



Ai GROUP WORKPLACE LAWYERS

51 Walker Street
North Sydney NSW 2060
PO Box 94
North Sydney NSW 2059
Australia

Ai Group Legal Unit Trust ABN 68 671 268 671

19 August 2016

Award Modernisation Team
Fair Work Commission
Level 4, 1 Exhibition Street
Melbourne, VIC 3000

By email: amod@fwc.gov.au

Dear Award Modernisation Team

**FWC Matter No. AM2014/305
Four Yearly Review of Modern Award – Penalty Rates (Proceedings)**

We refer to the above proceedings and the Directions issued on 3 August 2016 (**Directions**).

Please find attached by way of filing:

- (a) affidavit of Patricia Deasy affirmed on 19 August 2016; and
- (b) submissions dated 19 August 2016.

Yours Sincerely

A handwritten signature in black ink that reads 'A Anderson'.

Annabel Anderson
Solicitor

OUTLINE OF SUBMISSION OF THE AUSTRALIAN INDUSTRY GROUP
RELATING TO DIRECTIONS ISSUED 3 AUGUST 2016

1. The Ai Group provides this submission in response to the directions of the Commission issued on 3 August 2016 (the “**Directions**”).
2. The results of the surveys (summarised in annexure PAD3 (not annexure PAD2) to the affidavit of Patricia Ann Deasy (Exhibit AIG 11)) did not extend to classifications of respondents to the survey as no question in the survey required respondents to specify or record their classification (see also the questions listed in Exhibit AIG 11, pp9-14). It is thus not possible for the Ai Group (or Ms Deasy) to provide a “*breakdown of results based on classification level*” as set out in direction 1 of the Directions.
3. The results of the surveys included:
 - (a) the age of respondents (see Exhibit AIG 11, p24, table 1) as one question in the survey required respondents to specify or record their age (see Exhibit AIG 11, p9); and
 - (b) the employment type of respondents (see Exhibit AIG 11, p28, table 10) as one question in the survey required respondents to specify their employment type (see Exhibit AIG 11, p10).
4. The results of the survey included the preferred days to work by age of the respondents (see Exhibit AIG 11, p35, table 14A) and by age group brackets (see Exhibit AIG 11, p36, table 14B). The results of the survey also included a preference or absence of preference to work additional hours on a Sunday by age of the respondents (see Exhibit AIG 11, p41, table 17A) and by age group brackets (see Exhibit AIG 11, p42, table 17B). Given that the majority of employees working in stores for McDonald’s are crew members (see Limbrey First Affidavit (Exhibit AIG 3), par 25 (92 per cent of employees in stores being crew member (91,107 divided by 98,911)) and given that most young people are casual or part time crew members (see Limbrey First Affidavit (Exhibit AIG 3), pars 30, 31, 33, 34, 35, 36) who are not career employees (see Limbrey First Affidavit (Exhibit AIG 3), pars 184, 185), these results (already included in evidence) may provide an alternative measure as a proxy for classification level.
5. The results of the survey included a preference or absence of preference to work additional hours on a Sunday by employment type (see Exhibit AIG 11, p43, table 17D) and may also provide an alternative measure.

6. The results of the survey did not extend to the preferred days to work by employment type or number of hours worked. The results of the survey did not extend to other preferences by employment type or number of hours worked.
7. In response to the Directions, Ai Group filed along with these submissions an affidavit of Ms Deasy which was affirmed on 19 August 2016 (**Deasy Affidavit**) which provides a further breakdown of certain results from the survey based on:

- (a) employment status; and
- (b) age

(Additional Breakdown).

8. The results from the survey which the Additional Breakdown was performed on were:
 - (a) days of the week usually worked (tables 101 to 102 of Exhibit PAD-1 to the Deasy Affidavit);
 - (b) preferred day to work on weekend (tables 103 to 108 of Exhibit PAD-1 to the Deasy Affidavit);
 - (c) whether employees would work more hours on a Saturday if offered (tables 109 to 114 of Exhibit PAD-1 to the Deasy Affidavit);
 - (d) whether employees would work more hours on a Sunday if offered (tables 115 to 120 of Exhibit PAD-1 to the Deasy Affidavit);
 - (e) reasons why Saturday work is preferred to Sunday work (tables 121 to 126 of Exhibit PAD-1 to the Deasy Affidavit);
 - (f) reasons why Sunday work is preferred to Saturday work (tables 127 to 132 of Exhibit PAD-1 to the Deasy Affidavit);
 - (g) reasons why employees make themselves available to work weekday evenings, including past 9pm (tables 133 to 138 of Exhibit PAD-1 to the Deasy Affidavit).
9. The results from the survey demonstrate that:
 - (a) the majority of employees in all age brackets stated their preferred day to work on a weekend was both Saturday and Sunday (tables 103 and 105 of Exhibit PAD-1 to the Deasy Affidavit);
 - (b) the majority of employees who were permanent part time or casual or who did not know their employment status stated that their preferred day to work on a weekend was both Saturday and Sunday (table 107 of Exhibit PAD-1 to the Deasy Affidavit);
 - (c) the majority of employees stated they would work more hours on a Saturday if offered, regardless of their age (although the difference between employees who stated they would work more hours on a Saturday as opposed to those who would not was much smaller for employees who were aged over 30 years) (tables 109 and 111 of Exhibit PAD-1 to the Deasy Affidavit);
 - (d) the majority of employees who identified themselves as being either permanent part time or casual, or as being unsure of their employment status, stated that they would work more hours on a Saturday if offered (table 113 of Exhibit PAD-1 to the Deasy Affidavit);

- (e) the majority of employees (apart from employees who are over 30 years of age) stated that they would work more hours on a Sunday if offered (tables 115 and 117 of Exhibit PAD-1 to the Deasy Affidavit);
- (f) the majority of employees who identified themselves as being either permanent part time or casual, or as being unsure of their employment status, stated that they would work more hours on a Sunday if offered (table 119 of Exhibit PAD-1 to the Deasy Affidavit);
- (g) the most common reason given across all age groups (other than employees aged 16 and 17 years) for a preference to work Saturday rather than Sunday was spending time with family on Sundays. The most common reason given by 16 and 17 year olds for a preference to work Saturday rather than Sunday was study commitments on Sundays (table 121 of Exhibit PAD-1 to the Deasy Affidavit);
- (h) the most common reason given across all employment types for a preference to work Saturday rather than Sunday was spending time with family on Sundays (table 125 of Exhibit PAD-1 to the Deasy Affidavit);
- (i) the most common reason given by employees aged 15 years and less for a preference for Sunday work over Saturday work was sporting commitments on Saturday. For employees aged 16 to 24 years the most common reason for preferring Sunday work rather than Saturday work was that more of their friends were available to socialise on Saturday than on Sunday. The most common reason given by employees aged 25 years and over for preferring Sunday work over Saturday work was spending time with family on Saturdays (table 127 of Exhibit PAD-1 to the Deasy Affidavit);
- (j) the most common reason given by permanent full time employees for preferring Sunday work to Saturday work was spending time with family on Saturday. The most common reason given by permanent part time and casual employees for preferring Sunday work to Saturday work was that more of their friends were available to socialise with on Saturday than Sunday. The most common reason for preferring Sunday work to Saturday work given by employees who did not know their employment type, was sporting commitments on Saturday (table 131 of Exhibit PAD-1 to the Deasy Affidavit); and
- (k) across all age groups and all employment types, the most common response given by employees as to why they made themselves available to work week day evenings including past 9pm, was that they wanted to maximise the times they are available to work, to get more shifts (tables 131 and 137 of Exhibit PAD-1 to the Deasy Affidavit).

