



# Changing work patterns

Material to assist AM2014/305—Penalty rates case

*Workplace and Economic Research Section, Tribunal Services Branch*

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The contents of this report are the responsibility of staff of the Fair Work Commission and have been conducted without the involvement of members of the Fair Work Commission. The report does not represent the views of the Full Bench.

This paper uses unit record data from the Household, Income and Labour Dynamics in Australia (HILDA) Survey. The HILDA Project was initiated and is funded by the Australian Government Department of Social Services (DSS) and is managed by the Melbourne Institute of Applied Economic and Social Research (Melbourne Institute). The findings and views reported in this paper, however, are those of the authors and should not be attributed to either DSS or the Melbourne Institute

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## 1 Introduction

This report has been produced by staff of the Fair Work Commission to assist parties with their submissions to the Penalty Rates Case (AM2014/305) by presenting data on the changes in the labour market, work patterns and preferences, and how people spend their time when not working. The report does not reflect the views of the Full Bench for the Penalty Rates Case.

Data are sourced from the Australian Bureau of Statistics (ABS) and the Household, Income and Labour Dynamics in Australia (HILDA) survey.

The analysis shows that change in the Australian labour market has occurred over the last 25 years. Male full-time employment as a proportion of total employment has fallen by almost 10 percentage points which has been offset by an increase in part-time employment. Employment in services industries and Professionals and Community and personal services workers has increased as a proportion of total employment.

Further data from the ABS on days of the week worked showed that most employed persons work Monday to Friday, with almost one in three employees working weekends. Five days was the most common number of days worked in all jobs per week.

Data from the HILDA Survey also showed that around one in three employed persons usually worked weekends. Employed persons who usually worked weekends were more likely to have their working days vary and work a rotating shift or irregular schedule. They were also more likely to work part-time hours, be employed on a casual basis, prefer to work more hours and be enrolled in a course of study for a trade certificate, diploma, degree or other education qualification. Over one third of employees who usually worked weekends worked in Retail trade and Accommodation and food services.

Data on those who usually worked weekends in Retail trade and Accommodation and food services show that around six in ten employed persons in Retail trade and around seven in ten employed persons in Accommodation and food services usually worked weekends.

Data on activities outside of work showed that the total number of minutes per day spent on free time activities decreased between 1997 and 2006 and that almost half of those surveyed never attend religious services.

The first chapter of the report provides information on trends in the overall labour market over the last 25 years. The next chapter uses data from the HILDA Survey to present information from employed persons on their working arrangements and days of the week they usually worked, including those who worked on weekends. This chapter also includes a section on those who worked weekends in Retail trade and Accommodation and food services. The final chapter presents information on how people spend their time outside of work.

## 2 Trends in the labour market

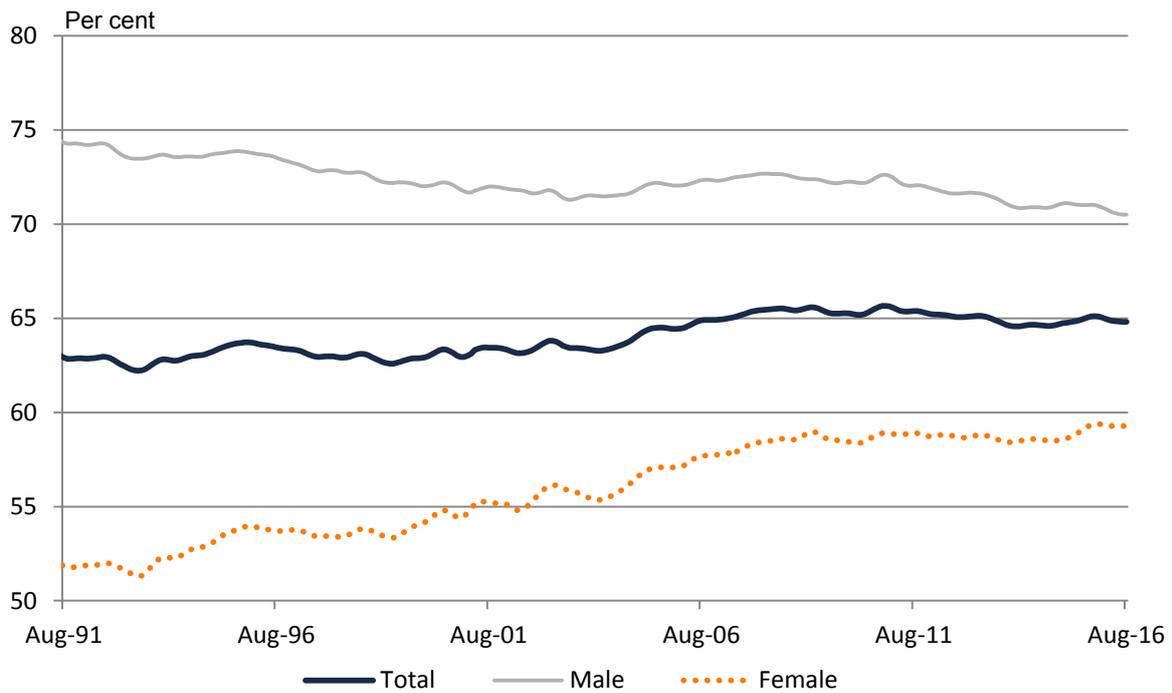
This chapter discusses trends in labour market participation and employment arrangements over the last 25 years. All ABS data are presented in trend terms unless otherwise indicated.

### 2.1 Change in participation rates

The total participation rate was below 65 per cent until early 2007 and reached a peak of 65.7 per cent in December 2010. The participation rate then fell to 64.6 per cent in January 2014 before increasing to 65.1 per cent in November 2015 (Chart 2.1). In August 2016, the total participation rate was 64.8 per cent. Trends in the participation rate of males and females differed over the period.

- In August 1991, the participation rate for males was 74.3 per cent and for females it was 51.8 per cent.
- In August 2016, the participation rate for males was 70.5 per cent, just above its lowest rate over the period, while for females it reached 59.3 per cent.

**Chart 2.1: Participation rate—total, male and female, per cent, August 1991 to August 2016**



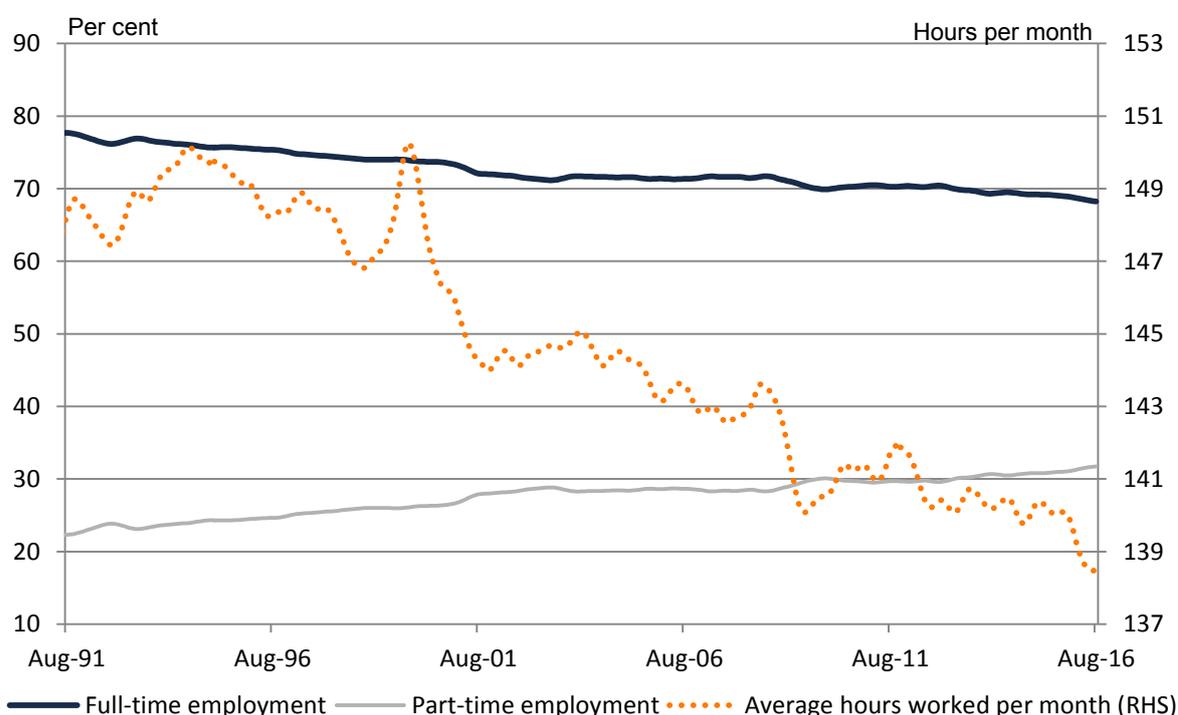
Source: ABS, *Labour Force, Australia, Aug 2016*, Catalogue No. 6202.0.

