

# *Too much work and too few paid hours?*

Unsatisfactory working hours and  
unpaid overtime

2025 update

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# Introduction and summary

This year marks the seventeenth annual *Go Home on Time Day* (GHOTD), an initiative of the Centre for Future Work at the Australia Institute that shines a spotlight on the uneven distribution of working hours and the scale of unpaid overtime worked by Australians.

In 2025, the labour market is relatively strong but there are signs it is weakening. While labour force participation remains close to its highest level, there has been a slowing in employment growth, especially growth in full-time jobs. Unemployment is continuing to rise. Moderate wages growth over the past year and a slight easing of interest rates have taken some pressure off. However the cost of living remains a major problem for many working and other Australians. Working time continues to be a concern for many workers, with underemployment existing alongside overwork and unpaid overtime.

The Australian Government's Right to Disconnect laws came into effect in August 2024 (Fair Work Ombudsman 2024). These laws may be having the intended impact, with this year's survey showing reductions in full-time employees' unpaid overtime that were observed in 2024 are being maintained in 2025. However, a disturbing development identified in our research is the growth of unpaid overtime among permanent part-time and casual or temporary employees. The costs to these workers of unpaid overtime are high given their shorter working time and often lower pay levels.

Since 2009, the Centre for Future Work and the Australia Institute have commissioned an annual survey to investigate working time, including overwork and unpaid overtime in Australia. This year's poll of 1,001 employed people was conducted from 5 September to 11 September. For a complete list of the survey questions, method and detailed results see the Appendices to this report.

The survey asked respondents questions about their working time and preferences for more or fewer work hours. The survey also asked about any unpaid overtime workers performed in their jobs, and it asked about how much and why they performed unpaid overtime. The survey included questions about workplace expectations of unpaid overtime and impacts of work outside of scheduled hours. It also asked about the importance of disconnecting from work.

This report presents the key results of our polling and places these results in the context of national employment and economic trends.

## Summary of key findings

### Unpaid overtime

- On average, employees reported they performed **3.6 hours of unpaid work in the week of the survey, equivalent to 11.8% of their total paid work hours.**
- **Full-time employees** worked, on average, 3.8 hours unpaid overtime a week, working one hour unpaid for every ten hours of paid work.
- **Part-time employees** worked, on average, 3.7 hours unpaid overtime a week, working more than one hour unpaid for every seven hours of paid work.
- Younger people, aged 18-24, worked the most unpaid overtime at 4.7 hours a week, equivalent to almost one hour unpaid work for every five paid hours.
- Unpaid overtime equates to almost **173 hours per year per worker, more than 4.5 full-time (38 hr) work weeks.**
- If that unpaid overtime was valued at median wage rates, this means the average worker is losing \$7,930 a year or \$305 a fortnight.
  - Economy-wide, this equates to almost **\$95.8 billion of lost income a year.**
  - This is more than the 2025-26 Commonwealth budget for the National Disability Insurance Scheme and Aged Care Services combined.
- The **social costs of working outside of normal hours** include negative consequences for health and wellbeing and relationships:
  - Four in ten workers report physical tiredness (42%) and feeling mentally drained (37%).
  - A third of workers experience stress or anxiety (35%), and three in 10 experienced interference with personal life/relationships (31%).
  - One in five workers experience disrupted sleep (23%).
- One in three workers (32%) indicate that **unpaid overtime is either expected or encouraged** in their workplace.
  - Most workers (60%) see work outside scheduled work hours as often or always necessary to meet their employers' expectations.
  - The most common reason for working outside scheduled work hours is too much work (41%), with the second most common reason being staff shortages when other staff are absent or on leave (28%).

### Dissatisfaction with working hours

- **Two in five employed workers (44%) are not satisfied with their working hours** – preferring either more or fewer hours.
  - Three in 10 workers (30%) prefer more paid hours. This desire was especially strong among workers in casual jobs (52%). Over four in ten workers (44%) aged 18 to 24 years of age wanted more paid hours.

# Hours of Work

Table 1 summarises the employment arrangements and paid work hours reported by respondents to the survey. Three in five people (61%) were employed in 'standard' permanent full-time jobs, while one in five (19%) was employed in permanent part-time jobs. A smaller number were employed in casual or temporary jobs (13%) or were self-employed (7%). In our sample, four in ten employed Australians (39%) were in part-time, casual or temporary work or were self-employed. This corresponds with Australian Bureau of Statistics' (ABS) labour market estimates, suggesting our sample provides an accurate representation of the broader labour market.<sup>1</sup>

**Table 1: Survey sample, form of employment**

Form of employment	Full-time	Part-time	Casual	Self-employed
Percentage of survey respondents	61%	19%	13%	7%
Average paid work hours a week	36.9	23.5	17.8	20.3

Source: Survey results as described in text. Totals may not add to 100 due to rounding

On average, survey respondents worked 30.6 hours a week (33.6 hours for men and 27.9 hours for women), not including any unpaid overtime.<sup>2</sup> This is slightly lower than the reported ABS average working hours for all workers, which is 33.9 hours per week (ABS 2025a).

On average, full-time workers were generally paid to work 36.9 hours a week and permanent part-time workers were generally paid to work 23.5 hours a week. Casual or temporary workers were generally paid to work 17.8 hours a week and self-employed people were paid to work 20.3 hours.

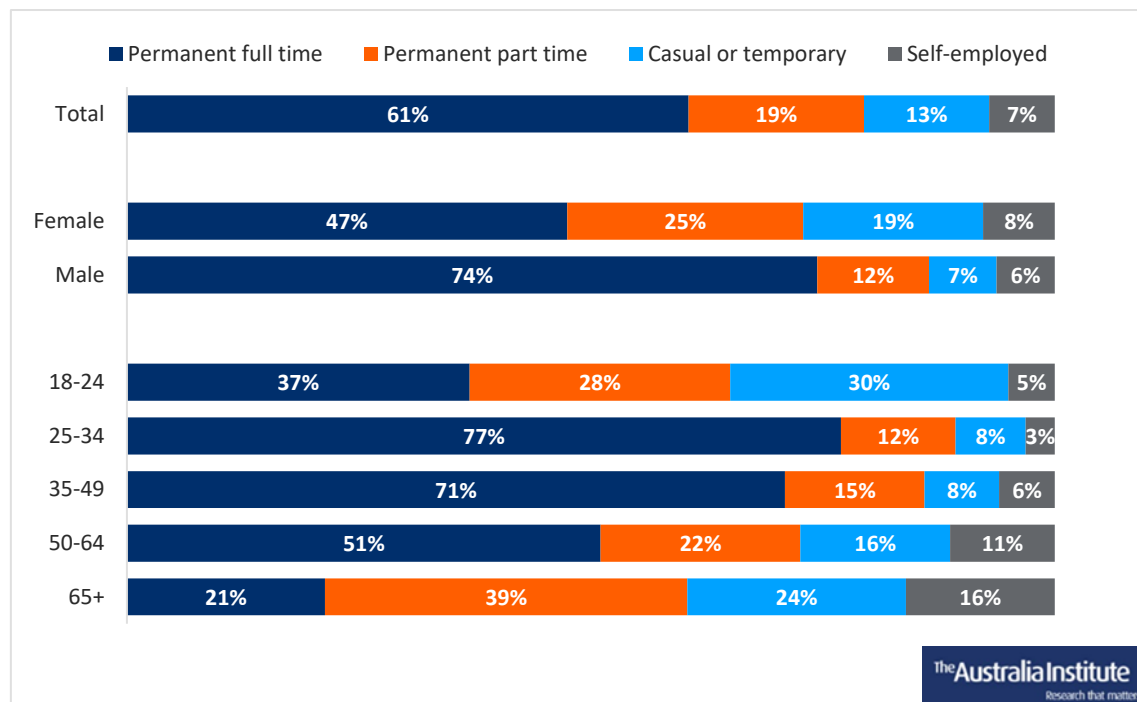
Figure 1 shows employment status by gender and age for the survey sample. Women were more than twice as likely as men to work in part-time jobs, 25% compared to 12%. A half or more of all people in the age groups 25-34, 35-49 and 50-64 years were in full-time jobs, while one in three younger workers (37%) aged 18-24 years were

<sup>1</sup> Note: the share of casual employment is low in our sample compared to ABS data. This may reflect difference in the questions asked between our survey and the ABS survey and the overlap between casual and part-time status in many roles.

<sup>2</sup> Note: This is based on respondents' answers to the survey question "How many hours a week are you generally paid to work?", so it does not include any regular unpaid hours of overtime.

employed full-time. People aged 18-24 were more likely to be in part-time or casual work than those in older age groups, with the exception of people aged 65 and older, who had the highest rate of part-time employment (39%) of all age groups. One in four 18-24 year olds (28%) were in part-time work and three in ten (30%) were in casual or temporary employment.

**Figure 1: Form of employment by gender and age, % of all respondents**



Source: Survey results as described in text

Forms of employment differ between industries in the Australian economy, contributing to the polarisation of working conditions evident across the labour force.<sup>3</sup>

In five of seven broad industry groups in the economy the majority of survey respondents are in permanent full-time employment. These industry groups are Construction (70%), Distribution (76%), Production (83%), Services (69%) and Public Administration and Safety (85%). In two other industry groups, permanent full-time employees are a half or fewer workers: Health and Education (47%), and Retail and Hospitality (33%).

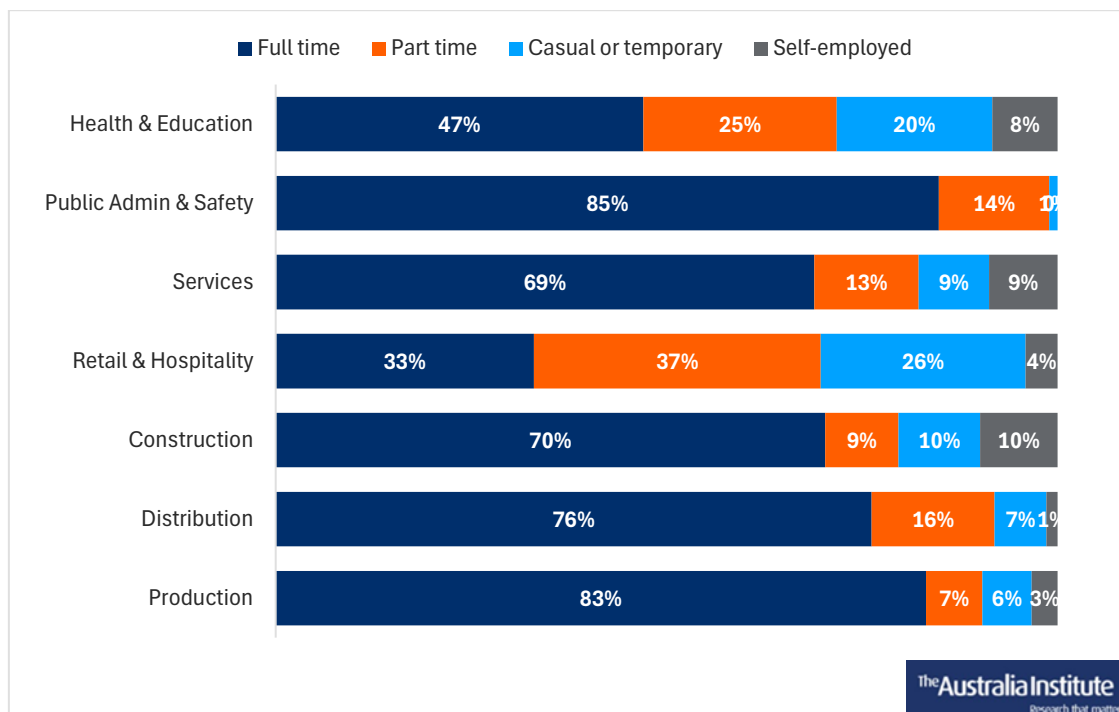
The Retail and Hospitality industry group has a large minority of workers in permanent part-time employment (37%) and also one in four workers (26%) in casual or temporary employment. Health and Education is the other industry group with a large

<sup>3</sup> See Appendix 2 "Detailed results" for details of industries included in each broad industry group.



proportion of part-time employees, with one in four (25%) in this form of employment and one in five employees in casual or temporary employment (20%).

**Figure 2: Form of employment by industry of employment**



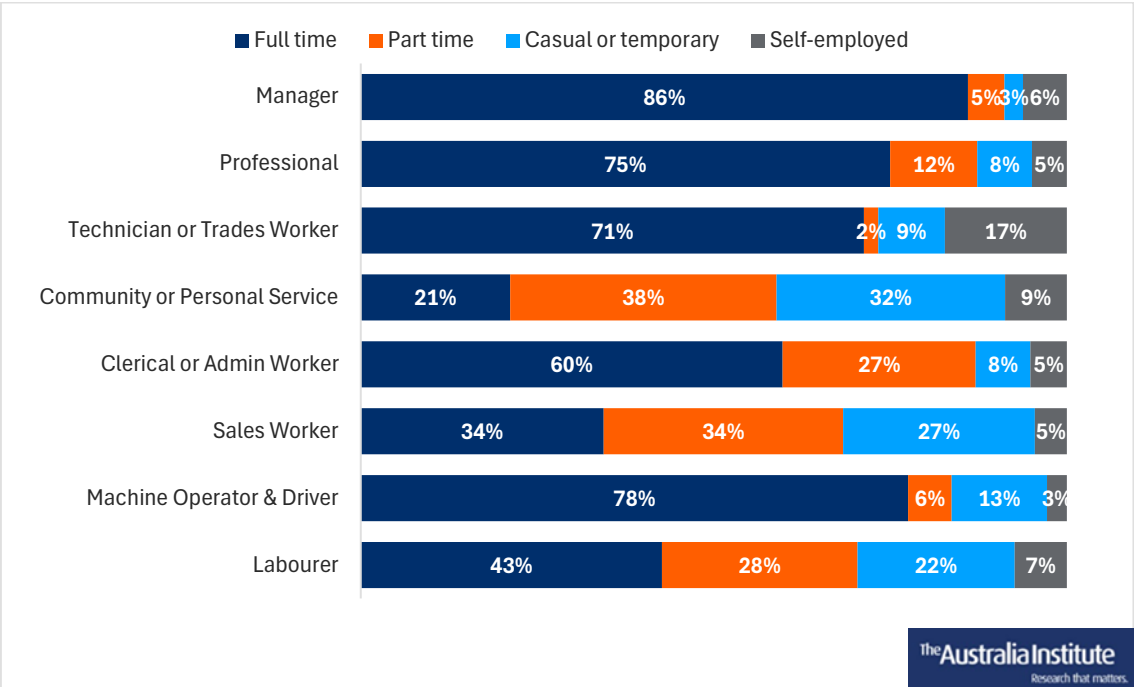
Source: Survey results as described in text. See Appendix 2 of this report for details of industries in each classification used here.

Employment arrangements also differ across occupations, as shown in Figure 3. Full-time permanent employment is the majority of employment among Managers (86%), Machine Operators and Drivers (78%), Professionals (75%), Technicians and Trades Workers (71%), and Clerical and Administrative Workers (60%). Occupations in which fewer than half of workers are in permanent full-time employment are Community and Personal Service Workers (21%), Sales workers (34%) and Labourers (43%).

Community and Personal Service Workers (38%) and Sales Workers (34%) occupations have high rates of permanent part-time employment. More than one in four Labourers (28%) and Clerical and Administrative workers (27%) are also in permanent part-time employment. Casual and temporary employment is highest among Community and Personal Service workers, with about one in three workers (32%) in this form of

employment. one in four Sales Workers (27%) is also in casual or temporary employment.

**Figure 3: Form of employment by occupation**



Source: Survey results as described in text.