10. Ai Group repeats its earlier submissions:

- (a) In July 2015, approximately 66 per cent of employees working in stores for McDonald's and Hungry Jack's were aged 14 to 17 years (see Ai Group Submissions, par 65).
- (b) In July 2015, approximately 90 per cent of employees working in stores for McDonald's and Hungry Jack's were aged 14 to 24 years (see Ai Group Submissions, par 66).

- (c) In July 2015, approximately 85 per cent of employees working in stores for McDonald's and Hungry Jack's worked on a part time or casual basis (see Ai Group Submissions, par 67).
- (d) In July 2015, approximately 77 per cent of employees working for McDonald's and Hungry Jack's were full time or part time students (see Ai Group Submissions, par 75).
- (e) In July 2015, approximately 72 per cent of employees working for McDonald's and Hungry Jack's who were full time students worked on Saturdays and approximately 72 per cent of employees working for McDonald's and Hungry Jack's who were full time students worked on Sundays (see Ai Group Submissions, par 76).

19 August 2016

Affidavit

No. AM2014/305

Fair Work Commission

2014 4 Yearly Review of Modern Awards – Penalty Rates

Re Application by: The Australian Industry Group

Affidavit of: Patricia Ann Deasy
 Address: 258 Centre Road Bentleigh Victoria 3204
 Occupation: Principal Consultant – Australian Survey Research
 Date: 19 August 2016

I, Patricia Ann Deasy of 258 Centre Road, Bentleigh in the State of Victoria, Principal Consultant for Australian Survey Research Group Pty Ltd, affirm:

1. I make this affidavit based on my own knowledge, information and belief unless otherwise stated.
2. I affirmed an affidavit for use in Fair Work Commission proceedings AM2014/305 on 23 October 2015 (**October 2015 Affidavit**). I set out my position, my training and qualifications, my teaching experience and my surveying experience in my October 2015 Affidavit.
3. Annexure PAD-3 to the October 2015 Affidavit is a report containing tables, charts and summaries of the results of an online survey which Australian Survey Research Group Pty Ltd (**ASR**) designed and prepared (**Employee Survey**) after being engaged to do so by Ai Group Workplace Lawyers.
4. On approximately 11 August 2016 Australian Survey Research Group Pty Ltd was engaged by Ai Group Workplace Lawyers to prepare further analysis in the form of cross-tabulation of results from the Employee Survey.

Filed on behalf of (name & role of party)	The Australian Industry Group
Prepared by (name of person/lawyer)	Annabel Anderson, Lawyer
Law firm (if applicable)	Ai Group Workplace Lawyers
Tel (02) 9466 5561	Fax (02) 9466 5593
Email	annabel.anderson@aigroup.com.au
Address for service (Include state and postcode)	Level 4, 51 Walker Street, North Sydney 2060

[Version 2 form approved 09/05/2013]

AD *EA*

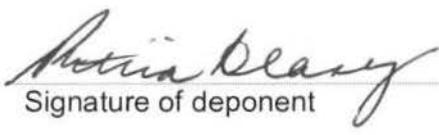
5. In approximately the period from between 11 August 2016 to 15 August 2016 I directed the Senior Consultant of ASR to perform additional cross-tabulations based on the data from the Employee Survey, which were performed within a computer software package known as "Statistical Package for the Social Sciences" (SPSS). I prepared tables displaying the additional analysis in Microsoft Word format. Attached to this affidavit and marked "PAD-1" is a true copy of these tables in Microsoft Word format.

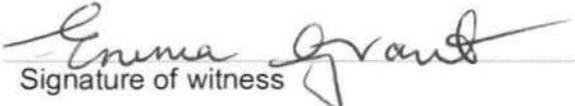
Affirmed by the deponent

at

in Victoria
on 19 August 2016

Before me:

)
)
) 
) Signature of deponent
)


Signature of witness

Emma Jane Grant
Level 2, 441 St Kilda Road Melbourne Vic 3004
An Australian Legal Practitioner
(within the meaning of the Legal Profession Act 2004)

Uniform Law (Vic)

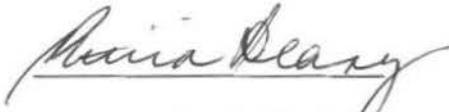
IN THE FAIR WORK COMMISSION

Matter No.: AM2014/305

Re Application by: The Australian Industry Group

This is the annexure marked **PAD-1** produced and shown to **Patricia Ann Deasy** at the time of affirming her affidavit on 19 August 2016.

Before me:



Signature of Patricia Ann Deasy



Signature of Witness

Emma Jane Grant
Level 2, 441 St Kilda Road Melbourne Vic 3004
An Australian Legal Practitioner
(within the meaning of the Legal Profession Act 2004)

Uniform Law (Vic)

Additional tables requested of survey responses for the Fast Food Employee Survey 2015

Table 101: Days usually worked by employment status with *column* totals (breakdown of each status by day/s usually worked)

Which day/s of the week do you usually work?	Perm full time n=1011		Perm part time n=4308		Casual n=14390		Don't know n=1630		Total n=21339	
	Count	%	Count	%	Count	%	Count	%	Count	%
Week days	1001	99.0	3866	89.7	11101	77.1	1288	79.0	17256	80.9
Saturday	687	68.0	2720	63.1	9359	65.0	952	58.4	13718	64.3
Sunday	657	65.0	2470	57.3	8461	58.8	845	51.8	12433	58.3
Total	1011	100.0	4308	100.0	14390	100.0	1630	100.0	21339	100.0

Note that table 13D in the original report shows a transposition of the above, ie, employment status in left column by days of week worked across the header.