## 2.2 Change in employment status

Changes in the proportion of full-time and part-time employment are shown in Chart 2.2 together with average monthly hours worked.

- Full-time employment decreased from 77.7 per cent of total employment in August 1991 to 68.3 per cent of total employment in August 2016.
- Over the same period, average monthly hours worked peaked in December 1999 at 150.3 hours before falling to 138.5 hours in August 2016.

**Chart 2.2: Proportion of employment by full-time and part-time status and average monthly hours worked, August 1991 to August 2016**



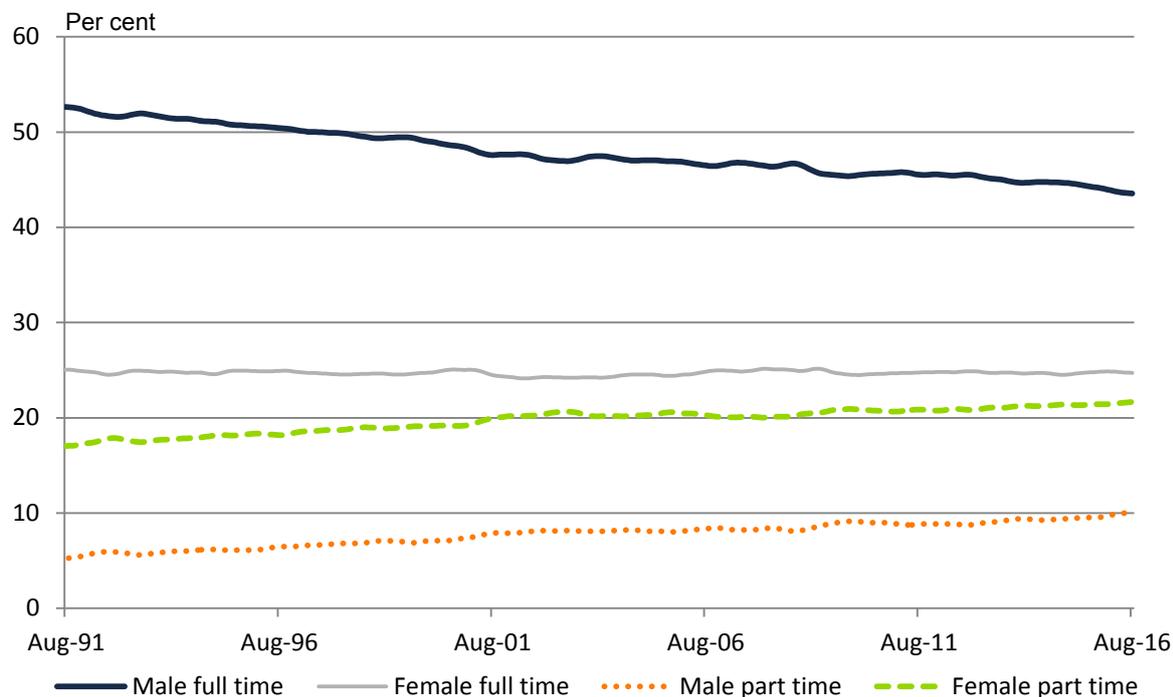
Note: The annual benchmarking of monthly hours worked, which occurs in July each year, has led to revisions to data on hours worked that have affected the average hours worked per month series in this chart.

Source: ABS, *Labour Force, Australia, Aug 2016*, Catalogue No. 6202.0.

Total employment increased by over half between August 1991 and August 2016. Chart 2.3 presents changes over time in employment status by gender and shows:

- male full-time employment decreased from 52.6 per cent of total employment in August 1991 to 43.5 per cent in August 2016;
- this decrease was offset by an increase in male part-time employment (from 5.3 per cent to 10.1 per cent) and female part-time employment (from 17.1 per cent to 21.7 per cent); and
- female full-time employment remained relatively steady at around 25 per cent of total employment over the period.

**Chart 2.3: Employment status by gender, proportion of total employment, August 1991 to August 2016**



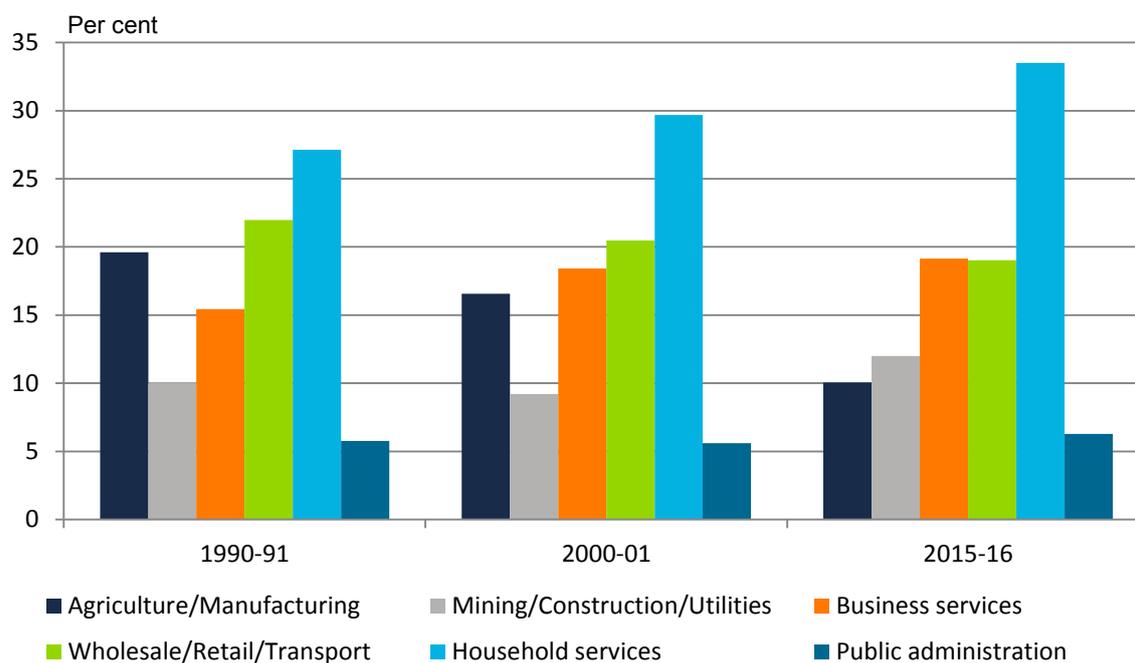
Source: ABS, *Labour Force, Australia, Aug 2016*, Catalogue No. 6202.0.

### 2.3 Change in employment by industry and occupation

Chart 2.4 presents the proportions of total employment by industry for 1990–91, 2000–01 and 2015–16 and shows that employment in services industries increased over the period which was offset by falls in other industries.

- Around 27 per cent of total employment was in Household services in 1990–91 and this increased to around one third of total employment in 2015–16.
- Employment in Business services increased from over 15 per cent in 1990–91 to around 19 per cent in 2015–16.

The biggest fall in employment was for Agriculture/Manufacturing which fell from almost 20 per cent of total employment in 1990–91 to around 10 per cent in 2015–16.