## POLARISATION OF WORKING HOURS

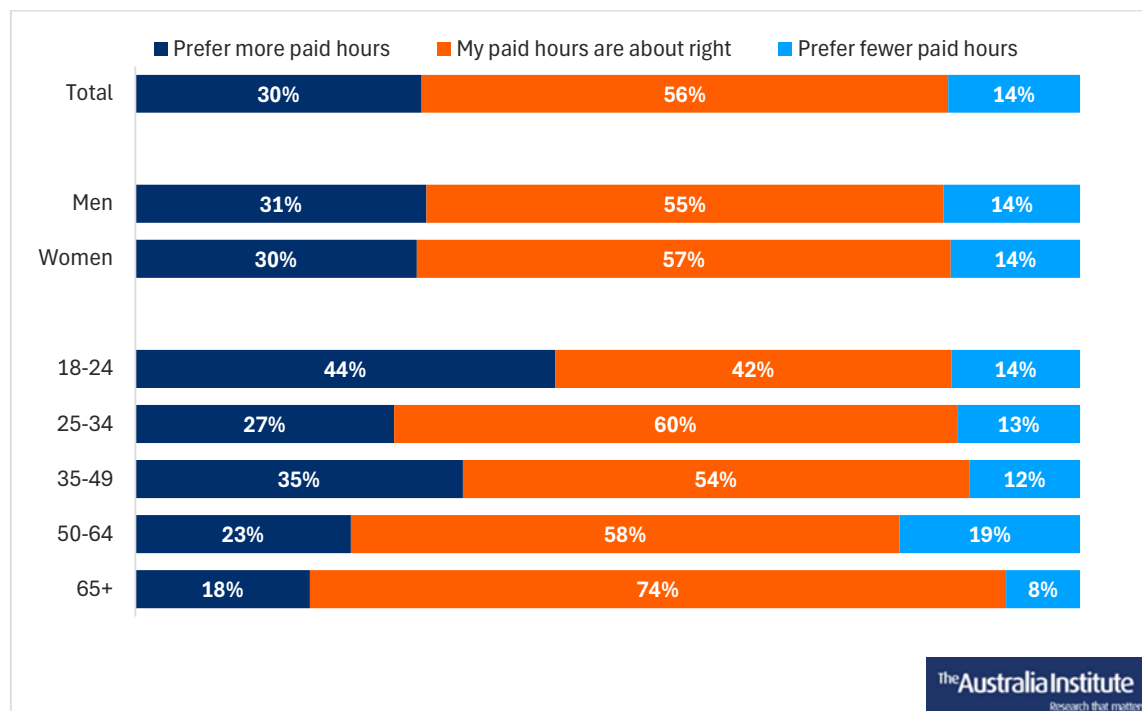
More than two in every five workers are dissatisfied with their working hours, with most preferring more hours and a smaller number preferring fewer hours of work than they currently have, as illustrated in Figure 4. Three in 10 workers (30%) would prefer to have more hours of paid work and one in every seven workers (14%) would prefer to have fewer hours. Just over a half of workers (56%) say their hours are about right. In 2025, preferences for work hours are similar to those in our 2024 survey, when 32% of workers preferred more paid work hours and 13% preferred fewer hours.

Preference for more work hours is highest among young workers aged 18 to 24 (44%). However, a substantial minority of workers in each of the older age groups also prefers to have more hours of work: over one in three (35%) workers aged 35 to 49; one in

four workers aged 25 to 34 (27%); one in five workers (23%) aged 50 to 64; and one in six workers (18%) aged 65 or older also prefer more hours.<sup>4</sup>

The proportion of workers who prefer to work fewer hours is not dissimilar across age groups, or between women and men. Among men and women, and among workers in all age ranges up to the age of 49, about one in seven or eight workers (12% to 14%) would prefer to work fewer hours. Workers aged 50-64 have the highest rate of preference for fewer work hours, with about one in five workers (19%) preferring to work fewer hours.

**Figure 4: Preference for more or fewer work hours, by gender and age**



Source: Survey results as described in text.

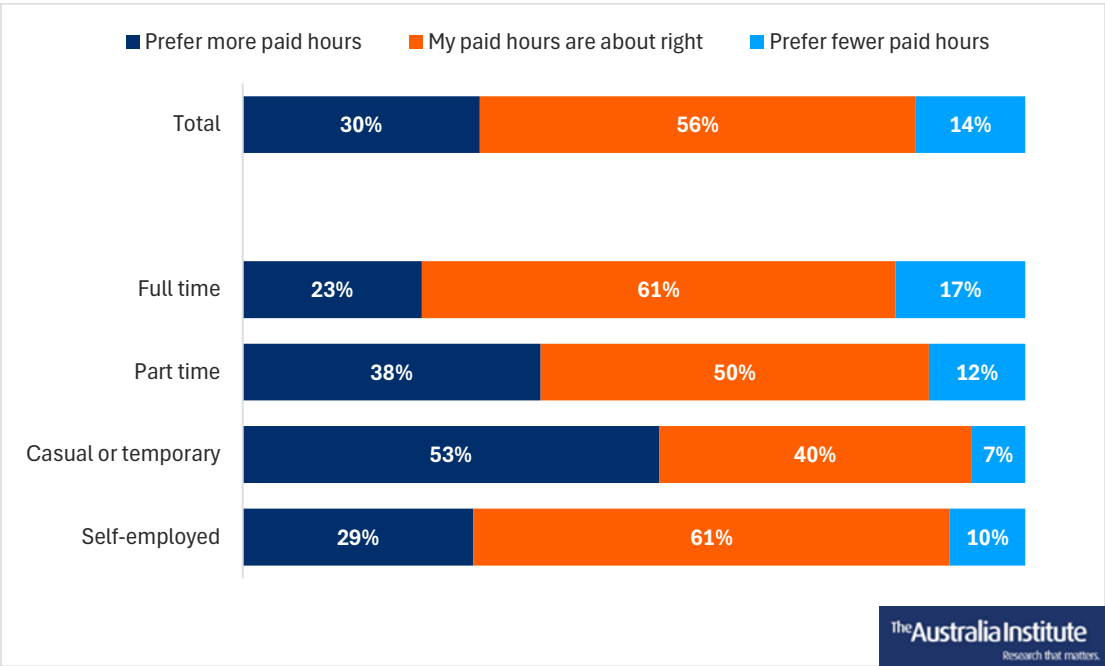
There are differences in working hours preferences depending on workers' form of employment, as illustrated in Figure 5. Working hours are "about right for three in five full-time employees (61%) and self-employed workers (61%). However this was the case for just a half of employees in permanent part-time work (50%) and minority of casual or temporary workers (two in five, 40%). Over a half of people in casual or temporary employment (53%) preferred to work more hours. In each of the other forms of employment, a substantial minority of workers preferred more hours,

<sup>4</sup> For a number of reasons, including the phrasing of survey questions and criteria for defining underemployment, most ABS data on underemployment differ from the GHOTD survey findings. The GHOTD survey indicates that 30% of workers want more hours, which is more than three times the 10.4% underemployment rate reported by the ABS in May 2025 (ABS 2025b).

including one in five full-time employees (23%), almost two in five part-time employees (38%), and around three in 10 self-employed workers (29%).

One in six (17%) employees in full-time employment preferred to have fewer hours of paid work and this was also the case for one in eight part-time employees (12%) and one in ten self-employed workers (10%).

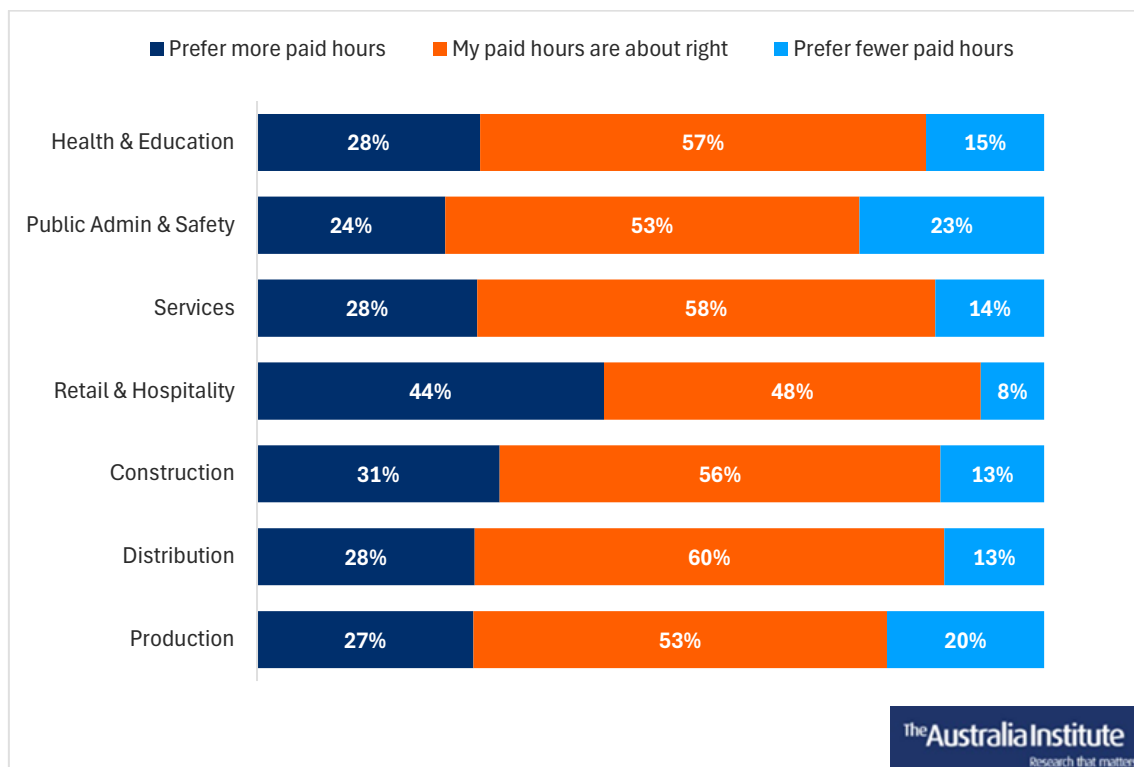
**Figure 5: Preference for more or fewer work hours, by form of employment**



Source: Survey results as described in text.

Patterns of satisfaction with hours, and preferences for more or fewer paid work hours, are fairly similar among workers in different industries, with the exception being Retail and Hospitality workers who have a higher rate of preferences for more work hours, as shown in Figure 6. More than two in every five workers in Retail and Hospitality industry grouping (44%) prefer more working hours compared with between one in four and one in three workers in Public Administration and Safety (24%), Production (27%), Distribution (28%), Services (28%), Health and Education (28%) and Construction (31%). Fewer Retail and Hospitality workers reported their paid hours were about right (48%) than workers in other industries where between just over half and three in five workers reported their hours were about right (see Figure 6).

**Figure 6: Preference for more or fewer work hours, by industry**

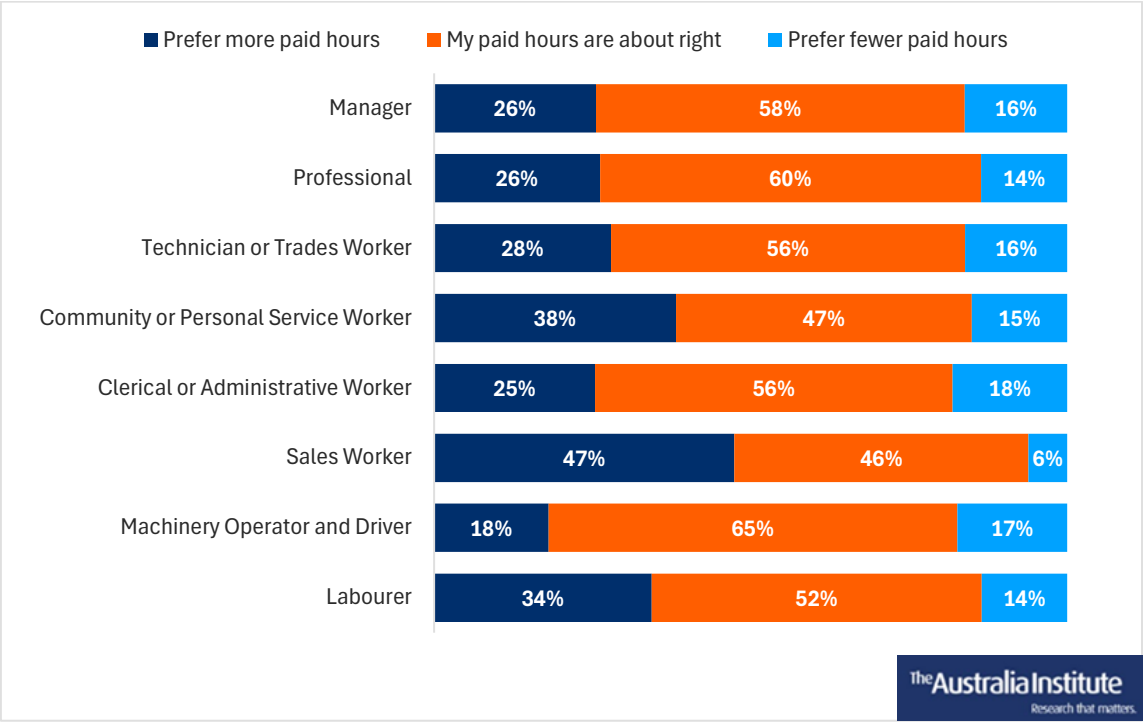


Source: Survey results as described in text.

Preferences for work hours also vary between occupations, aligned with the industry preferences. As shown in Figure 7, the Sales Worker occupation had the highest rate (of workers who would prefer more paid work hours, with almost a half of Sales Workers (47%) preferring fewer hours, followed by Community and Personal Service Workers (38%), an occupational group that includes many hospitality workers. In other occupations a substantial minority of workers also preferred more paid work hours. One in three Labourers (34%), around one in four Managers (26%), Professionals (26%), Technicians or Trades Workers (28%) and Clerical or Administrative Workers (25%), and one in six Machinery Operators and Drivers (18%) preferred more paid work hours.

A small proportion of sales workers—around one in 20 (6%) preferred fewer hours, while between one in six and one in seven workers in other occupation wanted fewer hours of paid work.

**Figure 7: Preference for more or fewer work hours, by occupation**



Source: Survey results as described in text.

# Unpaid Overtime

## UNPAID OVERTIME HOURS WORKED

Survey respondents were asked about the number of hours they worked unpaid for their employers in the past seven days. This could include arriving early at work, staying late, working through breaks (such as tea or lunch breaks), working from home in the evenings and on weekends, taking calls or e-mails outside of working hours and other forms of unpaid labour.

As shown in Table 2, unpaid overtime hours were similar for full-time and part-time employees, who worked an average of 3.8 and 3.7 hours of unpaid overtime per week, respectively. However, as a proportion of their paid hours, both part-time and casual workers' unpaid overtime hours were greater than those of full-time workers (15.5% for part-time workers and 16.1% for casual and temporary workers, compared to 10.2% for full-time workers). In other words, for every 10 hours a full-time employee works for pay, they work another hour for their employer for free. On average, a casual or temporary employee works one hour for their employer for free for every six hours they work for pay and a part-time employee works one hour for their employer for free for every seven hours of paid work.

**Table 2: Unpaid overtime hours by form of employment**

	Full-time	Part-time	Casual or temporary	Self-employed	Total*
<b>Unpaid overtime per week</b>	3.8	3.7	2.9	3.7	3.6
<b>Share of paid hours worked</b>	10.2%	15.5%	16.1%	18.0%	11.8%

Source: Survey results as described in text. \*Total excludes self-employed (see footnote 5).

On an annualised basis,<sup>5</sup> 3.6 hours of unpaid overtime each week translates to 172.8 hours of unpaid overtime over the year for each worker. Based on a 38-hour work week, this is equivalent to more than 4.5 weeks of full-time work unpaid per worker per year.