Table 102: Days usually worked by employment status with *row* totals (breakdown of each day/s usually worked by status)

Which day/s of the week do you usually work?	Perm full time n=1011		Perm part time n=4308		Casual n=14390		Don't know n=1630		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%
Week days	1001	5.8	3866	22.4	11101	64.3	1288	7.5	17256	100.0
Saturday	687	5.0	2720	19.8	9359	88.2	952	6.9	13718	100.0
Sunday	657	5.3	2470	19.9	8461	68.1	845	6.8	12433	100.0
Total	1011	4.7	4308	20.2	14390	67.4	1630	7.6	21339	100.0

Table 103: Preferred day to work on weekend by age with *column* totals (breakdown of each age by day)

What day do you prefer to work on a weekend?	≤14 yrs n=1865		15 yrs n=4075		16 yrs n=3045		17 yrs n=1873		18 yrs n=1093		19 yrs n=675		20 yrs n=392		21 - 24 yrs n=640		25 - 30 yrs n=389		> 30 yrs n=386		Total n=14413	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Saturday	438	23.5	1115	27.4	861	28.3	625	33.4	339	31.0	185	27.4	108	27.6	180	28.1	122	33.1	145	37.6	4118	28.6
Sunday	582	31.2	1239	30.4	916	30.1	477	25.5	211	19.3	130	19.3	71	18.1	99	15.5	48	13.0	64	16.6	3837	26.6
Both Saturday and Sunday	845	45.3	1721	42.2	1268	41.6	771	41.2	543	49.7	360	53.3	213	54.3	361	56.4	199	53.9	177	45.9	6458	44.8
Total	1865	100.0	4075	100.0	3045	100.0	1873	100.0	1093	100.0	675	100.0	392	100.0	640	100.0	389	100.0	386	100.0	14413	100.0

Table 104: Preferred day to work on weekend by age with row totals (breakdown of each day by age)

What day do you prefer to work on a weekend?	≤14 yrs n=1865		15 yrs n=4075		16 yrs n=3045		17 yrs n=1873		18 yrs n=1093		19 yrs n=675		20 yrs n=392		21 - 24 yrs n=640		25 - 30 yrs n=369		> 30 yrs n=386		Total n=14413	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Saturday	438	10.6	1115	27.1	861	20.9	625	15.2	339	8.2	185	4.5	108	2.6	180	4.4	122	3.0	145	3.5	4118	100.0
Sunday	582	15.2	1239	32.3	916	23.9	477	12.4	211	5.5	130	3.4	71	1.9	99	2.6	48	1.3	64	1.7	3837	100.0
Both Saturday and Sunday	845	13.1	1721	26.6	1288	19.6	771	11.9	543	8.4	360	5.6	213	3.3	361	5.6	199	3.1	177	2.7	6458	100.0
Total	1865	12.9	4075	28.3	3045	21.1	1873	13.0	1093	7.6	675	4.7	392	2.7	640	4.4	369	2.6	386	2.7	14413	100.0

Table 105: Preferred day to work on weekend by age bracket groups with column totals (breakdown of each age group by day)

What day do you prefer to work on a weekend?	14-18 n=11951		19-24 n=1707		Total n=13658	
	Count	%	Count	%	Count	%
Saturday	3378	28.3	473	27.7	3851	28.2
Sunday	3425	28.7	300	17.6	3725	27.3
Both Saturday and Sunday	5148	43.1	934	54.7	6082	44.5
Total	11951	100.0	1707	100.0	13658	100.0

Table 106: Preferred day to work on weekend by age bracket groups with row totals (breakdown of each day by age group)

What day do you prefer to work on a weekend?	14-18 n=11951		19-24 n=1707		Total n=13658	
	Count	%	Count	%	Count	%
Saturday	3378	87.7	473	12.3	3851	100.0
Sunday	3425	91.9	300	8.1	3725	100.0
Both Saturday and Sunday	5148	84.6	934	15.4	6082	100.0
Total	11951	87.5	1707	12.5	13658	100.0

Table 107: Preferred day to work on weekend by employment status with *column* totals (breakdown of each status group by day)

What day do you prefer to work on a weekend?	Perm full time n=375		Perm part time n=2519		Casual n=10500		Don't know n=1216		Total n=14608	
	Count	%	Count	%	Count	%	Count	%	Count	%
Saturday	171	45.8	814	32.3	2905	27.7	289	23.8	4179	28.6
Sunday	63	16.9	610	24.2	2917	27.8	313	25.7	3903	26.7
Both Saturday and Sunday	139	37.3	1095	43.5	4678	44.6	614	50.5	6526	44.7
Total	373	100.0	2519	100.0	10500	100.0	1216	100.0	14608	100.0

Table 108: Preferred day to work on weekend by employment status with *row* totals (breakdown of each day by status group)

What day do you prefer to work on a weekend?	Perm full time n=375		Perm part time n=2519		Casual n=10500		Don't know n=1216		Total n=14608	
	Count	%	Count	%	Count	%	Count	%	Count	%
Saturday	171	4.1	814	19.5	2905	69.5	289	6.9	4179	100.0
Sunday	63	1.6	610	15.6	2917	74.7	313	8.0	3903	100.0
Both Saturday and Sunday	139	2.1	1095	16.8	4678	71.7	614	9.4	6526	100.0
Total	373	2.6	2519	17.2	10500	71.9	1216	8.3	14608	100.0

Table 109: Work more hours on a **Saturday** if offered by age with *column* totals (breakdown of yes/no answer by age)

Would you work some or more hours on a Saturday if you were offered these hours?	≤14 yrs n=2338		15 yrs n=5185		16 yrs n=3856		17 yrs n=2569		18 yrs n=1893		19 yrs n=1228		20 yrs n=749		21 - 24 yrs n=1315		25 - 30 yrs n=738		> 30 yrs n=1032		Total n=20903	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Yes	1849	79.1	3834	73.9	2824	73.2	1880	73.2	1394	73.6	912	74.3	549	73.3	869	66.1	478	64.8	524	50.8	15113	72.3
No	489	20.9	1351	26.1	1032	26.8	689	26.8	499	26.4	316	25.7	200	26.7	446	33.9	260	35.2	508	49.2	5790	27.7
Total	2338	100.0	5185	100.0	3856	100.0	2569	100.0	1893	100.0	1228	100.0	749	100.0	1315	100.0	738	100.0	1032	100.0	20903	100.0

Table 110: Work more hours on a **Saturday** if offered by age with row totals (breakdown of age by yes/no answer)

Would you work some or more hours on a Saturday if you were offered these hours?	≤14 yrs n=2338		15 yrs n=5185		16 yrs n=3856		17 yrs n=2569		18 yrs n=1893		19 yrs n=1228		20 yrs n=749		21 - 24 yrs n=1315		25 - 30 yrs n=738		> 30 yrs n=1032		Total n=20903	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Yes	1849	12.2	3834	25.4	2824	18.7	1880	12.4	1394	9.2	912	6.0	549	3.6	869	5.8	478	3.2	524	3.5	15113	100.0
No	489	8.4	1351	23.3	1032	17.8	689	11.9	499	8.6	316	5.5	200	3.5	446	7.7	260	4.5	508	8.8	5790	100.0
Total	2338	11.2	5185	24.8	3856	18.4	2569	12.3	1893	9.1	1228	5.9	749	3.6	1315	6.3	738	3.5	1032	4.9	20903	100.0

Table 111: Work more hours on a **Saturday** if offered by age bracket group with column totals (breakdown of yes/no answer by age group)

Would you work some or more hours on a Saturday if you were offered these hours?	14-18 n=15841		19-24 n=3292		Total n=19133	
	Count	%	Count	%	Count	%
Yes	11781	74.4	2330	70.8	14111	73.8
No	4060	25.6	962	29.2	5022	26.2
Total	15841	100.0	3292	100.0	19133	100.0

Table 112: Work more hours on a **Saturday** if offered by age bracket group with row totals (breakdown of age group by yes/no answer)

