

From: Dominic Macken [mailto:djmacken@macken.com.au]
Sent: Thursday, 17 December 2015 3:32 PM
To: AMOD
Cc: Chambers - Ross J
Subject: FW: Modern Awards Review - Penalty Rates - AM2014/305

Dear AMOD,

In accordance with a direction issued by his Honour President Ross on 15 December 2015, we enclose an amended version of Exhibit SDA 43, being the tendered joint expert report of Professor Sara Charlesworth and Dr Fiona Macdonald dated 26 August 2015. The enclosed document incorporates the correction identified by Professor Charlesworth in her evidence to Table 5 in Appendix 1 to that Report. It should be substituted for the document presently received into evidence by the Commission as Exhibit SDA 43.

If you have any queries, please do not hesitate to contact Dominic Macken on (03) 9614 4899.

Yours sincerely,

A. J. Macken & Co.



Expert Report from Professor Sara Charlesworth and Dr Fiona Macdonald to the Shop Distributive and Allied Employees Association for use in the Four Yearly Review of Modern Awards being conducted by Fair Work Australia – Penalty Rates AM2014/305

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GLOSSARY

ABS	Australian Bureau of Statistics
ARC	Australian Research Council
AWALI	Australian Work and Life Index
CATI	Computer assisted telephone interviews
CSOW	Centre for Sustainable Organisations and Work, RMIT University

INTRODUCTION

1. Sara Charlesworth is an Australian Research Council (ARC) Future Fellow and Professor at the Centre for Sustainable Organisations & Work (CSOW) within the School of Management at RMIT University. She is also an adjunct Professor at the Centre for Human Resource Management & Centre for Work + Life, at the University of South Australia. As set out in her attached CV, she has a PhD in Legal Studies and significant experience as a researcher in the areas of employment regulation, low-paid work and gender equality.
2. Fiona Macdonald is a Vice Chancellor's Senior Research Fellow at the Centre for Sustainable Organisations and Work in the School of Management at RMIT University. As set out in her attached CV Dr Macdonald has a PhD in Political Science and significant experience as a researcher of employment and in conducting qualitative research.
3. This report addresses the relative impact of working on Sundays compared to Saturdays on the work-life interference experienced by employees.
4. The report is in two separate parts. The first part, prepared by Professor Charlesworth draws on the Australian Work and Life Index (AWALI) survey carried out in 2014, one of a series of AWALI surveys run since 2007. The 2014 AWALI survey used the measure of work-life interference developed by Professor Pocock, Dr Williams and Dr Skinner at the Centre for Work & Life, University of South Australia in 2007,¹ and refined in 2008.² The second part, prepared by Dr Macdonald, draws on follow-up telephone interviews conducted in May and June 2015 with 25 retail industry employee respondents to the 2014 AWALI survey, who had indicated they sometimes, often or always worked on Sundays and were willing to be contacted again in follow up interviews.
5. We acknowledge the assistance of Dr Natalie Skinner, Senior Research Fellow, Centre for Human Resource Management & Centre for Work + Life at the University of South Australia for her assistance with parts of the AWALI analysis. We also acknowledge Dr Richard Phillips from CSOW who assisted with the interviews with retail industry employee respondents.

Brief Summary of Key Findings

6. The AWALI survey is a large, nationally representative survey of Australian workers. It is designed to reveal patterns, trends and observations that reflect common experiences of the Australian working population. It uses a stratified random sample, which is intended to ensure the sample reflects key social and work demographics of the Australian working population. Therefore, we can have confidence that statistically significant patterns and contrasts that are observed in AWALI reflect common views, experiences and patterns of association in the Australian working population.
7. Analysis of the 2014 AWALI survey indicates a strong and consistent trend: employees sometimes, often or almost always working on Saturdays or on Sundays experience worse work-life interference than do employees who rarely or never work these hours. After controlling for working hours, the differences in average AWALI scores are statistically highly significant for both Saturday and Sunday working. There is no significant difference between retail and non-retail employees in the impact of working on Saturdays or on Sundays.

¹ The concepts, methods, literature, measures and pre-tests underpinning AWALI are set out in Pocock, B. Williams, P. and Skinner, N. (2007) *The Australian Work and life Index (AWALI): Concepts Methodology & Rationale*, Centre for Work+Life, University of South Australia, Adelaide.

² Skinner, N. and Pocock, B. (2008) *Work-Life and Workplace Culture: The Australian Work and Life Index 2008* Centre for Work+Life, University of South Australia, Adelaide

8. In the 2014 AWALI survey we observe that sometimes, often, almost always working *Sundays alone or in combination with working Saturdays* is associated with worse work-life interference for employees than sometimes, often, almost always working *Saturdays and not Sundays*. After controlling for working hours, the difference in average AWALI scores between those working Sundays alone or in combination with Saturdays and those working on Saturdays alone is statistically highly significant.
9. We can be confident that these findings reflect a common pattern (or experience) of Australian employees. Different people may have different reasons or circumstances that make working on Sundays a greater work-life strain than working on Saturdays. The qualitative study was designed to investigate the nature of work-life interference for retail employees working on weekends and on Sundays in particular.
10. Interviews were undertaken in May and June 2015 with 25 retail industry employees who were respondents to the 2014 AWALI Survey. Analysis of the interviews shows that perceptions of work-life interference vary and are influenced by the particular context of each individual employee's working week and life circumstances. For example, there were a range of reasons interviewees worked on Sundays including work rosters, their availability for work and higher Sunday pay rates. Nevertheless, retail employees working on Sundays generally experienced working on Sundays as more negative in its effect on work-life interaction than working on Saturdays. Working on Sundays is perceived to interfere with relaxation and is described as isolating or excluding people from 'life'. This work-life interference had ripple effects, impacting on families and on relationships with friends.

PART A: REPORT OF 2014 AWALI SURVEY ANALYSIS

THE 2014 AWALI SURVEY: AN OVERVIEW

The AWALI Measure

1. For the purposes of the AWALI measure, 'work' is defined as paid work. 'Life' is defined as the activities outside paid work including activities in the household and with friends, family and community; care activities including self-care and care of others; and community, sporting and other unpaid, voluntary activities. In this way, the definition of 'life' subsumes 'family' issues.³
2. AWALI measures two dimensions of work-life interaction: firstly, the impact of work on respondents' capacity to satisfactorily engage in the activities and responsibilities of the non-work sphere (which is termed a 'general interference' effect); and, secondly, the time available to spend on activities outside work (which is viewed as a 'time strain' effect).⁴ In sum, AWALI measures perceptions of work-life interaction along five dimensions, focussing on:
 - 'General interference' (i.e., the frequency with which work interferes with responsibilities or activities outside work);
 - 'Time strain' (i.e., the frequency with which work restricts time with family or friends);
 - Work-to-community interaction, measuring the frequency with which work affects workers' ability to develop or maintain connections and friendships in their local community;
 - Satisfaction with overall work-life 'balance'; and
 - Frequency of feeling 'rushed or pressed for time'.
3. The AWALI measure brings together these five indicators of work-life interaction to arrive at an overall work-life index that is scaled from 0 (best work-life interaction) to 100 (worst work-life interaction). The work-life index has a satisfactory internal consistency or reliability (Cronbach's α (alpha) = .82). In 2014, the average AWALI score was 42.1. The median AWALI score was 40.0 (the middle score above which 50 per cent of respondents' scores fall, and below which fifty per cent fall). Therefore, scores above the average of around 42 indicate a work-life interference that is worse than average, and scores below this level indicate a better than average work-life relationship.⁵

Background to the 2014 AWALI survey

4. The AWALI surveys in 2007, 2008, 2009 and 2010 were funded through an Australian Research Council (ARC) Linkage grant in partnership with the South Australian (through SafeWork SA) and Western Australian Governments (through the former State Health Advisory Committee on Work Life Balance). In 2008, the Victorian Government (through Industrial Relations Victoria) also provided additional support to the 2008 AWALI survey. The 2012 and 2014 AWALI surveys were also funded by an ARC Linkage grant in partnership with the SA government (through SafeWork SA) and the Australian Government (through the Department of Education). Professor Barbara Pocock has been the lead chief investigator on all the AWALI projects.
5. All AWALI surveys contain a core set of items relating to employment and social demographics, the work-life index items and additional sets of questions on one or two particular themes. The

³ Pocock et al. (2007), p 9.

⁴ Skinner, N. and Pocock, B. (2008), p. 15.

⁵ Skinner, N. and Pocock, B. (2014) *The Persistent Challenge: Living, Working and Caring in Australia in 2014. The Australian Work and Life Index*, Centre for Work+Life, University of South Australia, Adelaide, p. 8.

2014 report focused in particular on flexibility, unsocial work hours, caring responsibilities other than parenting, and flourishing (positive mental health). The last AWALI survey to focus on unsocial hours was the 2008 AWALI survey on which my evidence to the 2012 Interim Modern Award Review was based.

6. AWALI 2014 is a nationally representative survey of 2,690 employed persons (2,279 employees and 411 self-employed). Newspoll conducted the survey using computer assisted telephone interviews (CATI) over four weekends in March 2014. . In accordance with standard Newspoll practice, respondents were selected by means of a random sample process which includes a quota set for each capital city and non-capital city area, and within these areas a quota set for statistical divisions or subdivisions. Respondents answered both the core questions and an additional set of items relating to unsocial work time were assessed by the reported frequency (never, rarely, sometimes, often, almost always) with which respondents worked on Saturdays, Sundays or evenings/nights past 9pm (three separate questions). To ensure a nationally representative sample, the survey data was weighted by relevant Australian Bureau of Statistics (ABS) population data on age, highest level of schooling completed, sex, and area (capital city and balance of state) to adjust for differences in the AWALI sample and the general Australian population on these key demographics.

Explanation of analysis & statistical conventions followed in analysis of AWALI 2014 & limitations of the analysis

7. In the analysis of the 2014 AWALI survey data undertaken in this report, we have confined the sample to employees. We excluded self-employed workers as they are more likely than employees to have control over their working hours and to be able to reschedule their hours if required. This means the dynamics of the interaction of work and non-work activities are likely to be different for self-employed and employees.⁶
8. The analysis follows the social science threshold convention, which sets a minimum of 20 respondents that must be in a cell for that figure to be considered reliable.⁷ Estimates that do not meet this threshold requirement are marked by an asterisk indicating that this figure should be interpreted with caution and are not used in comparative analysis between groups.
9. All comparisons discussed in this report are statistically significant, unless otherwise noted. A p value where $p < 0.05$, is considered 'statistically significant' (that is, we can be 95% sure that these results did not occur by chance). A p value where $p < 0.001$, is considered 'statistically highly significant' (where we can be 99% sure that these results did not occur due to chance). The p values in the analysis for this report are provided in the relevant tables in Appendices 1-3.
10. Mean scores are provided for the AWALI index. Mean scores *are not* percentages. In general, average AWALI scores that are below or above the average for all employees indicate better or worse outcomes in terms of work-life interaction. In particular, as is the case in this report, any differences between average AWALI scores for two groups, such as between those who sometimes, often or almost always work on Saturdays and Sundays and those who never or rarely do so, can be assessed in terms of statistical significance.
11. As work hours have an impact on work-life interference (as hours increase work-life interference also tends to increase), work hours have been entered as a covariate in some analyses where the average AWALI scores of retail employees are compared with those for

⁶ Skinner and Pocock (2014). p.9.

