

## F Part time jobs characteristics

The characteristics of part time jobs differ from full time jobs in a number of ways. This includes differences in the nature of the work (responsibility — table F.1, job perception — table F.2, access to benefits – tables F.3 and F.4, career prospects — table F.5 and job satisfaction — tables F.6 to F.10). This appendix expands on the analysis contained in chapter 11 and provides more detailed statistics. It reinforces the message that there are differences in quality aspects of part and full time jobs in general, but that these differences vary based on age, skill level and whether the job is permanent, casual or fixed term. Box F.1 outlines the system used to classify occupations according to occupational groups and skill levels.

**Table F.1 Proportion of workforce with supervisory duties, 2005**

Per cent of workers by gender and labour force status

|       | <i>Part time</i> |      | <i>Full time</i> |      |
|-------|------------------|------|------------------|------|
|       | %                | No.  | %                | No.  |
| Men   | 23.5             | 717  | 55.1             | 3586 |
| Women | 28.6             | 1973 | 50.2             | 1970 |
| Total | 27.1             | 2690 | 53.4             | 5556 |

Source: HILDA 2007 Release 5.1 (weighted data).

**Table F.2 Workers describe their job, 2005**

Average rating<sup>a</sup>

|  | <i>Part time</i> | <i>Full time</i> |
|--|------------------|------------------|
| My job is more stressful than I had ever imagined                      | 2.8              | 3.5              |
| I fear that the amount of stress in my job will make me physically ill | 2.1              | 2.7              |
| I get paid fairly for the things I do in my jobs                       | 4.8              | 4.5              |
| I have a secure future in my job                                       | 4.7              | 5.1              |
| The company I work for will still be in business 5 years from now      | 5.8              | 5.9              |
| I worry about the future of my job                                     | 2.7              | 2.9              |
| My job is difficult and complex  | 3.0              | 4.3              |
| My job often requires me to learn new skills                           | 3.9              | 4.8              |
| I use many of my skills and abilities in my current job                | 4.7              | 5.5              |
| I have a lot of freedom to decide how I do my own work                 | 4.5              | 4.9              |
| I have a lot of say about what happens on my job                       | 3.9              | 4.6              |
| I have a lot of freedom to decide when I do my work                    | 3.7              | 3.7              |

<sup>a</sup> Rating scale from one to seven, where one means 'strongly disagree' with the statement and seven means 'strongly agree'.

Source: HILDA 2007 Release 5.1 (weighted data).

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## Box F.1 Australian Standard Classification of Occupations (ASCO)

### **Skill level 1**

Occupations that generally have a level of skill commensurate with a bachelor degree or higher or at least five years relevant experience:

- Managers and Administrators
- Professionals

### **Skill level 2**

Occupations that generally have a level of skill commensurate with an Australian Qualifications Framework (AQF) Diploma or Advanced Diploma or at least three years relevant experience:

- Associate Professionals

### **Skill level 3**

Occupations that generally have a level of skill commensurate with an AQF Certificate III or IV or at least three years relevant experience:

- Tradespersons and Related Workers
- Advanced Clerical and Service Workers

### **Skill level 4**

Occupations that generally have a level of skill commensurate with an AQF Certificate II or at least one years relevant experience:

- Intermediate Clerical, Sales and Service Workers
- Intermediate Production and Transport Workers

### **Skill level 5**

Occupations that generally have a level of skill commensurate with completion of compulsory secondary education or an AQF Certificate I qualification:

- Elementary Clerical
- Sales and Service Workers
- Labourers and Related Workers

*Source:* ABS (1997b).