**Chart 2.4: Proportion of total employment by industry, 1990–91, 2000–01 and 2015–16**

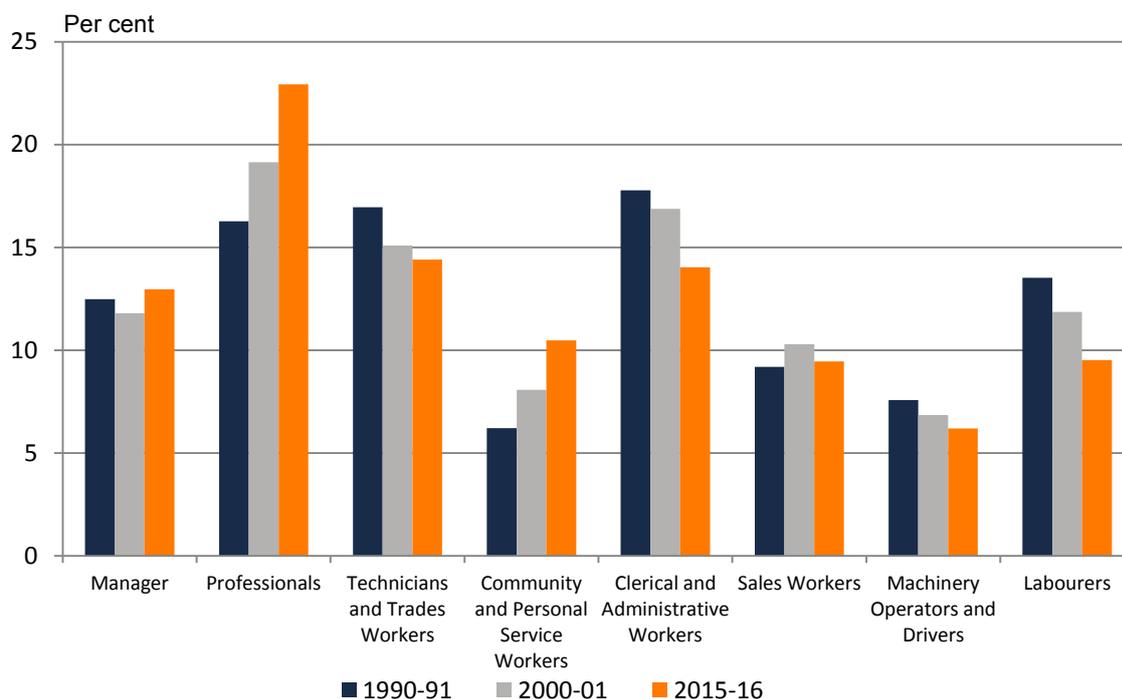
Note: Total employment and employment for each industry is calculated by taking the average of the four quarters over the year. Business services are Information media and telecommunications; Financial and insurance services; Rental, hiring and real estate services; Professional, scientific and technical services and Administrative and support services. Household services are Accommodation and food services; Education and training; Health care and social assistance; Arts and recreation services and Other services.

Source: ABS, *Labour Force, Detailed, Quarterly, Aug 2016*, Catalogue No. 6291.0.55.003.

Chart 2.5 shows changes in the composition of employment by occupation. Employment increased steadily in two occupations over the period 1990–91 to 2015–16, while for most other occupations the proportion of total employment fell.

- Professionals increased from over 16 per cent to almost 23 per cent of total employment, while Community and personal service workers increased from around 6 per cent to over 10 per cent of total employment.
- The proportion of Clerical and administrative workers fell from almost 18 per cent to 14 per cent and the proportion of Labourers fell from almost 14 per cent to below 10 per cent.
- The proportion of Managers and Sales workers remained relatively steady over the period.

**Chart 2.5: Proportion of total employment by occupation, 1990–91, 2000–01 and 2015–16**



Note: Total employment and employment for each industry is calculated by taking the average of the four quarters over the year.

Source: ABS, *Labour Force, Detailed, Quarterly, Aug 2016*, Catalogue No. 6291.0.55.003.

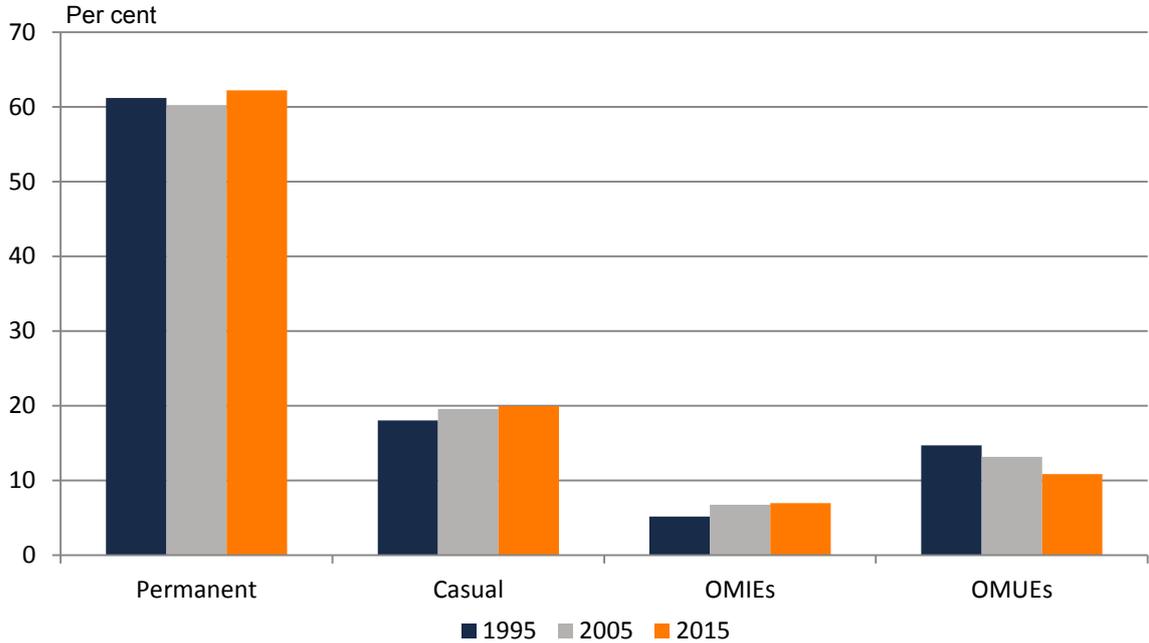
## 2.4 Change in employment type

The ABS categorises employed persons according to the reported relationship between the person and the enterprise for which they work and the legal status of the enterprise in respect of their main job. The categories are employees, owner managers of incorporated enterprises (OMIEs) and owner managers of unincorporated enterprises (OMUEs). Employees are then classified by whether they had any sick and/or holiday leave entitlements.

OMIEs are people who work in their own incorporated enterprises, that is, a business entity which is registered as a separate legal entity to its members or owners. OMUEs are persons who operate their own unincorporated enterprise or engage independently in a profession or trade. Chart 2.6 shows that:

- over 60 per cent of employed persons were permanent employees in 2015, higher than in 1995 and 2005;
- the proportion of casual employees was around 20 per cent in both 2005 and 2015, higher than in 1995; and
- while the proportion of OMIEs increased from around 5 per cent in 1995 to 7 per cent in 2015, OMUEs decreased from 15 per cent of employed persons in 1995 to around 11 per cent in 2015.

**Chart 2.6: Proportion of total employment by employment type, 1995, 2005 and 2015**



Note: Estimates are for August of each year.

Source: ABS, *Australian Labour Market Statistics, July 2014*, Catalogue No. 6105.0; ABS, *Characteristics of Employment, Australia, August 2015*, Catalogue No. 6333.0.

### 3 Work arrangements and weekend work

This chapter uses data from the ABS and the HILDA survey to analyse the types of working arrangements and days of the week that people usually worked. In the first section, data from the 2008 and 2013 ABS Forms of Employment Survey and the 2015 Characteristics of Employment survey present information for employees, independent contractors and other business operators. In the second section, the HILDA survey is used to compare employed persons who usually worked weekends with those who worked weekdays only between 2006 and 2015. While this section attempts to analyse any change in work patterns over time, the shorter time period of analysis makes this difficult. The final section of this chapter presents data on employed persons who usually worked weekends with those who worked weekdays only in Retail trade and Accommodation and food services.

#### 3.1 Work arrangements

The section provides information on the days of the week when work is performed for November 2008 and November 2013 from the ABS Forms of Employment Survey, undertaken as a supplement to the Labour Force Survey. The data are presented for employees, independent contractors and other business operators.