⁷ This threshold is used in the HILDA study. See Heady, B., Warren D. and G. Harding (2006), *Families, Incomes and Jobs: A Statistical Report of the HILDA Survey*, Melbourne: Institute of Applied Economic and Social Research, University of Melbourne.

employees from other industries. This means that the effect of work hours on the index scores is removed, or 'controlled', to observe the effect of, for example, working on Saturdays and/or Sundays on AWALI scores. This can be important when comparing retail employees with employees from other industries, as a greater proportion of retail employees work on a part-time basis than do employees generally. This type of analysis essentially asks the 'what if' question of how work-life interference would differ between groups if they worked the same hours. For example, 'what if those who worked in retail and those who worked in other industries worked the same hours, would there be any difference in their work-life interference?'⁸

12. There are three general qualifications to the analysis in this report.

- While the AWALI 2014 survey is generally representative of the relevant Australian populations at the time it was run, the survey was not designed to be specifically representative of retail industry employees.
- In the analysis of the 2014 AWALI survey, there were a total of 223 retail industry employee respondents. Of these, 127 worked sometimes, often or almost always on Saturdays and 103 worked sometimes, often or almost always on Sundays. These smaller groups reduce the explanatory power of any analysis that focuses specifically on comparing them. That is, a small sample size reduces the capacity to observe a statistically significant contrast if it exists. However, as discussed further below, there was no statistical difference between the degree of work-life interference experienced by retail employees in respect to the relative degree of work-life interference of working Sundays and/or Saturdays when compared to all employees. Thus it is reasonable to assume that retail employees will have similar work-life interference patterns in respect of Sunday and Saturday working to all employees in the survey.
- Telephone surveys like the AWALI survey have strengths and weaknesses. They allow fast data collection and increased quality through interview controls and clarifications, and they permit data collection from individuals regardless of their reading and writing ability. A system of call backs and appointments, to facilitate a higher response rate and inclusion of responses from people who do not spend a great deal of time at home, means that this possible distortion is minimised in AWALI. However, the AWALI survey, as many other CATI surveys, is likely to be biased against those who do not have a telephone at home.⁹

SUMMARY OF FINDINGS: THE IMPACT OF WORKING SUNDAYS AND/ OR SATURDAYS ON WORK-LIFE INTERFERENCE

13. Analysis of the 2014 AWALI survey indicates a strong and consistent trend: employees sometimes, often or almost always working on Saturdays or on Sundays experience worse work-life interference than do employees who rarely or never work these hours. The differences in average AWALI scores are statistically highly significant for both Saturday and Sunday working.
14. Of the 223 employees working in the retail industry, those who sometimes, often or almost always working on Saturdays had a higher average AWALI score than those who rarely or never work on Saturdays. This difference was not statistically significant. However those who sometimes, often or almost always working on Sundays did have a higher average AWALI score than those who rarely or never work on Sundays and this difference was statistically highly significant.

⁸ Skinner and Pocock (2014), p. 9.

⁹ Skinner and Pocock (2014), p. 9.

15. When hours are controlled for, working on either or both Saturdays and Sundays was significantly associated with higher AWALI scores for employees. Working in the retail industry when compared to working in other industries had no significant effect on average AWALI scores. This means that the influence of working Saturdays or Sundays on work-life interference was *not* affected by whether or not employees worked in the retail sector.
16. Further analysis undertaken to compare any differences in work-life interference outcomes for employees working Sundays and Saturdays shows that sometimes, often, almost always *working Sundays alone or in combination with working Saturdays* is associated with statistically significant higher AWALI scores than sometimes, often, almost always *working Saturdays alone*.
17. An analysis of the five individual measures that comprise the AWALI index analysis indicates that employees who sometimes, often or almost always work on Saturdays are at least *twice as likely* as those who do not, to report that their work often, or almost always, interferes with their responsibilities or activities outside of work *and* that their work keeps them from spending the amount of time they would like with family or friends. They are also *much more likely* to report that their work often or almost always interferes with their ability to develop or maintain connections and friendships in their community, and that they are not very, or not at all, satisfied with the balance between their work and the rest of their life. All these relationships are statistically highly significant.
18. In respect to Sunday working, employees who sometimes, often or almost always work on Sundays are *much more likely* than as those who do not, to report negative responses to all five individual AWALI measures, including being almost always, or often, feeling rushed and pressed for time when asked to think about their life 'right now'. All these relationships are statistically highly significant or at least significant.
19. Retail industry employees who sometimes, often or almost always work on Saturdays were *more than three times* as likely as those who do not to report that their work almost always, or often, interferes with their ability to develop or maintain connections and friendships in their community. This difference is statistically highly significant.
20. Retail industry employees who sometimes, often or almost always work on Sundays were around *three times as likely* as those who do not to report that their work almost always, or often, interferes with their ability to develop or maintain connections and friendships in their community and that their work almost always, or often, keeps them from spending the amount of time they would like with family or friends. They were also *twice as likely* as those who do not to report that their work almost always, or often, interferes with their ability to develop or maintain connections and friendships in their community. All these differences are statistically highly significant.
21. An analysis of whether average AWALI scores for weekend work had changed between the 2008 AWALI survey and the 2014 AWALI survey was undertaken. This comparison uses the 2008 AWALI and 2014 AWALI means for those sometimes, often or almost always working on the weekend. There was *no significant difference* between average AWALI scores in 2008 and 2014 for employees working sometimes, often or almost always on the weekend.

DETAILED ANALYSIS: THE IMPACT OF WORKING SUNDAYS AND/ OR SATURDAYS ON WORK-LIFE INTERFERENCE

22. The analysis of the weighted AWALI 2014 sample population draws on the responses from 2316 employees of whom:
 - 47.3% worked on Saturdays (sometimes, often, almost always);
 - 33.8% worked on Sundays (sometimes, often, almost always);

- 61% of the 223 employee respondents in the retail industry worked Saturdays (sometimes, often, almost always);
 - 46.1% of the 223 employee respondents in the retail industry worked Sundays (sometimes, often, almost always).
23. Initial analysis of the AWALI 2014 survey indicated that employees generally and retail employees in particular who sometimes worked Saturday or Sunday had similar AWALI scores to those working often or almost always on those days, scores which were consistently higher than those who never or rarely worked those days.¹⁰ The analysis that follows therefore looks at differences between two groups – those who never or rarely worked on Saturdays or Sundays and those who sometimes, often or almost always worked on those days.¹¹

All employees

24. Based on the AWALI measure of work-life interference where higher scores indicate worse work-life interference, analysis showed:
- Those employees who sometimes, often or almost always, work Saturdays have an average AWALI score of 47.06 compared to a score of 37.20 for those who do not. This difference is statistically highly significant;
 - Those employees who sometimes, often or almost always, work Sundays have an average AWALI score of 50.04 compared to a score of 37.69 for those who do not. This difference is statistically highly significant.
25. Looking at the five individual measures of work-life interference that make up the AWALI index,¹² those who sometimes, often, or almost always, work *Saturdays* are significantly more likely than those who never or rarely work Saturdays, to say:
- Their work almost always, or often, interferes with their responsibilities or activities outside work (29.3% compared to 13.7% for those who never, rarely or sometimes work Saturdays). This difference is statistically highly significant;
 - Their work almost always, or often, keeps them from spending the amount of time they would like with family or friends (33.7% compared to 17.2% for those who never or rarely work Saturdays). This difference is statistically highly significant;
 - Their work almost always, or often, interferes with their ability to develop or maintain connections and friendships in their community (25.8% compared to 11.3% of those who never or rarely work Saturdays). This difference is statistically highly significant;
 - Thinking about their work right now, 21.4% said they are not very, or not at all, satisfied with the balance between their work and the rest of their life compared to 12.7% who never, rarely or sometimes work Saturdays. This difference is statistically highly significant.
26. Those who sometimes, often, or almost always, work Saturdays are more likely than those who never or rarely work Saturdays to say that ,thinking about their life in general, they almost always, or often, feel rushed and pressed for time (53.6% compared to 49.8% of those who never or rarely work Saturdays). However this difference is not statistically significant

¹⁰ Appendix 1, Tables 3-1 and 3-2.

¹¹ Appendix 1, Tables 4-1 and 4.2.

¹² Appendix 1, Tables 5-14

27. Those who sometimes, often, or almost always, work *Sundays* are significantly more likely than those who never or rarely work Sundays, to say:
- Their work almost always, or often, interferes with their responsibilities or activities outside work (34.5% compared to 14.2% for those who never, rarely or sometimes work Sundays). This difference is statistically highly significant;
 - Their work almost always, or often, keeps them from spending the amount of time they would like with family or friends (36.9% compared to 19.4% for those who never or rarely work Sundays). This difference is statistically highly significant;
 - Their work almost always, or often, interferes with their ability to develop or maintain connections and friendships in their community (28.7% compared to 12.8% of those who never or rarely work Sundays). This difference is statistically highly significant;
 - Thinking about their life in general, 55.4% said they almost always, or often, feel rushed and pressed for time compared to 49.8% of those who never or rarely work Sundays). This difference is statistically significant;
 - Thinking about their work right now, 23.7% said they are not very, or not at all, satisfied with the balance between their work and the rest of their life compared to 13.3% who never, rarely or sometimes work Sundays. This difference is statistically highly significant.

Retail industry employees

28. In comparison with other employees in the 2014 AWALI survey, retail industry employees were more likely to be:¹³
- Female: 57.8% compared to 47.7% for other industries
 - Younger: 33.9% were aged 18-24 years compared to 12.7 % for other industries
 - Sales workers: 70.3% compared to 2.7% for other industries
 - Casual: 35.1% compared to 15.8% for other industries
 - Part-time: 61.4% compared to 31.2% for other industries
 - Working fewer hours: 21.7% worked 1-15 hours a week compared to 9.2% for other industries
29. However retail employees were just as likely as other employees to have dependent children: 40.4% compared to 45.0% for other industries.
30. Based on the AWALI index of work-life interference where higher scores indicate worse work-life interference, analysis of data for retail employees indicates:
- Those who sometimes, often, or almost always work Saturdays have an average AWALI score of 42.39 compared to 36.36 for those who do not. However this difference is not statistically significant.
 - Those who sometimes, often, or almost always work Sundays have an average AWALI score of 45.30 compared to 34.44 for those who do not. This difference is statistically highly significant.
31. Examining the five individual measures of work-life interference that make up the AWALI index for retail industry employees is not possible because of small cell sizes in the most of the cross tabulations.¹⁴

¹³ Appendix 1, Tables 25-31.

¹⁴ Appendix 1, Tables 15-24.