Table F.3 Access to benefits by type of employment, 2005<sup>a</sup>

|                                     | <i>Fixed term</i> | <i>Casual</i> | <i>Ongoing</i> |
|-------------------------------------|-------------------|---------------|----------------|
|                                     | %                 | %             | %              |
| <i>Part time</i>                    |                   |               |                |
| Paid sick leave <sup>b</sup>        | 70.3              | 2.6           | 82.7           |
| Paid holiday leave <sup>b</sup>     | 70.0              | 2.5           | 82.7           |
| Maternity leave paid <sup>c</sup>   | 62.3              | 22.2          | 59.0           |
| Maternity leave unpaid <sup>c</sup> | 74.1              | 53.9          | 79.8           |
| Parental leave                      | 70.8              | 33.0          | 74.2           |
| Carer's leave                       | 35.0              | 43.1          | 78.7           |
| Home-based work                     | 17.0              | 13.4          | 16.8           |
| Flexible start/ finish times        | 47.8              | 57.0          | 53.4           |
| Child care facility or subsidy      | 17.5              | 7.7           | 10.3           |
| <i>Full time</i>                    |                   |               |                |
| Paid sick leave <sup>b</sup>        | 88.5              | 9.8           | 97.1           |
| Paid holiday leave <sup>b</sup>     | 87.7              | 9.0           | 97.0           |
| Maternity leave paid <sup>c</sup>   | 63.1              | 28.3          | 70.7           |
| Maternity leave unpaid <sup>c</sup> | 91.5              | 55.5          | 90.7           |
| Parental leave                      | 84.2              | 34.1          | 84.8           |
| Carer's leave                       | 87.9              | 41.6          | 86.7           |
| Home-based work                     | 70.3              | 58.6          | 75.0           |
| Flexible start/ finish times        | 32.3              | 7.1           | 24.0           |
| Child care facility or subsidy      | 65.1              | 50.7          | 53.3           |

<sup>a</sup> Figures are calculated using cross-sectional weights. <sup>b</sup> Figures are for employees only. <sup>c</sup> Figures are for women only.

Source: HILDA 2007 Release 5.1 (weighted data).

Table F.4 Access to benefits by ASCO occupational group, 2005<sup>a</sup>

|  | <i>Part time</i> | <i>Full time</i> |
|--|------------------|------------------|
|  | %                | %                |
| <b>Skill level 1</b>                     |                  |                  |
| <i>Managers and administrators</i>       |                  |                  |
| Paid holiday leave <sup>b</sup>          | 60.6             | 95.0             |
| Paid sick leave <sup>b</sup>             | 60.6             | 96.0             |
| Maternity leave paid <sup>c</sup>        | 32.8             | 62.2             |
| Maternity leave unpaid <sup>c</sup>      | 73.7             | 84.0             |
| Parental leave                           | 52.7             | 75.7             |
| Special carer's leave                    | 80.4             | 79.5             |
| Home-based work                          | 67.9             | 48.2             |
| Flexible start and finish times          | 93.4             | 77.2             |
| Child care facility or subsidy           | 6.6              | 12.5             |
| <br><i>Professionals</i>                 |                  |                  |
| Paid holiday leave <sup>b</sup>          | 56.6             | 94.9             |
| Paid sick leave <sup>b</sup>             | 56.8             | 95.4             |
| Maternity leave paid <sup>c</sup>        | 60.0             | 76.1             |
| Maternity leave unpaid <sup>c</sup>      | 71.6             | 92.8             |
| Parental leave                           | 65.0             | 85.4             |
| Special carer's leave                    | 67.6             | 86.7             |
| Home-based work                          | 33.1             | 38.0             |
| Flexible start and finish times          | 51.9             | 59.4             |
| Child care facility or subsidy           | 13.1             | 13.8             |
| <br><b>Skill level 2</b>                 |                  |                  |
| <i>Associate professionals</i>           |                  |                  |
| Paid holiday leave <sup>b</sup>          | 56.7             | 91.5             |
| Paid sick leave <sup>b</sup>             | 55.7             | 91.5             |
| Maternity leave paid <sup>c</sup>        | 37.6             | 54.0             |
| Maternity leave unpaid <sup>c</sup>      | 62.8             | 81.4             |
| Parental leave                           | 55.5             | 78.9             |
| Special carer's leave                    | 66.1             | 81.4             |
| Home-based work                          | 31.1             | 33.4             |
| Flexible start and finish times          | 64.1             | 67.7             |
| Child care facility or subsidy           | 11.2             | 10.5             |
| <br><b>Skill level 3</b>                 |                  |                  |
| <i>Tradespersons and related workers</i> |                  |                  |
| Paid holiday leave <sup>b</sup>          | 21.4             | 88.7             |
| Paid sick leave <sup>b</sup>             | 21.9             | 88.7             |
| Maternity leave paid <sup>c</sup>        | 24.2             | 41.2             |
| Maternity leave unpaid <sup>c</sup>      | 68.9             | 69.5             |