Unpaid overtime reported by respondents was similar to that reported in our 2024 GHOTD survey when, on average, full-time employees reported working 4.1 hours unpaid overtime, part-time employees reported working 2.8 hours and casual or

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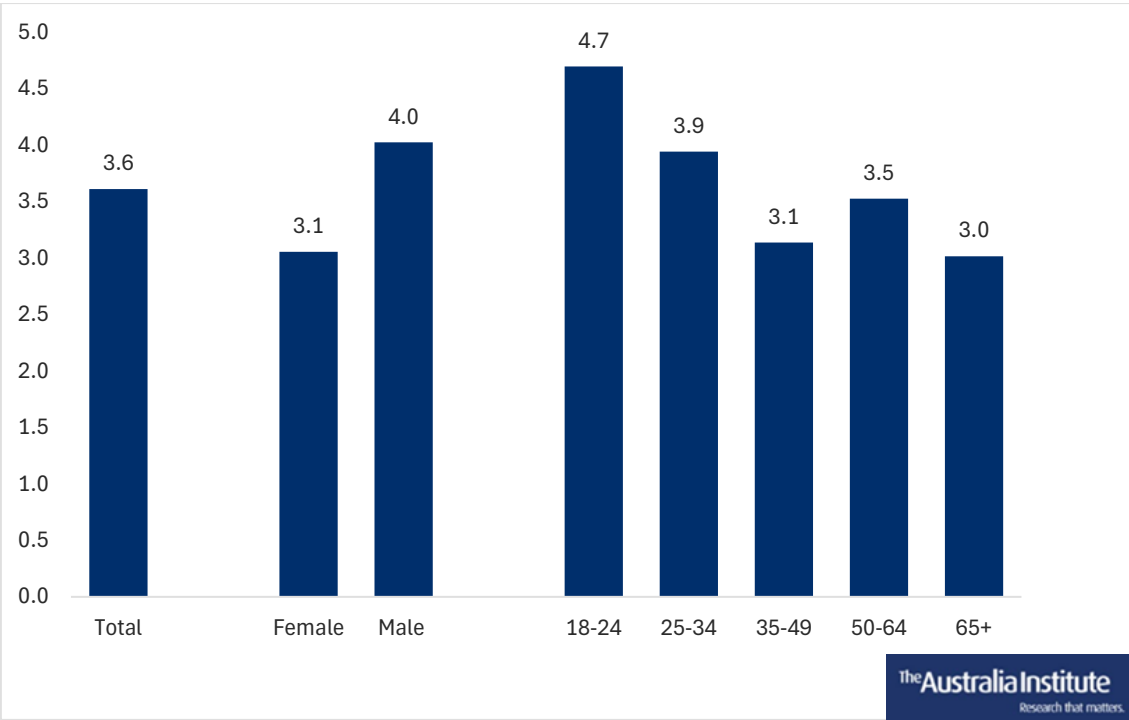
<sup>5</sup> Assuming a constant rate of unpaid overtime throughout the year.

temporary employees reported working 2.3 hours.<sup>6</sup> This was fewer than the 5.4 hours reported in the 2023 survey, and fewer than reported unpaid overtime in pre-pandemic years (5.1 hours in 2017, 6 hours in 2018, 4.6 hours in 2019).

Figure 8 illustrates average unpaid overtime hours worked by survey respondents in the past week by gender and age. On average, men reported working 4.0 hours of unpaid overtime per week and women reported 3.1 hours per week.

Younger workers, aged from 18 to 24, on average, performed the most unpaid overtime (4.7 hours). In older age groups unpaid overtime is lower, at 3.9 hours among workers aged 25-34, 3.1 hours among workers aged 35-49, 3.5 hours among 50-64 year olds, and 3.0 hours for workers aged 60 and older.

**Figure 8: Unpaid overtime hours, by gender and age**



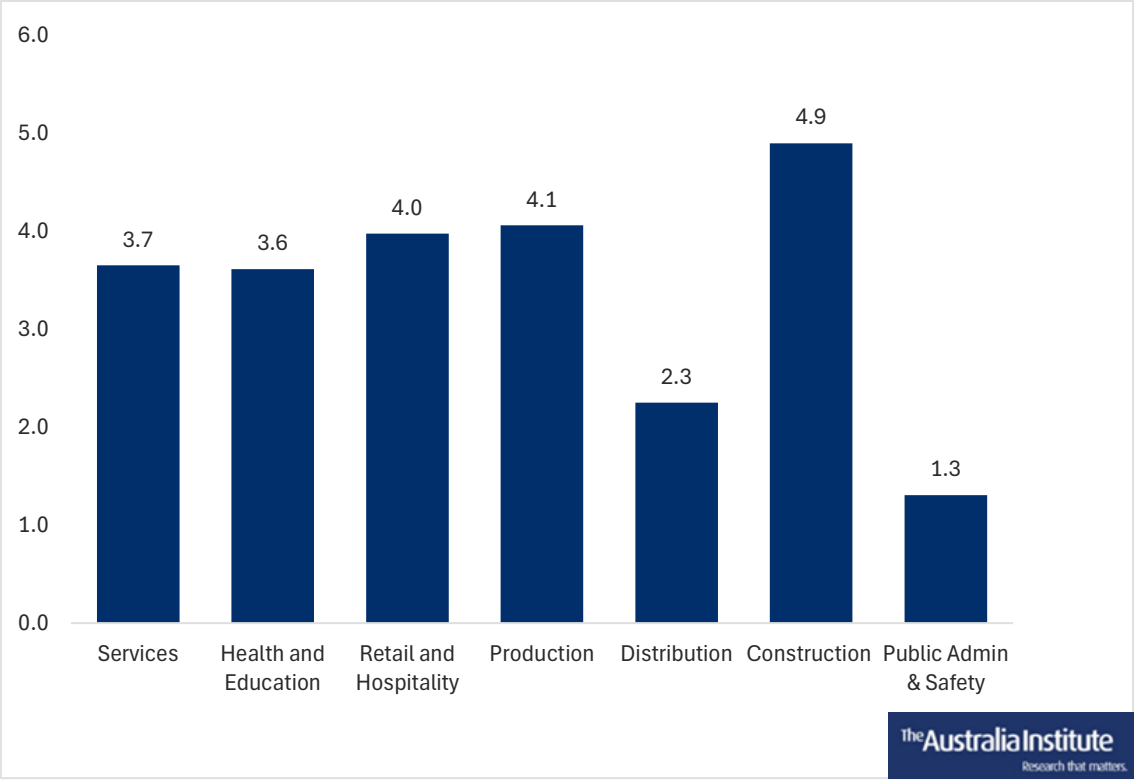
Source: Survey results as described in text.

<sup>6</sup> The total for all workers does not include self-employed workers. The concept of unpaid overtime is difficult to apply to self-employed workers (who may not be paid a formal wage and are compensated instead through the business’s profit).



The amount of unpaid overtime completed by workers varies across industries. Unpaid overtime hours range from a high of 4.9 hours in the Construction industry to a low of 1.3 hours in Public Administration and Safety. Reported hours of unpaid overtime are similar for other industries, despite differences in the proportions of permanent full-time, and part-time and casual and temporary , employment between the industries.

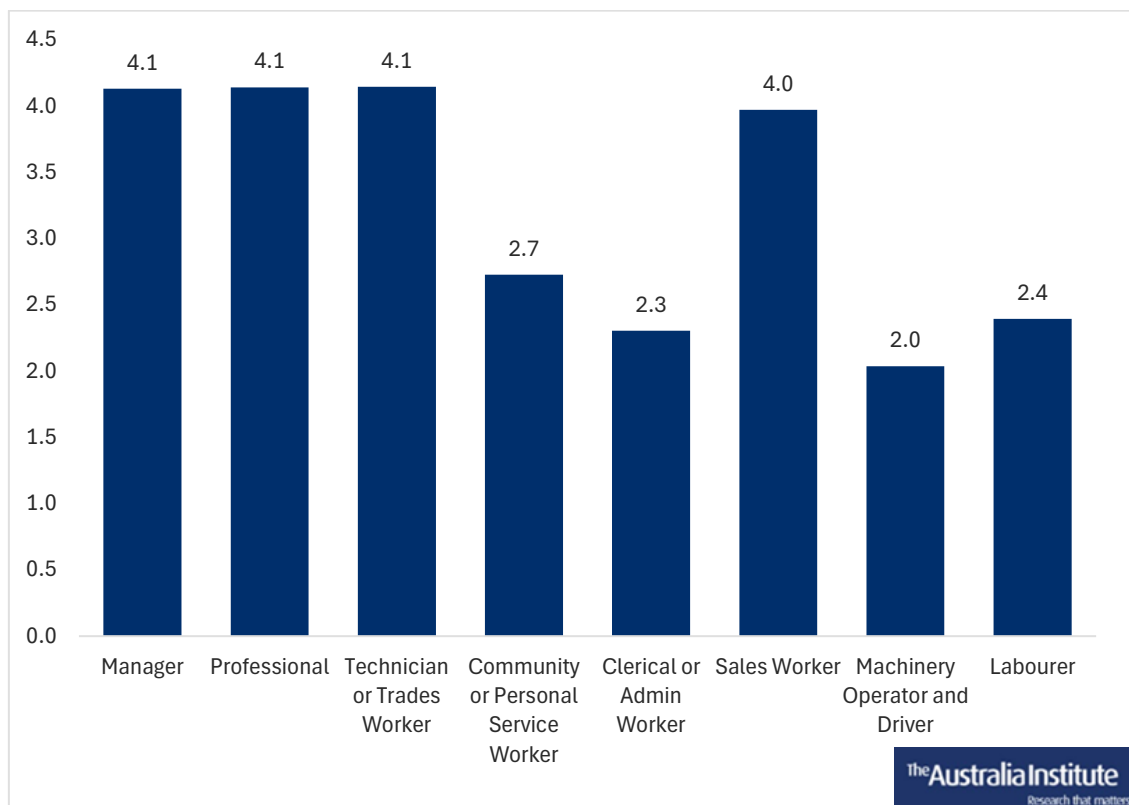
**Figure 9: unpaid overtime hours, by industry of employment**



Source: Survey results as described in text.

Figure 10 shows average unpaid overtime hours reported by workers in different occupation groups. Managers, professional workers, technicians and tradespeople reported the highest levels of unpaid overtime, each at 4.1 hours a week. These occupational groups are dominated by full-time jobs. However, despite very high levels of part-time and casual employment among Sales Workers, this group reported a similarly high level of unpaid overtime, on average, 4.0 hours a week. Community and Personal Service Workers, Clerical and Administrative Workers and Labourers reported unpaid overtime of 2.0 to 2.7 hours a week.

**Figure 10: Unpaid overtime hours, by occupation**



Source: Survey results as described in text.

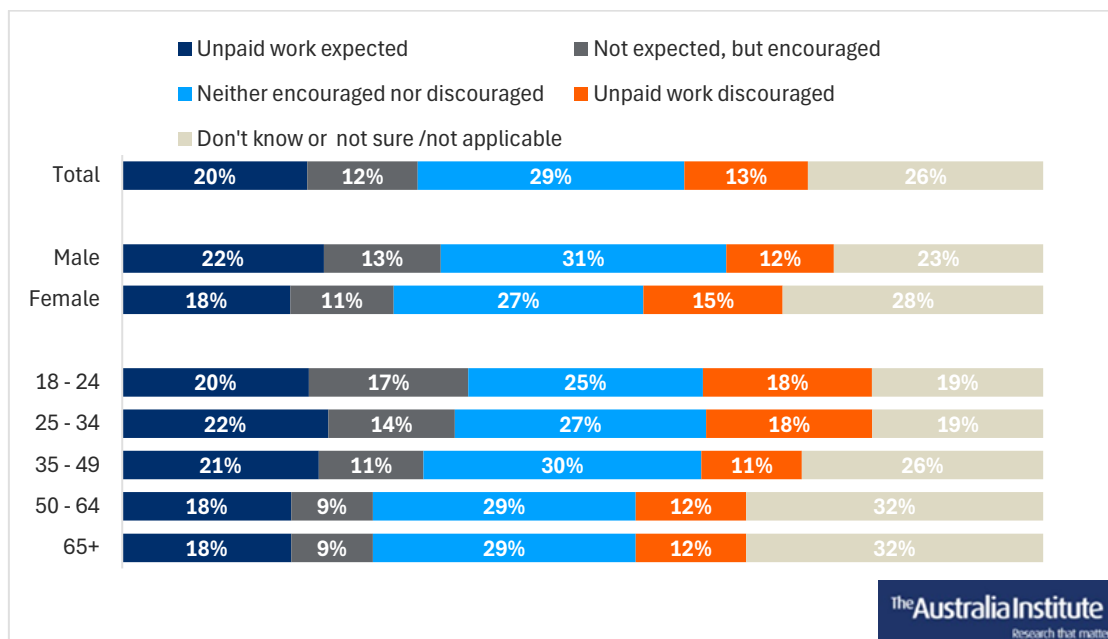
## WHY WORK UNPAID OVERTIME?

One in three workers (32%) reported that, in their workplace, performing unpaid work was either expected or encouraged, as illustrated in Figure 11. A much smaller proportion (13%) reported unpaid overtime was discouraged. Around three in ten, (29%) reported unpaid overtime was neither encouraged nor discouraged.

Among men and women, and among workers in all age groups up to the age of 50, three in ten or more people reported unpaid overtime was either expected or encouraged in their workplace, as shown in Figure 9. Among workers aged 50 and older a slightly smaller proportion, around one in four workers (27%), reported unpaid work was expected or encouraged in their workplace.

Reported expectations or encouragement of unpaid overtime were highest among workers aged 18-24 and 25-34 than for workers in other age groups. However these age groups also more often reported their workplaces discouraged unpaid overtime (around one in six, 18%) than did workers in other age groups (one in eight or nine, 11-12%).

**Figure 11: Workplace expectations of unpaid overtime outside scheduled hours**

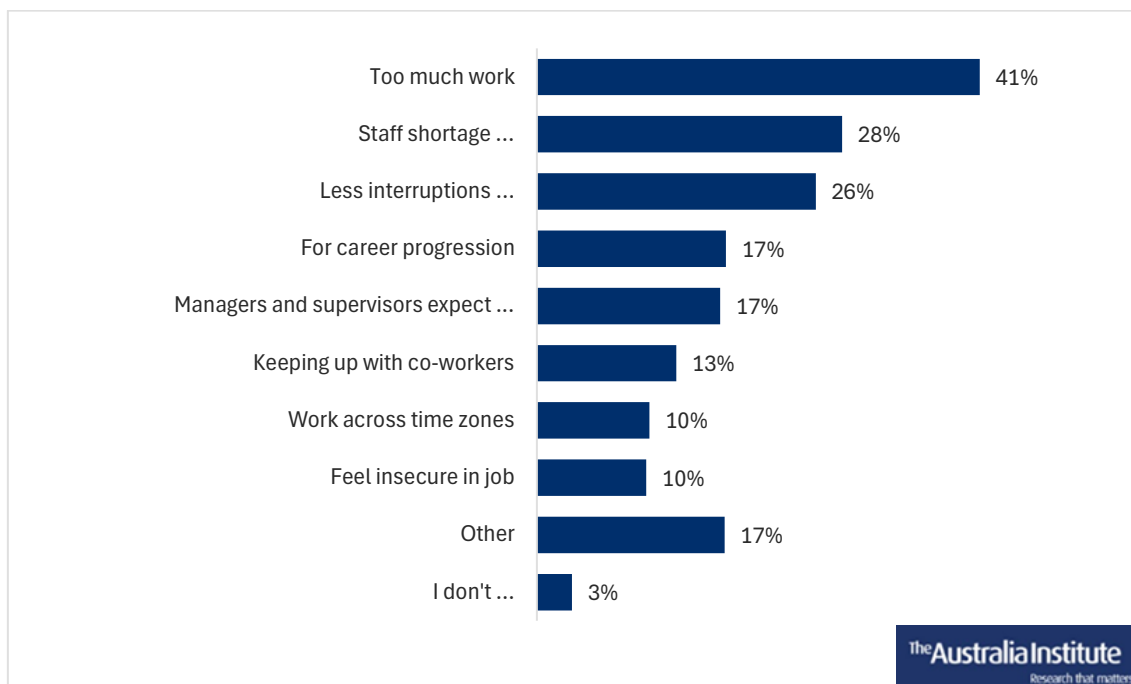


Source: Survey results as described in text.

Survey respondents who reported they worked outside scheduled hours were asked if they felt it was necessary to do so to meet their employer's expectations. One in six (18%) responded 'no', while one in five (20%) reported it was "often" necessary to meet the expectations of their employer, and another two in five (40%) reported it was "sometimes" necessary. Responses were similar for men and women and workers of all ages.

As shown in Figure 12, from a list of possible reasons for working outside of scheduled work hours, workers most often identified 'too much work', indicated by two in five workers (40%). 'Staff shortages' were identified by around three in ten workers (28%), and 'fewer interruptions outside work hours' by around one in four workers (26%). Managers' and supervisors' expectations and "for career progression" were each identified by one in six workers (17%).