Comparing the impact of working Sundays and/or Saturdays on the extent of work-life interference

32. We can compare the impact of working weekends on work-life interference for retail employees and employees who work in other industries.¹⁵
33. When controlling for hours worked, sometimes, often and almost always working *Saturdays* was significantly associated with higher AWALI scores (45.885) than not working these times (38.166). There is no significant difference between retail and non-retail employees indicating that the negative association between working Saturdays and higher work-life interference is equivalent for retail and non-retail employees. This means that the influence of working Saturdays on work-life interference was *not* affected by whether or not employees worked in the retail sector.
34. Controlling for work hours, sometimes, often and almost always working *Sundays* is associated with higher AWALI scores (49.609) than not working these times (37.325). There is no significant difference between retail and non-retail workers (controlling for work hours) indicating that the negative association between working regular Sundays and higher work-life interference is equivalent for retail and non-retail employees. Thus the influence of working Sundays on work-life interference was *not* affected by whether or not employees worked in the retail sector.
35. To enable a comparison of the effect of working Sundays compared to Saturdays on work-life interference, all employees *excluding* those who never or rarely work Saturdays and/or Sundays were selected. A univariate analysis that also controlled for hours worked was run for the group working sometimes, often or almost always on Saturdays and/or Sundays (n=1174).
36. The analysis of covariance showed that sometimes, often, almost always working on Sundays and/or Saturdays was significantly associated with higher average AWALI scores when controlling for hours worked than rarely or never working Sundays and/or Saturdays. The adjusted AWALI scores controlled for hours are:
 - 41.691 for those who sometimes, often, almost always work Saturdays but not Sundays
 - 48.824 for those who sometimes, often, almost always work Sundays but not Saturdays
 - 50.322 for those who sometimes, often, almost always work both Sundays and Saturdays
37. To investigate whether the differences between these average AWALI scores were significant, a series of post hoc tests were undertaken. These tests showed that sometimes, often, almost always working *Sundays alone or in combination with working Saturdays* is associated with higher AWALI scores than sometimes, often, almost always working *Saturdays and not Sundays*. These comparisons are as follows:
 - AWALI scores for those *sometimes, often or almost always working Sundays but not Saturdays* were significantly higher than those for employees *sometimes, often or almost always working Saturdays but not Sundays*.
 - AWALI scores for those *sometimes, often or almost always working Sundays and Saturdays* were significantly higher than those for employees *sometimes, often or almost always working Sundays but not Saturdays*.
 - However there was *no significant difference* in average AWALI scores *between those working Sundays but not Saturdays and those working Saturdays and Sundays*.

¹⁵ Appendix 2, Tables 1-4.

DIFFERENCES BETWEEN RELEVANT AWALI 2008 & AWALI 2014 SURVEY FINDINGS

38. We were asked to compare key 2008 and 2014 AWALI survey findings.¹⁶ The 2008 Survey was the only AWALI survey to ask respondents about working unsocial hours before the 2014 AWALI survey.
39. As the 2008 AWALI survey did not differentiate between working on Saturdays and Sundays, the AWALI 2014 variables for Saturday and Sunday working were aggregated to enable a comparison. It should be noted that in the 2008 survey of 2444 employees, only 1194 employees were asked about working unsocial hours. Thus the 2008 sample was smaller in number than the 2014 sample.
40. The proportion of employees who worked weekends in both 2008 and 2014 were broadly similar. In 2008 it was 55.3% and in 2014 it was 50.7%. The 2008 sample of retail industry employees (n=118) was smaller than the 2014 sample (n=223) and the proportion of retail employees in both samples who sometimes, often or almost always worked on the weekend was broadly similar. In 2008 it was 64.9% and in 2014 it was 69.0%.
41. An analysis of whether average AWALI scores for weekend work had changed between the 2008 AWALI survey and the 2014 AWALI survey was undertaken. This comparison uses the 2008 AWALI and 2014 AWALI means for those sometimes, often or almost always working on the weekend.
42. Unpaired t test results indicated that there was *no significant difference* in average AWALI scores in 2008 (46.1503) and 2014 (47.1157) for employees working sometimes, often or almost always on the weekend.

DECLARATION OF PROFESSOR SARA CHARLESWORTH

I have made all the inquiries that I believe are desirable and appropriate and that no matters of significance that I regard as relevant have, to my knowledge, been withheld from the Commission

Signed:



Professor Sara Charlesworth

26 August 2015

¹⁶ Appendix 3, Tables 1-5.

PART B: REPORT OF 2014 AWALI QUALITATIVE ANALYSIS

SUMMARY OF AWALI QUALITATIVE ANALYSIS

1. The qualitative study was designed to investigate the nature of work-life interference for retail employees working on weekends and on Sundays in particular. The strength of qualitative research in this case is to reveal the complex issues underlying attitudes, preferences and behaviours including shedding light on contexts, motivations and explanations.¹⁷
2. Through in-depth telephone interviews with 25 AWALI 2014 survey respondents the research explored how work-life interference associated with working on Sundays is similar to or different from interference associated with working on Saturdays. Interviews explored the experiences, understanding and attitudes underlying the reported work-life interference. The purpose of the interviews was not to find out if work-life interference exists but to generate knowledge about the nature of any work-life interference experienced by retail workers. The research also explored the role and significance of penalty rates in retail employees' attitudes and decisions about working on Sundays.
3. The 25 people interviewed were sourced from the population of 81 AWALI 2014 survey respondents who were retail employees stating they 'sometimes', 'often' or 'always' worked on Sundays. The sample size of 25 was considered to be large enough to reach 'saturation', the point at which collecting new data would not shed any further light on the specific issue under investigation.¹⁸ All 25 employees interviewed regularly worked on Sundays in their retail jobs and 23 of them also regularly worked on Saturdays. The key findings are summarised below.
4. While perceptions of work-life interference varied and were influenced by the particular context of each individual's working week and life circumstances the view that Sunday is different and not a regular work day was held by almost all the retail employees interviewed. Sunday was also viewed as different from Saturday and, in general, employees regarded working on Sundays as more negative in its effect on work-life. This was the case for employees across age groups, including young people who were combining study and part-time retail employment.
5. Underlying the idea that Sunday is different from Saturday in negatively affecting work-life interaction is the view that, for most of the community, Sunday is a day off, a 'free' day and/or a 'family and friends' day. The nature of work-life interference experienced by employees reflects this view. Sunday is perceived to interfere with relaxation, and working on Sundays is described as isolating or excluding people from 'life'. Work-life interference had ripple effects, impacting on families and on relationships with friends.
6. The higher hourly pay received on Sundays is important to employees and it was cited more than any other factor when employees were asked if they preferred to work on Sundays or not and as the most positive aspect of working on Sundays. Some young people combining study and work reported less work-life interference from Sunday work than reported by other employees. At the same time these young people described the trade-off for working on Sunday as the higher pay.

¹⁷ Flyvbjerg, B. (2006), 'Five misunderstandings about case-study research', *Qualitative Inquiry*, vol. 12, no. 2, pp. 219-45; Yin, R. (2003), *Case study research: design and methods*, 3rd ed.n, Sage, Thousand Oaks, Calif.

¹⁸ Morse, J. M. (1995), 'The significance of saturation', *Qualitative Health Research*, vol. 5, no. 2, p. 147.

7. Qualitative data, as captured by the main themes coming out of follow-up interviews with 25 retail employee respondents to the AWALI survey, complements the AWALI observations regarding common patterns in the workforce. The interview data provides insight into the range and nuance of individual circumstances that can contribute to this common experience that from a work-life balance perspective working Sundays is qualitatively different, and significantly more difficult, than working on a Saturday.

QUALITATIVE RESEARCH DESIGN AND CONDUCT

8. The qualitative study was designed to investigate the nature of work-life interference for retail employees working on weekends and on Sundays in particular. The Business College Committee Human Ethics Advisory Network gave ethics approval for the qualitative research.
9. Through in-depth telephone interviews with 25 AWALI 2014 survey respondents the research explored how work-life interference associated with working on Sundays is similar to or different from interference associated with working on Saturdays. The research also explored the role and significance of penalty rates in retail employees' attitudes and decisions about working on Sundays.

Research participants and sample size

10. Research participants were sourced from the AWALI 2014 survey respondent population. Specifically, the 25 participants were sourced from the population of 81 AWALI 2014 survey respondents who were retail employees stating they 'sometimes', 'often' or 'always' worked on Sundays and who provided a telephone number and indicated their willingness to participate in further research into work-life issues. A sample size of 25 was considered to be large enough to reach 'saturation', the point at which collecting new data would not shed any further light on the specific issue under investigation.¹⁹
11. People in the group of 81 were telephoned in no particular order and the interviewees were the first 25 people with whom telephone contact was made and who agreed to participate in the research. Five people with whom contact was made declined to be interviewed. Appendix 4 provides basic demographic and employment details for the research participants.

The interviews

12. The research interviews were designed to explore retail employees' experiences and perceptions of work-life interference associated with weekend work and differences and similarities for Saturday and Sunday work. Specifically, the interviews were designed to investigate further the AWALI survey research finding that employees regularly working on Sundays experience more work-life interference than people not regularly working on Sundays. Interviews explored the experiences, understanding and attitudes underlying the reported work-life interference.
13. Qualitative inquiry using small samples is a suitable method where the purpose is to shed light on an observed phenomenon in the population, as in this case. The investigation of experiences in a small number of cases lends itself best to the matter of exploring 'how' and 'why' rather than 'what' and 'who' questions.²⁰ The strength of qualitative research in this case is to reveal the complex issues underlying attitudes, preferences and behaviours including shedding light on contexts, motivations and explanations. Thus the purpose of the interviews was not to find out if work-life interference exists but to generate knowledge about the nature of any work-life interference experienced by retail workers, specifically as it relates to working on Sundays and any differences between working on Sundays and working on Saturdays and other days. So,

¹⁹ Morse 1995.

²⁰ Yin 2003, p. 5; see also Flyvbjerg 2006.

while it could be anticipated that some research participants may report little work-life interference or disadvantage from working on Sunday, the interviews were nevertheless designed to probe whether and how Sunday working was experienced or understood to be different from working on Saturdays or other days.

14. The interviews were semi-structured and comprised a series of mainly open-ended questions designed to explore individual experiences of and attitudes to working on weekends and on Sundays as these related to the work-life interaction. Targeted questions explored whether and how working on Sundays is perceived to interfere with responsibilities and activities outside work and to interfere with individuals' ability to develop or maintain connections and friendships. These questions were designed to explore those aspects of work-life interference that were found in the AWALI survey to be greater for people regularly working on Sundays than for other workers. Further open-ended questions explored the role of penalty rates in attitudes towards Sunday work. The interview schedule is provided as Appendix 5 of this report.
15. Telephone interviews ranged from eight to 25 minutes in duration. With participants' consent all interviews were audio-taped and the recordings were transcribed by a professional transcription service. We adopted a 'grounded' approach to the analysis of the interview material, involving systematically seeking themes in the data and organising the findings in relation to these themes.²¹ In the interview excerpts provided in this report, research participants are quoted verbatim other than for the inclusion of additional words in square brackets where this is necessary to provide clarity.

The retail employee interviewees

16. The 25 retail employees interviewed were 16 women and nine men. Five were employed full-time in their retail jobs and the other 20 employees worked part-time hours ranging from five to 32 hours a week. Fifteen of the employees were in the age group 18 to 24 years and the other ten employees were aged from 25 to 64 years. Eight of those aged 18 to 24 years were students who were combining their part-time retail employment with full-time university studies and the other seven were not students. Of the seven young people working part-time and not studying only one was a full-time employee. Three women were combining part-time retail work with caring for pre-school aged children. Ten employees were casual and 15 were permanent employees with paid leave entitlements.
17. All the employees regularly worked on Sundays in their retail jobs with the exception of one who worked every Sunday during the summer only and another who had worked every Sunday until very recently when he changed jobs. All but two of the employees also regularly worked on Saturdays, while one occasionally worked on Saturdays and another never worked on Saturdays. Just over half (13) of the 25 employees worked every Sunday, one employee worked three out of every four Sundays, seven employees worked every second Sunday (or two Sundays a month) and another three worked on one Sunday a month.²² Four employees did not receive penalty rates and the other 21 were paid penalties for working on Sundays, 16 being paid time and half and the other five being paid double time.