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Table F.4 (continued)

|   | <i>Part time</i> | <i>Full time</i> |
|---|------------------|------------------|
| Parental leave  | 40.4             | 59.7             |
| Special carer's leave                                   | 50.9             | 66.7             |
| Home-based work   | 28.1             | 16.7             |
| Flexible start and finish times                         | 55.7             | 52.4             |
| Child care facility or subsidy                          | 17.2             | 11.1             |
| <i>Advanced clerical and service workers</i>            |                  |                  |
| Paid holiday leave <sup>b</sup>                         | 46.7             | 91.3             |
| Paid sick leave <sup>b</sup>                            | 47.2             | 91.3             |
| Maternity leave paid <sup>c</sup>                       | 31.3             | 56.0             |
| Maternity leave unpaid <sup>c</sup>                     | 61.3             | 85.2             |
| Parental leave  | 51.2             | 82.7             |
| Special carer's leave                                   | 58.6             | 89.5             |
| Home-based work   | 53.1             | 34.7             |
| Flexible start and finish times                         | 78.8             | 69.6             |
| Child care facility or subsidy                          | 13.3             | 8.4              |
| <b>Skill level 4</b>                                    |                  |                  |
| <i>Intermediate clerical, sales and service workers</i> |                  |                  |
| Paid holiday leave <sup>b</sup>                         | 43.6             | 88.9             |
| Paid sick leave <sup>b</sup>                            | 44.4             | 89.5             |
| Maternity leave paid <sup>c</sup>                       | 39.0             | 58.5             |
| Maternity leave unpaid <sup>c</sup>                     | 67.7             | 84.0             |
| Parental leave  | 57.5             | 80.0             |
| Special carer's leave                                   | 61.5             | 84.1             |
| Home-based work   | 14.5             | 21.5             |
| Flexible start and finish times                         | 56.1             | 55.3             |
| Child care facility or subsidy                          | 11.9             | 10.5             |
| <i>Intermediate production and transport workers</i>    |                  |                  |
| Paid holiday leave <sup>b</sup>                         | 28.5             | 83.8             |
| Paid sick leave <sup>b</sup>                            | 27.0             | 83.1             |
| Maternity leave paid <sup>c</sup>                       | 59.8             | 66.4             |
| Maternity leave unpaid <sup>c</sup>                     | 53.5             | 91.8             |
| Parental leave  | 37.9             | 66.2             |
| Special carer's leave                                   | 44.9             | 70.5             |
| Home-based work   | 7.7              | 12.8             |
| Flexible start and finish times                         | 44.2             | 41.3             |
| Child care facility or subsidy                          | 5.1              | 8.4              |

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Table F.4 (continued)

|   | <i>Part time</i> | <i>Full time</i> |
|---|------------------|------------------|
| <b>Skill level 5</b>                                  |                  |                  |
| <i>Elementary clerical, sales and service workers</i> |                  |                  |
| Paid holiday leave <sup>b</sup>                       | 25.1             | 81.1             |
| Paid sick leave <sup>b</sup>                          | 25.5             | 82.0             |
| Maternity leave paid <sup>c</sup>                     | 29.9             | 61.1             |
| Maternity leave unpaid <sup>c</sup>                   | 56.9             | 78.3             |
| Parental leave  | 40.0             | 69.1             |
| Special carer's leave                                 | 52.0             | 71.0             |
| Home-based work                                       | 10.4             | 6.1              |
| Flexible start and finish times                       | 60.0             | 39.9             |
| Child care facility or subsidy                        | 4.6              | 3.1              |
| <i>Labourers and related workers</i>                  |                  |                  |
| Paid holiday leave <sup>b</sup>                       | 23.5             | 73.0             |
| Paid sick leave <sup>b</sup>                          | 21.8             | 72.4             |
| Maternity leave paid <sup>c</sup>                     | 20.7             | 60.5             |
| Maternity leave unpaid <sup>c</sup>                   | 45.2             | 67.6             |
| Parental leave  | 28.7             | 51.6             |
| Special carer's leave                                 | 41.5             | 57.1             |
| Home-based work                                       | 9.8              | 11.9             |
| Flexible start and finish times                       | 55.6             | 42.5             |
| Child care facility or subsidy                        | 6.5              | 7.0              |

<sup>a</sup> Figures calculated using cross-sectional weights. Figures are for 2001 unless stated. <sup>b</sup> Figures are for employees only. <sup>c</sup> Figures are for women only.