**Figure 6: Reasons for completing work outside scheduled work hours**

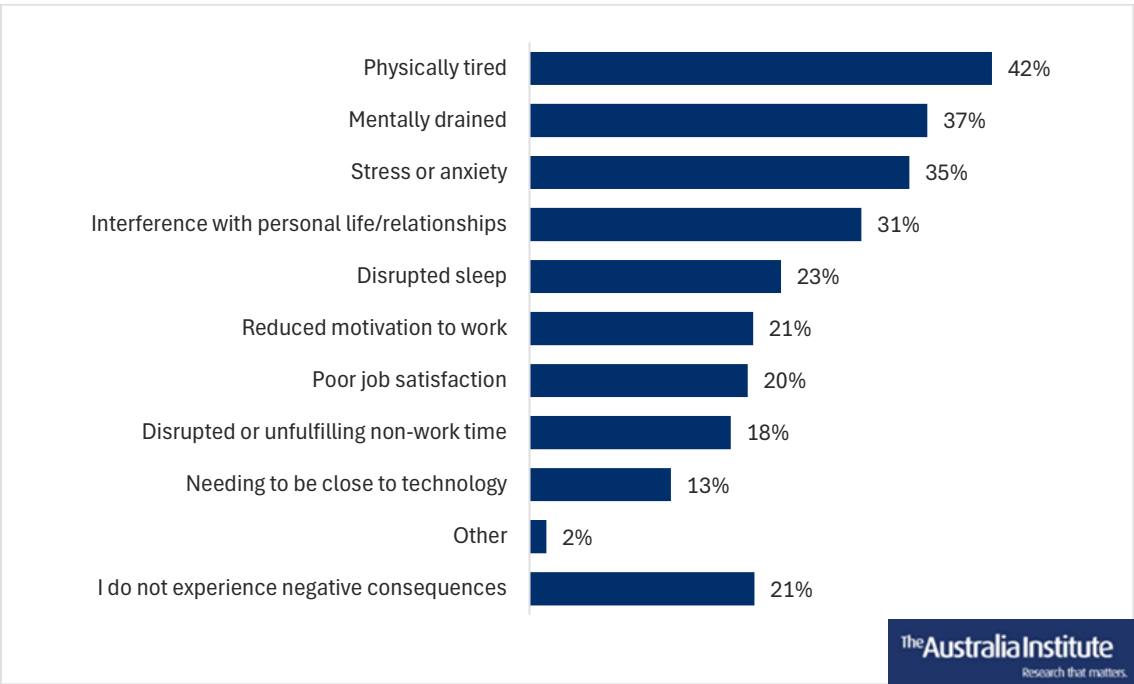


Source: Survey results as described in text.

## PERSONAL AND SOCIAL COSTS OF UNPAID OVERTIME

The consequences of long hours of work and unpaid overtime are multiple. Two in five workers who work outside their scheduled work hours reported physical tiredness (42%), feeling mentally drained (37%), and stress or anxiety (35%). Three in ten reported interference with personal life/relationships (31%). Around one in five workers reported disrupted sleep (23%), reduced motivation to work (21%) and poor job satisfaction (20%) as negative consequences. One in five (21%) reported no negative consequences, as shown in Figure 13.

**Figure 13: Negative consequences of working outside scheduled hours**

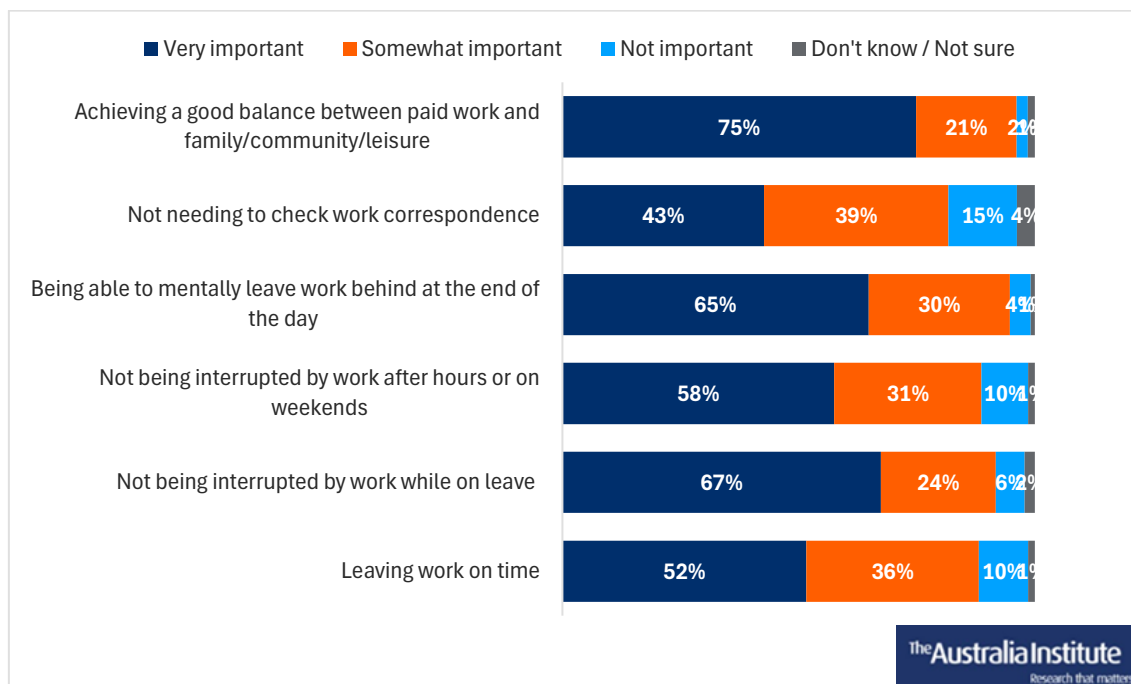


Source: Survey results as described in text.

## DISCONNECTING FROM WORK

Our survey results show that being able to disconnect from work outside of scheduled work hours and achieving a good balance between work and family, community and leisure are very important to workers, as illustrated in Figure 14. Almost nine out of ten survey respondents reported the following as being either very or somewhat important: leaving work on time (88%), not being interrupted by work after hours on the weekend (89%), and not being interrupted by work while on leave (91%) were each reported as being either very or somewhat important. Not needing to check work correspondence was either very or somewhat important for four in five workers (82%).

**Figure 74: Importance of disconnecting from work outside scheduled work hours**



Source: Survey results as described in text.

## FINANCIAL COSTS OF TIME THEFT

Unpaid overtime has both financial and social costs for workers. The extent of unpaid overtime worked means that workers are losing substantial amounts of income. Estimates of the financial costs of this 'time theft' are shown in Table 3. Financial costs have been calculated by estimating the income that would have been received by workers if their unpaid labour had been compensated. The ABS estimates the total number of Australian employees working in each of four main forms of waged employment, and median hourly earnings for workers in each of those forms (ABS 2025a). These data can be used to estimate the aggregate income lost to workers by the failure of employers to compensate their employees for unpaid overtime. Our calculation assumes that unpaid overtime hours would have been paid at the same rate as median earnings.<sup>7</sup> For part-time and casual staff, we also include the value of

<sup>7</sup> In practice, most overtime work (especially for full-time workers) should pay a higher hourly rate; so this assumption is conservative.

foregone employer superannuation contributions at the current rate of 12% of earnings.<sup>8</sup>

The 3.8 hours of unpaid overtime performed by the average full-time worker per week, translates into \$8,892 in foregone wages a year when measured at the median full-time hourly wage. For permanent part-time workers, whose average unpaid overtime hours are almost as many as full-time workers (3.7 hours compared with 3.8 hours) the lost wages are worth \$7,930 a year. Workers in casual full-time and part-time roles lose over \$5,000 per year in income due to unpaid work for their employers. Across all categories of employees the average worker loses over \$7,930 per year due to uncompensated overtime.

**Table 3: Aggregate value of employees' unpaid overtime, 2025**

Form of Employment	Number of Employed (million)	Median Wage (\$/hr) <sup>1</sup>	Avg. Unpaid Overtime (hrs/wk)	Value of Lost Wages per Worker per Year	Annual Total Value (billion/yr)
<b>Permanent</b>					
<i>Full-Time</i>	7.51	\$45.00	3.8	\$8,892	\$66.74
<i>Part-Time</i>	1.96	\$41.20*	3.7	\$7,930	\$15.57
<b>Casual</b>					
<i>Full-Time</i>	0.75	\$35.80	2.9	\$5,399	\$4.04
<i>Part-Time</i>	1.89	\$33.60*	2.9	\$5,067	\$9.43
<b>Total</b>	<b>12.08</b>		<b>3.6</b>	<b>\$7,930</b>	<b>\$95.78</b>

<sup>1</sup> Sources: ABS (2025a), Table 1; ABS (2025b). \* Includes superannuation contributions for part-time permanent and casual employees.

As shown in Table 3, unpaid overtime represents a collective loss of \$95.78 billion in income for Australian workers in 2025. That \$95.78 billion is equivalent to 8% of all wages and salaries paid out in Australia over the last year (ABS 2025c) It is more than the Commonwealth Government's 2025-2026 budget for the National Disability Insurance Scheme and Aged Care Services combined (Parliamentary Budget Office 2025)

<sup>8</sup> Superannuation contributions are not required on overtime hours for full-time employees, so superannuation is not included superannuation in our estimate of the value of unpaid overtime for that category of workers.

# Conclusion

Key problems with working time in Australia's labour market highlighted in this year's GHOTD report are the limited ability of workers to achieve optimal working hours and the large scale and costs of unpaid overtime. As found in previous surveys, inadequate work hours and underemployment exist alongside overwork and unpaid overtime. These phenomena are indicators of some entrenched inequalities in the Australian labour market, as well as being signs that further action is needed to ensure decent working time and a living wage for all workers in Australia.

Ongoing cost-of-living pressures are likely to be key drivers of workers' preferences for more paid work hours. These preferences are expressed by many workers of all ages, in all forms of employment, and in all industries and occupations. Workers are likely to be looking to work longer hours to increase their incomes in the face of these pressures. Economy-wide underutilisation of labour is also likely to be a driving factor in workers' preferences for more working hours.

The long-standing and ongoing problems of inadequate hours and underemployment for workers in part-time and casual or temporary employment have been linked to employers' use of these forms of employment to minimise business risks and costs. It is relatively easy for employers to use these forms of employment to ensure they have highly flexible 'just-in-time' workforces that can be deployed for short periods.

Business and staffing models that aim to minimise labour costs by engaging workers for short hours' work—for example, to ensure adequate staff during short peak periods of customer demand and minimise staff (and labour costs) at other times—are not new. However these models and practices are being advanced in many industry sectors, facilitated by the use of AI for rostering and other management/HR functions.

Growing unpaid overtime among part-time and casual or temporary employees—found in this year's GHOTD survey—may also be an outcome of these practices. As the GHOTD findings show, unpaid overtime is primarily driven by workplace expectations and demands. While average unpaid overtime hours are higher for part-time and casual or temporary workers in 2025 than they were in 2024 (especially when considered as a proportion of paid work hours), there has been no increase in average paid work time of these employees.

While increasing among part-time employees, unpaid overtime among full-time employees appears to have stabilised at 3.6 hours a week, the same as in 2024, and a lower level than in 2023 and earlier years. It suggests either employers' demands



for unpaid overtime have established and/or that employees are having more success than in the past in resisting employers' demands.

New Right to Disconnect laws came into effect in August 2024. The legal right for workers to refuse out-of-hours requests from their employers unless it is unreasonable to do so could be expected to have contributed to the 2025 stabilisation of, and the earlier 2024 decline in, unpaid overtime for full-time employees.

However, this is not in evidence for part-time and casual or temporary employees. Part-time and casual employees may be less aware of their rights and/or the later implementation date of the Right to Disconnect for small businesses (August 2025) may be a factor in the high level unpaid overtime. The employment circumstances and locations of many part-time and casual employees include that workers are in more precarious, insecure employment, are less likely to be in a workplace with a collective agreement and are more likely to be employed in smaller organisations.

The toll of unpaid overtime on workers and their families is both social and financial. More must be done to address this problem and more must be done to ensure workers can attain fair and predictable working time schedules and have adequate and stable incomes from work.

# References

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Australian Bureau of Statistics (ABS) (2025d) Underemployed Workers, February 2025, <https://www.abs.gov.au/statistics/labour/employment-and-unemployment/underemployed-workers/latest-release#key-statistics>

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Fair Work Ombudsman (2024) 'Right to disconnect' Fair Work Ombudsman. <https://www.fairwork.gov.au/employment-conditions/hours-of-work-breaks-and-rosters/right-to-disconnect>

Parliamentary Budget Office (2025) 2025-26 Budget Snapshot. [www.pbo.gov.au](http://www.pbo.gov.au)

# Appendix 1

## Method 2025

### Short disclosure statement

Research company	YouGov Galaxy Pty Ltd
Client commissioning the research	The Australia Institute
Fieldwork dates	5 September 2025 to 11 September 2025
Mode of data collection	Online recruited from research panel (100%)
Target population	Australian workers aged 18+
Sample size	1,001
Australian Polling Council compliant	Yes
Voting intention published	No
Long disclosure statement	See below

### Long disclosure statement

Effective sample size after weighting applied	869
Margin of error associated with effective sample size	±2.1%
Quotas and weighting	Age x gender x location
Gender identity categorisation	Those who answered the gender identity question as “Non-binary”, “I use a different term”, or “Prefer not to answer” had their responses included with females for the purpose of reporting, due to constraints from weighting data availability
Weighting method used	Rim weighting
Full question text, responses categories and randomisation	See below
Source of online sample	Selected from previously recruited online panels of research participants using quotas based on weighting frame and past vote.
Positioning of voting intention questions in questionnaire	After demographics
How were undecided voters handled?	Respondents who answered “Don’t know / Not sure” for voting intention were then asked a leaning question; these leanings are included in voting intention crosstabs
Method of calculating 2PP	N/A
Voting intention categorisation	N/A



**Australian  
Polling Council  
Quality Mark**

## Full text of survey questions

---

Q1. How do you describe your gender?

*Gender refers to current gender, which may be different to sex recorded at birth and may be different to what is indicated on legal documents. Please select one response only*

ASK ALL, SR

1. Man or male
  2. Woman or female
  3. Non-binary
  4. I use a different term
  5. Prefer not to answer
- 

Q2. What is your age?

ASK ALL, NUMERIC

1. \_\_\_\_\_ (Range 18-99)
- 

Q3. Please provide your postcode.

ASK ALL, NUMERIC

1. \_\_\_\_\_
- 

Q5. What is the highest level of **education** you have completed?

*Please select one response only*

ASK ALL, SR

1. Bachelor or above (university qualification)
  2. Diploma (TAFE, college, university) or Certificate III/IV
  3. Higher School Certificate/Year 12
  4. School Certificate/Year 10
  5. Some high school/primary school
  6. None of these
- 

Q6. Which of these categories best describes your **annual household income** before tax? Please make your best estimate.

*Please select one response only*

ASK ALL, SR

1. \$20,000 or less
2. \$20,001 - \$40,000
3. \$40,001 - \$60,000
4. \$60,001 - \$80,000

5. \$80,001 - \$100,000
6. \$100,001 - \$150,000
7. \$150,001 - \$200,000
8. More than \$200,000
9. Not sure/Rather not say

---

Q7a. If a federal election were held tomorrow, which of the following parties would you vote for in the House of Representatives (lower house)?

*Please select one response only*

ASK ALL, SR

10. Labor [SKIP to GHOTD1]
11. Liberal [SKIP to GHOTD1]
12. Greens [SKIP to GHOTD1]
13. Nationals [SKIP to GHOTD1]
14. Pauline Hanson's One Nation [SKIP to GHOTD1]
15. Independent / Other [SKIP to GHOTD1]
16. Don't know / Not sure [GO TO Q7b]

---

Q7b. If you're not sure, to which of the following do you have a leaning?

*Please select one response only*

ASK IF PREVIOUS="Don't know / Not sure", SR

17. Labor
18. Liberal
19. Greens
20. Nationals
21. Pauline Hanson's One Nation
22. Independent / Other

#### CORE GHOTD QUESTIONS

---

GHOTD1. Are you currently in paid work?

*Please select one response only*

ASK ALL, SR

1. Yes, permanent full time
2. Yes, permanent part time
3. Yes, casual or temporary
4. Yes, self-employed
5. No [TERMINATE]

---

GHOTD2. What best describes the industry you work in?