Would you work some or more hours on a Saturday if you were offered these hours?	14-18 n=15841		19-24 n=3292		Total n=19133	
	Count	%	Count	%	Count	%
Yes	11781	83.5	2330	16.5	14111	100.0
No	4060	80.8	962	19.2	5022	100.0
Total	15841	82.8	3292	17.2	19133	100.0

Table 113: Work more hours on a **Saturday** if offered by employment status with *column* totals (breakdown of yes/no answer by status)

Would you work some or more hours on a <i>Saturday</i> if you were offered these hours?	Perm full time n=1002		Perm part time n=4267		Casual n=14288		Don't know n=1613		Total n=21179	
	Count	%	Count	%	Count	%	Count	%	Count	%
Yes	458	45.7	2911	68.1	10681	74.8	1269	78.7	15319	72.3
No	544	54.3	1365	31.9	3607	25.2	344	21.3	5860	27.7
Total	1002	100.0	4276	100.0	14288	100.0	1613	100.0	21179	100.0

Table 114: Work more hours on a **Saturday** if offered by employment status with *row* totals (breakdown of yes/no answer by status group)

Would you work some or more hours on a <i>Saturday</i> if you were offered these hours?	Perm full time n=1002		Perm part time n=4267		Casual n=14288		Don't know n=1613		Total n=21179	
	Count	%	Count	%	Count	%	Count	%	Count	%
Yes	458	3.0	2911	19.0	10681	69.7	1269	8.3	15319	100.0
No	544	9.3	1365	23.3	3607	61.6	344	5.9	5860	100.0
Total	1002	4.7	4276	20.2	14288	67.5	1613	7.6	21179	100.0

Table 115: Work more hours on a **Sunday** if offered by age with *column* totals (breakdown of yes/no answer by age)

Would you work some or more hours on a <i>Sunday</i> if you were offered these hours?	≤14 yrs n=2327		15 yrs n=5179		16 yrs n=3855		17 yrs n=2560		18 yrs n=1894		19 yrs n=1229		20 yrs n=751		21 - 24 yrs n=1311		25 - 30 yrs n=737		> 30 yrs n=1015		Total n=20859	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Yes	1842	79.2	3813	73.6	2836	73.6	1780	69.5	1337	70.6	860	70.0	522	69.5	829	63.2	431	58.5	447	44.0	14697	70.5
No	485	20.8	1366	26.4	1019	26.4	780	30.5	557	29.4	369	30.0	229	30.5	483	36.8	306	41.5	568	56.0	6162	29.5
Total	2327	100.0	5179	100.0	3855	100.0	2560	100.0	1894	100.0	1229	100.0	751	100.0	1312	100.0	737	100.0	1015	100.0	20859	100.0

Table 116: Work more hours on a **Sunday** if offered by age with row totals (breakdown of age by yes/no answer)

Would you work some or more hours on a <i>Sunday</i> if you were offered these hours?	≤14 yrs n=2327		15 yrs n=5179		16 yrs n=3855		17 yrs n=2560		18 yrs n=1894		19 yrs n=1229		20 yrs n=751		21 - 24 yrs n=1311		25 - 30 yrs n=737		> 30 yrs n=1015		Total n=20859	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
Yes	1842	12.5	3813	25.9	2836	19.3	1780	12.1	1337	9.1	860	5.9	522	3.6	829	5.6	431	2.9	447	3.0	14697	100.0
No	485	7.9	1366	22.2	1019	16.5	780	12.7	557	9.0	369	6.0	229	3.7	483	7.8	306	5.0	568	9.2	6162	100.0
Total	2327	11.2	5179	24.8	3855	18.5	2560	12.3	1894	9.1	1229	5.9	751	3.6	1312	6.3	737	3.5	1015	4.9	20859	100.0

Table 117: Work more hours on a **Sunday** if offered by age bracket group with *column* totals (breakdown of yes/no answer by age group)

Would you work some or more hours on a <i>Sunday</i> if you were offered these hours?	14-18 n=15815		19-24 n=3292		Total n=19107	
	Count	%	Count	%	Count	%
Yes	11608	73.4	2211	67.2	13819	72.3
No	4207	26.6	1081	32.8	5288	27.7
Total	15815	100.0	3292	100.0	19107	100.0

Table 118: Work more hours on a **Sunday** if offered by age bracket group with *row* totals (breakdown of age group by yes/no answer)

Would you work some or more hours on a <i>Sunday</i> if you were offered these hours?	14-18 n=15815		19-24 n=3292		Total n=19107	
	Count	%	Count	%	Count	%
Yes	11608	84.0	2211	16.0	13819	100.0
No	4207	79.6	1081	20.4	5288	100.0
Total	15815	82.8	3292	17.2	19107	100.0

Table 119: Work more hours on a **Sunday** if offered by employment status with *column* totals (breakdown of yes/no answer by status)

Would you work some or more hours on a <i>Sunday</i> if you were offered these hours?	Perm full time n=994		Perm part time n=4268		Casual n=14267		Don't know n=1607		Total n=21136	
	Count	%	Count	%	Count	%	Count	%	Count	%
Yes	403	40.5	2773	65.0	10486	73.5	1238	77.0	14900	70.5
No	591	59.5	1495	35.0	3781	26.5	369	23.0	6236	29.5
Total	994	100.0	4268	100.0	14267	100.0	1607	100.0	21136	100.0

Table 120: Work more hours on a **Sunday** if offered by employment status with *row* totals (breakdown of yes/no answer by status group)

Would you work some or more hours on a <i>Sunday</i> if you were offered these hours?	Perm full time n=994		Perm part time n=4268		Casual n=14267		Don't know n=1607		Total n=21136	
	Count	%	Count	%	Count	%	Count	%	Count	%
Yes	403	2.7	2773	18.6	10486	70.4	1238	8.3	14900	100.0
No	591	9.5	1495	24.0	3781	80.6	369	5.9	6236	100.0
Total	994	4.7	4268	20.2	14267	67.5	1607	7.6	21136	100.0

Table 121: Why Saturday work is preferred to Sunday by age with column totals (breakdown of multi-choice reason by age)