Source: HILDA 2007 Release 5.1 (weighted data).

**Table F.5 Immediate job prospects by age and work hours, 2005<sup>a</sup>**

| Event   | Age      | <i>Part time</i>         |      | <i>Full time</i>         |     |
|---|----------|--------------------------|------|--------------------------|-----|
|   |          | Probability <sup>b</sup> | No.  | Probability <sup>b</sup> | No. |
| Leave job voluntarily in the next 12 months   | 15 to 19 | 45.1                     | 473  | 30.2                     | 229 |
|   | 20 to 24 | 61.8                     | 283  | 32                       | 593 |
|   | 25 to 29 | 44.8                     | 140  | 29.8                     | 562 |
|   | 30 to 34 | 44                       | 192  | 24.9                     | 588 |
|   | 35 to 39 | 17.9                     | 239  | 16.7                     | 552 |
|   | 40 to 44 | 16.2                     | 251  | 17.3                     | 600 |
|   | 45 to 49 | 15.8                     | 229  | 13.6                     | 572 |
|   | 50 to 54 | 19.6                     | 166  | 9.2                      | 449 |
|   | 55 to 59 | 14.5                     | 115  | 13.3                     | 297 |
|   | 60 to 64 | 21.3                     | 93   | 21.6                     | 95  |
|   | 65 to 69 | 29.9                     | 37   | 31.4                     | 16  |
| 70 and over                                   | 10.8     | 21                       | 13.4 | 8                        |     |
| Leave job involuntarily in the next 12 months | 15 to 19 | 8.8                      | 471  | 8.7                      | 229 |
|   | 20 to 24 | 9.5                      | 282  | 10                       | 591 |
|   | 25 to 29 | 12.6                     | 140  | 10.7                     | 562 |
|   | 30 to 34 | 9.2                      | 188  | 9.9                      | 588 |
|   | 35 to 39 | 10.6                     | 239  | 9.4                      | 552 |
|   | 40 to 44 | 9.3                      | 250  | 8.4                      | 599 |
|   | 45 to 49 | 10.9                     | 229  | 8.7                      | 571 |
|   | 50 to 54 | 7                        | 167  | 8.1                      | 448 |
|   | 55 to 59 | 6.5                      | 115  | 11.4                     | 297 |
|   | 60 to 64 | 9.7                      | 92   | 8.2                      | 95  |
|   | 65 to 69 | 11.8                     | 37   | 12.6                     | 16  |
| 70 and over                                   | 4.7      | 21                       | 3.6  | 8                        |     |
| Find a job at least as good as current job    | 15 to 19 | 72.2                     | 472  | 69.5                     | 228 |
|   | 20 to 24 | 70.1                     | 282  | 69.7                     | 592 |
|   | 25 to 29 | 71.6                     | 139  | 73.3                     | 560 |
|   | 30 to 34 | 66.6                     | 185  | 69.2                     | 587 |
|   | 35 to 39 | 66.2                     | 232  | 67                       | 551 |
|   | 40 to 44 | 60.9                     | 245  | 66.7                     | 597 |
|   | 45 to 49 | 66                       | 224  | 60.4                     | 569 |
|   | 50 to 54 | 64.9                     | 155  | 55                       | 437 |
|   | 55 to 59 | 61.8                     | 95   | 49.8                     | 274 |
|   | 60 to 64 | 43.8                     | 71   | 42                       | 72  |
|   | 65 to 69 | 60.8                     | 23   | 68.2                     | 9   |
| 70 and over                                   | 36.5     | 13                       | 56   | 7                        |     |

<sup>a</sup> Figures are calculated using cross-sectional weights. <sup>b</sup> Probability refers to the average of probabilities given by respondents. For example, part time workers between the ages 15–19 said, on average, that there was a 45.1 per cent probability that they would leave their job voluntarily within the next 12 months.

Source: HILDA 2007 Release 5.1 (weighted data).