Independent contractors are persons who operate their own business and who are contracted to provide services for others without having the legal status of an employee. Independent contractors' employment may take a variety of forms, for example, they may have a direct relationship with a client or work through an intermediary. Independent contractors may have employees, however they spend most of their time directly engaged with clients or on client tasks, rather than managing their staff. Other business operators are people who operate their own business, with or without employees, but who are not operating as independent contractors. Other business operators are distinguished from independent contractors in that they tend to generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client.<sup>1</sup>

Table 3.1 shows that, in November 2008, most employees, independent contractors and other business operators worked Monday to Friday, and five days was the most common number of days worked in all jobs per week. Independent contractors and other business operators were more likely to work six and seven days per week. Employees were less likely to work weekends, however, similar to data from the HILDA survey presented in the next section, almost one in three employees worked weekends.

The same data for November 2013 is provided in Table 3.2 showing similar patterns in the days of the week and number of days usually worked in all jobs between the categories of workers as in November 2008. Again, similar to data from the HILDA survey, almost one in three employees worked on weekends.

The new ABS catalogue Characteristics of Employment (released 31 August 2016) provides the most recent data on the days of the week when work is performed and this is presented in Table 3.3. However, the ABS now presents the data for as employees, OMIEs and OMUEs.

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<sup>1</sup> In November 2008, 80.9 per cent of employed persons were employees, 9.1 per cent were independent contractors and 10.0 per cent were other business operators. In November 2013, 82.7 per cent of employed persons were employees, 8.5 per cent were independent contractors and 8.8 per cent were other business operators.

Table 3.3 shows that a lower proportion of employees usually worked Monday to Friday and a higher proportion of employees had their usual working days vary than in Tables 3.1 and 3.2. In addition, a higher proportion of employees worked weekdays only and a lower proportion worked five days per week, with over one-quarter of employees usually working on weekends.<sup>2</sup>

**Table 3.1: Days of the week and number of days worked, November 2008**

	Employees (%)	Independent contractors (%)	Other business operators (%)
<i>Days of the week usually worked in all jobs<sup>^</sup></i>			
Monday to Friday	64.8	70.1	71.1
Monday	9.6	6.4	7.7
Tuesday	10.9	7.9	8.9
Wednesday	11.3	8.0	9.4
Thursday	12.0	7.6	9.7
Friday	10.0	6.4	8.0
Saturday	15.3	28.6	41.1
Sunday	8.8	13.2	23.7
Days varied	14.7	16.3	14.4
<i>Whether worked weekdays and/or weekends in all jobs</i>			
Weekdays only	69.6	57.7	46.2
Weekends only	1.7	0.5*	0.6*
Both weekdays and weekends	28.7	41.7	53.2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<i>Number of days of the week usually worked in all jobs</i>			
1 day	2.2	2.3	1.9
2 days	5.5	4.9	3.2
3 days	8.5	6.5	6.6
4 days	8.4	6.0	4.6
5 days	64.7	48.5	41.3
6 days	6.8	19.9	20.5
7 days	3.8	11.9	21.9
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Note: \*Estimate has a relative standard error of 25 per cent to 50 per cent and should be used with caution. <sup>^</sup>Refers to the days of the week people usually worked, therefore people may appear in more than one category. People who reported that they worked from Monday to Friday inclusive were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and Sunday in the job/s. People who reported that the usual days of the week worked varied were categorised only to days varied. A response of days varied could not be provided with any other response. For multiple jobholders, the responses refer to their total pattern of work in all their jobs.

Source: ABS, *Forms of Employment, Australia, Nov 2008*, Catalogue No. 6359.0.

<sup>2</sup> In August 2015, 82.2 per cent of employed persons were employees, 6.9 per cent were OMIEs and 10.8 per cent were OMUEs.

**Table 3.2: Days of the week and number of days worked, November 2013**

	<b>Employees</b>	<b>Independent contractors</b>	<b>Other business operators</b>
	<b>(%)</b>	<b>(%)</b>	<b>(%)</b>
<i>Days of the week usually worked in all jobs<sup>^</sup></i>			
Monday to Friday	63.2	67.1	70.4
Monday	13.5	13.9	18.3
Tuesday	14.7	14.5	20.2
Wednesday	15.0	15.5	20.8
Thursday	15.0	14.4	21.1
Friday	13.0	13.6	19.4
Saturday	15.3	25.3	40.3
Sunday	9.8	12.7	24.4
Days varied	16.0	19.8	15.9
<i>Whether worked weekdays and/or weekends in all jobs</i>			
Weekdays only	68.2	56.0	44.7
Weekends only	1.6	0.4*	0.7*
Both weekdays and weekends	30.2	43.5	54.6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<i>Number of days of the week usually worked in all jobs</i>			
1 day	2.3	2.5	1.7
2 days	5.5	4.9	3.7
3 days	8.5	6.2	5.9
4 days	9.4	6.0	4.5
5 days	63.5	51.0	41.6
6 days	6.5	17.1	20.7
7 days	4.4	12.4	21.8
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Note: \*Estimate has a relative standard error of 25 per cent to 50 per cent and should be used with caution. <sup>^</sup>More than one response can be provided, therefore components do not sum to 100. People who reported that they worked from Monday to Friday inclusive were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and/or Sunday in their job/s. These people are counted in both 'Monday to Friday' and 'Saturday' and/or 'Sunday' depending on which days they worked. In addition, for those who did not work on all of the days Monday to Friday, these people would be counted in each day (e.g. Monday, Tuesday, Wednesday, Thursday, Friday, Saturday or Sunday) that they usually worked. People who reported that the days of the week usually worked varied were categorised only to 'Days varied'. A response of 'Days varied' could not be provided with any other response. For multiple jobholders, the responses refer to their total pattern of work in all their jobs.

Source: ABS, *Forms of Employment, Australia, November 2013*, Catalogue No. 6359.0.

**Table 3.3: Days of the week and number of days worked, August 2015**

	<b>Employees</b> (%)	<b>OMIEs</b> (%)	<b>OMUEs</b> (%)
<i>Days of the week usually worked in all jobs<sup>^</sup></i>			
Monday to Friday	61.7	73.7	64.9
Monday	10.1	5.7	6.7
Tuesday	11.3	7.1	8.7
Wednesday	11.6	6.7	8.9
Thursday	12.0	6.9	9.1
Friday	10.2	5.1	7.4
Saturday	15.4	32.4	32.4
Sunday	9.8	18.1	18.6
Days varied	17.1	16.2	20.5
<i>Whether worked weekdays and/or weekends in all jobs</i>			
Weekdays only	73.7	54.5	53.8
Weekends only	2.7	0.4*	1.0
Both weekdays and weekends	23.5	45.1	45.2
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>
<i>Number of days of the week usually worked in all jobs</i>			
1 day	2.7	2.0	3.2
2 days	5.9	3.1	5.4
3 days	8.8	4.2	6.9
4 days	9.6	5.2	6.5
5 days	62.5	47.6	43.9
6 days	6.5	20.2	16.6
7 days	4.0	18.2	17.7
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>

Note: \*Estimate has a relative standard error of 25 per cent to 50 per cent and should be used with caution. <sup>^</sup>More than one response can be provided, therefore components do not sum to 100. People who reported that they worked from Monday to Friday inclusive were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and/or Sunday in their job/s. These people are counted in both 'Monday to Friday' and 'Saturday' and/or 'Sunday' depending on which days they worked. In addition, for those who did not work on all of the days Monday to Friday, these people would be counted in each day (e.g. Monday, Tuesday, Wednesday, Thursday, Friday, Saturday or Sunday) that they usually worked. People who reported that the days of the week usually worked varied were categorised only to 'Days varied'. A response of 'Days varied' could not be provided with any other response. For multiple jobholders, the responses refer to their total pattern of work in all their jobs.

Source: ABS, *Characteristics of Employment, Australia, August 2015*, Catalogue No. 6333.0.

### 3.2 Work schedules and weekend work

To further understand the types of work patterns of employed persons, this section uses information captured in the HILDA Survey on weekend work.

The HILDA Survey is a household-based panel study which began in 2001 and collects information on economic and subjective well-being, labour dynamics and family dynamics. It was initiated and funded by the Australian Government through the Department of Social Services. The Melbourne Institute of Applied Economic and Social Research is responsible for the design and management of the survey. For more information see <http://melbourneinstitute.com/hilda/default.html>.

The most recent release of data is for 2015. Information on who usually worked weekends is available from 2004, however, employees who responded that they work a 'nine day fortnight' are not asked if they usually worked weekends. Therefore, the comparator year for this section is 2006 as this was the first year in which *all* respondents could be identified as to whether they usually worked on weekends. This section analyses all employed persons, that is, it includes employees, employees of their own business, employers/self-employed and unpaid family workers.

