

Short Changed:

*Unsatisfactory working hours
and unpaid overtime.*

2023 update

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November 2023

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About the Centre for Future Work

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www.futurework.org.au

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Acknowledgement

Thanks to Ben Walters for his generous support with analysis and checking of polling data. Thanks to Jim Stanford for editing. Any errors are the responsibility of the author.

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Introduction and Summary

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

Following the disruptions of the COVID pandemic and historic falls in real wages over recent years, 2023's stronger labour market conditions should benefit many workers. Wages have risen, labour force participation is relatively high and unemployment is low. With the introduction of the Government's 2022 industrial relations reforms, workers are in a better position to bargain, as shown in recent bargaining outcomes and improving wages growth. However, wages are not keeping up with prices, inflation is high and, for many workers, conditions of work are far from satisfactory.

The Australian labour market contains some deep divisions around gender, age, disability, indigenous and migrant status, socio-economic status and region, and it fails to provide enough work and pay for many workers and their families to meet daily needs. As this year's GHOTD report shows, significant problems of overwork and underemployment co-exist, affecting many workers across all industries, occupations and age groups. Underemployment particularly affects workers in casual, temporary and other forms of insecure work, and it particularly affects workers in lower-paid roles. Women, younger workers, older workers and services workers are over-represented among those affected. At the same time long hours and overwork are problems for full-time workers.

Since 2009, the Centre for Future Work and the Australia Institute have commissioned an annual survey to investigate overwork, unpaid overtime, and other instances of time theft in Australia. This year's poll of 1,640 people was conducted from 29 August to 6 September. For a complete list of the survey questions, methodology, and details about the composition of the sample, please see Appendices A, B and C. Full results of the survey are reported in Appendix D.

Of the 1,640 respondents, 1001 (or 61%) were in paid work. The survey asked this sub-sample several questions regarding their work, preferences for more or fewer hours, and how much unpaid overtime they performed in their jobs.

The report summarises the results of that polling and places them in the context of national labour force and economic trends:

- On average, employees reported they performed **5.4 hours of unpaid work in the week of the survey, equivalent to 16.9% of total working hours.**
 - Full-time employees reported the greatest incidence of unpaid overtime, on average 6.2 hours per week.
 - Workers aged between 18-29 performed the most unpaid overtime, on average 7.4 hours per week.
- This time theft equates to **281 hours per year per worker, or more than 7 standard 38-hour work weeks.**
 - If that unpaid overtime were valued at median wage rates, this means the average worker is losing \$11,055 per year or \$425 per fortnight.
- At the economy-wide level, this equates to more than **\$130 billion of lost income per year.**
 - This is more than the Commonwealth's annual expenditure on healthcare.
- Workers not being paid by employers for a significant portion of working time is made worse by the current context of high inflation and current cost-of living pressures.
- Across the whole labour market, **almost half of all workers (46%) are unsatisfied with their working hours** – wanting either more or fewer hours.
 - One in three workers (35%) in Australia reported that they wanted more paid hours. This desire was especially strong among workers in casual positions (49%). Over half of workers (54%) under 30 years of age wanted more paid hours.
 - More than one in ten (11%) workers would prefer fewer paid hours.
 - 54% of workers indicated their hours were about right.
- The survey suggests that there is **considerable desire for more work among many workers**, and one of the barriers to tapping that potential labour supply is the insecure nature of casual or temporary working positions.
- A third of employed Australians (31%) are in part-time, casual or temporary work. While temporary and casual work are inherently insecure forms of employment, increasingly much permanent part-time work is also insecure.
- Women are much more likely than men to work in part-time or casual roles, 25% compared to 14% respectively.
- Part-time and casual employment was highest for community or personal service workers (62%) and sales workers (64%).
- Providing more protections for workers in these insecure positions (as proposed in the Closing Loopholes legislation currently before Parliament) is an important priority for improving Australian labour market outcomes.

Hours of Work

Table 1 summarises the employment status and normal hours of work reported by respondents to the survey. Six in 10 survey respondents were employed (61%) This figure is broadly consistent with the average employment rate reported by the ABS in its monthly labour force survey.¹ The proportion of respondents in paid employment remains largely unchanged compared to previous surveys.