RESEARCH FINDINGS

18. While there was a diversity of circumstances, experiences, preferences and attitudes among the 25 employees many common themes emerged through the interviews. In presenting these findings we have focussed on these common themes while also providing many examples of individuals' stories to illustrate the underlying diversity. The focus of the research and the findings is work-life interference associated with working on weekends and, in particular, with

²¹ Strauss, A. and Corbin, J. (1990) *Basics of qualitative research: techniques and procedures for developing grounded theory*, Sage Publications, Thousand Oaks, Calif

²² The employee who recently stopped working on Sundays is counted here.

working on Sundays. However, in the first part of the findings we present some of the contexts for people's Sunday work as this provides important background for understanding individuals' perceptions and experiences of work-life interference.

19. The findings are presented as follows: First, we explore retail employees' reasons for working on weekends and for working on Sundays. Then we consider how they feel about working on weekends and examine the factors that emerged in interviews as important in shaping attitudes and feelings toward working on Sundays. We then examine the nature of work-life interference as it is perceived and experienced by the retail employees. We begin this examination by outlining work-life interference associated with Sunday and weekend work as it is described and understood by the employees. In this section we also consider how much work-life interference matters to the employees and the apparent reasons for and factors associated with this. Following that we ask if Sunday is understood to be different from Saturday in regard to work and life and if so, in what ways does it differ? We explore two facets of life that emerged very strongly in interviews as being at the heart of employees' perceptions of work-life interference associated with Sunday work: Sunday as a day of rest or relaxation and Sunday as a day for spending time with family and friends. In reporting our findings we also examine the role of penalty rates, which emerged as an important factor in individuals' attitudes, perceptions and reported decisions.

Why do people work on Sundays?

20. Some employees we interviewed were very clear that the only reason they worked on weekends and on Sundays was because it was a requirement of their employer that their rostered hours included regular weekend work. Others said they worked on weekends because this was the time they had available for work due to Monday to Friday study or family commitments. Some of this second group reported that they could have made up their work hours without working on Sundays but were required to work on Sundays as part of their roster. Others actively sought out Sunday work in preference to Saturday work because they wanted the higher hourly pay rate.
21. When asked if they preferred to work on Sunday rather than some other day the most common responses from employees were about the higher pay rate they received, whether they answered 'yes' or 'no'. Many responses were variants of 'No, it was the pay rate' (IV13), 'Cos we get extra pay' (IV22) and 'Ah, only for the money. If I didn't get paid extra for Sundays, I wouldn't be happy about working weekends' (IV20), 'Personally I offered to for the money. It's time and a half on Sundays' (IV02), 'For the pay, the extra pay' (IV04).
22. While the higher hourly pay rate figured strongly in responses, preferences and attitudes towards Sunday work were shaped by multiple contexts. After the pay, a common response - especially from young people who were not studying, from experienced employees and from older workers - was about lack of choice or other options, mainly because weekend work was a requirement of their employment. When asked about the main reason they worked on weekends some people talked about 'the roster'. Two of these people said they had the option of not working on weekends but that this would involve the loss of their senior roles. For example, while one young woman responded that it was her choice to work in Sundays, she explained that she made the choice to do so because there were no shifts available for her to work in her supervisory role during the week and she didn't want to lose that role (IV07). Several echoed another woman's comment that: 'I don't think I could say that it's an option. I think if you cannot work Sundays they probably wouldn't want you to be there' (IV09). Another woman said 'What do I like (about working on Sundays)? Not a lot, to be honest with you. I accept that that's something that they require of us; it doesn't mean that I enjoy it' (IV19).
23. For employees combining employment with study working on the weekend was often the easiest option in the light of the multiple demands on their time. The higher pay rate on Sunday

was also a factor in this. Retail jobs did not offer employees the flexibility to renegotiate their weekday shifts every semester when their university timetables changed. Working on weekends was one way to get around this problem and Sunday shifts provided better pay for the same number of hours of work.

How do they feel about working on Sundays? Why is this?

24. The most commonly cited positive aspect of Sunday work was the extra pay while a key negative aspect of Sunday work for many people was the loss of Sunday 'free' time, as for this young man.

IV20 And I think a lot of people who don't work in retail don't realise what sort of sacrifice, retail and hospitality staff, what kind of, you know, people have to give up to work weekends. And I think unless you work, like I think unless you have to do it you don't really understand.

Int: Okay. And what is it do you think? What are you mainly giving up?

IV20: Just your free time and your life really.

25. Work aspects, workplace factors, home and family circumstances and other life activities and responsibilities combined to shape how people felt about working on Sundays. As suggested by the discussion in the section above one important factor shaping how people felt about working on Sundays was whether or not they had any say in working on this day. How employees felt about their weekend work was also often dependent on whether or not they had any flexibility with their working time. Many we spoke to did not have much flexibility, either because of their employers' requirements or because they felt they could not afford to lose the extra pay. This was the case for this young woman who was explaining why she worked on Sundays:

The pay, the extra pay. So I think I get time and a half for Sunday so if I don't work on a Sunday I lose a lot of money. Even if I'm sick or if I need to do something on a Sunday, like, if I've got a wedding or something I'll always try and work on the Sunday because I only get paid the base rate (on other days). (IV04)

26. In another example, one young man who worked on weekends less frequently than most employees we interviewed, worked only one Saturday and one Sunday each month. Compared with many others he had considerable flexibility about which weekends he worked and he relied on this flexibility to be able to participate in regular sporting competitions. He only had part-time hours' work and his Sunday work (for which he received a penalty rate) was an important source of pay for him. He valued the fact that he was usually able to swap his Sunday shift for another Sunday if he had an event on. He said

'If I can plan in advance then I'll ask to swap a shift. I'll only take leave if I absolutely have to (IV11).

27. Other employees could take paid leave to attend weekend events if they had advance notice. However, using up one's paid leave to get weekends off was not necessarily a great option, as suggested by one young man who said

'... well my other half doesn't work weekends. So it makes it very hard, say if we want to go away or book a short holiday or something, I have to take an annual leave day for it. So basically I need to use up my leave just to have some form of life' (IV20).

28. Some employees could swap work days. Those who had to miss a day's pay or forgo penalty rates by swapping their weekend work day for another day of the week sometimes struggled to make the decision to take time off or struggled to manage the consequences of losing the extra pay.

29. The complex contexts shaping employees' preferences and attitudes to weekend work are also suggested by another young woman's comments. This woman said she didn't like working on weekends because she didn't get to see her family. However, she also said she didn't mind working on weekends as she had to do so less often than most of her colleagues. She was only rostered to work on either Saturday or Sunday which she felt was 'a good deal' compared to 'some of the poor people at work who have to work every day of the weekends'. She felt 'lucky' as her manager had rostered her for less weekend work as an exception to the rule because she has a young family. (IV06).
30. The complexity of preferences and attitudes to weekend work when it involves combining paid work with family responsibilities is also evident in the comments of a second woman with young children. Asked if she liked working on Sundays this employee said 'Yes and no, in the job aspect, yes I do because of the increased pay'. However, she didn't like 'being away from my family when they're all at home together'. When asked if she would prefer to work on some other day instead if there was work available she first said 'yes' then said 'no' because it would mean she earned less money and would also have to pay for her children to go to day care while 'now they get a full day with their dad' (IV03).
31. The work context itself is also an important factor in employees' responses to questions about their feelings and attitudes towards working on weekends. One young woman said she liked working on Sundays because 'there's a nice group of co-workers that always seem to fall on a Sunday shift' (IV15). Others didn't like working on Sunday because it was busy and they worked harder on Sundays. Others liked it because it was busy and some didn't like it because it was quiet and time went too slowly.
32. People offered other reasons for disliking weekend and Sunday work which directly concerned the ways in which work interfered with other aspects of their lives. This is the focus of the discussion below.

What is work-life interference about and how much does it matter?

'It gets to you after a while. You feel like you're missing what's going on around you'. (IV21)

33. While employees spoke of specific activities and responsibilities that were affected by their weekend work they also spoke of weekend work and, more particularly of working on Sundays, as isolating or excluding them from a 'life' they believed people who don't work weekends are able to enjoy. This is illustrated by the following exchange with a young woman who works 25 hours' a week in her retail job:

Int: So how often do you work on Sundays?

IV17: Once a month. I don't like Sundays.

Int: Okay, why don't you like Sundays?

IV17: I don't know. It just feels [pause]. Because once I left school and turned 18 I was like I kind of just want a weekend off, like, so I can live a life.

34. Another young woman combining study and part-time employment said she likes working on Sundays because there is a 'more relaxed vibe' in the store in which she works as it is 'a mother and daughter or family shopping day'. However, the fact that it was a family day was also the reason she didn't like working on Sundays and she said 'If I had the choice I would not be working Sundays'. She explained this as follows:

Int: And what is it that you don't like about working on Sundays?

IV08: That I have to actually work [laugh].

Int: Right.

IV08: I could be a customer.

Int: And is that a thing about Sundays in particular or about any day you work?

IV08: It's Sunday. Most people have Sundays off, everyone's kind of out for the day.

35. In a third example a woman aged in her 40s explained how working on weekends means she always has to organise her life around her work. She wanted to be able to have a weekend like 'everyone else'.

Int: Does (working on weekends) interfere with your responsibilities or activities outside work?

IV09: Well I have to create my lifestyle around my work, rather than the other way around.

Int: So what does that mean you have to do? What do you do differently?

IV09: Well, any plans that I do for the weekend I have to make those plans for a weekend that I don't work. So I sort of have to work around work, rather than work around my life.

Int: Right, okay.

IV09: I have to plan that those activities fall on a weekend that I don't work.

36. An individual's experience of work-life interference associated with working on weekends was something that could have ripple effects for the whole family. For example, one woman spoke of being unable to take her daughter to regular swimming lessons when she had to work on weekends and so her daughter was unable to attend lessons on those weeks. Another woman said the family now only got together fortnightly for a Sunday night meal as she worked every second Sunday. A third woman explained how her own weekend work dictated her young teenage daughter's weekend social life. She said her daughter couldn't invite friends over on the weekend because she, the mother, would not be home. She also said she was too tired after work for her daughter to have friends over on the weekends she worked. Her daughter's friends had to come over on weekends when she was not working.

37. A handful of employees experienced little work-life interference from working on weekends or said they experienced interference but that it did not matter much. Among them was a woman in her 50s who worked full-time in a senior role and whose partner also worked on weekends and shared the same two days off work during the week. This woman said:

Some Sundays, it would be nice to have the odd Sunday off, you know, if you've got a Christening to go to or anything like that but on the whole, it doesn't really faze me; one day is the same as the next. I have Thursday, Friday off and that's not bad. (IV05)

38. Others were a few university students combining part-time work and study. Unlike the woman who thought 'one day is the same as the next' they mostly described Sunday as different from other days, including Saturday, although they said they were not particularly affected by work-life interference from working on weekends. In common these young employees clearly factored the higher pay rate they received for working on Sundays (most only received penalty rates for Sundays, not Saturdays) into their assessments of how much working on this day affected their lives outside work and they spoke in terms of making the choice to give up what one called 'a free day' for the extra pay. One example is a young man who worked every second Sunday and played football regularly on Saturdays. Working on Sunday 'wasn't too much of a hassle', because his time on Saturdays was most valuable to him and because he had sought out Sunday work to get the higher rate of pay, as he explains in the following interview excerpt:

IV10: Well you are giving up a day that's normally, you know, for most other people of a population it's a free day for them and we've been asked to come in.