The HILDA survey enables the identification of employed persons who work on weekends through a series of survey questions. Respondents were asked the days of the week they usually worked, with respondents choosing between 'Monday to Friday', 'nine day fortnight', 'days vary from week to week', 'days vary from month to month' and 'other'. In order to identify those who worked on weekends, respondents who did not select 'Monday to Friday' were asked a follow up question.

- Those who responded 'nine day fortnight', 'days vary from week to week' or 'days vary from month to month' were asked if they usually worked on weekends. These respondents are classified as 'days vary' in Table 3.4.
- Those who responded 'other' were asked to select the days of the week they usually worked. As it is likely that these respondents worked regular days each week,<sup>3</sup> they are classified as 'other regular days' in Table 3.4.

From these series of questions, employed persons could also be classified by whether they usually worked weekends or whether they worked weekdays only. These two groups are analysed throughout this chapter.

Firstly, the far right columns of Table 3.4 show that around half of employed persons worked Monday to Friday, around one in three employed persons worked other regular days, and for the remaining employed persons their working days varied. Between 2006 and 2015, the proportion of employed persons whose working days varied increased and the proportion that worked other regular days (that were not Monday to Friday) decreased.

Focusing on the two groups of interest, the data show that around three quarters of employed persons who worked weekdays only worked from Monday to Friday and, of the remaining employed persons, around three times as many worked other regular days than days varied.

Most employed persons who usually worked weekends worked other regular days, however, a greater proportion of employed persons who usually worked weekends had their working days vary

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<sup>3</sup> For example, this category may include respondents who regularly work Tuesday to Saturday or Thursday to Monday.

compared with those who usually worked weekdays only. Among those who usually worked weekends, the proportion whose working days varied increased between 2006 and 2015.

**Table 3.4: Type of work schedule**

	Worked weekdays only		Usually worked weekends		Total	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Monday to Friday	76.6	76.3	–	–	50.9	51.0
Days vary	5.8	5.5	29.4	38.8	13.7	16.5
Other regular days	17.6	18.3	70.6	61.2	35.3	32.5
Total	100	100	100	100	100	100

Note: 'Days vary' refers to responses 'nine day fortnight', 'days vary from week to week' and 'day vary from month to month'.

Source: HILDA survey, Waves 6 and 15.

Employees who responded 'other regular days' in Table 3.4 above were asked the days of the week that they usually worked (Table 3.5). Of those employed persons, around two-thirds usually worked weekends in 2006, however, this proportion fell in 2015. Those that responded that they worked weekends were most likely to work only on Saturday or both Saturday and Sunday.

**Table 3.5: Whether usually worked weekends, other regular days**

	2006 (%)	2015 (%)
Worked weekdays only	33.1	37.5
Usually worked weekends	66.9	62.5
<i>Works only Saturday</i>	33.3	27.5
<i>Works only Sunday</i>	5.7	7.4
<i>Works both Saturday and Sunday</i>	27.9	27.5
Total	100	100

Note: The data in this table are only for those who responded other regular days in Table 3.3.

Source: HILDA survey, Waves 6 and 15.

Employed persons who responded that their working days varied were subsequently asked if they worked weekends. The proportion of these respondents that usually worked weekends increased between 2006 and 2015 (Table 3.6).

**Table 3.6: Whether usually worked weekends, days vary**

	<b>2006</b>	<b>2015</b>
	( <b>%</b> )	( <b>%</b> )
Worked weekdays only	28.1	22.1
Usually worked weekends	71.9	77.9
Total	100	100

Note: The data in this table are only for those who responded days vary in Table 3.3.

Source: HILDA survey, Waves 6 and 15.

To get a complete picture of how many employed persons usually worked weekends, Table 3.7 combines the information presented in Tables 3.5 and 3.6 together with employed persons who responded they worked weekdays only. The data show that around one in three employed persons usually worked weekends in both 2006 and 2015.

**Table 3.7: Whether usually worked weekends, all employed persons**

	<b>2006</b>	<b>2015</b>
	( <b>%</b> )	( <b>%</b> )
Worked weekdays only	66.5	66.8
Usually worked weekends	33.5	33.2
Total	100	100

Note: The data in this table are for all employed persons.

Source: HILDA survey, Waves 6 and 15.

Respondents were asked which of the following options best described their current work schedule. According to the HILDA survey, almost three quarters of employed persons worked a regular daytime schedule in both 2006 and 2015 (Table 3.8). Of the remaining work schedule options, the most common responses were an irregular schedule and a rotating shift.

Most employed persons who worked weekdays only worked a regular daytime schedule while less than half of employed persons who usually worked weekends worked a regular daytime schedule. Employed persons who usually worked weekends were more likely to work a rotating shift or an irregular schedule compared with those who worked weekdays only.

**Table 3.8: Current work schedule, all employed persons**

	Worked weekdays only		Usually worked weekends		Total	
	2006	2015	2006	2015	2006	2015
	(%)	(%)	(%)	(%)	(%)	(%)
A regular daytime schedule	87.4	88.5	47.1	46.8	73.9	74.7
A regular evening shift	2.4	2.1	5.5	6.4	3.4	3.5
A regular night shift	1.4	0.8	4.4	3.2	2.4	1.6
A rotating shift (changes from days to evenings to nights)	2.4	2.1	20.5	22.1	8.5	8.7
Split shift (two distinct periods each day)	0.5	0.6	1.9	3.0	1.0	1.4
On call	1.0	1.1	2.9	1.6	1.6	1.2
Irregular schedule	4.7	4.8	16.8	16.5	8.7	8.7
Other	0.2	0.1	0.9	0.4	0.4	0.2
Total	100	100	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

While most employed persons worked full time, the proportion was higher among employed persons that worked weekdays only compared with those who usually worked weekends (Table 3.9). The proportion of part-time employed persons who usually worked weekends increased between 2006 and 2015.

**Table 3.9: Full-time/part-time employment, all employed persons**

	Worked weekdays only		Usually worked weekends		Total	
	2006	2015	2006	2015	2006	2015
	(%)	(%)	(%)	(%)	(%)	(%)
Full time	71.6	70.2	63.4	57.8	68.8	66.1
Part time	28.4	29.8	36.6	42.2	31.2	33.9
Total	100	100	100	100	100	100

Note: Full time is defined as 35 hours or more per week, based on usual hours.

Source: HILDA survey, Waves 6 and 15.

If employed persons could choose the number of hours they worked each week, taking into account how it would affect their income, most employed persons would prefer to work about the same number of hours as they currently do (Table 3.10). Over half of employed persons preferred to work about the same number of hours in both 2006 and 2015. While a higher proportion of employed persons preferred to work fewer hours than more hours, this proportion was lower in 2015, as a higher proportion of employed persons preferred to work more hours. This trend was evident for both those who usually worked weekdays only and those who usually worked weekends.

**Table 3.10: Hours preferences, all employed persons**

	Worked weekdays only		Usually worked weekends		Total	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Fewer hours	28.6	24.2	27.6	20.8	28.3	23.0
About the same	58.6	61.6	55.1	57.2	57.4	60.1
More hours	12.8	14.3	17.3	22.0	14.3	16.8
Total	100	100	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

Table 3.11 shows the proportion of employed persons who were enrolled in a course of study for a trade certificate, diploma, degree or any other educational qualification. Fewer than one in five employed persons were currently studying in both 2006 and 2015 and this proportion was higher among employed persons who usually worked weekends. Almost one quarter of employed persons who usually worked weekends were currently enrolled in 2015 and this proportion was higher than in 2006.

**Table 3.11: Employed persons currently studying, all employed persons**

	Worked weekdays only		Usually worked weekends		Total	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Currently studying	17.7	16.3	21.0	24.8	18.8	19.1
Not currently studying	82.3	83.7	79.0	75.2	81.2	80.9
Total	100	100	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

Information on the type of employment contract was only asked for employees, that is, excluding employees of their own business, employers/self-employed and unpaid family workers. Overall, most employees were employed on a permanent basis (Table 3.12).

Employees who usually worked weekends were more likely to be employed on a casual basis and less likely to be employed on a permanent basis or fixed-term contract, than employees who worked weekdays only.