Of those employed, 60% worked in ‘standard’ permanent full-time positions, while the remainder worked in permanent part-time (21%), casual or temporary (10%) or self-employed (8%) positions. In our sample, almost a third of employed Australians (31%) are in part-time, casual or temporary work. While temporary and casual work are inherently insecure forms of employment, much permanent part-time work is also insecure. This also corresponds with overall labour market averages reported by the ABS, suggesting that our sample provides an accurate representation of the broader labour market.²

2023 Table 1: Employment status of sample

Of all respondents				
	Employed		Not employed	
Employment status	61%		39%	
Of employed respondents				
	Full-time	Part-time	Casual	Self-employed
Percentage of employed	60%	21%	10%	8%
Average hours/week	37.7	23.4	20.2	27.6

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

On average, survey respondents in paid employment worked 32 hours of paid work per week (33.4 hours among men and 30.4 hours for women).³ This is slightly lower than the reported ABS average working hours for all workers, which was 35.4 hours per week (ABS, 2023a).

¹ The employment to population ratio was 63.9% in August 2023; see ABS (2023a).

² Note: the share of casual employment is low in our sample compared to ABS data; this may reflect overlap between casual and part-time status in many roles, and/or confusion among respondents about what constitutes ‘casual’ employment.

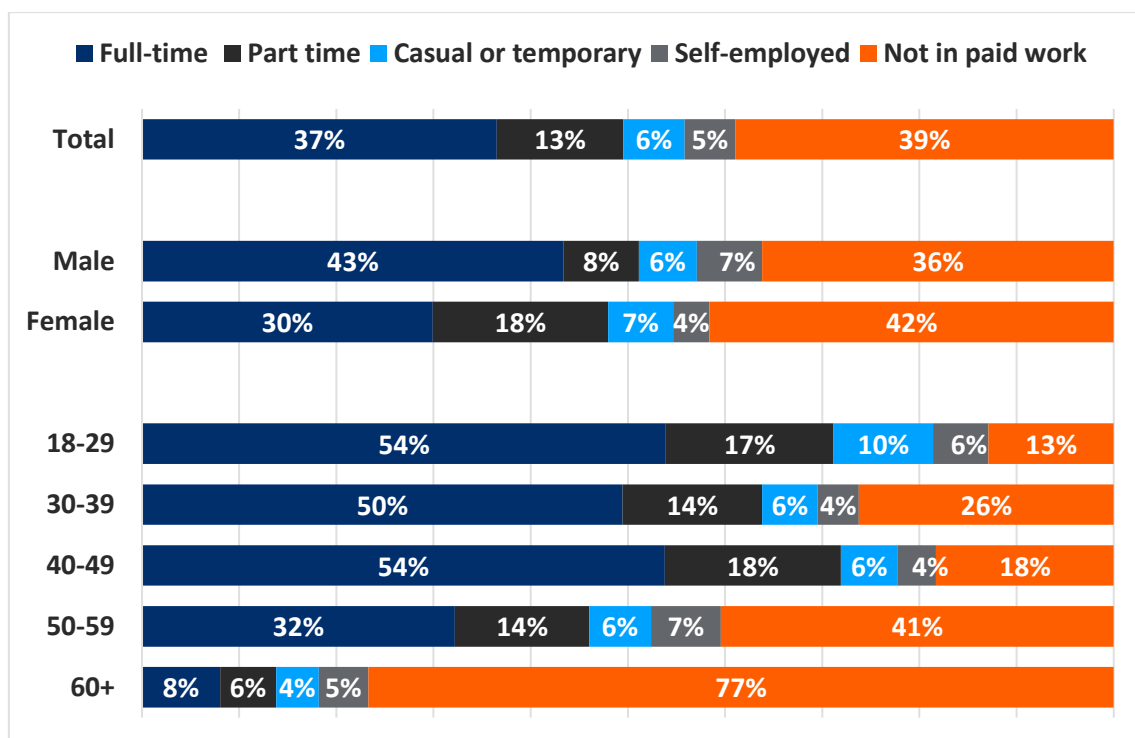
³ Note: This estimate is based on the number of work hours people are generally paid for, so it does not include any regular unpaid hours of overtime they might work.

Full-time workers in the sample reported working an average of 37.7 hours per week. Permanent part-timers worked an average of 23.4 hours per week, compared to 20.2 hours per week for casual or temporary workers and 27.6 hours for the self-employed.

Figure 1 shows employment status by gender and age for the whole survey sample (including those who reported not being in employment). Women were more than twice as likely as men to work in part-time roles, 18% compared to 8% respectively.

Around half of respondents in the age groups 18-29, 30-39 and 40-49 were in full-time work (54%, 50% and 54% respectively).⁴ Australians aged 18-29 were the most likely to be in part-time or casual work (27%).