Why do you or would you like to work on Saturday rather than Sunday? Multi-choice	≤14 yrs n=434		15 yrs n=1109		16 yrs n=856		17 yrs n=621		18 yrs n=336		19 yrs n=184		20 yrs n=108		21 - 24 yrs n=177		25 - 30 yrs n=120		> 30 yrs n=143		Total n=4088	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	Count	Count	%	Count	%	Count	%	Count	%	Count	%
I have religious commitments on Sundays	71	16.4	194	17.5	155	18.1	127	20.5	63	18.8	32	17.4	23	21.3	28	15.8	24	20.0	33	23.1	750	18.3
I have sporting commitments on Sundays	144	33.2	334	30.1	189	22.1	103	16.6	43	12.8	11	6.0	4	3.7	14	7.9	15	12.5	4	2.8	861	21.1
I have study commitments on Sundays	147	33.9	465	41.9	428	50.0	348	56.0	143	42.6	58	31.5	32	29.6	32	18.1	11	9.2	2	1.4	1666	40.8
More of my friends are available to socialise with on Sundays than on Saturdays	99	22.8	278	25.1	230	26.9	155	25.0	97	28.9	53	28.8	32	29.6	63	35.6	34	28.3	19	13.3	1060	25.9
I prefer to spend time with my family on Sundays	203	46.8	538	48.5	404	47.2	288	46.4	152	45.2	84	45.7	45	41.7	87	49.2	70	58.3	104	72.7	1975	48.3
I get a higher hourly rate to work on a Saturday than a Sunday	5	1.2	15	1.4	9	1.1	1	.2	3	.9	2	1.1	0	0.0	2	1.1	2	1.7	0	0.0	39	1.0
It is easier to make child care arrangements for my children on Saturdays than on Sundays	1	.2	3	.3	4	.5	2	.3	0	0.0	0	0.0	0	0.0	9	5.1	12	10.0	14	9.8	45	1.1
The work / workplace is more enjoyable on a Saturday than on a Sunday	31	7.1	98	8.8	97	11.3	70	11.3	40	11.9	28	15.2	17	15.7	33	18.6	11	9.2	10	7.0	435	10.6
Other	51	11.8	118	10.6	132	15.4	88	14.2	54	16.1	39	21.2	25	23.1	33	18.6	16	13.3	16	11.2	572	14.0
Base n	434		1109		856		621		336		184		108		177		120		143		4088	

Table 122: Why Saturday work is preferred to Sunday by age with row totals (breakdown of age by multi-choice reason)

Why do you or would you like to work on Saturday rather than Sunday? Multi-choice	≤14 yrs n=434		15 yrs n=1109		16 yrs n=856		17 yrs n=621		18 yrs n=336		19 yrs n=184		20 yrs n=108		21 - 24 yrs n=177		25 - 30 yrs n=120		> 30 yrs n=143		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	Count	Count	%	Count	%	Count	%	Count	%	Count	%
I have religious commitments on Sundays	71	9.5	194	25.9	155	20.7	127	16.9	63	8.4	32	4.3	23	3.1	28	3.7	24	3.2	33	4.4	750	100.0
I have sporting commitments on Sundays	144	16.7	334	38.8	189	22.0	103	12.0	43	5.0	11	1.3	4	.5	14	1.6	15	1.7	4	.5	861	100.0
I have study commitments on Sundays	147	8.8	465	27.9	428	25.7	348	20.9	143	8.6	58	3.5	32	1.9	32	1.9	11	.7	2	.1	1666	100.0
More of my friends are available to socialise with on Sundays than on Saturdays	99	9.3	278	26.2	230	21.7	155	14.6	97	9.2	53	5.0	32	3.0	63	5.9	34	3.2	19	1.8	1060	100.0
I prefer to spend time with my family on Sundays	203	10.3	538	27.2	404	20.5	288	14.6	152	7.7	84	4.3	45	2.3	87	4.4	70	3.5	104	5.3	1975	100.0
I get a higher hourly rate to work on a Saturday than a Sunday	5	12.8	15	38.5	9	23.1	1	2.6	3	7.7	2	5.1	0	0.0	2	5.1	2	5.1	0	0.0	39	100.0
It is easier to make child care arrangements for my children on Saturdays than on Sundays	1	2.2	3	6.7	4	8.9	2	4.4	0	0.0	0	0.0	0	0.0	9	20.0	12	26.7	14	31.1	45	100.0
The work / workplace is more enjoyable on a Saturday than on a Sunday	31	7.1	98	22.5	97	22.3	70	16.1	40	9.2	28	6.4	17	3.9	33	7.6	11	2.5	10	2.3	435	100.0
Other	51	8.9	118	20.6	132	23.1	88	15.4	54	9.4	39	6.8	25	4.4	33	5.8	16	2.8	16	2.8	572	100.0
Base n	434		1109		856		621		336		184		108		177		120		143		4088	

Table 123: Why Saturday work is preferred to Sunday by age bracket group with column totals (breakdown of multi-choice reason by age group)

Why do you or would you like to work on Saturday rather than Sunday? Multi-choice	14-18 n=3356		19-24 n=469		Total n=3825	
	Count	%	Count	%	Count	%
I have religious commitments on Sundays	610	18.2	83	17.7	693	18.1
I have sporting commitments on Sundays	813	24.2	29	6.2	842	22.0
I have study commitments on Sundays	1531	45.6	122	26.0	1653	43.2
More of my friends are available to socialise with on Sundays than on Saturdays	859	25.6	148	31.6	1007	26.3
I prefer to spend time with my family on Sundays	1585	47.2	216	46.1	1801	47.1
I get a higher hourly rate to work on a Saturday than a Sunday	33	1.0	4	.9	37	1.0
It is easier to make child care arrangements for my children on Saturdays than on Sundays	10	.3	9	1.9	19	.5
The work / workplace is more enjoyable on a Saturday than on a Sunday	336	10.0	78	16.6	414	10.8
Other	443	13.2	97	20.7	540	14.1
<i>Base n</i>	<i>3356</i>		<i>469</i>		<i>3825</i>	

Table 124: Why Saturday work is preferred to Sunday by age bracket group with row totals (breakdown of age group by multi-choice reason)

Why do you or would you like to work on Saturday rather than Sunday? Multi-choice	14-18 n=3356		19-24 n=469		Total	
	Count	%	Count	%	Count	%
I have religious commitments on Sundays	610	88.0	83	12.0	693	100.0
I have sporting commitments on Sundays	813	96.6	29	3.4	842	100.0
I have study commitments on Sundays	1531	92.6	122	7.4	1653	100.0
More of my friends are available to socialise with on Sundays than on Saturdays	859	85.3	148	14.7	1007	100.0
I prefer to spend time with my family on Sundays	1585	88.0	216	12.0	1801	100.0
I get a higher hourly rate to work on a Saturday than a Sunday	33	89.2	4	10.8	37	100.0
It is easier to make child care arrangements for my children on Saturdays than on Sundays	10	52.6	9	47.4	19	100.0
The work / workplace is more enjoyable on a Saturday than on a Sunday	336	81.2	78	18.8	414	100.0
Other	443	82.0	97	18.0	540	100.0
<i>Base n</i>	<i>3356</i>		<i>469</i>		<i>3825</i>	

Table 125: Why Saturday work is preferred to Sunday by employment status with column totals (breakdown of multi-choice reason by status)

Why do you or would you like to work on Saturday rather than Sunday? Multi-choice	Perm full time n=170		Perm part time n=808		Casual n=2884		Don't know n=287		Total n=4149	
	Count	%	Count	%	Count	%	Count	%	Count	%
I have religious commitments on Sundays	25	14.7	132	16.3	546	18.9	55	19.2	758	18.3
I have sporting commitments on Sundays	12	7.1	134	16.6	652	22.6	73	25.4	871	21.0
I have study commitments on Sundays	4	2.4	282	34.9	1313	45.5	95	33.1	1694	40.8
More of my friends are available to socialise with on Sundays than on Saturdays	63	37.1	213	26.4	735	25.5	66	23.0	1077	26.0
I prefer to spend time with my family on Sundays	101	59.4	405	50.1	1362	47.2	130	45.3	1998	48.2
I get a higher hourly rate to work on a Saturday than a Sunday	0	0.0	8	1.0	28	1.0	3	1.0	39	0.9
It is easier to make child care arrangements for my children on Saturdays than on Sundays	16	9.4	11	1.4	17	.6	3	1.0	47	1.1
The work / workplace is more enjoyable on a Saturday than on a Sunday	27	15.9	111	13.7	280	9.7	21	7.3	439	10.6
Other	27	15.9	121	15.0	393	13.6	41	14.3	582	14.0
Base n	170		808		2884		287		4149	