*Please select one response only*

ASK ALL, SR

1. Agriculture, Forestry and Fishing
2. Mining
3. Manufacturing
4. Electricity, Gas, Water and Waste Services
5. Construction
6. Wholesale Trade
7. Retail Trade
8. Accommodation and Food Services
9. Transport, Postal and Warehousing
10. Information Media and Telecommunications
11. Financial and Insurance Services
12. Rental, Hiring and Real Estate Services
13. Professional, Scientific and Technical Services
14. Administrative and Support Services
15. Public Administration and Safety
16. Education and Training
17. Health Care and Social Assistance
18. Arts and Recreation Services
19. Other Services
20. Don't know / Not sure

---

GHOTD3. Which of the following best describes the kind of work you do?

*Please select one response only*

**ASK ALL, SR**

1. Manager
2. Professional
3. Technician or Trades Worker
4. Community or Personal Service Worker
5. Clerical or Administrative Worker
6. Sales Worker
7. Machinery Operator and Driver
8. Labourer
9. Don't know / Not sure

---

GHOTD4. Are you a member of a union?

*Please select one response only*

**ASK ALL, SR**

1. Yes
2. No
3. Don't know / Not sure

---

GHOTD5. How many hours a week are you generally paid to work?

**ASK ALL, SR**

[NUMBER Open answer] \_\_\_ hours

---

GHOTD6. Would you like to work...?

ASK ALL, SR

*Please select one response only*

1. More paid hours
2. Fewer paid hours
3. My paid hours are about right

---

GHOTD7. Unpaid work may include things like arriving early, staying late, working through lunch or breaks, working at home beyond paid hours, responding to phone calls and emails out of hours, and so on.

How many unpaid hours of extra work did you perform for your employer in the last 7 days (i.e. unpaid overtime)?

ASK ALL, SR

[NUMBER Open answer] \_\_ hours

---

GHOTD8. In your workplace, is performing unpaid work outside of scheduled working hours...?

ASK ALL, SR

*Please select one response only*

- Expected
- Not expected, but encouraged
- Neither encouraged nor discouraged
- Discouraged
- Not applicable
- Don't know/Not sure

---

GHOTD9. Do you ever perform work outside of your scheduled working hours?

*Please select one response only*

ASK IF ALL, SR

1. Yes
2. No **[SKIP GHOTD10 - GHOTD12]**

---

GHOTD10. Do you feel that it is necessary to work outside of scheduled work hours in order to meet the expectations of your employer?

ASK IF GHOTD = 1, SR

*Please select one response only*

1. Yes – often
2. Yes – sometimes
3. Yes – rarely
4. No

5. Don't know/Not sure

---

GHOTD11. Why do you complete work outside of your scheduled working hours?

ASK IF GHOTD = 1, MR; RANDOMISE 1-8; #10=EXCLUSIVE

*Please select all that apply*

1. Too much work
2. Staff shortage for example due to illness, parental leave
3. Managers and supervisors expect work outside of hours
4. Work across time zones
5. For career progression
6. Keeping up with co-workers
7. Feel insecure in job
8. Less interruptions working outside of hours
9. Other [text box]
10. I don't complete any work outside scheduled hours **[SKIP to GHOTD13]**

---

GHOTD12. What negative consequences do you experience due to working outside of your scheduled hours, if any?

ASK IF GHOTD = 1, MR; RANDOMISE 1-9; #11=EXCLUSIVE

*Please select all that apply*

1. Disrupted sleep
2. Mentally drained
3. Physically tired
4. Stress or anxiety
5. Disrupted or unfulfilling non-work time
6. Needing to be close to technology
7. Reduced motivation to work
8. Interference with personal life/relationships
9. Poor job satisfaction
10. Other problems [text box]
11. I do not experience negative consequences

---

GHOTD13. How important are the following to you?

ASK ALL, SR

	Very important	Somewhat important	Not important	Don't know/Not sure
Leaving work on time				
Not being interrupted by work while on leave (for example annual leave)				
Not being interrupted by work after hours or on weekends				



Being able to mentally leave work behind at the end of the day				
Not needing to check work correspondence				
Achieving a good balance between paid work and family/community/leisure goals				

No preceding questions in the poll are expected to have influenced the results of the questions published here. The questions, and the response options for each question, are as follows:

**Are you currently in paid work?**

6. Yes, permanent full time
7. Yes, permanent part time
8. Yes, casual or temporary
9. Yes, self-employed
10. No

Those who selected any of the 'Yes' options were then asked the following questions:

**What best describes the industry you work in?**

Response options were presented in random order.

- Agriculture, Forestry and Fishing
- Mining
- Manufacturing
- Electricity, Gas, Water and Waste Services
- Construction
- Wholesale Trade
- Retail Trade
- Accommodation and Food Services
- Transport, Postal and Warehousing
- Information Media and Telecommunications
- Financial and Insurance Services
- Rental, Hiring and Real Estate Services
- Professional, Scientific and Technical Services
- Administrative and Support Services
- Public Administration and Safety
- Education and Training

- Health Care and Social Assistance
- Arts and Recreation Services
- Other Services
- Don't know / Not sure

**Which of the following best describes the kind of work you do?**

Response options were presented in random order.

- Manager
- Professional
- Technician or Trades Worker
- Community or Personal Service Worker
- Clerical or Administrative Worker
- Sales Worker
- Machinery Operator and Driver
- Labourer
- Don't know / Not sure

Are you a member of a union?

- Yes
- No
- Don't know / Not sure

How many hours a week are you generally paid to work?

- [NUMBER Open answer] \_\_ hours

Would you like to work...?

- More paid hours
- Fewer paid hours
- My paid hours are about right

Unpaid work may include things like arriving early, staying late, working through lunch or breaks, working at home beyond paid hours, responding to phone calls and emails out of hours, and so on.

How many unpaid hours of extra work did you perform for your employer in the last 7 days (i.e. unpaid overtime)?

- [NUMBER Open answer] \_\_ hours

**In your workplace, is performing unpaid work outside of scheduled working hours...?**

- Expected
- Not expected, but encouraged
- Neither encouraged nor discouraged
- Discouraged
- Not applicable
- Don't know / Not sure

**Do you ever perform work outside of your scheduled working hours?**

- Yes
- No

Respondents who selected 'Yes' to the above question were asked the following questions:

**Do you feel that it is necessary to work outside of scheduled work hours in order to meet the expectations of your employer?**

- Yes – often
- Yes – sometimes
- Yes – rarely
- No
- Don't know/Not sure

**Why do you complete work outside of your scheduled working hours?**

Response options were presented in random order.

- Too much work
- Staff shortage for example due to illness, parental leave
- Managers and supervisors expect work outside of hours
- Work across time zones
- For career progression
- Keeping up with co-workers
- Feel insecure in job
- Less interruptions working outside of hours
- Other [text box]
- I don't complete any work outside scheduled hours

Respondents who selected any of the above responses other than "I don't complete any work outside scheduled hours" were then asked the following question:

**What negative consequences do you experience due to working outside of your scheduled hours, if any?**

Response options were presented in random order.

- Disrupted sleep
- Mentally drained
- Physically tired
- Stress or anxiety
- Disrupted or unfulfilling non-work time
- Needing to be close to technology
- Reduced motivation to work
- Interference with personal life/relationships
- Poor job satisfaction
- Other problems [text box]
- I do not experience negative consequences

All respondents were asked the following question:

**How important are the following to you?**

Very important      Somewhat important      Not important      Don't know/Not sure

- Leaving work on time
- Not being interrupted by work while on leave (for example annual leave)
- Not being interrupted by work after hours or on weekends
- Being able to mentally leave work behind at the end of the day
- Not needing to check work correspondence
- Achieving a good balance between paid work and family/community/leisure goals

# Appendix 2

## Detailed results

### Industry classifications used

Industry	Classification	Abbreviation
Agriculture, Forestry and Fishing	PRODUCTION	PROD
Mining	PRODUCTION	PROD
Manufacturing	PRODUCTION	PROD
Electricity, Gas, Water and Waste Services	DISTRIBUTION	DIST
Construction	CONSTRUCTION	CONST
Wholesale Trade	DISTRIBUTION	DIST
Retail Trade	RETAIL & HOSPITALITY	R&H
Accommodation and Food Services	RETAIL & HOSPITALITY	R&H
Transport, Postal and Warehousing	DISTRIBUTION	DIST
Information Media and Telecommunications	SERVICES	SERV
Financial and Insurance Services	SERVICES	SERV
Rental, Hiring and Real Estate Services	SERVICES	SERV
Professional, Scientific & Technical Services	SERVICES	SERV
Administrative and Support Services	SERVICES	SERV
Public Administration and Safety	GOVT	PA&S
Education and Training	HEALTH & EDUCATION	H&E
Health Care and Social Assistance	HEALTH & EDUCATION	H&E
Arts and Recreation Services	HEALTH & EDUCATION	H&E
Other Services	SERVICES	SERV

### Abbreviations

Yes, full-time employment	Full-time
Yes, permanent part-time employment	Part-time
Yes, casual or temporary employment	Cas or Temp
Yes, self-employed	Self-empl

Professional	PROF
Manager	MAN
Clerical or Administrative Worker	CorA
Sales Worker	SW
Labourer	LAB

Community or Personal Service Worker	CPS
Technician or Trades Worker	TTW
Machinery Operator and Driver	MOP
Don't know / Not sure	DK

---

Are you currently in paid work?

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>NET: other</i>
<b>Yes, permanent full time</b>	61%	74%	47%	50%
<b>Yes, permanent part time</b>	19%	12%	25%	17%
<b>Yes, casual or temporary</b>	13%	7%	19%	17%
<b>Yes, self-employed</b>	7%	6%	8%	17%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Yes, permanent full time</b>	43%	67%	63%	58%	58%	49%
<b>Yes, permanent part time</b>	13%	19%	21%	15%	22%	18%
<b>Yes, casual or temporary</b>	7%	9%	10%	18%	17%	19%
<b>Yes, self-employed</b>	4%	5%	7%	9%	4%	13%

	<i>Total</i>	<i>18 - 24</i>	<i>25 - 34</i>	<i>35 - 49</i>	<i>50 - 64</i>	<i>65+</i>	<i>Silent</i>
<b>Yes, permanent full time</b>	43%	37%	77%	71%	51%	21%	11%
<b>Yes, permanent part time</b>	13%	28%	12%	15%	22%	39%	57%
<b>Yes, casual or temporary</b>	7%	30%	8%	8%	16%	24%	10%
<b>Yes, self-employed</b>	4%	5%	3%	6%	11%	16%	22%

What best describes the industry you work in?

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>18-24</i>	<i>25-34</i>	<i>35-49</i>	<i>50-64</i>	<i>65+</i>
<b>Education and Training</b>	11%	7%	15%	9%	9%	13%	12%	7%
<b>Health Care and Social Assistance</b>	11%	8%	13%	8%	11%	10%	12%	16%
<b>Retail Trade</b>	10%	9%	12%	17%	9%	6%	13%	15%
<b>Professional, Scientific and Technical Services</b>	7%	9%	6%	4%	13%	8%	3%	5%
<b>Financial and Insurance Services</b>	7%	9%	6%	6%	12%	8%	3%	1%
<b>Construction</b>	5%	9%	3%	4%	4%	6%	7%	4%
<b>Information Media and Telecommunications</b>	5%	6%	5%	7%	8%	4%	5%	2%
<b>Manufacturing</b>	5%	7%	3%	1%	4%	6%	7%	2%
<b>Accommodation and Food Services</b>	4%	2%	6%	12%	2%	3%	4%	3%

<b>Transport, Postal and Warehousing</b>	4%	6%	1%	4%	2%	3%	5%	8%
<b>Administrative and Support Services</b>	3%	1%	6%	1%	2%	5%	4%	4%
<b>Public Administration and Safety</b>	3%	4%	2%	3%	3%	2%	4%	2%
<b>Wholesale Trade</b>	2%	3%	1%	0%	1%	2%	3%	4%
<b>Arts and Recreation Services</b>	2%	1%	3%	0%	1%	2%	3%	4%
<b>Agriculture, Forestry and Fishing</b>	2%	2%	1%	2%	1%	2%	2%	3%
<b>Mining</b>	1%	1%	2%	0%	2%	3%	0%	1%
<b>Rental, Hiring and Real Estate Services</b>	1%	1%	1%	1%	3%	1%	0%	4%
<b>Electricity, Gas, Water and Waste Services</b>	1%	1%	1%	1%	2%	1%	0%	0%
<b>Other Services</b>	13%	14%	13%	18%	11%	15%	12%	14%
<b>Don't know / Not sure</b>	1%	1%	0%	3%	0%	0%	0%	1%

	<b>Total</b>	<b>Labor</b>	<b>Coalition</b>	<b>Greens</b>	<b>One Nation</b>	<b>Other</b>
<b>Education and Training</b>	11%	8%	12%	17%	7%	9%
<b>Health Care and Social Assistance</b>	11%	12%	9%	11%	7%	16%
<b>Retail Trade</b>	10%	11%	12%	6%	9%	11%
<b>Professional, Scientific and Technical Services</b>	7%	9%	6%	7%	5%	6%
<b>Financial and Insurance Services</b>	7%	11%	5%	3%	2%	8%
<b>Construction</b>	5%	8%	5%	1%	9%	6%
<b>Information Media and Telecommunications</b>	5%	7%	4%	5%	7%	4%
<b>Manufacturing</b>	5%	4%	6%	4%	8%	7%
<b>Accommodation and Food Services</b>	4%	4%	4%	2%	8%	3%
<b>Transport, Postal and Warehousing</b>	4%	3%	4%	2%	9%	5%
<b>Administrative and Support Services</b>	3%	3%	5%	4%	4%	2%
<b>Public Administration and Safety</b>	3%	2%	4%	8%	0%	1%
<b>Wholesale Trade</b>	2%	2%	3%	1%	3%	1%
<b>Arts and Recreation Services</b>	2%	2%	1%	3%	1%	3%
<b>Agriculture, Forestry and Fishing</b>	2%	1%	2%	1%	2%	2%
<b>Mining</b>	1%	1%	1%	0%	0%	4%

Rental, Hiring and Real Estate Services	1%	1%	2%	2%	2%	0%
Electricity, Gas, Water and Waste Services	1%	1%	1%	1%	0%	0%
Other Services	13%	10%	13%	21%	17%	12%
Don't know / Not sure	1%	0%	0%	1%	1%	0%

	<i>Total</i>	18-24	25-34	35-49	50-64	65+
Education and Training	11%	9%	9%	13%	12%	7%
Health Care and Social Assistance	11%	8%	11%	10%	12%	16%
Retail Trade	10%	17%	9%	6%	13%	15%
Professional, Scientific and Technical Services	7%	4%	13%	8%	3%	5%
Financial and Insurance Services	7%	6%	12%	8%	3%	1%
Construction	5%	4%	4%	6%	7%	4%
Information Media & Telecommunications	5%	7%	8%	4%	5%	2%
Manufacturing	5%	1%	4%	6%	7%	2%
Accommodation and Food Services	4%	12%	2%	3%	4%	3%
Transport, Postal and Warehousing	4%	4%	2%	3%	5%	8%
Administrative and Support Services	3%	1%	2%	5%	4%	4%
Public Administration and Safety	3%	3%	3%	2%	4%	2%
Wholesale Trade	2%	0%	1%	2%	3%	4%
Arts and Recreation Services	2%	0%	1%	2%	3%	4%
Agriculture, Forestry and Fishing	2%	2%	1%	2%	2%	3%
Mining	1%	0%	2%	3%	0%	1%
Rental, Hiring and Real Estate Services	1%	1%	3%	1%	0%	4%
Electricity, Gas, Water & Waste Services	1%	1%	2%	1%	0%	0%
Other Services	13%	18%	11%	15%	12%	14%
Don't know / Not sure	1%	3%	0%	0%	0%	1%

	<i>Total</i>	Full-time	Part-time	Cas or temp	Self-empl
Education and Training	11%	9%	15%	19%	7%
Health Care and Social Assistance	11%	10%	16%	12%	5%
Retail Trade	10%	6%	20%	17%	8%
Professional, Scientific and Technical Services	7%	10%	3%	2%	3%
Financial and Insurance Services	7%	10%	5%	1%	1%
Construction	5%	6%	3%	4%	8%
Information Media and Telecommunications	5%	7%	2%	1%	8%
Manufacturing	5%	7%	1%	2%	1%
Accommodation and Food Services	4%	2%	8%	11%	0%
Transport, Postal and Warehousing	4%	5%	2%	2%	0%