Figure 1: Employment status by gender and age, percentage of all respondents



Source: Survey results as described in text.

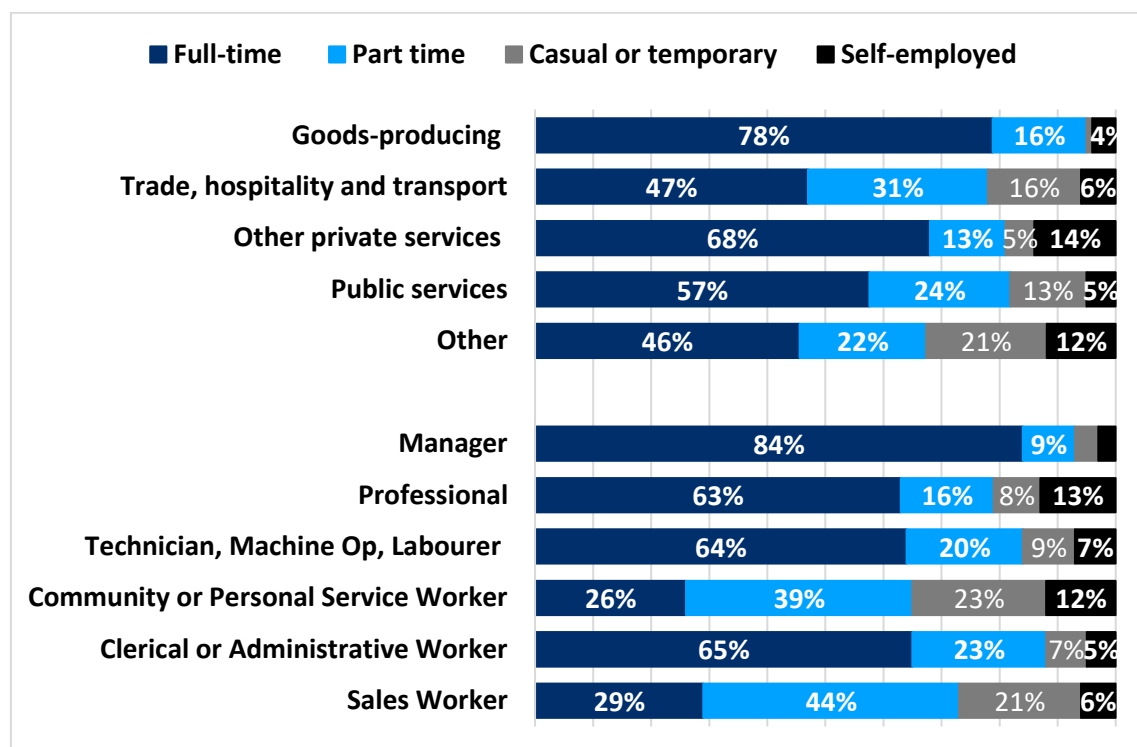
Figure 2 illustrates the breakdown of employment status by industry (this time including only respondents in paid employment). There are stark differences in the employment status between sectors in the Australian economy, which contributes to the growing polarisation of working conditions across the labour force.

Goods-producing industries including mining, manufacturing, utilities, construction, and agriculture were the most likely to have workers in full-time positions (78%). In

⁴ Note the ABS uses slightly different age and employment status categories; see ABS (2023a).

contrast, just under half of workers in ‘trade, hospitality, and transport’, which includes retail and wholesale trade, accommodation and food services, and transport, postal and warehousing were in full-time positions (47%). Workers in full-time roles also made up just 57% of those working in ‘public services’, including public administration and safety, and publicly-funded healthcare, social assistance, and education and training organisations. In ‘other private services’, which includes financial and insurance services, rental hiring and real estate and professional, scientific and technical services, over two-thirds (68%) of workers were in full-time roles. Part-time and casual positions are most prevalent in trade, hospitality and transport (47%), public services (38%), and other services (42%).