Table 126: Why Saturday work is preferred to Sunday by employment status with row totals (breakdown of multi-choice reason by status group)

Why do you or would you like to work on Saturday rather than Sunday? Multi-choice	Perm full time n=170		Perm part time n=808		Casual n=2884		Don't know n=287		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%
I have religious commitments on Sundays	25	3.3	132	17.4	546	72.0	55	7.3	758	100.0
I have sporting commitments on Sundays	12	1.4	134	15.4	652	74.9	73	8.4	871	100.0
I have study commitments on Sundays	4	.2	282	16.6	1313	77.5	95	5.6	1694	100.0
More of my friends are available to socialise with on Sundays than on Saturdays	63	5.8	213	19.8	735	68.2	66	6.1	1077	100.0
I prefer to spend time with my family on Sundays	101	5.1	405	20.3	1362	68.2	130	6.5	1998	100.0
I get a higher hourly rate to work on a Saturday than a Sunday	0	0.0	8	20.5	28	71.8	3	7.7	39	100.0
It is easier to make child care arrangements for my children on Saturdays than on Sundays	16	34.0	11	23.4	17	36.2	3	6.4	47	100.0
The work / workplace is more enjoyable on a Saturday than on a Sunday	27	6.2	111	25.3	280	63.8	21	4.8	439	100.0
Other	27	4.6	121	20.8	393	67.5	41	7.0	582	100.0
<i>Base n</i>	<i>170</i>		<i>808</i>		<i>2884</i>		<i>287</i>		<i>4149</i>	

Table 127: Why Sunday work is preferred to Saturday by age with column totals (breakdown of multi-choice reason by age)

Why do you or would you like to work on Sunday rather than Saturday? Multi-choice	514 yrs n=574		15 yrs n=1229		16 yrs n=913		17 yrs n=471		18 yrs n=211		19 yrs n=129		20 yrs n=70		21 - 24 yrs n=99		25 - 30 yrs n=47		> 30 yrs n=63		Total n=3806	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	Count	Count	%	Count	%	Count	%	Count	%	Count	%
I have religious commitments on Saturday	13	2.3	43	3.5	33	3.6	7	1.5	15	7.1	5	3.9	2	2.9	5	5.1	3	6.4	3	4.8	129	3.4
I have sporting commitments on Saturday	321	55.9	615	50.0	397	43.5	171	36.3	56	26.5	30	23.3	11	15.7	11	11.1	6	12.8	8	12.7	1626	42.7
I have study commitments on Saturday	138	24.0	364	29.6	361	39.5	193	41.0	82	38.9	17	13.2	11	15.7	15	15.2	4	8.5	0	0.0	1185	31.1
More of my friends are available to socialise with on Saturday than on Sunday	270	47.0	604	49.1	501	54.9	249	52.9	113	53.6	63	48.8	37	52.9	52	52.5	16	34.0	13	20.6	1918	50.4
I prefer to spend time with my family on Saturday	215	37.5	476	38.7	350	38.3	176	37.4	79	37.4	37	28.7	25	35.7	37	37.4	25	53.2	33	52.4	1453	38.2
I get a higher hourly rate to work on Sunday than Saturday	27	4.7	49	4.0	31	3.4	19	4.0	10	4.7	7	5.4	0	0.0	2	2.0	5	10.6	1	1.6	151	4.0
It is easier to make child care arrangements for my children on Sunday than on Saturday	0	0.0	5	4	0	0.0	0	0.0	2	.9	1	.8	0	0.0	2	2.0	3	6.4	8	12.7	21	0.6
The work / workplace is more enjoyable on a Sunday than on a Saturday	47	8.2	98	8.0	124	13.6	66	14.0	26	12.3	26	20.2	20	28.6	25	25.3	6	12.8	9	14.3	447	11.7
Other	49	8.5	115	9.4	79	8.7	50	10.6	12	5.7	18	14.0	10	14.3	18	18.2	6	12.8	13	20.6	370	9.7
Base n	574		1229		913		471		211		129		70		99		47		63		3806	

Table 128: Why Sunday work is preferred to Saturday by age with row totals (breakdown of age by multi-choice reason)

Why do you or would you like to work on Sunday rather than Saturday? Multi-choice	≤14 yrs n=574		15 yrs n=1229		16 yrs n=913		17 yrs n=471		18 yrs n=211		19 yrs n=129		20 yrs n=70		21 - 24 yrs n=99		25 - 30 yrs n=47		> 30 yrs n=63		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	Count	Count	%	Count	%	Count	%	Count	%	Count	%
I have religious commitments on Saturday	13	10.1	43	33.3	33	25.6	7	5.4	15	11.6	5	3.9	2	1.6	5	3.9	3	2.3	3	2.3	129	100.0
I have sporting commitments on Saturday	321	19.7	615	37.8	397	24.4	171	10.5	56	3.4	30	1.8	11	.7	11	.7	6	.4	8	.5	1626	100.0
I have study commitments on Saturday	138	11.6	364	30.7	361	30.5	193	16.3	82	6.9	17	1.4	11	.9	15	1.3	4	.3	0	0.0	1185	100.0
More of my friends are available to socialise with on Saturday than on Sunday	270	14.1	604	31.5	501	26.1	249	13.0	113	5.9	63	3.3	37	1.9	52	2.7	16	.8	13	.7	1918	100.0
I prefer to spend time with my family on Saturday	215	14.8	476	32.8	350	24.1	176	12.1	79	5.4	37	2.5	25	1.7	37	2.5	25	1.7	33	2.3	1453	100.0
I get a higher hourly rate to work on Sunday than Saturday	27	17.9	49	32.5	31	20.5	19	12.6	10	6.6	7	4.6	0	0.0	2	1.3	5	3.3	1	.7	151	100.0
It is easier to make child care arrangements for my children on Sunday than on Saturday	0	0.0	5	23.8	0	0.0	0	0.0	2	9.5	1	4.8	0	0.0	2	9.5	3	14.3	8	38.1	21	100.0
The work / workplace is more enjoyable on a Sunday than on a Saturday	47	10.5	98	21.9	124	27.7	66	14.8	26	5.8	26	5.8	20	4.5	25	5.6	6	1.3	9	2.0	447	100.0
Other	49	13.2	115	31.1	79	21.4	50	13.5	12	3.2	18	4.9	10	2.7	18	4.9	6	1.6	13	3.5	370	100.0
Base n	574		1229		913		471		211		129		70		99		47		63		3806	