<b>Administrative and Support Services</b>	3%	3%	3%	3%	7%
<b>Public Administration and Safety</b>	3%	4%	2%	0%	0%
<b>Wholesale Trade</b>	2%	2%	2%	1%	0%
<b>Arts and Recreation Services</b>	2%	0%	1%	4%	16%
<b>Agriculture, Forestry and Fishing</b>	2%	2%	2%	1%	2%
<b>Mining</b>	1%	2%	0%	0%	0%
<b>Rental, Hiring and Real Estate Services</b>	1%	2%	2%	0%	1%
<b>Electricity, Gas, Water and Waste Services</b>	1%	1%	1%	0%	1%
<b>Other Services</b>	13%	11%	12%	19%	28%
<b>Don't know / Not sure</b>	1%	0%	1%	0%	4%

Industry Groups									
	Total	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
<b>Education and Training</b>	11%	0%	0%	0%	0%	0%	0%	47%	0%
<b>Health Care and Social Assistance</b>	11%	0%	0%	0%	0%	0%	0%	45%	0%
<b>Retail Trade</b>	10%	0%	0%	0%	72%	0%	0%	0%	0%
<b>Professional, Scientific and Technical Services</b>	7%	0%	0%	0%	0%	19%	0%	0%	0%
<b>Financial and Insurance Services</b>	7%	0%	0%	0%	0%	19%	0%	0%	0%
<b>Construction</b>	5%	0%	0%	100%	0%	0%	0%	0%	0%
<b>Information Media &amp; Telecomm'on</b>	5%	0%	0%	0%	0%	14%	0%	0%	0%
<b>Manufacturing</b>	5%	61%	0%	0%	0%	0%	0%	0%	0%
<b>Accommodation and Food Services</b>	4%	0%	0%	0%	28%	0%	0%	0%	0%
<b>Transport, Postal and Warehousing</b>	4%	0%	56%	0%	0%	0%	0%	0%	0%
<b>Administrative and Support Services</b>	3%	0%	0%	0%	0%	9%	0%	0%	0%
<b>Public Administration and Safety</b>	3%	0%	0%	0%	0%	0%	100%	0%	0%
<b>Wholesale Trade</b>	2%	0%	30%	0%	0%	0%	0%	0%	0%
<b>Arts and Recreation Services</b>	2%	0%	0%	0%	0%	0%	0%	8%	0%
<b>Agriculture, Forestry and Fishing</b>	2%	21%	0%	0%	0%	0%	0%	0%	0%
<b>Mining</b>	1%	18%	0%	0%	0%	0%	0%	0%	0%
<b>Rental, Hiring and Real Estate Services</b>	1%	0%	0%	0%	0%	4%	0%	0%	0%
<b>Electricity, Gas, Water and Waste Services</b>	1%	0%	14%	0%	0%	0%	0%	0%	0%
<b>Other Services</b>	13%	0%	0%	0%	0%	35%	0%	0%	0%
<b>Don't know / Not sure</b>	1%	0%	0%	0%	0%	0%	0%	0%	100%

Occupations										
	Total	MAN	PRF	TTW	CPS	CA	SW	MOP	LAB	DK
Education and Training	11%	6%	19%	0%	23%	8%	2%	0%	3%	20%
Health Care and Social Assistance	11%	4%	18%	9%	40%	4%	2%	0%	12%	2%
Retail Trade	10%	10%	1%	5%	0%	5%	61%	3%	9%	3%
Professional, Scientific and Technical Services	7%	12%	11%	11%	2%	7%	0%	0%	0%	2%
Financial and Insurance Services	7%	8%	12%	0%	2%	8%	8%	0%	1%	0%
Construction	5%	12%	3%	28%	0%	5%	0%	7%	4%	2%
Information Media and Telecommunications	5%	8%	7%	7%	2%	8%	1%	0%	1%	3%
Manufacturing	5%	7%	4%	11%	0%	4%	1%	31%	7%	0%
Accommodation and Food Services	4%	1%	1%	2%	5%	4%	9%	3%	10%	13%
Transport, Postal and Warehousing	4%	2%	1%	0%	0%	2%	0%	40%	15%	8%
Administrative and Support Services	3%	2%	2%	0%	2%	16%	0%	0%	1%	0%
Public Administration and Safety	3%	3%	3%	5%	5%	5%	0%	0%	1%	2%
Wholesale Trade	2%	4%	1%	0%	0%	4%	2%	0%	4%	0%
Arts and Recreation Services	2%	2%	2%	0%	2%	0%	1%	0%	2%	8%
Agriculture, Forestry and Fishing	2%	2%	1%	3%	3%	2%	1%	0%	4%	0%
Mining	1%	4%	1%	0%	0%	2%	0%	6%	2%	0%
Rental, Hiring and Real Estate Services	1%	3%	0%	0%	0%	4%	1%	0%	2%	0%
Electricity, Gas, Water and Waste Services	1%	0%	2%	2%	0%	1%	0%	7%	0%	0%
Other Services	13%	11%	11%	18%	14%	10%	11%	3%	24%	32%
Don't know / Not sure	1%	0%	0%	0%	0%	2%	0%	0%	0%	5%

Which of the following best describes the kind of work you do?

	Total	Male	Female	NSW	VIC	QLD	SA	WA	OTH
Professional	32%	37%	26%	36%	27%	32%	37%	29%	27%
Manager	15%	19%	12%	15%	15%	17%	8%	18%	13%
Clerical or Administrative Worker	15%	7%	22%	13%	18%	15%	15%	10%	19%
Sales Worker	10%	7%	14%	10%	12%	12%	7%	5%	14%
Labourer	8%	7%	8%	5%	8%	12%	5%	9%	5%

Community or Personal Service Worker	6%	3%	8%	5%	5%	4%	10%	8%	11%
Technician or Trades Worker	6%	11%	1%	8%	5%	3%	5%	6%	2%
Machinery Operator and Driver	3%	5%	1%	3%	3%	0%	3%	4%	5%
Don't know / Not sure	6%	4%	8%	5%	7%	5%	9%	10%	5%

	<b>Total</b>	<b>Labor</b>	<b>Coalition</b>	<b>Greens</b>	<b>One Nation</b>	<b>Other</b>
Professional	32%	41%	27%	24%	12%	33%
Manager	15%	16%	19%	14%	16%	10%
Clerical or Administrative Worker	15%	12%	21%	16%	16%	13%
Sales Worker	10%	10%	8%	13%	7%	13%
Labourer	8%	7%	6%	4%	18%	7%
Community or Personal Service Worker	6%	4%	6%	7%	7%	9%
Technician or Trades Worker	6%	4%	5%	6%	9%	10%
Machinery Operator and Driver	3%	2%	4%	3%	6%	1%
Don't know / Not sure	6%	4%	4%	12%	8%	6%

	<b>Total</b>	<b>18-24</b>	<b>25-34</b>	<b>35-49</b>	<b>50-64</b>	<b>65+</b>
Professional	32%	27%	47%	33%	20%	21%
Manager	15%	11%	15%	19%	12%	18%
Clerical or Administrative Worker	15%	9%	15%	15%	16%	19%
Sales Worker	10%	20%	9%	6%	12%	12%
Labourer	8%	6%	4%	5%	15%	7%
Community or Personal Service Worker	6%	3%	4%	5%	9%	7%
Technician or Trades Worker	6%	8%	2%	6%	7%	6%
Machinery Operator and Driver	3%	1%	1%	4%	3%	5%
Don't know / Not sure	6%	15%	3%	7%	5%	4%

	<b>Total</b>	<b>Full-time</b>	<b>Part-time</b>	<b>Cas or Temp</b>	<b>Self-Emp</b>
Professional	32%	39%	21%	18%	22%
Manager	15%	21%	4%	3%	13%
Clerical or Administrative Worker	15%	15%	21%	8%	11%
Sales Worker	10%	6%	19%	21%	7%
Labourer	8%	5%	11%	13%	8%
Community or Personal Service Worker	6%	2%	12%	14%	7%
Technician or Trades Worker	6%	7%	1%	4%	14%
Machinery Operator and Driver	3%	4%	1%	3%	1%

Don't know / Not sure	6%	1%	11%	16%	17%
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Industry Groups									
	<i>total</i>	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
Professional	32%	24%	17%	15%	4%	36%	35%	52%	18%
Manager	15%	24%	14%	32%	12%	17%	16%	7%	0%
Clerical or Administrative Worker	15%	14%	15%	13%	10%	21%	23%	7%	36%
Sales Worker	10%	3%	3%	0%	52%	6%	0%	2%	0%
Labourer	8%	11%	21%	6%	10%	6%	3%	5%	0%
Community or Personal Service Worker	6%	2%	0%	0%	2%	3%	9%	16%	0%
Technician or Trades Worker	6%	10%	1%	28%	2%	5%	9%	2%	0%
Machinery Operator and Driver	3%	13%	20%	3%	1%	0%	0%	0%	0%
Don't know / Not sure	6%	0%	8%	2%	7%	6%	3%	8%	46%

Are you a member of a union?

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
Yes	17%	18%	17%	18%	16%	16%	14%	21%	18%
No	81%	81%	82%	81%	81%	83%	86%	76%	82%
Don't know / Not sure	2%	2%	2%	0%	3%	1%	0%	3%	0%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
Yes	17%	20%	13%	22%	17%	15%
No	81%	78%	86%	77%	83%	84%
Don't know / Not sure	2%	2%	1%	1%	0%	2%

	<i>Total</i>	18-24	25-34	35-49	50-64	65+
Yes	17%	16%	23%	16%	15%	13%
No	81%	82%	74%	83%	84%	87%
Don't know / Not sure	2%	3%	4%	1%	1%	0%

	<i>Total</i>	Full time	Part time	Casual or Temp	Self-empl
Yes	17%	21%	17%	9%	0%
No	81%	77%	83%	89%	98%
Don't know / Not sure	2%	2%	0%	2%	2%

Industry Groups									
	total	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
<b>Yes</b>	17%	12%	27%	18%	9%	14%	25%	26%	0%
<b>No</b>	81%	87%	72%	77%	89%	85%	75%	73%	73%
<b>Don't know/Not sure</b>	2%	1%	2%	5%	2%	1%	0%	1%	27%

Occupations										
	total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
<b>Yes</b>	17%	21%	22%	8%	22%	11%	13%	25%	14%	8%
<b>No</b>	81%	78%	76%	92%	76%	87%	85%	75%	86%	88%
<b>Don't know / Not sure</b>	2%	1%	2%	0%	2%	2%	2%	0%	0%	4%

Unpaid work may include things like arriving early, staying late, working through lunch or breaks, working at home beyond paid hours, responding to phone calls and emails out of hours, and so on.

How many hours a week are you generally paid to work?

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
<b>Mean</b>	30.6	33.6	27.9						

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Mean</b>	30.6	32.2	32.1	27.3	30.5	28.9

	<i>Total</i>	18-24	25-34	35-49	50-64	65+
<b>Mean</b>		24.0	33.1	32.8	30.3	22.5

	<i>Total</i>	Full time	Part time	Casual or Temp	Self-empl
<b>Mean</b>	30.6	36.9	23.5	17.8	20.3

Industry groups									
	total	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
<b>Mean</b>	30.6	36.9	34.2	35.6	25.7	30.4	36.3	29.2	23.3

Occupations										
	total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
Mean	30.6	36.1	32.9	37.9	25.0	30.9	22.9	38.9	26.0	19.0

Would you like to work...?

	Total	Male	Female	NSW	VIC	QLD	SA	WA	OTH
More paid hours	30%	31%	30%	33%	32%	26%	21%	34%	27%
Fewer paid hours	56%	55%	57%	54%	54%	58%	70%	54%	47%
My paid hours are about right	14%	14%	14%	14%	13%	15%	9%	12%	26%

	Total	Labor	Coalition	Greens	One Nation	Other
More paid hours	30%	23%	24%	40%	32%	33%
Fewer paid hours	56%	65%	60%	44%	52%	51%
My paid hours are about right	14%	12%	16%	16%	15%	16%

	Total	18-24	25-34	35-49	50-64	65+
More paid hours	30%	44%	27%	35%	23%	18%
Fewer paid hours	56%	42%	60%	54%	58%	74%
My paid hours are about right	14%	14%	13%	12%	19%	8%

	Total	Full time	Part time	Casual or Temp	Self-empl
More paid hours	30%	23%	38%	53%	29%
Fewer paid hours	56%	61%	50%	40%	61%
My paid hours are about right	14%	17%	12%	7%	10%

Industry Groups									
	total	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
More paid hours	30%	27%	28%	31%	44%	28%	24%	28%	27%
Fewer paid hours	56%	53%	60%	56%	48%	58%	53%	57%	60%
My paid hours are about right	14%	20%	13%	13%	8%	14%	23%	15%	14%

Occupations										
	total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
More paid hours	30%	26%	26%	28%	38%	25%	47%	18%	34%	41%

<b>Fewer paid hours</b>	56%	58%	60%	56%	47%	56%	46%	65%	52%	49%
<b>My paid hours are about right</b>	14%	16%	14%	16%	15%	18%	6%	17%	14%	10%

Unpaid work may include things like arriving early, staying late, working through lunch or breaks, working at home beyond paid hours, responding to phone calls and emails out of hours, and so on.

How many unpaid hours of extra work did you perform for your employer in the last 7 days (i.e. unpaid overtime)?

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
<b>Mean</b>	3.6	4.0	3.1	4.0	3.2	3.1	4.1	3.8	4.2

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Mean</b>	3.6	3.9	4.0	2.9	4.5	3.4

	<i>Total</i>	18-24	25-34	35-49	50-64	65+
<b>Mean</b>	3.6	4.7	3.9	3.1	3.5	3.0

	<i>Total</i>	Full time	Part time	Casual or Temp	Self-empl
<b>Mean</b>	3.6	3.8	3.7	2.9	3.7

Industry Groups									
	Total	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
<b>Mean</b>	3.6	4.1	2.3	4.9	4.0	3.7	1.3	3.6	1.1

Occupations										
	Total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
<b>Mean</b>	3.6	4.1	4.1	4.1	2.7	2.3	4.0	2.0	2.4	4.7

In your workplace, is performing unpaid work outside of scheduled working hours...?

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
<b>Expected</b>	20%	22%	18%	26%	17%	19%	13%	19%	17%
<b>Not expected, but encouraged</b>	12%	13%	11%	14%	10%	13%	14%	10%	9%
<b>Neither encouraged nor discouraged</b>	29%	31%	27%	24%	30%	32%	34%	30%	34%

Discouraged	13%	12%	15%	13%	14%	11%	12%	19%	10%
Don't know/Not sure	4%	3%	6%	5%	5%	2%	7%	4%	6%
Not applicable	21%	20%	23%	19%	25%	22%	20%	17%	23%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
Expected	20%	18%	25%	17%	27%	18%
Not expected, but encouraged	12%	11%	16%	12%	12%	8%
Neither encouraged nor discouraged	29%	31%	27%	27%	21%	37%
Discouraged	13%	13%	7%	24%	9%	10%
Don't know/Not sure	4%	5%	4%	1%	1%	7%
Not applicable	21%	21%	21%	20%	29%	20%

	<i>Total</i>	<i>18-24</i>	<i>25-34</i>	<i>35-49</i>	<i>50-64</i>	<i>65+</i>
Expected	20%	20%	22%	21%	18%	18%
Not expected, but encouraged	12%	17%	14%	11%	9%	9%
Neither encouraged nor discouraged	29%	25%	27%	30%	29%	29%
Discouraged	13%	18%	18%	11%	12%	12%
Don't know/Not sure	4%	8%	2%	5%	4%	4%
Not applicable	21%	11%	17%	21%	29%	29%

	<i>Total</i>	<i>Full time</i>	<i>Part time</i>	<i>Casual or Temp</i>	<i>Self-empl</i>
Expected	20%	23%	14%	19%	11%
Not expected, but encouraged	12%	14%	11%	8%	6%
Neither encouraged nor discouraged	29%	31%	28%	29%	19%
Discouraged	13%	13%	17%	15%	7%
Not applicable	4%	3%	7%	8%	6%
Don't know/Not sure	21%	17%	23%	22%	52%

Industry Groups									
	<i>total</i>	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
Expected	20%	18%	14%	24%	14%	20%	12%	25%	36%
Not expected, but encouraged	12%	17%	18%	8%	12%	12%	5%	12%	0%
Neither encouraged nor discouraged	29%	26%	35%	36%	25%	30%	43%	26%	24%
Discouraged	13%	10%	4%	8%	19%	13%	31%	13%	27%
Don't know/Not sure	4%	1%	9%	8%	10%	3%	0%	3%	0%
Not applicable	21%	28%	21%	16%	21%	22%	10%	20%	14%



Occupations										
	<i>total</i>	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
<b>Expected</b>	20%	27%	29%	23%	15%	14%	13%	14%	6%	10%
<b>Not expected, but encouraged</b>	12%	10%	13%	14%	10%	11%	11%	16%	10%	19%
<b>Neither encouraged nor discouraged</b>	29%	33%	28%	29%	22%	33%	26%	23%	28%	31%
<b>Discouraged</b>	13%	11%	13%	9%	14%	14%	23%	6%	14%	11%
<b>Don't know/Not sure</b>	4%	1%	3%	7%	5%	6%	8%	3%	1%	9%
<b>Not applicable</b>	21%	18%	15%	18%	34%	23%	19%	38%	42%	21%

Do you ever perform work outside of your scheduled work hours?