Int: So do you think people see it as a free day?

IV10: Yes.

Int: But for you, personally it didn't make much difference?

IV10: No, it didn't make that much difference, only because as a uni student I needed the money.

Int: So in what way did you feel that, while you were doing it, that it was a free day for the rest of the community and not you?

IV10: Well it was a free day for me too that I gave up but I had more time and I had Saturday and when you asked that question I was more thinking of the full-timers who would say, their two days off a week would be a Wednesday and Thursday. They hated it. For me it bothered me, but it didn't bother me that much, well, I mean, part of the reason I applied for a retail job in the first place was that I needed the money, the higher rate.

39. Another young student said he was used to working weekends, it was 'normal' for him and it didn't interfere much with any particular life activities. However, he also said working on Sunday was a 'sacrifice' of his 'free time' and 'life', including his social life, and for this reason he would not work on Sundays if he wasn't paid a penalty rate (IV20). Like this man, other young people combining work and study spoke, on the one hand, of weekend work being 'normal' for them as they had done it for a long time, and on the other hand, of things they missed out on as a result of their weekend work.

40. A good example is the case of one young female university student who, like the older woman quoted earlier, initially said working on weekends 'doesn't really faze me'. She explained that the negative aspects of working on weekends were overshadowed by the benefits of the extra pay she received on Sundays when she was paid a penalty rate. She said the main reason she worked on Sunday was 'for the penalty rate', that she had come to rely on her weekend pay and would be 'devastated' and no longer able to afford her car if she didn't receive it. She also didn't mind working on Sunday because it fitted with her university timetable. However, later in her interview, she readily identified a whole host of activities she missed out on due to working on weekends and said she thought she had come to think of it as 'normal' just because she had been doing it for so many years.

I've tried working other days during the week and then have my weekend free when I first started uni and it was just impossible because my uni schedule was really bad and it still is really bad. So it would be like just, I just have to work on the weekend and get it over and done with in a block than have it mixed around with my uni classes and have to change every time my timetable changes. (IV04)

I do have to miss like christenings and sometimes, I do go to weddings and stuff that I need to go to but I miss like church with my family, and lots of, like some of my siblings sports things or things like that are on Sundays. ... It's like once a month maybe that I have something on a Sunday that I miss, yeah, and just like friend's things like they might have a birthday party on the Saturday but I can't go because I've got work early on Sunday. So I miss a lot of parties the night before. ... (I am) constantly missing out on like family barbeques and stuff that are always on Sundays. My family actually do have a barbeque every Sunday ... (There's not) anything that I'm responsible for, like, not, but like if I was (home) it would be much more helpful because I could drive, like, my mum on a Sunday has to do heaps of things for the children. I have five other siblings. So she's got to take them to different parties and birthdays and she's exhausted, and if I was there it would relieve that burden, but, yeah, that's the only thing I, yeah. So, yeah, pretty much all my uni, all my friends are either like working full-time, have apprenticeships or are doing uni but they're not working, or they're

working casually. So, yeah, I think I'm, yeah, one of the only people in my friendship group that (work weekends) consistently. (IV04)

Is Sunday different from Saturday?

Yeah. I mean, like, I don't feel as, like, I'm not getting a weekend when I work on Saturdays. Sundays I feel more like I'm really missing out on something. (IV22)

41. With very few exceptions employees told us that Sundays were different from Saturdays. As described earlier, people spoke of it feeling different having to work on Sundays than on Saturdays as 'everyone else' was not at work and they spoke of Sunday as a family day, a 'free' day or a rest day. While perceptions of work-life interference were influenced by the particular context of each individual's working week and life circumstances the sense that Sunday was different and not a regular work day was expressed by almost all of the 25 employees.
42. One person who did not see Sunday as different from Saturday was the woman quoted earlier who said 'one day is the same as the next' (IV05). Two other older workers said they regarded working on Saturday as pretty much the same as working on Sunday but these two people consider working on either weekend day to be very different from working on other days of the week in that they felt any weekend work caused work-life interference. One of these employees was a man who had very recently changed jobs because working on weekends interfered with his family and leisure time:

Well Saturday is really, to me, was the same (as Sunday). You know, I gave up my employment position simply because I just got tired of working Saturdays and Sundays. You know, I wanted to spend time with the family, I wanted to see my children, play golf, just do the things that most normal people do on a five day week, if you like. When you work Saturdays and Sunday you just don't get that opportunity. If your wife works, for argument sake, you might have a day off during the week but she doesn't and then on Saturdays and Sundays, if you've got to work there's just no time for relationships and family gatherings. There's all sorts of things that go on on a Saturday and Sunday that don't go on Monday to Friday. (IV01)

43. While insisting Saturdays and Sundays were the same, when pressed, this man said if he had to work on the weekend Saturday was the day he would choose to work in preference to Sunday. The reasons he gave for this were 'Ah just Sunday seems to be a day of relaxation. A day when, I mean there are a lot of people that work on Saturdays so Sundays is the only day that you get off to socialise, if you like' (IV10).

How and why is Sunday different for work-life interaction?

I'd say it's sort of a multi-purpose, multi-use day if you know what I mean, it's one of the things where you'll decide to either do a couple of chores, a couple of little things, or maybe drop in on a friend or relax instead, it's—yeah, that's Sunday. (IV 19)

44. Underlying the idea that Sunday is different from Saturday in negatively affecting work-life interaction there was a commonly-held view that for most of the community Sunday is a day off. For example, this was the source of resentment about working on Sunday for one young man combined with the fact that Sunday was a busy day at work for him:

Int: And so do you regard working on Sundays as different from working on another day?

IV20: I do.

Int: Why is that?

IV20: It seems more harder to get up and go to work. It's kind of like, it's almost begrudging, like you kind of like, it's almost like you're like you just don't want to do it

because you think everyone else's got a day off, everyone else's, you're constantly serving people at work who have the day off, it's quite busy and, it's a hard day Sunday.

Int: So, it's a hard day because you feel everyone else is not at work or just because it's busier than other days?

IV20: Both.

45. Both the sense of being excluded from a time for relaxation that 'everyone else' enjoyed and dislike of missing out on socialising and relaxing with family and friends - as Sunday would be their day off too - were strongly expressed by employees. Even those people who said they did not mind working on Sundays because of the pay or because it fitted with their university timetables spoke of missing out on, as one young woman put it, the 'stuff [people] only have happening on Sundays' (IV17).
46. For different individuals there were different activities that Sunday work interfered with. However, overall the employees' perceptions of work-life interference were most strongly tied to perceptions of loss of relaxation time and time with family and friends.

Sunday as rest and relaxation time

47. While many employees expressed strong views about Sunday work interfering with their relaxation and about this being different from and worse than work-life interference on other days of the week they often found it difficult to articulate why this was so, other than to speak of Sunday as 'feeling' different. This is illustrated in the interview excerpt that follows. This excerpt is from an interview with a young woman in her early 20s who worked on a rotating shift of about 25 hours a week. The excerpt picks up at a point where she is talking about how she felt different on the weekends when she didn't have to go to work:

IV17: 'Your body knows it's the weekend; you can just breathe and be like "Oh there's nothing you have to do".

Int: Okay. But doesn't it feel the same when you have a day off during the week?

IV17: No, it really doesn't. I do get some days off during the week and it's completely different.

Int: So does your body also know it's a weekday then?

IV17: Yep, It says "This is the weekday. You have things to do really. You need to do something".

Int: Right. Okay. So what about Saturdays? Are Saturdays the same as Sundays?

IV17: (On Saturdays) It's like I know that I have to do some stuff like it's, I don't know, I have to do some stuff. It's different to Sundays too I guess.

Int: And why do you reckon that is?

IV17: Because it's sort of like routine, like you go do the shopping on Saturdays and all that type of stuff, like housework and get the shopping done.

Int: Right. Okay.

IV17: Sunday comes along and then it's the day to relax.

48. In another example a woman explains how working on Sunday affects her ability to relax:
- ... it's taking away the relaxation time and at the end of the day I mean, you don't relax, you stress more, you, it's kind of hard to explain, it's one of those things. Though, I mean it's supposed to, I mean traditionally people call it a 'day of rest' anyway, I mean that's, obviously

that's another argument, but you know, but from my point of view that's, mentally it feels that way or it should be that way. (IV19)

Friends, family and socialising: 'stuff they only have happening on Sundays'

49. The idea that Sunday is a day of the week when people get together was central to the common views of the interviewees that Sunday is a 'family day' and a day for catching up with friends and engaging in social activities. Time spent with family and friends was often spent doing things which people did not do on other days of the week if they were unable to do them on Sunday because they were at work. Indeed, people spoke of planning activities and time with family and friends because it was Sunday, speaking of Sundays as time for family and friends, as in this case:

So my husband and I plan to do something together on a Sunday or with the girls. I could do a roast dinner on a Sunday night perhaps. It's a bit late when you finish work at five o'clock on a Sunday to go home and cook a nice meal. Sunday was always our, Sunday was our family dinner night. We always used to do a roast on Sunday and that had to kind of become a fortnightly thing. (IV21)

50. Similarly, the young woman who is quoted in the heading above, when asked what kind of things she might do with her friends on Sundays said 'I don't know, like breakfast and lunch, doing markets and stuff like that'. These were the sorts of things she said her friends 'only have happening on Sundays' (IV17).

51. Employees of all ages spoke of being able to catch up with friends and family on Sunday because this is a day when people are available. Often, if they couldn't spend time relaxing and socialising with people on Sunday then they did not make other time to do this. This is illustrated by the comments of a young woman who had a heavy schedule involving university classes and employment over seven days of the week:

Int: So do you think working on Sunday is different from working on Saturday?

IV12: Yes, definitely.

Int: Okay. So can you talk about that a bit?

IV12: Saturday, like people have jobs that they, like jobs around the house, things that they have set out to do on a weekend they usually do on a Saturday. Whereas Sunday it's more catching up with people and more family and social aspects of the weekend rather than the things I need to get done on my days off.

Int: Okay. So are there particular things that it interferes with, working on Sundays?

IV12: Not really.

Int: Okay. If you were not working Sundays what would you do?

IV12: Sleep in and then I'd probably go see, spend time with my family or my friends. You know, go out to lunch or something with them.

Int: Okay, so given that you work on Sundays when do you do these things?

IV12: I don't really. Well, I do see them but not so much as I'd like. Also I start early on Sunday so I mostly miss Saturday nights.

52. Several people made the point that Sunday is a day for catching up with people to maintain social relationships. As one woman put it, Sunday is a day when she might 'see people I don't normally see' and 'a day when you can find other people at home' (IV24). Similarly, another employee, an older man, said Sundays were 'even just doing those few little tasks that I need to do to catch up with some friends, you know, just a quick drop in, that sort of thing' (IV19).