Table 129: Why Sunday work is preferred to Saturday by age bracket group with column totals (breakdown of multi-choice reason by age group)

Why do you or would you like to work on Sunday rather than Saturday? Multi-choice	14-18 n=3398		19-24 n=298		Total n=3696	
	Count	%	Count	%	Count	%
I have religious commitments on Saturday	111	3.3	12	4.0	123	3.3
I have sporting commitments on Saturday	1560	45.9	52	17.4	1612	43.6
I have study commitments on Saturday	1138	33.5	43	14.4	1181	32.0
More of my friends are available to socialise with on Saturday than on Sunday	1737	51.1	152	51.0	1889	51.1
I prefer to spend time with my family on Saturday	1296	38.1	99	33.2	1395	37.7
I get a higher hourly rate to work on Sunday than Saturday	136	4.0	9	3.0	145	3.9
It is easier to make child care arrangements for my children on Sunday than on Saturday	7	.2	3	1.0	10	.3
The work / workplace is more enjoyable on a Sunday than on a Saturday	361	10.6	71	23.8	432	11.7
Other	305	9.0	46	15.4	351	9.5
Base n	3398		298		3696	

Table 130: Why Sunday work is preferred to Saturday by age bracket group with row totals (breakdown of age group by multi-choice reason)

Why do you or would you like to work on Sunday rather than Saturday? Multi-choice	14-18 n=3398		19-24 n=298		Total	
	Count	%	Count	%	Count	%
I have religious commitments on Saturday	111	90.2	12	9.8	123	100.0
I have sporting commitments on Saturday	1560	96.8	52	3.2	1612	100.0
I have study commitments on Saturday	1138	96.4	43	3.6	1181	100.0
More of my friends are available to socialise with on Saturday than on Sunday	1737	92.0	152	8.0	1889	100.0
I prefer to spend time with my family on Saturday	1296	92.9	99	7.1	1395	100.0
I get a higher hourly rate to work on Sunday than Saturday	136	93.8	9	6.2	145	100.0
It is easier to make child care arrangements for my children on Sunday than on Saturday	7	70.0	3	30.0	10	100.0
The work / workplace is more enjoyable on a Sunday than on a Saturday	361	83.6	71	16.4	432	100.0
Other	305	86.9	46	13.1	351	100.0
<i>Base n</i>	<i>3398</i>		<i>298</i>		<i>3696</i>	

Table 131: Why Sunday work is preferred to Saturday by employment status with column totals (breakdown of multi-choice reason by status)

Why do you or would you like to work on Sunday rather than Saturday? Multi-choice	Perm full time n=63		Perm part time n=605		Casual n=2897		Don't know n=307		Total n=3872	
	Count	%	Count	%	Count	%	Count	%	Count	%
I have religious commitments on Saturday	2	3.2	26	4.3	91	3.1	12	3.9	131	3.4
I have sporting commitments on Saturday	7	11.1	197	32.6	1303	45.0	144	46.9	1651	42.6
I have study commitments on Saturday	5	7.9	184	30.4	938	32.4	79	25.7	1206	31.1
More of my friends are available to socialise with on Saturday than on Sunday	30	47.6	319	52.7	1479	51.1	129	42.0	1957	50.5
I prefer to spend time with my family on Saturday	36	57.1	252	41.7	1073	37.0	116	37.8	1477	38.1
I get a higher hourly rate to work on Sunday than Saturday	0	0.0	20	3.3	122	4.2	15	4.9	157	4.1
It is easier to make child care arrangements for my children on Sunday than on Saturday	2	3.2	7	1.2	12	.4	0	0.0	21	0.5
The work / workplace is more enjoyable on a Sunday than on a Saturday	13	20.6	86	14.2	333	11.5	21	6.8	453	11.7
Other	6	9.5	57	9.4	263	9.1	45	14.7	371	9.6
Base n	63		605		2897		307		3872	

Table 132: Why Sunday work is preferred to Saturday by employment status with row totals (breakdown of multi-choice reason by status group)

Why do you or would you like to work on Sunday rather than Saturday? Multi-choice	Perm full time n=63		Perm part time n=605		Casual n=2897		Don't know n=307		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%
I have religious commitments on Saturday	2	1.5	26	19.8	91	69.5	12	9.2	131	100.0
I have sporting commitments on Saturday	7	.4	197	11.9	1303	78.9	144	8.7	1651	100.0
I have study commitments on Saturday	5	.4	184	15.3	938	77.8	79	6.6	1206	100.0
More of my friends are available to socialise with on Saturday than on Sunday	30	1.5	319	16.3	1479	75.6	129	6.6	1957	100.0
I prefer to spend time with my family on Saturday	36	2.4	252	17.1	1073	72.6	116	7.9	1477	100.0
I get a higher hourly rate to work on Sunday than Saturday	0	0.0	20	12.7	122	77.7	15	9.6	157	100.0
It is easier to make child care arrangements for my children on Sunday than on Saturday	2	9.5	7	33.3	12	57.1	0	0.0	21	100.0
The work / workplace is more enjoyable on a Sunday than on a Saturday	13	2.9	86	19.0	333	73.5	21	4.6	453	100.0
Other	6	1.6	57	15.4	263	70.9	45	12.1	371	100.0
<i>Base n</i>	<i>63</i>		<i>605</i>		<i>2897</i>		<i>307</i>		<i>3872</i>	

Table 133: Why you make yourself available to work **week day evenings** including past 9pm by age with *column* totals (breakdown of multi-choice reason by age)

Why you make yourself available to work week day evenings, including past 9pm Multi-choice	≤14 yrs n=938		15 yrs n=2350		16 yrs n=2080		17 yrs n=1480		18 yrs n=1204		19 yrs n=838		20 yrs n=508		21 - 24 yrs n=873		25 - 30 yrs n=455		> 30 yrs n=453		Total n=11179	
	Count	%	Count	Count	Count	%	Count	%	Count	%	Count	%	Count	%								
I want to maximise the times I am available to work, to get more shifts	650	69.3	1617	68.8	1485	71.4	1081	73.0	964	80.1	670	80.0	395	77.8	639	73.2	272	59.8	222	49.0	7995	71.5
It is the only time I can work on week days because I am studying during the day	323	34.4	979	41.7	965	46.4	632	42.7	334	27.7	204	24.3	108	21.3	136	15.6	41	9.0	15	3.3	3737	33.4
My partner or other family member / person is only available to care for my children in the evenings	3	.3	8	.3	9	.4	4	.3	3	.2	8	1.0	8	1.6	28	3.2	52	11.4	95	21.0	218	2.0
The work / workplace is more fun in the evenings than during the day	49	5.2	194	8.3	167	8.0	147	9.9	119	9.9	106	12.6	49	9.6	91	10.4	28	6.2	15	3.3	965	8.6
I get paid more to work in the evenings than during the day	12	1.3	33	1.4	24	1.2	22	1.5	43	3.6	25	3.0	19	3.7	51	5.8	20	4.4	9	2.0	258	2.3
I prefer to spend time with my friends or family during the day	80	8.5	216	9.2	164	7.9	100	6.8	105	8.7	53	6.3	35	6.9	74	8.5	42	9.2	34	7.5	903	8.1
Other	86	9.2	195	8.3	151	7.3	108	7.3	108	9.0	95	11.3	73	14.4	172	19.7	112	24.6	144	31.8	1244	11.1
Base n	938		2350		2080		1480		1204		838		508		873		455		453		11179	