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
<b>Yes</b>	58%	60%	57%	57%	53%	61%	59%	63%	75%
<b>No</b>	42%	40%	43%	43%	47%	39%	41%	37%	25%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Yes</b>	58%	59%	61%	55%	60%	54%
<b>No</b>	42%	41%	39%	45%	40%	46%

	<i>Total</i>	18-24	25-34	35-49	50-64	65+
<b>Yes</b>	58%	49%	60%	59%	60%	59%
<b>No</b>	42%	51%	40%	41%	40%	41%

	<i>Total</i>	Full time	Part time	Casual or Temp	Self-empl
<b>Yes</b>	58%	61%	54%	49%	61%
<b>No</b>	42%	39%	46%	51%	39%

Industry Groups									
	Total	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
<b>Yes</b>	58%	55%	51%	56%	45%	59%	66%	67%	32%
<b>No</b>	42%	45%	49%	44%	55%	41%	34%	33%	68%

Occupations										
	Total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
<b>Yes</b>	58%	72%	64%	49%	64%	58%	52%	36%	36%	46%
<b>No</b>	42%	28%	36%	51%	36%	42%	48%	64%	64%	54%

Respondents who selected 'Yes' to the above question were asked the following questions:

Do you feel that it is necessary to work outside of scheduled work hours in order to meet the expectations of your employer?

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>NSW</i>	<i>VIC</i>	<i>QLD</i>	<i>SA</i>	<i>WA</i>	<i>OTH</i>
<b>Yes – often</b>	20%	19%	19%	17%	23%	22%	18%	23%	7%
<b>Yes – sometimes</b>	40%	39%	41%	44%	32%	39%	42%	44%	47%
<b>Yes – rarely</b>	19%	18%	21%	14%	24%	21%	24%	13%	27%
<b>No</b>	18%	20%	16%	21%	17%	16%	15%	19%	15%
<b>Don't know/Not sure</b>	3%	3%	3%	3%	4%	2%	1%	2%	3%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Yes – often</b>	20%	15%	34%	14%	25%	11%
<b>Yes – sometimes</b>	40%	44%	39%	31%	45%	37%
<b>Yes – rarely</b>	19%	19%	13%	32%	13%	20%
<b>No</b>	18%	19%	13%	20%	16%	29%
<b>Don't know/Not sure</b>	3%	3%	1%	3%	2%	4%

	<i>Total</i>	<i>18-24</i>	<i>25-34</i>	<i>35-49</i>	<i>50-64</i>	<i>65+</i>
<b>Yes – often</b>	20%	16%	14%	21%	23%	21%
<b>Yes – sometimes</b>	40%	48%	44%	41%	33%	38%
<b>Yes – rarely</b>	19%	21%	24%	21%	15%	7%
<b>No</b>	18%	12%	15%	15%	25%	33%
<b>Don't know/Not sure</b>	3%	2%	3%	2%	4%	2%

	<i>Total</i>	<i>Full time</i>	<i>Part time</i>	<i>Casual or Temp</i>	<i>Self-empl</i>
<b>Yes – often</b>	20%	21%	15%	18%	23%
<b>Yes – sometimes</b>	40%	41%	37%	44%	30%
<b>Yes – rarely</b>	19%	21%	21%	15%	7%
<b>No</b>	18%	15%	23%	20%	28%
<b>Don't know/Not sure</b>	3%	1%	4%	3%	11%

<b>Industry Groups</b>									
	<i>Total</i>	<i>PROD</i>	<i>DIST</i>	<i>CONS</i>	<i>R&amp;H</i>	<i>SERV</i>	<i>PA&amp;S</i>	<i>H&amp;E</i>	<i>DK</i>
<b>Yes – often</b>	20%	13%	15%	16%	20%	18%	0%	28%	0%
<b>Yes – sometimes</b>	40%	60%	37%	27%	41%	38%	58%	38%	43%
<b>Yes – rarely</b>	19%	12%	8%	29%	23%	26%	13%	13%	0%
<b>No</b>	18%	9%	37%	25%	14%	16%	29%	18%	57%
<b>Don't know/Not sure</b>	3%	6%	3%	3%	2%	2%	0%	3%	0%

Occupations										
	Total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
Yes – often	20%	22%	25%	17%	17%	12%	13%	23%	15%	18%
Yes – sometimes	40%	46%	41%	24%	42%	38%	31%	45%	50%	37%
Yes – rarely	19%	14%	15%	33%	8%	24%	42%	0%	12%	26%
No	18%	17%	16%	19%	30%	23%	11%	24%	19%	12%
Don't know/Not sure	3%	1%	2%	7%	2%	3%	2%	8%	5%	7%

Why do you complete work outside of your scheduled working hours?

Selected	Total	Male	Female	NSW	VIC	QLD	SA	WA	OTH
Too much work	41%	38%	43%	42%	46%	38%	30%	44%	31%
Staff shortage for example due to illness, parental leave	28%	26%	30%	25%	32%	37%	20%	18%	19%
Managers and supervisors expect work outside of hours	26%	27%	24%	24%	36%	22%	23%	17%	27%
Work across time zones	17%	21%	14%	13%	15%	17%	29%	23%	25%
For career progression	17%	21%	13%	18%	18%	15%	12%	18%	17%
Keeping up with co-workers	13%	17%	9%	10%	16%	15%	8%	13%	16%
Feel insecure in job	10%	12%	9%	12%	9%	5%	12%	17%	12%
Less interruptions working outside of hours	10%	8%	12%	8%	7%	13%	11%	13%	12%
Other	17%	15%	20%	13%	19%	21%	23%	17%	16%
I don't complete any work outside scheduled hours	3%	5%	2%	6%	1%	0%	2%	6%	3%

	Total	Labor	Coalition	Greens	One Nation	Other
Too much work	41%	41%	41%	48%	34%	36%
Staff shortage for example due to illness, parental leave	28%	29%	24%	28%	28%	30%
Managers and supervisors expect work outside of hours	26%	29%	25%	30%	18%	23%
Work across time zones	17%	22%	13%	21%	8%	15%
For career progression	17%	16%	20%	12%	24%	19%
Keeping up with co-workers	13%	19%	10%	14%	12%	4%
Feel insecure in job	10%	12%	9%	8%	7%	10%
Less interruptions working outside of hours	10%	9%	9%	14%	6%	10%
Other	17%	11%	23%	21%	21%	16%

I don't complete any work outside scheduled hours	3%	3%	4%	4%	2%	3%
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	<i>Total</i>	<i>18-24</i>	<i>25-34</i>	<i>35-49</i>	<i>50-64</i>	<i>65+</i>
Too much work	41%	30%	42%	47%	38%	25%
Staff shortage for example due to illness, parental leave	28%	38%	26%	31%	24%	21%
Managers and supervisors expect work outside of hours	26%	19%	22%	27%	27%	37%
Work across time zones	17%	28%	22%	19%	10%	2%
For career progression	17%	26%	18%	14%	17%	13%
Keeping up with co-workers	13%	14%	16%	17%	7%	4%
Feel insecure in job	10%	13%	12%	12%	6%	10%
Less interruptions working outside of hours	10%	14%	9%	13%	7%	4%
Other	17%	7%	13%	14%	28%	26%
I don't complete any work outside scheduled hours	3%	9%	3%	3%	2%	3%

	<i>Total</i>	<i>Full time</i>	<i>Part time</i>	<i>Casual or Temp</i>	<i>Self-empl</i>
Too much work	41%	44%	38%	37%	25%
Staff shortage for example due to illness, parental leave	28%	29%	37%	23%	7%
Managers and supervisors expect work outside of hours	26%	29%	20%	16%	23%
Work across time zones	17%	18%	16%	17%	16%
For career progression	17%	20%	15%	15%	0%
Keeping up with co-workers	13%	16%	9%	6%	4%
Feel insecure in job	10%	13%	6%	2%	9%
Less interruptions working outside of hours	10%	10%	10%	17%	3%
Other	17%	15%	19%	14%	40%
I don't complete any work outside scheduled hours	3%	2%	4%	3%	9%

Industry Groups									
	<i>Total</i>	<i>PROD</i>	<i>DIST</i>	<i>CONS</i>	<i>R&amp;H</i>	<i>SERV</i>	<i>PA&amp;S</i>	<i>H&amp;E</i>	<i>DK</i>
Too much work	41%	41%	32%	24%	45%	41%	36%	44%	0%

Staff shortage for example due to illness, parental leave	28%	23%	27%	18%	43%	28%	20%	27%	0%
Managers and supervisors expect work outside of hours	26%	18%	29%	25%	13%	31%	44%	22%	57%
Work across time zones	17%	10%	20%	23%	9%	20%	14%	19%	0%
For career progression	17%	21%	14%	25%	14%	16%	10%	19%	0%
Keeping up with co-workers	13%	7%	11%	8%	13%	16%	4%	12%	0%
Feel insecure in job	10%	14%	15%	3%	4%	15%	4%	6%	0%
Less interruptions working outside of hours	10%	11%	6%	5%	9%	11%	4%	12%	0%
Other	17%	18%	18%	10%	16%	17%	22%	19%	57%
I don't complete any work outside scheduled hours	3%	7%	0%	3%	1%	4%	5%	2%	43%

Occupations										
	total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
Too much work	41%	39%	44%	25%	34%	37%	49%	42%	52%	32%
Staff shortage for example due to illness, parental leave	28%	27%	26%	18%	24%	24%	51%	18%	38%	23%
Managers and supervisors expect work outside of hours	26%	27%	25%	8%	15%	32%	44%	7%	15%	13%
Work across time zones	17%	15%	21%	25%	14%	16%	14%	33%	3%	20%
For career progression	17%	31%	16%	20%	16%	9%	10%	44%	7%	4%
Keeping up with co-workers	13%	14%	14%	3%	4%	9%	25%	6%	14%	6%
Feel insecure in job	10%	18%	15%	0%	3%	4%	5%	17%	4%	0%
Less interruptions working outside of hours	10%	8%	10%	0%	5%	15%	12%	0%	14%	18%
Other	17%	17%	18%	13%	15%	24%	13%	31%	6%	11%
I don't complete any work outside scheduled hours	3%	1%	2%	15%	0%	3%	1%	0%	4%	17%

Respondents who selected any of the above responses other than “I don’t complete any work outside scheduled hours” were then asked the following question:

What negative consequences do you experience due to working outside of your scheduled hours, if any?

Selected	Total	Male	Female	NSW	VIC	QLD	SA	WA	OTH
Physically tired	42%	38%	47%	46%	40%	45%	29%	46%	33%
Mentally drained	37%	32%	41%	33%	36%	36%	38%	43%	43%
Stress or anxiety	35%	34%	36%	35%	35%	36%	26%	42%	27%
Interference with personal life/relationships	31%	30%	31%	28%	37%	30%	37%	28%	20%
Disrupted sleep	23%	24%	22%	18%	27%	27%	28%	22%	17%
Reduced motivation to work	21%	20%	22%	24%	16%	25%	13%	27%	6%
Poor job satisfaction	20%	20%	21%	21%	23%	18%	21%	19%	12%
Disrupted or unfulfilling non-work time	18%	19%	18%	21%	15%	16%	17%	31%	10%
Needing to be close to technology	13%	15%	11%	7%	22%	13%	12%	15%	4%
Other	2%	1%	1%	2%	0%	3%	2%	0%	3%
I do not experience negative consequences	21%	20%	21%	19%	18%	24%	19%	22%	26%

	Total	Labor	Coalition	Greens	One Nation	Other
Physically tired	42%	42%	49%	35%	48%	40%
Mentally drained	37%	36%	41%	33%	30%	39%
Stress or anxiety	35%	37%	35%	36%	31%	30%
Interference with personal life/relationships	31%	26%	31%	39%	37%	32%
Disrupted sleep	23%	18%	25%	32%	27%	18%
Reduced motivation to work	21%	21%	22%	19%	24%	11%
Poor job satisfaction	20%	16%	20%	28%	24%	12%
Disrupted or unfulfilling non-work time	18%	18%	25%	24%	11%	17%
Needing to be close to technology	13%	10%	11%	22%	13%	18%
Other	2%	1%	2%	3%	4%	0%
I do not experience negative consequences	21%	17%	25%	24%	18%	21%

	<b>Total</b>	<b>18-24</b>	<b>25-34</b>	<b>35-49</b>	<b>50-64</b>	<b>65+</b>
<b>Physically tired</b>	42%	31%	42%	46%	46%	26%
<b>Mentally drained</b>	37%	39%	35%	42%	34%	18%
<b>Stress or anxiety</b>	35%	21%	39%	45%	27%	16%
<b>Interference with personal life/relationships</b>	31%	23%	28%	39%	27%	19%
<b>Disrupted sleep</b>	23%	33%	24%	24%	20%	12%
<b>Reduced motivation to work</b>	21%	25%	25%	23%	14%	14%
<b>Poor job satisfaction</b>	20%	21%	17%	27%	17%	8%
<b>Disrupted or unfulfilling non-work time</b>	18%	32%	23%	19%	10%	13%
<b>Needing to be close to technology</b>	13%	23%	14%	16%	6%	7%
<b>Other</b>	2%	0%	2%	0%	3%	3%
<b>I do not experience negative consequences</b>	21%	17%	16%	13%	29%	58%

	<b>Total</b>	<b>Full time</b>	<b>Part time</b>	<b>Casual or Temp</b>	<b>Self-empl</b>
<b>Physically tired</b>	42%	44%	42%	40%	37%
<b>Mentally drained</b>	37%	39%	26%	38%	36%
<b>Stress or anxiety</b>	35%	38%	33%	26%	30%
<b>Interference with personal life/relationships</b>	31%	35%	23%	19%	29%
<b>Disrupted sleep</b>	23%	24%	18%	20%	29%
<b>Reduced motivation to work</b>	21%	22%	17%	21%	13%
<b>Poor job satisfaction</b>	20%	22%	16%	17%	18%
<b>Disrupted or unfulfilling non-work time</b>	18%	21%	13%	14%	20%
<b>Needing to be close to technology</b>	13%	15%	8%	11%	14%
<b>Other</b>	2%	1%	5%	0%	1%
<b>I do not experience negative consequences</b>	21%	15%	30%	28%	36%

Industry Groups									
	Total	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
Physically tired	42%	40%	34%	46%	37%	37%	42%	54%	0%
Mentally drained	37%	34%	26%	13%	34%	33%	38%	49%	100%
Stress or anxiety	35%	46%	29%	26%	26%	33%	11%	44%	100%
Interference with personal life/relationships	31%	45%	24%	24%	20%	29%	34%	36%	0%
Disrupted sleep	23%	29%	14%	10%	16%	25%	5%	29%	0%
Reduced motivation to work	21%	29%	29%	9%	23%	17%	45%	19%	100%
Poor job satisfaction	20%	27%	22%	11%	19%	20%	28%	20%	0%
Disrupted or unfulfilling non-work time	18%	25%	11%	9%	15%	20%	27%	18%	100%
Needing to be close to technology	13%	12%	3%	0%	11%	17%	8%	13%	0%
Other	2%	0%	0%	0%	4%	2%	0%	1%	0%
I do not experience negative consequences	21%	14%	16%	33%	23%	21%	39%	17%	0%

Occupations										
	total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
Physically tired	42%	43%	45%	41%	45%	41%	31%	36%	52%	44%
Mentally drained	37%	33%	41%	26%	41%	45%	29%	23%	35%	16%
Stress or anxiety	35%	27%	40%	27%	43%	30%	46%	28%	33%	23%
Interference with personal life/relationships	31%	33%	35%	27%	18%	24%	31%	43%	31%	18%
Disrupted sleep	23%	18%	21%	22%	26%	21%	35%	51%	26%	21%
Reduced motivation to work	21%	17%	24%	8%	31%	18%	20%	20%	25%	12%
Poor job satisfaction	20%	13%	19%	18%	25%	23%	36%	20%	15%	12%
Disrupted or unfulfilling non-work time	18%	18%	21%	15%	17%	17%	12%	47%	12%	17%
Needing to be close to technology	13%	12%	15%	12%	16%	3%	27%	0%	8%	5%
Other	2%	0%	1%	0%	2%	5%	3%	0%	0%	0%
I do not experience negative consequences	21%	17%	19%	25%	30%	21%	18%	16%	28%	28%



All respondents were asked the following question:

How important are the following to you?

