1	S	67.6	553	455
1 to less than 6 months	16.5	22.7	27.4	36.5	58.8	28.1	10.1	235.1	660	580
6 months to less than 1 year	8.2	11.8	16.5	25.9	40.1	20.8	8.7	152.8	715	614
1 to less than 3 years	28.0	34.0	53.3	77.7	160.9	61.4	35.7	489.0	742	671
3 to less than 5 years	11.5	14.5	27.7	39.2	108.8	57.6	29.7	314.6	883	767
5 to less than 10 years	10.3	8.9	27.5	41.8	119.6	87.4	45.8	368.9	984	863
10 to less than 15 years	4.2	5.6	11.6	18.3	54.0	43.6	38.8	194.7	1,156	959
15 years+	12.4	6.8	14.4	27.9	69.7	70.8	60.7	296.9	1,207	1,000
Job satisfaction (main job)⁽⁵⁾										
Satisfied/very satisfied	80.4	92.3	157.1	234.5	518.3	315.7	207.1	1,784.7	909	767
Neither satisfied nor dissatisfied	12.0	15.1	23.3	31.0	70.4	37.7	19.9	228.5	794	719
Dissatisfied/very dissatisfied	4.6	4.4	10.7	15.2	34.9	19.8	5.5	101.5	820	729
Prefer to work fewer hours and earn less (main job)⁽⁵⁾⁽⁶⁾										
Yes	4.4	S	7.5	26.1	99.9	69.9	54.1	288.3	1,165	959
No	16.4	10.2	48.4	192.7	481.5	284.3	161.7	1,315.5	1,012	856
Usual hours worked per week (main job)⁽⁵⁾										
0–19	68.2	90.4	60.7	15.4	11.4	4.1	S	283.5	247	158
20–29	4.9	9.3	74.7	45.7	24.2	10.2	6.0	196.8	540	395
30–39	4.5	S	27.1	69.2	95.3	37.5	20.0	279.1	823	690
40	3.5	3.7	13.3	96.5	269.1	137.6	58.7	637.1	953	834
41–44	S	S	S	17.1	50.4	25.2	13.1	116.4	1,011	834
45–49	S	S	S	15.4	82.2	59.4	38.9	222.8	1,143	997
50–59	4.8	S	2.2	11.9	58.5	64.8	58.2	223.2	1,401	1,132
60+	6.5	S	4.1	7.1	27.7	32.9	29.6	128.3	1,274	1,103
Overall work pattern (all jobs)⁽⁵⁾										
Mainly daytime	81.4	89.8	162.1	249.9	570.0	335.7	218.9	1,896.1	916	767
Mainly evening, 7–11pm	12.5	15.4	14.5	11.9	10.1	4.4	S	74.6	392	249
Mainly night, 11pm–5am	S	S	3.2	3.5	9.0	3.3	S	22.6	741	652
Changing shifts	S	4.1	8.0	12.9	26.9	26.8	9.3	99.6	900	863
Other pattern	S	S	S	3.5	7.9	3.5	S	27.0	790	671
Employer-funded study and training (all jobs)⁽⁵⁾⁽⁷⁾										
1 day or less	3.6	4.0	9.9	16.6	39.3	24.9	7.7	112.5	840	784
2–5 days	S	6.4	9.7	25.8	84.6	67.3	41.2	250.5	1,067	950
6–10 days	S	S	S	6.4	23.7	24.4	16.5	78.6	1,182	1,055
11 days to less than 1 month	S	S	S	6.2	12.1	13.1	8.7	44.7	1,140	1,017
1 month or more	S	S	S	4.9	16.3	13.7	5.9	45.9	1,021	936
Total who did study/training	7.8	12.9	25.1	60.4	177.8	146.0	80.5	538.9	1,038	940
Total	97.1	111.8	191.5	281.7	624.0	373.8	232.5	2,121.9	892	767

(1) Weekly earnings for employees are derived from earnings in the respondent's main job only, while weekly earnings from self-employment are derived from annual earnings from all forms of self-employment.

(2) Those who were 'working without pay in a family business' (unpaid family workers) are excluded from this table.

(3) Includes those who did not specify their earnings.

(4) Means and medians are calculated excluding 'not specified' responses.

(5) 'Not specified' responses are included in the table totals only.

(6) This question was not asked of 'unpaid family workers' or those who usually worked less than 30 hours per week in all their jobs.

This question was asked about the respondent's main job only.

(7) Includes employer-funded study and training in all jobs in the last 12 months, employees only.

Symbol:

S suppressed (please refer to the technical notes of this release for more information)