Figure 2: Employment status by industry and occupation, percentage of employed



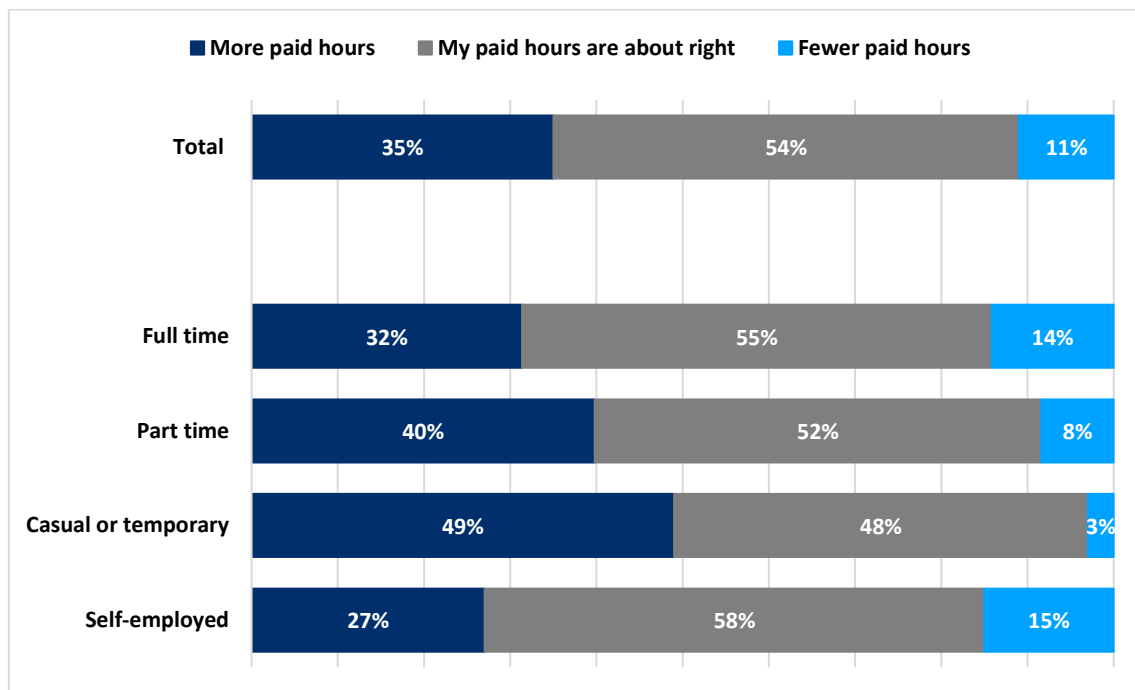
Source: Survey results as described in text.

Figure 2 also shows the incidence of full-time work across different occupations. Managers were most likely to be in full-time work (84%), followed by clerical and administrative workers (65%, technical and trade workers (64%) and professionals (63%). In contrast, only one in 4 community and personal service workers (26%) were in full-time positions and fewer than a third of sales workers (29%) were in full-time roles.; these occupations also had the highest levels of part-time and casual employment (62% and 64% respectively).

Polarisation of Working Hours

Across the whole labour market, almost half of all workers (46%) are unsatisfied with their working hours – wanting either more or fewer hours. More than one in ten workers (11%) would prefer fewer paid hours, 54% of workers indicated their hours were about right, while one in three workers (35%) wanted more paid hours. This is a smaller proportion of the workforce wanting more paid hours than in our 2022 survey, when 46% of workers wanted more paid work hours. This likely reflects the recovery in Australian labour markets after the pandemic, which has increased average hours worked in many sectors.

Figure 3: Hours of paid work preferences, by employment status



Source: Survey results as described in text.

There are some differences in working hours preferences depending on current working hours and employment status, as shown in Figure 3. Self-employed workers (15%), and those in full-time positions (14%) were most likely to say they preferred to work fewer hours, compared to 8% of part-time workers and only 3% of casual or temporary workers. On the other hand, almost half of all casual or temporary workers (49%) reported that they wanted more paid hours, reflecting the insecurity of this type of work. Four in ten of all part-time workers (40%) also wanted more hours.

Self-employed workers were most likely to indicate they had the right number of hours (58%), followed by full-time workers (55%) and permanent part-time workers (52%). Casual and temporary workers were least likely to indicate they had the right number of hours (48%). Overall, the survey responses suggest that even workers with relative stability in their work patterns are finding it difficult to make ends meet, and to attain working arrangements that match their personal circumstances and preferences.

Our survey results reaffirm a continuing polarisation of working hours in Australia's labour market. Many workers (especially those in casual positions) want more hours of work, while some workers (especially those in full-time permanent roles) want fewer hours. This polarisation of working hours reflects a dichotomy in employer staffing strategies. On one hand, a precarious, "just-in-time" workforce strategy may be utilised for many jobs, shifting the risk of fluctuations in business conditions and consumer demand onto the shoulders of insecure workers. On the other hand, employers may demand very long hours, including large amounts of unpaid overtime, from a separate group of 'core' workers – largely full-time staff. These survey results challenge the common claim that flexible labour markets give workers the freedom to work as much or as little as they wish. To the contrary, many workers are not satisfied with their hours of work.