Leaving work on time

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
<b>Very important</b>	52%	47%	56%	53%	48%	53%	51%	54%	48%
<b>Somewhat important</b>	36%	37%	36%	36%	37%	34%	40%	36%	43%
<b>Not important</b>	10%	14%	7%	9%	14%	11%	8%	8%	9%
<b>Don't know/Not sure</b>	1%	2%	1%	2%	1%	1%	1%	2%	0%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Very important</b>	52%	57%	46%	48%	45%	55%
<b>Somewhat important</b>	36%	34%	39%	37%	41%	32%
<b>Not important</b>	10%	7%	14%	14%	13%	13%
<b>Don't know/Not sure</b>	1%	2%	1%	1%	1%	1%

	<i>Total</i>	18-24	25-34	35-49	50-64	65+
<b>Very important</b>	52%	53%	56%	57%	44%	28%
<b>Somewhat important</b>	36%	40%	36%	34%	38%	39%
<b>Not important</b>	10%	4%	6%	7%	17%	33%
<b>Don't know/Not sure</b>	1%	3%	1%	2%	1%	0%

	<i>Total</i>	Full time	Part time	Casual or Temp	Self-empl
<b>Very important</b>	52%	54%	52%	50%	34%
<b>Somewhat important</b>	36%	35%	40%	39%	32%
<b>Not important</b>	10%	9%	7%	10%	31%
<b>Don't know/Not sure</b>	1%	2%	0%	1%	3%

Industry Groups									
	Total	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
<b>Very important</b>	52%	53%	53%	54%	42%	52%	54%	54%	88%
<b>Somewhat important</b>	36%	36%	35%	30%	43%	36%	35%	36%	12%
<b>Not important</b>	10%	11%	8%	16%	9%	10%	11%	11%	0%
<b>Don't know/Not sure</b>	1%	0%	4%	0%	6%	1%	0%	0%	0%

Occupations										
	Total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
<b>Very important</b>	52%	47%	55%	42%	56%	59%	43%	57%	59%	40%

<b>Somewhat important</b>	<b>36%</b>	39%	36%	45%	36%	35%	40%	17%	29%	41%
<b>Not important</b>	<b>10%</b>	12%	9%	12%	8%	6%	17%	26%	8%	12%
<b>Don't know/Not sure</b>	<b>1%</b>	2%	0%	2%	0%	0%	1%	0%	4%	7%

Not being interrupted by work while on leave (for example annual leave)

	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>NSW</b>	<b>VIC</b>	<b>QLD</b>	<b>SA</b>	<b>WA</b>	<b>OTH</b>
<b>Very important</b>	67%	62%	72%	65%	72%	68%	66%	66%	61%
<b>Somewhat important</b>	24%	28%	21%	27%	21%	22%	26%	24%	33%
<b>Not important</b>	6%	8%	5%	5%	5%	9%	7%	7%	5%
<b>Don't know/Not sure</b>	2%	1%	3%	3%	2%	1%	1%	2%	2%

	<b>Total</b>	<b>Labor</b>	<b>Coalition</b>	<b>Greens</b>	<b>One Nation</b>	<b>Other</b>
<b>Very important</b>	67%	67%	61%	74%	61%	68%
<b>Somewhat important</b>	24%	27%	24%	21%	24%	23%
<b>Not important</b>	6%	4%	12%	1%	13%	6%
<b>Don't know/Not sure</b>	2%	2%	2%	3%	2%	3%

	<b>Total</b>	<b>18-24</b>	<b>25-34</b>	<b>35-49</b>	<b>50-64</b>	<b>65+</b>
<b>Very important</b>	67%	67%	64%	72%	67%	58%
<b>Somewhat important</b>	24%	27%	30%	22%	22%	22%
<b>Not important</b>	6%	4%	4%	3%	10%	18%
<b>Don't know/Not sure</b>	2%	2%	2%	3%	1%	2%

	<b>Total</b>	<b>Full time</b>	<b>Part time</b>	<b>Casual or Temp</b>	<b>Self-empl</b>
<b>Very important</b>	67%	67%	72%	69%	53%
<b>Somewhat important</b>	24%	26%	19%	24%	22%
<b>Not important</b>	6%	4%	8%	5%	19%
<b>Don't know/Not sure</b>	2%	2%	2%	2%	5%

<b>Industry Groups</b>									
	<b>Total</b>	<b>PROD</b>	<b>DIST</b>	<b>CONS</b>	<b>R&amp;H</b>	<b>SERV</b>	<b>PA&amp;S</b>	<b>H&amp;E</b>	<b>DK</b>
<b>Very important</b>	67%	70%	69%	61%	63%	64%	77%	74%	61%
<b>Somewhat important</b>	24%	23%	18%	28%	24%	28%	22%	19%	39%
<b>Not important</b>	6%	7%	11%	11%	7%	6%	1%	4%	0%
<b>Don't know/Not sure</b>	2%	0%	2%	0%	5%	1%	0%	3%	0%

Occupations										
	<i>Total</i>	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
<b>Very important</b>	67%	60%	68%	52%	74%	77%	65%	66%	73%	64%
<b>Somewhat important</b>	24%	34%	24%	33%	21%	18%	26%	10%	20%	20%
<b>Not important</b>	6%	5%	5%	11%	4%	5%	6%	24%	3%	8%
<b>Don't know/Not sure</b>	2%	1%	2%	4%	2%	0%	3%	0%	5%	8%

#### Not being interrupted by work after hours or on weekends

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
<b>Very important</b>	58%	54%	60%	54%	59%	55%	67%	62%	58%
<b>Somewhat important</b>	31%	32%	31%	34%	29%	32%	22%	30%	33%
<b>Not important</b>	10%	12%	7%	10%	10%	12%	11%	6%	9%
<b>Don't know/Not sure</b>	1%	1%	2%	2%	2%	1%	0%	2%	0%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Very important</b>	58%	59%	48%	63%	59%	53%
<b>Somewhat important</b>	31%	33%	34%	26%	26%	36%
<b>Not important</b>	10%	8%	16%	7%	12%	10%
<b>Don't know/Not sure</b>	1%	0%	2%	3%	2%	1%

	<i>Total</i>	18-24	25-34	35-49	50-64	65+
<b>Very important</b>	58%	54%	57%	64%	54%	41%
<b>Somewhat important</b>	31%	32%	36%	28%	30%	32%
<b>Not important</b>	10%	14%	5%	5%	15%	26%
<b>Don't know/Not sure</b>	1%	0%	1%	2%	1%	1%

	<i>Total</i>	Full time	Part time	Casual or Temp	Self-empl
<b>Very important</b>	58%	61%	56%	51%	48%
<b>Somewhat important</b>	31%	31%	29%	38%	27%
<b>Not important</b>	10%	7%	13%	10%	23%
<b>Don't know/Not sure</b>	1%	2%	1%	1%	1%

Industry Groups									
	<i>Total</i>	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
<b>Very important</b>	58%	64%	61%	52%	42%	59%	64%	60%	88%
<b>Somewhat important</b>	31%	29%	22%	40%	38%	31%	27%	30%	12%
<b>Not important</b>	10%	6%	14%	8%	16%	8%	9%	10%	0%
<b>Don't know/Not sure</b>	1%	2%	4%	0%	4%	1%	0%	0%	0%

Occupations										
	<i>Total</i>	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
<b>Very important</b>	58%	55%	59%	54%	50%	70%	50%	67%	55%	49%
<b>Somewhat important</b>	31%	35%	31%	35%	36%	26%	37%	10%	32%	25%
<b>Not important</b>	10%	10%	10%	7%	12%	4%	10%	24%	8%	21%
<b>Don't know/Not sure</b>	1%	1%	0%	4%	2%	0%	2%	0%	4%	5%

Being able to mentally leave work behind at the end of the day

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
<b>Very important</b>	65%	59%	71%	61%	65%	69%	60%	75%	62%
<b>Somewhat important</b>	30%	35%	25%	33%	32%	23%	32%	25%	36%
<b>Not important</b>	4%	6%	3%	4%	4%	7%	8%	1%	2%
<b>Don't know/Not sure</b>	1%	0%	1%	2%	0%	1%	0%	0%	0%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Very important</b>	65%	66%	58%	63%	64%	67%
<b>Somewhat important</b>	30%	29%	35%	32%	31%	26%
<b>Not important</b>	4%	4%	7%	4%	3%	6%
<b>Don't know/Not sure</b>	1%	1%	1%	2%	2%	0%

	<i>Total</i>	18-24	25-34	35-49	50-64	65+
<b>Very important</b>	65%	59%	66%	65%	66%	62%
<b>Somewhat important</b>	30%	35%	30%	31%	27%	24%
<b>Not important</b>	4%	4%	3%	3%	6%	13%
<b>Don't know/Not sure</b>	1%	1%	1%	1%	1%	0%

	<i>Total</i>	Full time	Part time	Casual or Temp	Self-empl
<b>Very important</b>	65%	62%	68%	73%	68%
<b>Somewhat important</b>	30%	33%	29%	25%	16%
<b>Not important</b>	4%	4%	3%	2%	15%

<b>Don't know/Not sure</b>	1%	1%	1%	0%	1%
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Industry Groups									
	Total	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
<b>Very important</b>	65%	67%	64%	64%	66%	62%	62%	68%	100%
<b>Somewhat important</b>	30%	27%	31%	34%	27%	33%	31%	27%	0%
<b>Not important</b>	4%	7%	3%	2%	6%	4%	4%	5%	0%
<b>Don't know/Not sure</b>	1%	0%	2%	0%	1%	1%	3%	0%	0%

Occupations										
	Total	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
<b>Very important</b>	65%	60%	63%	66%	69%	76%	62%	67%	66%	61%
<b>Somewhat important</b>	30%	36%	31%	28%	29%	21%	33%	16%	29%	34%
<b>Not important</b>	4%	4%	6%	5%	2%	3%	3%	16%	2%	3%
<b>Don't know/Not sure</b>	1%	0%	1%	1%	0%	0%	2%	0%	3%	2%

Not needing to check work correspondence

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
<b>Very important</b>	43%	39%	46%	41%	42%	39%	44%	55%	45%
<b>Somewhat important</b>	39%	41%	37%	40%	42%	41%	42%	30%	25%
<b>Not important</b>	15%	17%	12%	14%	13%	17%	14%	9%	27%
<b>Don't know/Not sure</b>	4%	3%	5%	5%	3%	3%	0%	6%	2%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Very important</b>	43%	45%	39%	45%	36%	44%
<b>Somewhat important</b>	39%	38%	37%	38%	45%	37%
<b>Not important</b>	15%	13%	19%	13%	16%	14%
<b>Don't know/Not sure</b>	4%	3%	5%	4%	3%	4%

	<i>Total</i>	18-24	25-34	35-49	50-64	65+
<b>Very important</b>	43%	40%	43%	45%	42%	30%
<b>Somewhat important</b>	39%	40%	45%	42%	30%	37%
<b>Not important</b>	15%	15%	10%	9%	23%	29%
<b>Don't know/Not sure</b>	4%	6%	1%	4%	4%	4%

	<i>Total</i>	<i>Full time</i>	<i>Part time</i>	<i>Casual or Temp</i>	<i>Self-empl</i>
<b>Very important</b>	43%	44%	40%	41%	40%
<b>Somewhat important</b>	39%	43%	34%	37%	25%
<b>Not important</b>	15%	12%	20%	15%	27%
<b>Don't know/Not sure</b>	4%	2%	7%	7%	8%

<b>Industry Groups</b>									
	<i>Total</i>	PROD	DIST	CONS	R&H	SERV	PA&S	H&E	DK
<b>Very important</b>	43%	43%	40%	39%	39%	42%	59%	44%	73%
<b>Somewhat important</b>	39%	43%	45%	40%	29%	42%	34%	39%	0%
<b>Not important</b>	15%	12%	13%	21%	22%	14%	6%	12%	0%
<b>Don't know/Not sure</b>	4%	2%	2%	0%	10%	2%	0%	4%	27%

<b>Occupations</b>										
	<i>Total</i>	MAN	PRF	TTW	CPS	CorA	SW	MOP	LAB	DK
<b>Very important</b>	43%	40%	43%	45%	45%	56%	31%	56%	36%	34%
<b>Somewhat important</b>	39%	46%	42%	38%	38%	33%	43%	21%	37%	26%
<b>Not important</b>	15%	15%	13%	14%	13%	7%	20%	22%	15%	25%
<b>Don't know/Not sure</b>	4%	0%	1%	3%	4%	3%	5%	0%	12%	15%

Achieving a good balance between paid work and family/community/leisure goals

	<i>Total</i>	Male	Female	NSW	VIC	QLD	SA	WA	OTH
<b>Very important</b>	75%	69%	80%	77%	75%	73%	71%	78%	64%
<b>Somewhat important</b>	21%	26%	17%	20%	18%	25%	29%	20%	22%
<b>Not important</b>	2%	2%	2%	2%	1%	2%	0%	2%	14%
<b>Don't know/Not sure</b>	1%	3%	0%	1%	5%	0%	0%	0%	0%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Very important</b>	75%	74%	74%	74%	77%	73%
<b>Somewhat important</b>	21%	23%	22%	19%	22%	20%
<b>Not important</b>	2%	3%	4%	0%	0%	6%
<b>Don't know/Not sure</b>	1%	0%	1%	7%	1%	1%

	<b>Total</b>	<b>18-24</b>	<b>25-34</b>	<b>35-49</b>	<b>50-64</b>	<b>65+</b>
<b>Very important</b>	75%	71%	74%	77%	76%	71%
<b>Somewhat important</b>	21%	27%	21%	19%	21%	27%
<b>Not important</b>	2%	1%	3%	1%	4%	1%
<b>Don't know/Not sure</b>	1%	0%	2%	3%	0%	0%

	<b>Total</b>	<b>Full time</b>	<b>Part time</b>	<b>Casual or Temp</b>	<b>Self-empl</b>
<b>Very important</b>	75%	74%	79%	76%	71%
<b>Somewhat important</b>	21%	22%	19%	23%	21%
<b>Not important</b>	2%	3%	2%	0%	7%
<b>Don't know/Not sure</b>	1%	2%	0%	0%	1%

<b>Industry Groups</b>									
	<b>Total</b>	<b>PROD</b>	<b>DIST</b>	<b>CONS</b>	<b>R&amp;H</b>	<b>SERV</b>	<b>PA&amp;S</b>	<b>H&amp;E</b>	<b>DK</b>
<b>Very important</b>	75%	71%	75%	66%	75%	73%	72%	80%	100%
<b>Somewhat important</b>	21%	29%	20%	32%	18%	22%	25%	18%	0%
<b>Not important</b>	2%	0%	3%	2%	6%	2%	3%	1%	0%
<b>Don't know/Not sure</b>	1%	0%	2%	0%	1%	3%	0%	1%	0%

<b>Occupations</b>										
	<b>Total</b>	<b>MAN</b>	<b>PRF</b>	<b>TTW</b>	<b>CPS</b>	<b>CorA</b>	<b>SW</b>	<b>MOP</b>	<b>LAB</b>	<b>DK</b>
<b>Very important</b>	75%	71%	76%	68%	82%	83%	66%	64%	77%	78%
<b>Somewhat important</b>	21%	28%	22%	27%	16%	16%	16%	33%	20%	20%
<b>Not important</b>	2%	1%	2%	3%	0%	1%	7%	3%	3%	0%
<b>Don't know/Not sure</b>	1%	0%	0%	2%	2%	0%	11%	0%	0%	2%