Employees spoke of Sunday being a day when informal gatherings and events were organised as catch-ups for friends. One young woman said her social life was affected a lot by working on Sundays:

You don't get to go out with your friends because they're organising dinners on Saturday nights and lunches on Sundays. (Sunday is) their time when they can leave the children with their husbands and go shopping, to a shopping centre or something. So yeah, so your social life, you isolate yourself. (IV12)

53. Similarly other employees also said working on Sundays interfered with their social lives by limiting their participation in Saturday night social activities. This was a problem identified by employees of all ages. For example one young man said he felt for him 'the balance is skewed more toward work' with his partner and friends all working Monday to Friday, holding most of their social events on Saturday nights and able to 'have their fun' and 'have recovery time on the Sunday' (IV19).

54. Other social and family events that employees commonly cited when talking of weekend and Sunday work interfering with time with family and friends were weddings, christenings and family functions which were invariably held on weekends, as was the case for this young woman:

It does interfere, also like family functions. That's difficult too. Because you'll have like family birthdays and whatnot, because obviously your family members, like your mother and father, aunties and uncles, they've all got, you know, 9-5 Monday to Friday jobs, so it's obviously always on a Saturday night for a party or family together on Sunday. So it does make it difficult to attend, so you either have to take the whole day off ... (IV08)

DECLARATION OF DR FIONA MACDONALD

I have made all the inquiries that I believe are desirable and appropriate and that no matters of significance that I regard as relevant have, to my knowledge, been withheld from the Commission

Signed:



Dr Fiona Macdonald

26 August 2015

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APPENDIX 1: TABLES FOR ANALYSIS OF SELECTED 2014 AWALI DATA

Frequency of Saturday and Sunday Working

Table 1: How often do you work on Saturdays? All employees, retail employees

	All employees		Retail Industry employees	
	Frequency	%	Frequency	%
Never	833	36.0	62	27.8
Rarely	385	16.6	25	11.2
Sometimes	413	17.8	37	16.6
Often	332	14.3	39	17.5
Almost always	353	15.2	60	26.9
Total	2316	100	223	100

Table 2: How often do you work on Sundays? All employees, retail employees

	All employees		Retail Industry employees	
	Frequency	%	Frequency	%
Never	1175	50.7	92	41.3
Rarely	357	15.4	28	12.6
Sometimes	360	15.5	38	17.0
Often	209	9.0	25	11.2
Almost always	215	9.3	40	17.9
Total	2316	100	223	100

AWALI Means: Saturday and Sunday Working (No Control for Hours Worked)

AWALI Means in 3 Groups

Table 3-1a AWALI scores and Saturday work, **all employees**

Work Weekends	Mean	N	Std. Deviation
Never/rarely	37.2040	1214	19.88873
Sometimes	45.3690	402	21.53906
Often, almost always	48.0644	679	23.05888
Total	41.8474	2294	21.73544

Anova: Between groups significance = .000

Table 3-1b AWALI scores and Saturday work, **retail employees**

Work Weekends	Mean	N	Std. Deviation
Never/rarely	36.3590	86	18.52612
Sometimes	41.2605	37	23.97330
Often, almost always	41.4404	99	24.34429
Total	39.4368	222	22.23156

Anova: Between groups significance = .259

Table 3-2a AWALI scores and Sunday work, **all employees**

Work Weekends	Mean	N	Std. Deviation
Never/rarely	37.6908	1522	20.51435
Sometimes	47.7047	354	20.03446
Often, almost always	52.0125	419	22.95573
Total	41.8474	2294	21.73544

Anova: Between groups significance = .000

Table 3-2b AWALI scores and Sunday work, **retail employees**

Work Weekends	Mean	N	Std. Deviation
Never/rarely	34.4397	120	20.60154
Sometimes	45.7122	38	23.90939
Often, almost always	45.0579	65	22.20842
Total	39.4368	222	22.23156

Anova: Between groups significance = .001

AWALI Means in 2 Groups

Table 4-1a AWALI scores and Saturday work, **all employees**

Work Saturdays	Mean	N	Std. Deviation
Never/rarely	37.2040	1214	19.88873
Sometimes, often, almost always	47.0618	1081	22.53324
Total	41.8474	2294	21.73544

Anova: Between groups significance = .000

Table 4-1b AWALI scores and Saturday work, **retail employees**

Work Saturdays	Mean	N	Std. Deviation
Never/rarely	36.3590	86	18.52612
Sometimes, often, almost always	41.3919	136	24.15616
Total	39.4368	222	22.23156

Anova: Between groups significance = .100

Table 4-2a AWALI scores and Sunday work, **all employees**

Work Sundays	Mean	N	Std. Deviation
Never/rarely	37.6908	1522	20.51435
Sometimes, often, almost always	50.0403	772	21.75977
Total	41.8474	2294	21.73544

Anova: Between groups significance = .000

Table 4-2b AWALI scores and Sunday work, **retail employees**

Work Sundays	Mean	N	Std. Deviation
Never/rarely	34.4397	120	20.60154
Sometimes, often, almost always	45.2990	102	22.73461
Total	39.4368	222	22.23156

Anova: Between groups significance = .000

Disaggregated Five AWALI Questions by Saturday & Sunday Working

All Employees

Table 5: Frequency work interferes with your responsibilities or activities outside of work x Saturdays work, **all employees**

How often does your work interfere with your responsibilities or activities outside of work?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Saturdays	Total
Never, rarely	699	399	1098
	57.4%	36.5%	47.5%
Sometimes	351	375	726
	28.8%	34.3%	31.4%
Often, almost always	167	320	487
	13.7%	29.3%	21.1%
Total	1217	1094	2311
	100.0%	100.0%	100.0%

Chi square: p =.000

Table 6: Frequency work interferes with your responsibilities or activities outside of work x Sundays work, **all employees**

How often does your work interfere with your responsibilities or activities outside of work?	Never, rarely work on Sundays	Sometimes, often, almost always work on Sundays	Total
Never, rarely	864	234	1098
	56.5%	29.9%	47.5%
Sometimes	449	278	727
	29.3%	35.5%	31.4%
Often, almost always	217	270	487
	14.2%	34.5%	21.1%
Total	1530	782	2312
	100.0%	100.0%	100.0%

Chi square: p =.000

Table 7 Frequency work keeps you from spending the amount of time you would like with family or friends x work on Saturdays, **all employees**

How often does your work keep you from spending the amount of time you would like with family or friends?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Saturdays	Total
Never, rarely	692	387	1079
	56.9%	35.3%	46.7%
Sometimes	309	339	648
	25.4%	31.0%	28.0%
Often, almost always	215	369	584
	17.7%	33.7%	25.3%
Total	1216	1095	2311
	100.0%	100.0%	100.0%

Chi square: p =.000

Table 8 Frequency work keeps you from spending the amount of time you would like with family or friends x work on Sundays, **all employees**

How often does your work keep you from spending the amount of time you would like with family or friends?	Never, rarely work on Sundays	Sometimes, often, almost always work on Sundays	Total
Never, rarely	841	238	1079
	55.0%	30.4%	46.7%
Sometimes	392	256	648
	25.6%	32.7%	28.0%
Often, almost always	296	289	585
	19.4%	36.9%	25.3%
Total	1529	783	2312
	100.0%	100.0%	100.0%

Chi square: p =.000

Table 9: Frequency work interferes with your ability to develop or maintain friendships in your community x Saturday work, **all employees**

How often does your work interfere with your ability to develop or maintain friendships in your community?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Saturdays	Total
Never, rarely	846	528	1374
	69.6%	48.4%	59.6%
Sometimes	233	281	514
	19.2%	25.8%	22.3%
Often, almost always	137	282	419
	11.3%	25.8%	18.2%
Total	1216	1091	2307
	100.0%	100.0%	100.0%

Chi square: p =.000

Table 10: Frequency work interferes with your ability to develop or maintain friendships in your community x Sunday work, **all employees**

How often does your work interfere with your ability to develop or maintain friendships in your community?	Never, rarely work on Sundays	Sometimes, often, almost always work on Sundays	Total
Never, rarely	1037	337	1374
	68.0%	43.1%	59.6%
Sometimes	294	220	514
	19.3%	28.2%	22.3%
Often, almost always	195	224	419
	12.8%	28.7%	18.2%
Total	1526	781	2307
	100.0%	100.0%	100.0%

Chi square: p =.000

Table 11 Frequency you feel rushed or pressed for time x Saturdays work, **all employees**

How often do you feel rushed or pressed for time?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Saturdays	Total
Never, rarely	189	179	368
	15.5%	16.3%	15.9%
Sometimes	423	331	754
	34.7%	30.1%	32.5%
Often, almost always	606	589	1195
	49.8%	53.6%	51.6%
Total	1218	1099	2317
	100.0%	100.0%	100.0%

Chi square: p =.060

Table 12 Frequency you feel rushed or pressed for time x Sundays work, **all employees**

How often do you feel rushed or pressed for time?	Never, rarely work on Sundays	Sometimes, often, almost always work on Sundays	Total
Never, rarely	254	113	367
	16.6%	14.4%	15.8%
Sometimes	517	237	754
	33.7%	30.2%	32.6%
Often, almost always	761	434	1195
	49.7%	55.4%	51.6%
Total	1532	784	2316
	100.0%	100.0%	100.0%

Chi square: p =.034

Table 13 Extent to which you are satisfied with your work/life balance x Saturday work, **all employees**

How satisfied are you with your work/life balance?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Saturdays	Total
Not very, not at all satisfied	155	234	389
	12.7%	21.4%	16.8%
Neither nor satisfied/dissatisfied	179	154	333
	14.7%	14.1%	14.4%
Very, somewhat satisfied	883	704	1587
	72.6%	64.5%	68.7%
Total	1217	1092	2309
	100.0%	100.0%	100.0%

Chi square: p =.000

Table14 Extent to which you are satisfied with your work/life balance x Sundays work, **all employees**

How satisfied are you with your work/life balance?	Never, rarely work on Sundays	Sometimes, often, almost always work on Sundays	Total
Not very, not at all satisfied	204	185	389
	13.3%	23.7%	16.9%
Neither nor satisfied/dissatisfied	213	119	332
	13.9%	15.3%	14.4%
Very, somewhat satisfied	1112	475	1587
	72.7%	61.0%	68.8%
Total	1529	779	2308
	100.0%	100.0%	100.0%

Chi square: p =.000

Retail industry employees

Table 15: Frequency work interferes with your responsibilities or activities outside of work x Saturdays work, **retail employees**

How often does your work interfere with your responsibilities or activities outside of work?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Saturdays	Total
Never, rarely	51	69	120
	58.6%	50.7%	53.8%
Sometimes	*	34	53
		25.0%	23.8%
Often, almost always	*	33	50
		24.3%	22.4%
Total	87	136	223
	100.0%	100.0%	100.0%

* cell size less than 20

Table 16: Frequency work interferes with your responsibilities or activities outside of work x Sundays work, **retail employees**

How often does your work interfere with your responsibilities or activities outside of work?	Never, rarely work on Sunday	Sometimes, often, almost always work on Sunday	Total
Never, rarely	75	44	119
	62.5%	43.1%	53.6%
Sometimes	30	23	53
	25.0%	22.5%	23.9%
Often, almost always	*	35	50
		34.3%	22.5%
Total	120	102	222
	100.0%	100.0%	100.0%