**Table F.6 Job satisfaction by gender and by work hours, 2005<sup>a</sup>**

| <i>Job characteristic</i> | <i>Gender</i> | <i>Part time</i>            | <i>Full time</i>            |
|---------------------------|---------------|-----------------------------|-----------------------------|
|                           |               | Average rating <sup>b</sup> | Average rating <sup>b</sup> |
| Pay                       | Male          | 6.8                         | 6.8                         |
|                           | Female        | 7.0                         | 6.9                         |
| Job security              | Male          | 7.6                         | 7.9                         |
|                           | Female        | 7.9                         | 8.0                         |
| Nature of work            | Male          | 7.3                         | 7.6                         |
|                           | Female        | 7.5                         | 7.6                         |
| Hours                     | Male          | 7.2                         | 7.1                         |
|                           | Female        | 7.6                         | 7.0                         |
| Flexibility               | Male          | 8.1                         | 7.3                         |
|                           | Female        | 8.0                         | 7.1                         |
| Overall                   | Male          | 7.5                         | 7.5                         |
|                           | Female        | 7.8                         | 7.6                         |

<sup>a</sup> Averages are calculated using cross-sectional weights. <sup>b</sup> Rating scale is from one to ten, where one refers to the lowest level of satisfaction and ten refers to the highest level of satisfaction. For example, men, on average, rated their overall job satisfaction at 7.5 out of 10.

Source: HILDA 2007 Release 5.1 (weighted data).

**Table F.7 Job satisfaction by age and by work hours, 2005<sup>a</sup>**

| <i>Job Characteristic</i> | <i>Age</i>          | <i>Part time</i>            |     | <i>Full time</i>            |     |
|---------------------------|---------------------|-----------------------------|-----|-----------------------------|-----|
|                           |                     | Average rating <sup>b</sup> | No. | Average rating <sup>b</sup> | No. |
| <i>Pay</i>                | 15 to 19            | 6.7                         | 476 | 6.4                         | 234 |
|                           | 20 to 24            | 7.2                         | 291 | 6.6                         | 615 |
|                           | 25 to 29            | 6.5                         | 166 | 6.6                         | 614 |
|                           | 30 to 34            | 6.6                         | 230 | 6.9                         | 674 |
|                           | 35 to 39            | 6.7                         | 293 | 6.8                         | 677 |
|                           | 40 to 44            | 6.9                         | 307 | 6.9                         | 774 |
|                           | 45 to 49            | 6.6                         | 276 | 7.0                         | 740 |
|                           | 50 to 54            | 7.0                         | 211 | 7.0                         | 586 |
|                           | 55 to 59            | 7.6                         | 166 | 7.0                         | 421 |
|                           | 60 to 64            | 7.6                         | 141 | 7.2                         | 152 |
|                           | 65 to 69            | 7.9                         | 62  | 7.4                         | 35  |
|                           | 70 and over         | 7.5                         | 58  | 7.4                         | 28  |
|                           | <i>Job security</i> | 15 to 19                    | 7.8 | 479                         | 8.2 |
| 20 to 24                  |                     | 7.9                         | 291 | 8.1                         | 616 |
| 25 to 29                  |                     | 7.3                         | 167 | 7.9                         | 615 |
| 30 to 34                  |                     | 7.7                         | 230 | 7.8                         | 675 |
| 35 to 39                  |                     | 7.6                         | 294 | 7.9                         | 677 |
| 40 to 44                  |                     | 7.9                         | 307 | 7.9                         | 769 |
| 45 to 49                  |                     | 7.5                         | 276 | 7.8                         | 738 |
| 50 to 54                  |                     | 7.7                         | 211 | 7.9                         | 586 |
| 55 to 59                  |                     | 8.3                         | 163 | 7.8                         | 421 |
| 60 to 64                  |                     | 8.1                         | 139 | 8.2                         | 152 |
| 65 to 69                  |                     | 8.8                         | 63  | 8.6                         | 36  |
| 70 and over               |                     | 8.4                         | 58  | 8.4                         | 29  |
| <i>Nature of work</i>     |                     | 15 to 19                    | 7.2 | 479                         | 7.5 |
|                           | 20 to 24            | 7.1                         | 291 | 7.5                         | 616 |
|                           | 25 to 29            | 7.3                         | 167 | 7.3                         | 615 |
|                           | 30 to 34            | 7.1                         | 231 | 7.5                         | 675 |
|                           | 35 to 39            | 7.2                         | 294 | 7.7                         | 677 |
|                           | 40 to 44            | 7.5                         | 307 | 7.6                         | 774 |
|                           | 45 to 49            | 7.7                         | 276 | 7.8                         | 740 |
|                           | 50 to 54            | 7.7                         | 212 | 7.7                         | 587 |
|                           | 55 to 59            | 7.9                         | 166 | 7.8                         | 422 |
|                           | 60 to 64            | 8.4                         | 141 | 7.9                         | 152 |
|                           | 65 to 69            | 8.1                         | 63  | 8.1                         | 36  |
|                           | 70 and over         | 8.4                         | 59  | 8.8                         | 29  |