**Table 3.12: Employment type, all employees**

	Worked weekdays only		Usually worked weekends		Total	
	2006	2015	2006	2015	2006	2015
	(%)	(%)	(%)	(%)	(%)	(%)
Fixed-term contract	10.1	11.0	6.6	7.2	9.1	9.9
Casual	17.7	16.5	34.3	38.2	22.7	23.1
Permanent	72.2	72.5	59.1	54.7	68.2	67.0
Total	100	100	100	100	100	100

Note: Only employees were asked this question.

Source: HILDA survey, Waves 6 and 15.

The HILDA survey enables the identification of the type of household and the relationship in the household of respondents. Table 3.13 shows that couple households with children under 15 years and couple households without children were the most common household types among employed persons. Those who worked weekdays only were more likely to be couples with children under 15 years, while those who usually worked weekends were more likely to be dependent students.

**Table 3.13: Relationship in household**

	Worked weekdays only		Usually worked weekends		Total	
	2006	2015	2006	2015	2006	2015
	(%)	(%)	(%)	(%)	(%)	(%)
Couple with child <15 years	30.1	30.5	23.5	22.0	27.9	27.7
Couple with depst (no child <15)	6.2	8.3	5.2	4.8	5.8	7.1
Couple with non-dependent child (no child <15 or depst)	6.1	5.9	6.9	5.3	6.4	5.7
Couple without child	23.0	22.3	20.2	20.2	22.0	21.6
Lone parent with child <15 years	3.0	2.7	2.3	2.2	2.7	2.6
Lone parent with depst (no child <15)	0.9	1.2	1.1	1.0	0.9	1.2
Lone parent with non-dependent child (no child <15 or depst)	1.4	1.5	1.7	1.8	1.5	1.6
Dependent student	2.4	2.7	13.4	13.6	6.1	6.3
Non-dependent child	13.1	10.7	11.7	13.0	12.6	11.5
Other family member	2.0	2.4	2.0	4.1	2.0	3.0
Lone person	9.8	9.9	10.3	9.9	9.9	9.9
Unrelated to all household members	2.3	1.8	1.9	2.2	2.1	1.9
Total	100	100	100	100	100	100

Note: Depst = dependent student.

Source: HILDA survey, Waves 6 and 15.

Table 3.14 shows that employed persons who usually worked weekends were more likely to be employed in Retail trade and Accommodation and food services compared with employed persons that worked weekdays only. Over one third of employed persons that usually worked weekends were employed in these two industries.

**Table 3.14: Employed persons by industry**

	Worked weekdays only		Usually worked weekends		Total	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Agriculture, forestry and fishing	1.7	1.0	5.8	1.9	3.0	1.3
Mining	1.1	1.3	1.5	3.3	1.3	1.9
Manufacturing	12.8	9.2	7.1	4.8	10.9	7.8
Electricity, gas, water and waste services	0.9	1.2	0.6	0.9	0.8	1.1
Construction	8.0	7.5	6.7	5.5	7.5	6.9
Wholesale trade	4.3	4.2	1.9	1.5	3.5	3.3
Retail trade	6.2	5.9	20.4	19.3	11.0	10.2
Accommodation and food services	2.8	2.5	13.6	16.8	6.4	7.1
Transport, postal and warehousing	4.2	4.8	5.8	5.2	4.8	4.9
Information media and telecommunications	3.1	2.5	2.0	0.9	2.7	2.0
Financial and insurance services	5.7	5.8	0.8	1.0	4.0	4.2
Rental, hiring and real estate services	1.2	1.3	2.1	2.1	1.5	1.6
Professional, scientific and technical services	9.6	9.2	3.4	2.2	7.5	7.0
Administrative and support services	2.8	3.1	2.1	2.9	2.6	3.0
Public administration and safety	7.4	7.3	3.7	3.6	6.2	6.1
Education and training	13.0	13.8	3.0	2.7	9.7	10.3
Health care and social assistance	10.9	14.6	12.3	18.4	11.4	15.8
Arts and recreation services	1.1	1.3	2.3	3.2	1.5	1.9
Other services	3.4	3.6	4.9	3.7	3.9	3.6
<b>Total</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

Source: HILDA survey, Waves 6 and 15.

### 3.3 Working weekends in Retail trade and Accommodation and food services

This section presents information on employed persons who usually worked weekends in Retail trade and Accommodation and food services from the HILDA survey for 2006 and 2015.<sup>4</sup>

Most employed persons in Retail trade and Accommodation and food services worked other regular days (Table 3.15). Having their working days vary was relatively more common among those employed in Accommodation and food services than in Retail trade, although the proportion increased in both industries. Working Monday to Friday was the least common among those employed in Accommodation and food services.

**Table 3.15: Type of work schedule, Retail trade and Accommodation food services**

	Retail trade		Accommodation and food services	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Monday to Friday	23.1	24.8	15.6	12.8
Days vary	14.4	19.7	22.0	26.8
Other regular days	62.4	55.5	62.5	60.4
Total	100	100	100	100

Note: 'Days vary' refers to responses 'nine day fortnight', 'days vary from week to week' and 'day vary from month to month'.

Source: HILDA survey, Waves 6 and 15.

Of the employed persons that responded working other regular days, those who usually worked weekends were more likely to work on Saturday only in Retail trade and both Saturday and Sunday in Accommodation and food services (Table 3.16). Across both industries, the proportion of employed persons that worked on Sunday only and both Saturday and Sunday increased between 2006 and 2015.

<sup>4</sup> These definitions are from the Australia and New Zealand Standard Industrial Classification. See <http://www.abs.gov.au/ausstats/abs@.nsf/mf/1292.0> for more information.

**Table 3.16: Whether usually worked weekends, other regular days, Retail trade and Accommodation and food services**

	Retail trade		Accommodation and food services	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Worked weekdays only	20.2	22.4	18.3	12.9
Usually worked weekends	79.8	77.6	81.7	87.1
<i>Worked only Saturday</i>	43.2	34.7	32.9	30.4
<i>Worked only Sunday</i>	11.3	12.1	6.7	14.6
<i>Worked both Saturday and Sunday</i>	25.4	30.8	42.1	42.1
Total	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

Of those employed persons whose working days varied, around nine in ten usually worked weekends in both Retail trade and Accommodation and food services (Table 3.17). Between 2006 and 2015, the proportion who usually worked weekends increased in Retail trade and decreased in Accommodation and food services.

**Table 3.17: Whether usually worked weekends, days vary, Retail trade and Accommodation and food services**

	Retail trade		Accommodation and food services	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Worked weekdays only	14.0	11.4	7.8	10.8
Usually worked weekends	86.0	88.6	92.2	89.2
Total	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

As described in the previous section, in order to get a complete picture of the number of employed persons that usually worked weekends, Table 3.18 combines the information presented in Tables 3.16 and 3.17, together with employed persons who worked weekdays only, for both Retail trade and Accommodation and food services.

Around six in ten employed persons in Retail trade usually worked weekends, while around three quarters of employed persons in Accommodation and food services usually worked weekends in 2015. The proportion of those employed that usually worked weekends fell between 2006 and 2015 in Retail trade, while the proportion increased in Accommodation and food services.

**Table 3.18: Whether usually worked weekends, all employed persons, Retail trade and Accommodation and food services**

	Retail trade		Accommodation and food services	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Worked weekdays only	37.8	39.5	28.7	23.5
Usually worked weekends	62.2	60.5	71.3	76.5
Total	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

These results are consistent with unchallenged findings presented in expert evidence provided by Professor David Peetz and Ian Watson to the Penalty Rates Case on Retail trade using data from the HILDA Survey for 2013. Although restricted to employees only (that is, excluding employees of their own business, employers/self-employed and unpaid family workers), most employed persons were employees (over 90 per cent of employed persons in Retail trade were employees in 2013).

The following two tables provide data on the type of employment contract used in Retail trade and Accommodation and food services for employees that work weekdays only and those who usually worked weekends. This information in the HILDA survey was asked of employees only.

The proportion of employees employed on a permanent basis increased between 2006 and 2015 across all Retail trade employees (Table 3.19). Employees in Retail trade that worked weekdays only were more likely to be employed on a permanent basis while this was the case for employees who usually worked weekends in 2015 only.