Table 134: Why you make yourself available to work week day evenings including past 9pm by age with row totals (breakdown of age by multi-choice reason)

Why you make yourself available to work week day evenings, including past 9pm Multi-choice	≤14 yrs n=938		15 yrs n=2350		16 yrs n=2080		17 yrs n=1480		18 yrs n=1204		19 yrs n=838		20 yrs n=508		21 - 24 yrs n=873		25 - 30 yrs n=455		> 30 yrs n=453		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	Count	Count	%	Count	%	Count	%	Count	%	Count	%
I want to maximise the times I am available to work, to get more shifts	650	8.1	1617	20.2	1485	18.6	1081	13.5	964	12.1	670	8.4	395	4.9	639	8.0	272	3.4	222	2.8	7995	100.0
It is the only time I can work on week days because I am studying during the day	323	8.6	979	26.2	965	25.8	632	16.9	334	8.9	204	5.5	108	2.9	136	3.6	41	1.1	15	4	3737	100.0
My partner or other family member / person is only available to care for my children in the evenings	3	1.4	8	3.7	9	4.1	4	1.8	3	1.4	8	3.7	8	3.7	28	12.8	52	23.9	95	43.6	218	100.0
The work / workplace is more fun in the evenings than during the day	49	5.1	194	20.1	167	17.3	147	15.2	119	12.3	106	11.0	49	5.1	91	9.4	28	2.9	15	1.6	965	100.0
I get paid more to work in the evenings than during the day	12	4.7	33	12.8	24	9.3	22	8.5	43	16.7	25	9.7	19	7.4	51	19.8	20	7.8	9	3.5	258	100.0
I prefer to spend time with my friends or family during the day	80	8.9	216	23.9	164	18.2	100	11.1	105	11.6	53	5.9	35	3.9	74	8.2	42	4.7	34	3.8	903	100.0
Other	86	6.9	195	15.7	151	12.1	108	8.7	108	8.7	95	7.6	73	5.9	172	13.8	112	9.0	144	11.6	1244	100.0
Base n	938		2350		2080		1480		1204		838		508		873		455		453		11179	

Table 135: Why you make yourself available to work **week day evenings** including past 9pm by age bracket group with *column* totals (breakdown of multi-choice reason by age group)

Why you make yourself available to work week day evenings, including past 9pm Multi-choice	14-18 n=8052		19-24 n=2219		Total n=10271	
	Count	%	Count	%	Count	%
I want to maximise the times I am available to work, to get more shifts	5797	72.0	1704	76.8	7501	73.0
It is the only time I can work on week days because I am studying during the day	3233	40.2	448	20.2	3681	35.8
My partner or other family member / person is only available to care for my children in the evenings	27	.3	44	2.0	71	.7
The work / workplace is more fun in the evenings than during the day	676	8.4	246	11.1	922	9.0
I get paid more to work in the evenings than during the day	134	1.7	95	4.3	229	2.2
I prefer to spend time with my friends or family during the day	665	8.3	162	7.3	827	8.1
Other	648	8.0	340	15.3	988	9.6
<i>Base n</i>	<i>8052</i>		<i>2219</i>		<i>10271</i>	<i>100.0</i>

Table 136: Why you make yourself available to work **week day evenings** including past 9pm by age bracket group with row totals (breakdown of age group by multi-choice reason)

Why you make yourself available to work week day evenings, including past 9pm Multi-choice	14-18 n=8052		19-24 n=2219		Total	
	Count	%	Count	%	Count	%
I want to maximise the times I am available to work, to get more shifts	5797	77.3	1704	22.7	7501	100.0
It is the only time I can work on week days because I am studying during the day	3233	87.8	448	12.2	3681	100.0
My partner or other family member / person is only available to care for my children in the evenings	27	38.0	44	62.0	71	100.0
The work / workplace is more fun in the evenings than during the day	676	73.3	246	26.7	922	100.0
I get paid more to work in the evenings than during the day	134	58.5	95	41.5	229	100.0
I prefer to spend time with my friends or family during the day	665	80.4	162	19.6	827	100.0
Other	648	65.6	340	34.4	988	100.0
<i>Base n</i>	<i>8052</i>		<i>2219</i>		<i>10271</i>	

Table 137: Why you make yourself available to work **week day evenings** including past 9pm by employment status with *column* totals (breakdown of multi-choice reason by status)

Why you make yourself available to work week day evenings, including past 9pm Multi-choice	Perm full time n=657		Perm part time n=2511		Casual n=7418		Don't know n=753		Total n=11339	
	Count	%	Count	%	Count	%	Count	%	Count	%
I want to maximise the times I am available to work, to get more shifts	306	46.6	1810	72.1	5484	73.9	513	68.1	8113	71.5
It is the only time I can work on week days because I am studying during the day	16	2.4	756	30.1	2798	37.7	218	29.0	3788	33.4
My partner or other family member / person is only available to care for my children in the evenings	30	4.6	81	3.2	95	1.3	13	1.7	219	1.9
The work / workplace is more fun in the evenings than during the day	37	5.6	244	9.7	661	8.9	42	5.6	984	8.7
I get paid more to work in the evenings than during the day	15	2.3	64	2.5	161	2.2	23	3.1	263	2.3
I prefer to spend time with my friends or family during the day	59	9.0	225	9.0	571	7.7	71	9.4	926	8.2
Other	302	46.0	294	11.7	582	7.8	74	9.8	1252	11.0
<i>Base n</i>	657		2511		7418		753		11339	

Table 138: Why you make yourself available to work **week day evenings** including past 9pm by employment status with row totals (breakdown of multi-choice reason by status group)

Why you make yourself available to work week day evenings, including past 9pm Multi-choice	Perm full time n=657		Perm part time n=2511		Casual n=7418		Don't know n=753		Total	
	Count	%	Count	%	Count	%	Count	%	Count	%
I want to maximise the times I am available to work, to get more shifts	306	3.8	1810	22.3	5484	67.6	513	6.3	8113	100.0
It is the only time I can work on week days because I am studying during the day	16	.4	756	20.0	2798	73.9	218	5.8	3788	100.0
My partner or other family member / person is only available to care for my children in the evenings	30	13.7	81	37.0	95	43.4	13	5.9	219	100.0
The work / workplace is more fun in the evenings than during the day	37	3.8	244	24.8	661	67.2	42	4.3	984	100.0
I get paid more to work in the evenings than during the day	15	5.7	64	24.3	161	61.2	23	8.7	263	100.0
I prefer to spend time with my friends or family during the day	59	6.4	225	24.3	571	61.7	71	7.7	926	100.0
Other	302	24.1	294	23.5	582	46.5	74	5.9	1252	100.0
<i>Base n</i>	657		2511		7418		753		11339	