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Table F.7 (continued)

| Job characteristic | Age         | Part time                   |     | Full time                   |     |
|--------------------|-------------|-----------------------------|-----|-----------------------------|-----|
|                    |             | Average rating <sup>b</sup> | No. | Average rating <sup>b</sup> | No. |
| <i>Hours</i>       | 15 to 19    | 6.9                         | 479 | 7.6                         | 234 |
|                    | 20 to 24    | 6.9                         | 291 | 7.3                         | 616 |
|                    | 25 to 29    | 6.7                         | 167 | 6.9                         | 615 |
|                    | 30 to 34    | 7.8                         | 230 | 7.1                         | 675 |
|                    | 35 to 39    | 7.5                         | 294 | 7.1                         | 677 |
|                    | 40 to 44    | 7.7                         | 307 | 6.9                         | 774 |
|                    | 45 to 49    | 7.6                         | 276 | 7.0                         | 739 |
|                    | 50 to 54    | 7.6                         | 212 | 7.0                         | 587 |
|                    | 55 to 59    | 8.2                         | 166 | 7.1                         | 422 |
|                    | 60 to 64    | 8.2                         | 141 | 7.3                         | 152 |
|                    | 65 to 69    | 8.8                         | 63  | 7.6                         | 36  |
|                    | 70 and over | 8.1                         | 59  | 7.9                         | 29  |
| <i>Flexibility</i> | 15 to 19    | 7.6                         | 477 | 7.4                         | 234 |
|                    | 20 to 24    | 7.8                         | 291 | 7.4                         | 616 |
|                    | 25 to 29    | 7.9                         | 167 | 7.0                         | 615 |
|                    | 30 to 34    | 8.0                         | 231 | 7.2                         | 673 |
|                    | 35 to 39    | 7.9                         | 294 | 7.3                         | 677 |
|                    | 40 to 44    | 8.1                         | 308 | 7.0                         | 774 |
|                    | 45 to 49    | 7.9                         | 275 | 7.1                         | 740 |
|                    | 50 to 54    | 8.3                         | 212 | 7.1                         | 586 |
|                    | 55 to 59    | 8.4                         | 166 | 7.3                         | 422 |
|                    | 60 to 64    | 8.5                         | 141 | 7.9                         | 152 |
|                    | 65 to 69    | 8.7                         | 63  | 7.9                         | 36  |
|                    | 70 and over | 8.7                         | 59  | 7.5                         | 29  |
| <i>Overall</i>     | 15 to 19    | 7.5                         | 479 | 7.7                         | 234 |
|                    | 20 to 24    | 7.5                         | 291 | 7.5                         | 616 |
|                    | 25 to 29    | 7.2                         | 167 | 7.2                         | 615 |
|                    | 30 to 34    | 7.5                         | 231 | 7.5                         | 675 |
|                    | 35 to 39    | 7.5                         | 294 | 7.6                         | 677 |
|                    | 40 to 44    | 7.8                         | 308 | 7.5                         | 774 |
|                    | 45 to 49    | 7.8                         | 275 | 7.6                         | 740 |
|                    | 50 to 54    | 7.9                         | 212 | 7.7                         | 587 |
|                    | 55 to 59    | 8.1                         | 166 | 7.7                         | 422 |
|                    | 60 to 64    | 8.5                         | 141 | 8.0                         | 152 |
|                    | 65 to 69    | 8.6                         | 63  | 8.3                         | 36  |
|                    | 70 and over | 8.6                         | 59  | 8.6                         | 29  |

<sup>a</sup> Averages calculated using cross-sectional weights. <sup>b</sup> Rating scale is from one to ten, where one refers to the lowest level of satisfaction and ten refers to the highest level of satisfaction. For example, part time workers aged 15–19, on average, rated their overall job satisfaction at 7.5 out of 10.