**Table 3.19: Employment type, all employed persons, Retail trade**

	Worked weekdays only		Usually worked weekends	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Fixed-term contract	5.5	9.6	7.6	5.9
Casual	37.0	27.2	47.6	45.2
Permanent	57.5	63.2	44.8	49.0
Total	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

The proportion of employees employed on a casual basis increased for all employees in Accommodation and food services (Table 3.20). Employees in Accommodation and food services were more likely to be employed on a casual basis in 2015, however, employees who worked weekdays only were more likely to be employed on a permanent basis in 2006.

**Table 3.20: Employment type, all employed persons, Accommodation and food services**

	Worked weekdays only		Usually worked weekends	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Fixed-term contract	3.6	4.4	2.0	3.3
Casual	46.2	59.7	66.8	68.7
Permanent	50.2	35.9	31.2	28.0
Total	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

The following two tables analyse the preferred number of working hours for employed persons in these industries, taking into account how it would affect their income. Most employed persons in Retail trade would prefer to work about the same number of hours as they currently do (Table 3.21). Between 2006 and 2015, the proportion of employed persons who worked weekdays only and preferred to work about the same number of hours increased while the proportion that preferred to work fewer hours decreased. For both groups, the proportion that preferred to work more hours increased between 2006 and 2015.

**Table 3.21: Hours preferences, all employed persons, Retail trade**

	Worked weekdays only		Usually worked weekends	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Fewer hours	21.9	15.0	24.7	20.9
About the same	54.2	59.6	54.4	52.6
More hours	23.8	25.4	20.9	26.5
Total	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

Similar results were found for Accommodation and food services, where around half of employed persons preferred to work about the same number of hours, taking into account how it would affect their income. However, for both employed persons who worked weekdays only and usually worked weekends, a higher proportion preferred to work more hours than fewer hours, and this proportion increased between 2006 and 2015 (Table 3.22).

**Table 3.22: Hours preferences, all employed persons, Accommodation and food services**

	Worked weekdays only		Usually worked weekends	
	2006 (%)	2015 (%)	2006 (%)	2015 (%)
Fewer hours	17.1	19.5	18.9	12.6
About the same	54.4	45.9	51.7	50.8
More hours	28.5	34.5	29.4	36.6
Total	100	100	100	100

Source: HILDA survey, Waves 6 and 15.

### **3.4 Employees that usually worked weekends across all industries**

Table 3.23 presents the proportion of employees that usually worked weekends by industry from the Household, Income and Labour Dynamics in Australian (HILDA) survey from 2006 to 2015 (waves 6 to 15). It shows that around three in ten employees usually worked on weekends across each wave.

The table ranks the industries by the proportion of employees that usually worked weekends in 2015. The highest proportion of employees that usually worked weekends was in Accommodation and food services across each year. The next highest proportion in was in Retail trade, which had the second highest proportion of employees that usually worked weekends for every year except 2014. The industries with the lowest proportion of employees that usually worked weekends were Financial and insurance services and Education and training.

Chart 3.1 presents these data for 2006, 2010 and 2015, also ranked by the proportion of employees that usually worked weekends in 2015.

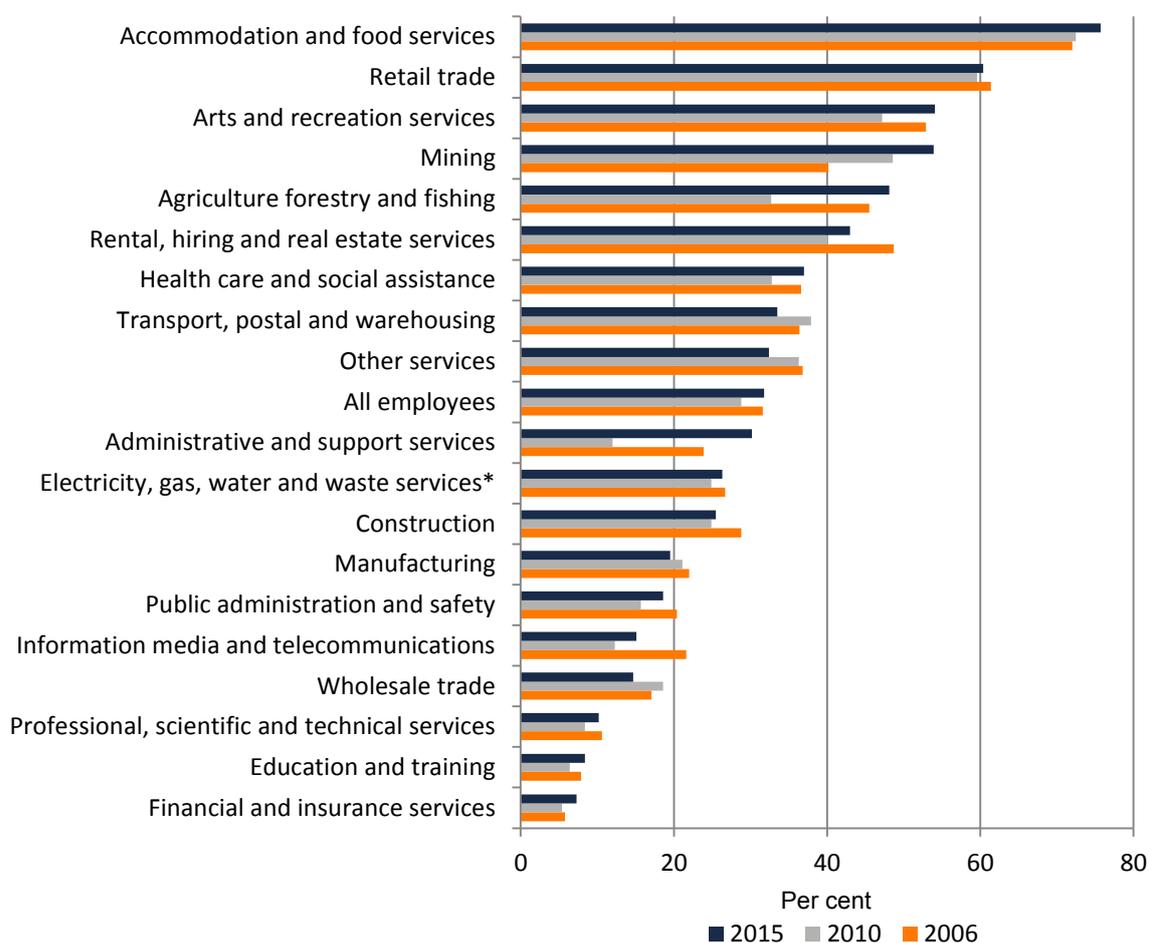
**Table 3.23: Proportion of employees that usually worked weekends by industry, 2006 to 2015**

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Accommodation and food services	72.0	72.9	69.7	72.5	72.5	70.3	76.5	72.5	75.3	75.7
Retail trade	61.4	56.0	56.6	62.1	59.6	58.7	61.5	61.1	62.0	60.4
Arts and recreation services	52.9	49.0	51.9	56.3	47.2	57.0	52.6	57.4	67.8	54.1
Mining	40.2	38.9	52.2	45.1	48.6	51.3	52.6	55.9	51.5	53.9
Agriculture forestry and fishing	45.5	36.4	38.3	40.4	32.7	30.7	41.0	49.2	46.9	48.1
Rental, hiring and real estate services	48.7	39.7	40.2	39.7	40.1	35.8	45.0	40.8	37.6	43.0
Health care and social assistance	36.6	34.8	33.8	32.8	32.8	34.4	36.4	36.9	40.0	37.0
Transport, postal and warehousing	36.4	32.3	39.8	31.6	37.9	34.6	38.0	37.7	35.6	33.5
Other services	36.8	40.5	34.1	34.1	36.3	32.8	32.6	34.8	32.3	32.4
<b>All employees</b>	<b>31.6</b>	<b>29.7</b>	<b>28.9</b>	<b>29.0</b>	<b>28.8</b>	<b>28.9</b>	<b>31.4</b>	<b>31.1</b>	<b>31.5</b>	<b>31.8</b>
Administrative and support services	23.9	12.4	20.1	11.7	12.0	14.4	20.3	17.9	22.3	30.2
Electricity, gas, water and waste services*	26.7	21.9	25.2	36.5	24.9	22.3	27.6	20.4	24.2	26.3
Construction	28.8	25.5	25.3	21.9	24.9	25.8	28.2	24.8	22.9	25.5
Manufacturing	22.0	19.6	21.1	19.1	21.1	17.1	21.9	22.1	19.9	19.5
Public administration and safety	20.4	18.9	16.0	17.7	15.7	18.5	20.0	19.9	19.4	18.6
Information media and telecommunications	21.6	18.3	19.5	15.6	12.3	11.8	15.7	12.9	13.6	15.1
Wholesale trade	17.1	9.6	16.2	11.1	18.6	13.3	18.2	12.6	14.6	14.7
Professional, scientific and technical services	10.6	12.9	6.7	8.0	8.4	9.7	7.4	8.6	10.3	10.2
Education and training	7.9	8.1	6.6	6.6	6.4	7.1	7.7	5.0	7.1	8.4
Financial and insurance services	5.8	5.9	7.9	4.1	5.4	6.0	7.0	4.6	5.2	7.3

Note: \*Fewer than 100 responses per year from 2006 to 2010. Total sample size ranges from 7367 in 2006 to 10 009 in 2011.