* cell size less than 20

Table 17 Frequency work keeps you from spending the amount of time you would like with family or friends x work on Saturdays, **retail employees**

How often does your work keep you from spending the amount of time you would like with family or friends?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Saturdays	Total
Never, rarely	51	66	117
	60.0%	48.5%	52.9%
Sometimes	*	34	49
	*	25.0%	22.2%
Often, almost always	*	36	55
	*	26.5%	24.9%
Total	85	136	221
	100.0%	100.0%	100.0%

* cell size less than 20

Table 18 Frequency work keeps you from spending the amount of time you would like with family or friends x work on Sundays, **retail employees**

How often does your work keep you from spending the amount of time you would like with family or friends?	Never, rarely work on Sundays	Sometimes, often, almost always work on Sundays	Total
Never, rarely	70	79	149
	80.5%	58.1%	66.8%
Sometimes	*	28	40
		20.6%	17.9%
Often, almost always	*	29	34
		21.3%	15.2%
Total	87	136	223
	100.0%	100.0%	100.0%

* cell size less than 20

Table 19: Frequency work interferes with your with your ability to develop or maintain friendships in your community, Saturdays **retail employees**

How often does your work interfere with your ability to develop or maintain friendships in your community?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Sundays	Total
Never, rarely	70	79	149
	80.5%	58.1%	66.8%
Sometimes	*	28	40
		20.6%	17.9%
Often, almost always	*	29	34
		21.3%	15.2%
Total	87	136	223
	100.0%	100.0%	100.0%

* cell size less than 20

Table 20: Frequency work interferes with your ability to develop or maintain friendships in your community x Sunday work, **retail employees**

How often does your work interfere with your ability to develop or maintain friendships in your community?	Never, rarely work on Sundays	Sometimes, often, almost always work on Sundays	Total
Never, rarely	94	54	148
	79.0%	52.9%	67.0%
Sometimes	*	27	40
		26.5%	18.1%
Often, almost always	*	21	33
		20.6%	14.9%
Total	119	102	221
	100.0%	100.0%	100.0%

* cell size less than 20

Table 21: Frequency you feel rushed or pressed for time x Saturdays work, **retail employees**

How often do you feel rushed or pressed for time?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Saturdays	Total
Never, rarely	*	32	49
		23.5%	22.1%
Sometimes	29	36	65
	33.7%	26.5%	29.3%
Often, almost always	40	68	108
	46.5%	50.0%	48.6%
Total	86	136	222
	100.0%	100.0%	100.0%

* cell size less than 20

Table 22: Frequency you feel rushed or pressed for time x Sunday work, **retail employees**

How often do you feel rushed or pressed for time?	Never, rarely work on Sundays	Sometimes, often, almost always work on Sundays	Total
Never, rarely	26.4%	17.6%	22.4%
	30	35	65
Sometimes	24.8%	34.3%	29.1%
	59	49	108
Often, almost always	48.8%	48.0%	48.4%
	121	102	223
Total	100.0%	100.0%	100.0%
	26.4%	17.6%	22.4%

Chi square: p =.162

Table 23: Extent to which you are satisfied with your work/life balance x Saturday work, **retail employees**

How satisfied are you with your work/life balance?	Never, rarely work on Saturdays	Sometimes, often, almost always work on Saturdays	Total
Not very, not at all satisfied	*	26	38
		19.1%	17.0%
Neither nor satisfied/dissatisfied	*	15	27
		11.0%	12.1%
Very, somewhat satisfied	63	95	158
	72.4%	69.9%	70.9%
Total	87	136	223
	100.0%	100.0%	100.0%

* cell size less than 20

Table 24: Extent to which you are satisfied with your work/life balance x Sunday work, **retail employees**

How satisfied are you with your work/life balance?	Never, rarely work on Sundays	Sometimes, often, almost always work on Sundays	Total
Not very, not at all satisfied	*	21	37
		20.6%	16.7%
Neither nor satisfied/dissatisfied	*	12	27
		11.8%	12.2%
Very, somewhat satisfied	89	69	158
	74.2%	67.6%	71.2%
Total	120	102	222
	100.0%	100.0%	100.0%

* cell size less than 20

Selected Socio-Demographic & Employment Characteristics: Retail and Other Industry Employees

Table 25: Sex by industry

Sex	Other industry		Retail Industry		Total	
	Frequency	%	Frequency	%	Frequency	%
Male	1086	52.3	94	42.2	1180	51.3
Female	990	47.7	129	57.8	1119	48.7
Total	2076	100	223	100	2299	100

Chi square: p =.004

Table 26: Age by industry

Age	Other industry		Retail Industry		Total	
	Frequency	%	Frequency	%	Frequency	%
18-24	263	12.7	75	33.9	338	14.7
25-34	493	23.8	62	28.1	555	24.2
35-44	468	22.6	27	12.2	495	21.6
45-54	461	22.2	31	14.0	492	21.4
55-64	324	15.6	20	9.0	344	15.0
65+	66	3.2	*	*	72	3.1
Total	2075	100	221	100	2296	100

* cell size less than 20

Chi square: p =.000

Table 27: Dependent children by industry

Dependent children	Other industry		Retail Industry		Total	
	Frequency	%	Frequency	%	Frequency	%
No	1142	55.0	133	59.6	1275	55.5
Yes	993	45.0	190	40.4	1023	44.5
Total	2075	100	223	100	2298	100

Chi square: p =.107

Table28: Occupation by industry

Occupation	Other industry		Retail Industry		Total	
	Frequency	%	Frequency	%	Frequency	%
Managers	224	10.8	25	11.3	249	10.9
Professionals	562	27.2	*	*	573	25.1
Technicians & trades workers	254	12.3	*	*	264	11.5
Community & personal service workers	365	17.7	*	*	369	16.1
Clerical & administrative workers	364	17.6	*	*	369	16.1
Sales workers	56	2.7	156	70.3	212	9.3
Machinery operators & drivers	108	5.2	*	*	111	4.9
Labourers	132	6.4	*	*	140	6.1
Total	2065	100	222	100	2287	100

* cell size less than 20

Chi square: p =.000

Table 29: Type of Employment by industry

Employment Type	Other industry		Retail Industry		Total	
	Frequency	%	Frequency	%	Frequency	%
Permanent or ongoing	1564	75.3	135	60.8	1699	73.9
Fixed term	184	8.9	*	*	193	8.4
Casual	328	15.8	78	35.1	406	17.7
Total	2076	100	222	100	2298	100

* cell size less than 20

Chi square: p =.001

Table 30: Full-time and part-time employment by industry

Full-time/part-time	Other industry		Retail Industry		Total	
	Frequency	%	Frequency	%	Frequency	%
Full-time	1429	68.8	86	38.6	1515	65.9
Part-time	647	31.2	137	61.4	784	34.1
Total	2076	100	223	100	2299	100

Chi square: p =.000

Table 31: Weekly work hours

Weekly work hours	Other industry		Retail Industry		Total	
	Frequency	%	Frequency	%	Frequency	%
1-15	190	9.2	48	21.7	238	10.4
16-34	454	22.0	89	40.3	543	23.7
35-47	1020	49.4	62	28.1	1082	47.3
48+	402	19.5	22	10.0	424	18.5
Total	2066	100	221	100	2287	100

Chi square: p =.000

APPENDIX 2: COMPARING AWALI SCORES FOR RETAIL & NON-RETAIL WORKERS CONTROLLING FOR HOURS

Table 1: Influence of working Saturdays on average AWALI scores when controlling for hours worked, retail employees and other employees

Tests of Between-Subjects Effects

Dependent Variable: Index0to100 (AWALI score)

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	127225.909 ^a	4	31806.477	76.061	.000	.114	304.242	1.000
Intercept	221806.436	1	221806.436	530.418	.000	.184	530.418	1.000
R#	64244.224	1	64244.224	153.631	.000	.061	153.631	1.000
workSat	11399.420	1	11399.420	27.260	.000	.011	27.260	.999
Retail	131.438	1	131.438	.314	.575	.000	.314	.087
workSat * Retail	254.392	1	254.392	.608	.435	.000	.608	.122
Error	985215.599	2356	418.173					
Total	5288425.000	2361						
Corrected Total	1112441.508	2360						

a. R Squared = .114 (Adjusted R Squared = .113)

b. Computed using alpha = .05

- Analysis of covariance (ANCOVA) showed that working on Saturdays (sometimes, often, almost always) was significantly associated with higher average AWALI scores when controlling for hours worked, $F(1,2360) = 27.26$, $p = .000$. (Adjusted AWALI scores controlled for hours are 45.885 for those who sometimes, often, almost always work Saturdays compared to 38.166 for those who never or rarely work Saturdays)
- Working in retail (in comparison to other industries) had no significant effect on average AWALI scores when controlling for hours worked, $F(1,2360) = .81$, $p = .575$.
- The interaction effect of working weekends and working in retail was not significant, $F(1,2360) = .608$, $p = .435$, meaning that the influence of working Saturdays on average AWALI scores was not affected by whether or not employees worked in the retail industry.
-

Table 2: Influence of working Sundays on average AWALI scores when controlling for hours worked, retail employees v other employees

Tests of Between-Subjects Effects

Dependent Variable: Index0to100 (AWALI Score)

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	150084.976a	4	37521.244	91.858	.000	.135	367.432	1.000
Intercept	247819.023	1	247819.023	606.700	.000	.205	606.700	1.000
R#	64225.000	1	64225.000	157.233	.000	.063	157.233	1.000
workSun	29865.405	1	29865.405	73.115	.000	.030	73.115	1.000
Retail	197.498	1	197.498	.484	.487	.000	.484	.107
workSun * Retail	316.593	1	316.593	.775	.379	.000	.775	.142
Error	962356.532	2356	408.471					
Total	5288425.000	2361						
Corrected Total	1112441.508	2360						

a. R Squared = .135 (Adjusted R Squared = .133)

b. Computed using alpha = .05

- Analysis of covariance (ANCOVA) showed that working on Sundays (sometimes, often, almost always) was significantly associated with higher average AWALI scores when controlling for hours worked, $F(1,2360) = 73.12$, $p = .030$. (Adjusted AWALI scores controlled for hours are 49.609 for those who sometimes, often, almost always work Sundays compared to 37.325 for those who never or rarely work Sundays)
- Working in retail (in comparison to other industries) had no significant effect on average AWALI scores when controlling for hours worked, $F(1,2360) = .484$, $p = .487$
- The interaction effect of working Sundays and working in retail was not significant, $F(1,2360) = .775$, $p = .379$, meaning that the influence of working Sundays on average AWALI scores was not affected by whether or not employees worked in the retail industry.

Table 3: Comparison of combinations of Sunday and Saturday working, controlling for hours, all employees

Tests of Between-Subjects Effects

Dependent Variable: Index0to100

Source	Type III Sum of Squares	df	Mean Square	F	Sig.	Partial Eta Squared	Noncent. Parameter	Observed Power ^b
Corrected Model	57152.267 ^a	3	19050.756	42.186	.000	.096	126.559	1.000
Intercept	187116.811	1	187116.811	414.356	.000	.258	414.356	1.000
R#	35574.495	1	35574.495	78.777	.000	.062	78.777	1.000
SatSun_regular	19108.003	2	9554.002	21.157	.000	.034	42.313	1.000
Error	536934.489	1189	451.585					
Total	3271325.000	1193						
Corrected Total	594086.756	1192						

a. R Squared = .096 (Adjusted R Squared = .094)

b. Computed using alpha = .05

This analysis addresses the question of whether working on Sundays is associated with higher AWALI scores than working on Saturdays. We selected all employees excluding those who never, or rarely work Saturdays and/or Sundays. That is that is we selected the group working sometimes, often or almost always on Saturdays and/or Sundays (n=1174).