Source: HILDA 2007 Release 5.1 (weighted data).

**Table F.8 Job satisfaction by contract type and work hours, 2005<sup>a</sup>**  
Average rating<sup>a</sup>

| <i>Job characteristic</i> | <i>Fixed term</i> | <i>Casual</i> | <i>Ongoing</i> |
|---------------------------|-------------------|---------------|----------------|
| <i>Part time</i>          |                   |               |                |
| Pay                       | 6.9               | 7.0           | 6.8            |
| Job security              | 7.2               | 7.6           | 8.3            |
| Nature of work            | 8.0               | 7.3           | 7.5            |
| Hours                     | 7.8               | 7.1           | 7.8            |
| Flexibility               | 7.9               | 7.8           | 7.9            |
| Overall                   | 8.0               | 7.6           | 7.7            |
| <i>Full time</i>          |                   |               |                |
| Pay                       | 6.9               | 6.8           | 6.9            |
| Job security              | 7.3               | 6.6           | 8.2            |
| Nature of work            | 7.6               | 7.3           | 7.6            |
| Hours                     | 7.1               | 7.3           | 7.2            |
| Flexibility               | 7.0               | 6.9           | 7.2            |
| Overall                   | 7.5               | 7.3           | 7.6            |

<sup>a</sup> Averages calculated using cross-sectional weights. <sup>b</sup> Rating scale is from one to ten, where one refers to the lowest level of satisfaction and ten refers to the highest level of satisfaction. For example, part time workers on fixed term contracts, on average, rated their overall job satisfaction at 8.0 out of 10.

Source: HILDA 2007 Release 5.1 (weighted data).

**Table F.9 Job satisfaction by ASCO occupational group, 2005<sup>a</sup>**  
Average rating for each occupation type<sup>b</sup>

| <i>Occupational group</i>                | <i>Part time</i> |     | <i>Full time</i> |      |
|--|------------------|-----|------------------|------|
|  | Average score    | No. | Average Score    | No.  |
| <b>Skill level 1</b>                     |                  |     |                  |      |
| <i>Managers and administrators</i>       |                  |     |                  |      |
| Pay                                      | 7.3              | 73  | 7.2              | 562  |
| Job security                             | 8.5              | 73  | 8.2              | 573  |
| Nature of work                           | 7.9              | 76  | 7.9              | 580  |
| Hours                                    | 8.3              | 77  | 7.0              | 577  |
| Flexibility                              | 8.9              | 77  | 7.5              | 575  |
| Overall                                  | 8.1              | 76  | 7.7              | 579  |
| <i>Professionals</i>                     |                  |     |                  |      |
| Pay                                      | 7.2              | 528 | 7.0              | 1319 |
| Job security                             | 7.7              | 524 | 8.0              | 1318 |
| Nature of work                           | 7.9              | 529 | 7.7              | 1325 |
| Hours                                    | 7.7              | 528 | 7.1              | 1320 |
| Flexibility                              | 8.1              | 682 | 7.2              | 1313 |
| Overall                                  | 7.8              | 529 | 7.5              | 1325 |
| <b>Skill level 2</b>                     |                  |     |                  |      |
| <i>Associate professionals</i>           |                  |     |                  |      |
| Pay                                      | 7.4              | 181 | 7.1              | 888  |
| Job security                             | 8.3              | 180 | 8.2              | 890  |
| Nature of work                           | 8.0              | 183 | 7.8              | 899  |
| Hours                                    | 7.8              | 183 | 7.0              | 895  |
| Flexibility                              | 8.4              | 183 | 7.4              | 883  |
| Overall                                  | 8.3              | 183 | 7.7              | 900  |
| <b>Skill level 3</b>                     |                  |     |                  |      |
| <i>Tradespersons and related workers</i> |                  |     |                  |      |
| Pay                                      | 6.8              | 121 | 6.8              | 802  |
| Job security                             | 7.6              | 123 | 7.8              | 805  |
| Nature of work                           | 7.6              | 124 | 7.8              | 808  |
| Hours                                    | 7.4              | 123 | 7.2              | 806  |
| Flexibility                              | 7.8              | 123 | 7.3              | 806  |
| Overall                                  | 7.5              | 124 | 7.7              | 809  |