Source: HILDA survey, Waves 6 to 15.

**Chart 3.1: Proportion of employees that usually worked weekends by industry, 2006, 2010 and 2015**



Note: \*Fewer than 100 responses per year for 2006 and 2010.

Source: HILDA survey, Waves 6, 10 and 15.

### 3.5 Employees who worked on weekends

Table 3.24 presents the proportion of employees that worked weekends by industry from the ABS Labour Force survey from 2002 to 2016, comparing the first half of the period with the second. The table ranks the industries by the proportion of employees that worked weekends across the more recent period, 2009–2016. While around one quarter of employees worked on weekends, a higher proportion of employees in Accommodation and food services, Retail trade, Mining and Arts and recreation services worked on weekends than other industries in this period.

**Table 3.24: Proportion of employees who work on weekends, by industry, per cent**

Industry	2002–2008	2009–2016
Accommodation and food services	58.6	60.8
Retail trade	44.4	47.6
Mining	34.9	46.9
Arts and recreation services	44.1	45.1
Agriculture, forestry and fishing	32.0	35.2
Other services	31.9	30.9
Rental, hiring and real estate services	35.5	30.7
Transport, postal and warehousing	28.0	30.1
Health care and social assistance	25.3	27.8
<b>All employees</b>	<b>25.9</b>	<b>27.5</b>
Construction	24.3	23.8
Administrative and support services	21.0	19.9
Information media and telecommunications	18.5	19.6
Manufacturing	19.2	18.4
Electricity, gas, water and waste services	18.5	18.1
Public administration and safety	13.4	16.9
Wholesale trade	16.2	15.6
Education and training	11.4	12.9
Professional, scientific and technical services	10.9	11.7
Financial and insurance services	7.5	8.6

Note: Data are averages across each year.

Source: ABS, *Labour Force, Australia*, various, Catalogue No. 6202.0, unpublished data.

Table 3.25 presents the proportion of employees who worked on weekends by selected industry subdivisions and groups relevant to the penalty rates case from the ABS Labour Force survey.

Among the Retail trade subdivisions, more than half of employees in Food retailing worked on weekends across most years. For the hospitality industry groups, around two-thirds of employees in Pubs, taverns and bars and Clubs (hospitality) worked weekends. Fewer than half of employees in Pharmaceuticals and other store-based retailing worked weekends across each year.

**Table 3.25: Proportion of employees who work on weekends, by selected industries, per cent**

<b>Industry</b>	<b>2002–2008</b>	<b>2009–2016</b>
<i>Industry subdivisions</i>		
Food retailing	50.6	54.3
Other store-based retailing	43.5	46.4
<i>Industry groups</i>		
Pharmaceuticals and other store-based retailing	39.5	42.1
Accommodation	52.8	53.8
Cafes, restaurants and take away food services	57.4	59.9
Pubs, taverns and bars	67.6	68.9
Clubs (hospitality)	63.7	67.1

Note: Data are averages across each year.

Source: ABS, *Labour Force, Australia*, various, Catalogue No. 6202.0, unpublished data.

## 4 Activities outside of work

This chapter provides information on the time spent on activities outside of work using data from a survey by the ABS and information provided in two waves of the HILDA survey.

### 4.1 Time spent on free time activities

The ABS undertakes an irregular survey that provides information on how people spend their time. The results for how people spent their free time in 1997 and 2006 are provided in Table 4.1.

The total number of minutes per day spent on free time activities decreased between 1997 and 2006. The data show that the activity that comprised the most amount of free time was audio/visual media, and the number of minutes per day spent on this activity increased between 1997 and 2006. There was less time spent on talking and correspondence, sport and outdoor activity and games, hobbies, arts, and crafts between 1997 and 2006. There was little change in the number of minutes per day spent on religious activities between 1997 and 2006.

**Table 4.1: Average time spent on free time activities, by gender, 1997 and 2006**

	1997			2006		
	Males mins/day	Females mins/day	Persons mins/day	Males mins/day	Females mins/day	Persons mins/day
Socialising	11	11	11	10	10	10
Visiting entertainment venues <sup>a</sup>	5	6	5	4	5	5
Attendance at sports event	2	1	2	2	2	2
Religious activities <sup>b</sup>	4	5	5	4	6	5
Community participation	7	9	8	8	10	9
Associated travel	12	13	13	11	13	12
<i>Social and Community interaction</i> <sup>c</sup>	42	47	45	40	46	43
Sport and outdoor activity	33	20	27	25	17	21
Games, hobbies, arts, crafts	18	15	17	14	12	13
Reading	24	26	25	21	25	23
Audio/visual media	143	118	130	154	122	138
Attendance at recreational courses	1	1	1	–	1*	1
Other free time	23	20	24	23	18	20
Talking and correspondence <sup>d</sup>	27	44	35	24	36	30
Associated travel	11	7	9	6	5	5
<i>Recreation and Leisure</i> <sup>c</sup>	283	254	268	268	237	253
<b>Total free time</b>	<b>328</b>	<b>304</b>	<b>316</b>	<b>308</b>	<b>284</b>	<b>296</b>

Note: \*Estimate has a relative standard error of 25 per cent to 50 per cent and should be used with caution.

(a) Includes cultural venues

(b) Includes ritual ceremonies

(c) Includes additional activities not separately included

(d) Includes talking on phone or reading/writing own correspondence

Source: ABS, *Time Use on Recreation and Leisure Activities, 2006*, Catalogue No. 4173.0.

## 4.2 Attendance at religious services

In 2004 and 2014, the HILDA Survey asked respondents to record their frequency of attendance at religious services. Table 4.2 shows that almost half of respondents never attended religious services and this proportion increased between 2004 and 2014. Around one quarter of respondents attended up to once a year.

**Table 4.2: Frequency of attendance at religious services**

	<b>2004</b>	<b>2014</b>
	(%)	(%)
Never	44.9	49.5
Less than once a year	13.0	12.4
About once a year	10.8	9.5
Several times a year	11.4	10.5
About once a month	3.1	3.0
2 or 3 times a month	3.0	3.2
About once a week	10.2	9.0
Several times a week	3.3	2.4
Every day	0.4	0.5
Total	100	100

Source: HILDA survey, Waves 4 and 14.

## 5 Conclusion

This report presented data on changes in the labour market, types of work arrangements and preferences, and how people spend their time outside of work.

The analysis showed that the Australian labour market has changed over the last 25 years. Although the participation rate for males has fallen over time, it has increased for females, while the decline in male full-time employment has been offset by an increase in part-time employment. Further, employment in the services industries has increased, along with the proportion of Professionals and Community and personal services workers.

Data from the ABS showed that most employed persons worked Monday to Friday, and five days was the most common number of days worked in all jobs per week, with almost one in three employees usually working weekends.

Focusing on the nature of weekend work, data from the HILDA survey also showed that around one in three employed persons usually worked weekends. Employed persons who usually worked weekends were more likely to have their working days vary and work a rotating shift or irregular schedule. They were also more likely to work part-time hours, be employed on a casual basis, prefer to work more hours and be currently enrolled in a course of study for a trade certificate, diploma, degree or other education qualification.

Around one in three employed persons who usually worked weekends were employed in Retail trade or Accommodation and food services. Employed persons in these industries were more likely to prefer working more hours, taking into account how it would affect income.

Data on activities outside of work showed that the total number of minutes per day spent on free time activities decreased between 1997 and 2006 and that almost half of those surveyed never attend religious services.