We ran a univariate analysis which also controlled for hours worked:

- Analysis of covariance (ANCOVA) showed that working on sometimes, often, almost always working on Saturdays and/or Sundays was significantly associated with higher average AWALI scores when controlling for hours worked than rarely never working Saturdays and/or Sundays, $F(1,1192) = 21.16$, $p = .000$.
- The adjusted AWALI scores, controlled for hours, are:
- 41.691 for those employees who sometimes, often, almost always work Saturdays but not Sundays
- 48.824 for those who sometimes, often, almost always work Sundays but not Saturdays
- 50.322 for those who sometimes, often, almost always work both Sundays and Saturdays

To investigate whether the differences between these average AWALI scores were significant we undertook a series of post hoc tests as shown in Table 4. These comparisons use the Bonferroni corrections to adjust for multiple comparisons. The confidence interval was set at 0.05 which means we can be 95% sure that all of the confidence intervals reflect the true value.

Table 4: Comparing the AWALI scores of working combinations of Sunday and/or Saturday working, all employees

Comparison	Mean 1	Mean 2	N1	N2	Significant? (p<0.05)	t
Sat only v Sun only	41.691	48.824	394	79	Yes	2.722
Sat only v Sun & Sat	41.691	50.322	394	720	Yes	6.480
Sun only v Sun & Sat	48.82	50.322	79	720	No	0.596

The post hoc tests showed that sometimes, often, almost always working Sundays alone or in combination with working Saturdays is associated with higher AWALI scores than sometimes, often, almost always working Saturdays and not Sundays. These comparisons are as follows:

- Average AWALI scores for those sometimes, often, almost always working *Sundays and not Saturdays* were significantly higher ($p<0.05$, $t=2.722$) than those for employees sometimes, often, almost always working *Saturdays and not Sundays*.
- Average AWALI scores for those sometimes, often, almost always working *Sundays and Saturdays* were significantly higher ($p<0.05$, $t=6.480$) than those for employees sometimes, often, almost always working *Sundays and not Saturdays*
- However there was *no significant difference* in average AWALI scores between those working *Sundays and not Saturdays* and those working *Saturdays and Sundays* ($p>0.05$, $t=0.596$)

APPENDIX 3: COMPARISONS OF AWALI 2008 & AWALI 2014 SURVEYS

Table 1: How often do you work on weekends, Saturdays and/or Sundays? All employees, retail employees **AWALI 2008**

	All employees		Retail Industry employees	
	Frequency	%t	Frequency	%
Never	366	30.7	27	22.5
Rarely	165	13.9	15	12.5
Sometimes	248	20.8	16	13.6
Often	206	17.2	29	24.9
Almost always	207	17.3	31	26.4
Total	1192	100.0	118	100.0

Table 2: How often do you work on weekends, Saturdays and/or Sundays? All employees, retail employees **AWALI 2014**

	All employees		Retail Industry employees	
	Frequency	%	Frequency	Percent
Never	767	33.1	52	23.4
Rarely	375	16.2	*	*
Sometimes	426	18.4	37	16.7
Often	345	14.9	41	18.5
Almost always	403	17.4	75	33.8
Total	2316	100.0	222	100.0

Table 3 AWALI 2008 scores and weekend work, **all employees**

Work Weekends	Mean	N	Std. Deviation
Never/rarely	33.6219	527	20.05587
Sometimes, often, almost always	46.1503	655	22.10389
Total	40.5612	1182	22.10219

Anova: Between groups significance = .000

Table 4: AWALI 2014 scores and weekend work, **all employees**

Work Weekends	Mean	N	Std. Deviation
Never/rarely	36.4948	1138	19.66732
Sometimes, often, almost always	47.1157	1156	22.38556
Total	41.8474	2294	21.73544

Anova: Between groups significance = .000

An analysis of whether average AWALI scores for weekend work had changed between the 2008 AWALI survey and the 2014 AWALI survey was undertaken. This comparison set out in Table 5 uses the 2008 AWALI and 2014 AWALI means for those sometimes, often or almost always working on the weekend.

Table 5: Comparing average AWALI 2008 and 2014 scores for weekend working, **all employees**

Comparison	2008 AWALI	2014 AWALI	N1	N2	Significant? (p<0.05)
AWALI means	46.1053	47.1157	655	1156	No

The unpaired t test results indicated that there was *no statistically significant difference* in average AWALI scores in 2008 (46.1503) and 2014 (47.1157) for employees working sometimes, often or almost always on the weekend. That is, average 2008 AWALI scores for those sometimes, often or almost always working weekends were *not significantly different* (p=.376, t=0.8858) to average 2014 AWALI scores for those sometimes, often or almost always working weekends.

APPENDIX 4: DEMOGRAPHIC AND EMPLOYMENT DETAILS FOR THE 25 INTERVIEWEES

Sex	N	Age Group	N
Female	19	18-24	15
Male	6	25-34	3
		35-44	2
		45-54	3
		55-64	2
Full or Part-time	N	Employment type	N
Full-time	5	Casual (no paid leave)	10
Part-time	20	With paid leave	15
Frequency of Sunday work	N	Sundays Penalty rates	N
Weekly*	14	No penalty	4
Three per month	2	Double time	5
Fortnightly	7	1.5 time	16
Monthly	2		

*includes one employee who worked every Sunday only in summer months.

APPENDIX 5: INTERVIEW SCHEDULE

Introduction / Preliminaries

Hello, my name is X and I am from RMIT University.

I am calling you because you participated in a telephone survey last year which included some questions about your work-life balance and, at that time, you agreed to a possible future follow-up telephone interview about this topic.

We are now conducting research investigating **retail** employees' experiences of working on weekends and any impacts on their work-life balance. If you agree to an interview it will take about 20 minutes and I will ask you questions about your working time arrangements, how you feel about these and whether your working time affects your work-life balance. I will also ask you questions about your household circumstances.

Are you able to participate in an interview now? Alternatively I can ring you at another time.

If another time: Is this the best number to call you on (get mobile no)?

CHECK: When you participated in the telephone survey (in March/April) last year you indicated you were working as an employee in the retail industry at that time. Is that correct?

If not (i.e. person never worked as employee in retail) say thanks and bye.

I have an information sheet that explains the project and your rights as a research participant.

If interviewing now: I will read the information sheet first then ask if you have understood it and agreed to the interview. I can also email or post it to you.

If later: I will send you an information sheet that you should read before the interview.

Get email address or postal address to send information and consent form

When the information sheet has been read,

Have you got any questions?

With your permission I will turn the audio recorder on now.

AUDIO RECORDER SHOULD BE ON NOW

**- GET CONSENT ON AUDIO TAPE –SEE PAGE 3 PICF*

Interview

Are you still employed in retail?

If no... For the interview could you think back to when you were working in retail and answer the interview questions in relation to your employment at that time?

Working on Weekends -About Working on Sundays

(As an employee in the retail industry) do you/have you ever worked on Sundays?

(note: this should be everyone!)

If not, then explain we are interested in weekend working and say thanks and bye

How often is/was it that you worked on Sundays?

So, overall, would you say you worked on Sundays rarely, sometimes, often or almost always?

What was your job? (job and sector [*should be retail*])

Are/Were you a full-time or part-time employee (at the time you worked Sundays)?

In total, how many hours a week did you usually work?

Are/were you employed as a casual or permanent at the time?

(Explain and double-check: we are defining casuals as people who don't get any paid holiday or sick leave).

How long have you/did you work on Sundays?

What is/was the main reason you work/ed on Sundays?

(prompts/follow up: Would you say it was your choice to work on Sundays? Was it an option for you to work on another day instead of Sunday? Did you ask to work on Sunday? (Why?), did you look for a job in which you could work on Sundays? (Why?)

Did/Do you prefer working on Sundays or would you prefer to be working on some other day of the week instead? Why? (*Pursue reasons here*)

(Prompt: Do you like working on Sundays?)

Are there things you didn't/don't like about working on Sundays?

(If yes: What are they? Tell me about why you don't like them)

Does/did working on a Sunday feel any different to working on other days?

Does/did working on Sundays interfere with your responsibilities or activities outside work at all?

(re-frame/prompt – when you weren't working on Sundays were there responsibilities or activities outside work that you were more engaged with or had more time for than you do while working on Sundays?)

If yes: What activities did/does working on Sunday interfere with?

(prompts: See list below)

Does/did working on Sundays affect your involvement in

- i) household and family responsibilities (spending time with family/food shopping, children's activities),
- ii) sporting activities/(playing, watching, keeping fit),
- iii) social activities (catching up with friends)
- iv) community activities/responsibilities (church, voluntary work, children's school)
- v) relaxing /time for yourself (personal admin)

For each activity, if yes, then ask: Can you tell me about that? (prompts: How does/did working on Sundays interfere with/affect involvement in that? How did/does that affect you? How did/do you feel about that?)

Where relevant: What impact does/did that have on your household/family/community group?

Does/did working on Sunday restrict the time you spend with family or friends at all?

If yes: Can you tell me about that?

(Prompts/follow-up How does/did working on Sundays restrict the time you spend with family or friends? What is/was the impact of that? How do/did you feel about that?, Does working on Sundays impact on your relationships (with family, with friends, others in community)? Do any of your family and friends also work on Sundays?)

Can you do these things with family/friends at other times or are they especially Sunday activities?

(Explore) Note: Don't pursue hypotheticals unless can give more insight into present/past.

About Working on Saturdays

(In your retail job) do you/did you ever work on Saturdays?

If no: Go to PAY Questions

Did/does working on Saturdays have the same impact/effects as working on Sundays?

(need to draw here on what interviewee has said about Sundays –drawing on specific activities/impacts one-by-one if applicable)

Why is that? What is same/different about it (Sunday from Saturday) for you? Why is it the same/different?

Pay for Weekend Work

If Sunday work appears to be overtime/spillover only: Are /were you paid for your work on Sundays?

All: Do you/did you get paid a higher hourly rate for working on Sundays than for working on other days?

If yes: What was the penalty rate?/How much extra did you get paid?

If yes: Did/do you get paid a higher hourly rate than you would if you were working on Saturday?

Is it important to you that you get a higher hourly rate for Sundays? Why? Why not?

If yes, prompt for more information if pay and income have not been discussed already.

Would you work on Sundays if you didn't get the higher rate?

Additional Information

Demographics (Checklist or follow up from above as relevant)

- Age: (18-24, 25-34, 35-44, 45-54, 55-64, 65+)

Other main activities involved in (while working on weekends):

- Caring or parenting (sole parent?)
- Other job/s: occupation, FT/PT,
- Study: FT/PT
- Other (voluntary/community activities etc)

- State of residence

Would you be prepared to participate in a follow-up telephone interview about your working arrangements and work-life?

If yes: Is this the best phone number to contact you? Do you have another number we can contact you on?

CLOSE: Thank you for your time. Any questions? (reminder – our contact details are on Info Sheet).