(continued next page)

Table F.9 (continued)

| Occupational group                                      | Part time     |     | Full time     |     |
|---|---------------|-----|---------------|-----|
|   | Average score | No. | Average score | No. |
| <b>Skill level 3</b>                                    |               |     |               |     |
| <i>Advanced clerical and service workers</i>            |               |     |               |     |
| Pay   | 7.5           | 132 | 7.4           | 139 |
| Job security  | 8.1           | 134 | 8.5           | 138 |
| Nature of work  | 7.7           | 134 | 7.9           | 139 |
| Hours   | 8.3           | 134 | 7.3           | 139 |
| Flexibility   | 8.8           | 134 | 8.0           | 138 |
| Overall   | 8.1           | 134 | 8.2           | 139 |
| <b>Skill level 4</b>                                    |               |     |               |     |
| <i>Intermediate clerical, sales and service workers</i> |               |     |               |     |
| Pay   | 6.9           | 658 | 6.8           | 752 |
| Job security  | 7.8           | 666 | 8.0           | 760 |
| Nature of work  | 7.5           | 668 | 7.5           | 760 |
| Hours   | 7.6           | 667 | 7.3           | 760 |
| Flexibility   | 8.0           | 667 | 7.3           | 753 |
| Overall   | 7.7           | 669 | 7.6           | 759 |
| <i>Intermediate production and transport workers</i>    |               |     |               |     |
| Pay   | 6.8           | 117 | 6.8           | 499 |
| Job security  | 7.3           | 116 | 7.8           | 503 |
| Nature of work  | 7.3           | 117 | 7.5           | 506 |
| Hours   | 7.1           | 117 | 7.1           | 504 |
| Flexibility   | 7.6           | 117 | 6.9           | 495 |
| Overall   | 7.0           | 118 | 7.4           | 506 |
| <b>Skill level 5</b>                                    |               |     |               |     |
| <i>Elementary clerical and service workers</i>          |               |     |               |     |
| Pay   | 6.7           | 527 | 6.8           | 221 |
| Job security  | 7.9           | 528 | 8.0           | 223 |
| Nature of work  | 7.2           | 531 | 7.3           | 223 |
| Hours   | 7.1           | 529 | 7.2           | 219 |
| Flexibility   | 7.8           | 527 | 7.1           | 216 |
| Overall   | 7.5           | 530 | 7.4           | 222 |
| <i>Labourers and related workers</i>                    |               |     |               |     |
| Pay   | 7.0           | 305 | 6.5           | 303 |
| Job security  | 8.0           | 308 | 7.5           | 301 |
| Nature of work  | 7.2           | 311 | 7.0           | 303 |
| Hours   | 7.4           | 310 | 7.2           | 304 |
| Flexibility   | 7.9           | 312 | 7.3           | 299 |
| Overall   | 7.9           | 312 | 7.2           | 304 |

<sup>a</sup> Averages calculated using cross-sectional weights.

Source: HILDA 2007 Release 5.1 (weighted data).

**Table F.10 Job satisfaction part time workers by number of jobs, 2005<sup>a</sup>**

|                | <i>More than one job</i> |     | <i>Single job</i> |      |
|----------------|--------------------------|-----|-------------------|------|
|                | Average rating           | No. | Average rating    | No.  |
| Pay            | 7.0                      | 305 | 6.9               | 2372 |
| Job security   | 7.8                      | 303 | 7.8               | 2375 |
| Nature of work | 7.4                      | 305 | 7.5               | 2381 |
| Hours          | 7.5                      | 305 | 7.5               | 2380 |
| Flexibility    | 7.9                      | 304 | 8.0               | 2380 |
| Overall        | 7.5                      | 304 | 7.7               | 2382 |

<sup>a</sup> Averages calculated using cross-sectional weights. <sup>b</sup> Rating scale is from one to ten, where one refers to the lowest level of satisfaction and ten refers to the highest level of satisfaction. For example, part time workers on fixed term contracts, on average, rated their overall job satisfaction at 8.0 out of 10.

Source: HILDA 2007 Release 5.1 (weighted data).