Given the continuing growth of inflation, high housing costs and increased prices of goods and services, it is unsurprising that the share of workers who report that they would like to work more hours remains high. However, the tight labour market over the last year may have seen reductions in workers who are working fewer hours than they would prefer. Nevertheless, the fact that one in three workers is not getting enough hours despite low unemployment (the unemployment rate was just 3.7% in August 2023, when the survey was conducted) highlights wide divisions in the labour market, and shortcomings of traditional economic models of supply and demand (ABS 2023b).

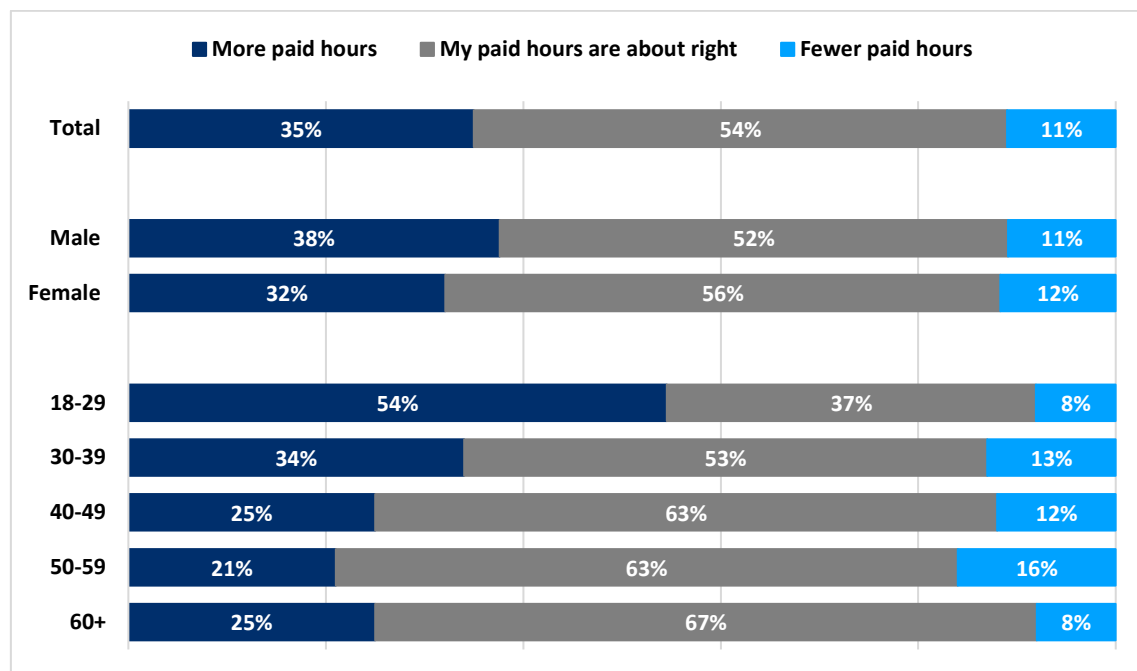
It is notable that the survey results show much higher rates of underemployment than official measures published by the ABS. The GHOTD survey indicates that 35% of all workers want more hours, more than three times higher than the 11.3% underemployment rate reported by the ABS in May 2023 (ABS 2023e).⁵

As with the ABS data, the GHOTD results reveal some differences in underemployment and working time preferences across gender and age. Historically, men have been more likely to want additional paid hours than women. However, in the 2023 GHOTD

⁵ The ABS May 2023 estimate of underemployment is based on an expanded definition of underemployment, which provides a higher estimate than headline measures reported from the Monthly labour force estimates (ABS 2023e).

survey there was only a small difference between the proportion of men wanting more paid work hours (37%) and women (32%), as shown in Figure 4. Women may be less likely to want more hours due to their greater engagement in unpaid work activities, including domestic duties and caring. According to a recent ABS (2022b) time use survey, more women (94%) than men (86%) participate in unpaid work activities, and women spend on average 4 hours 31 minutes a day while men spend 3 hours and 12 minutes on these activities. Women thus do not have the same opportunity to work additional paid work hours as men.

Figure 4: Preferences for more or less hours of paid work by gender and age



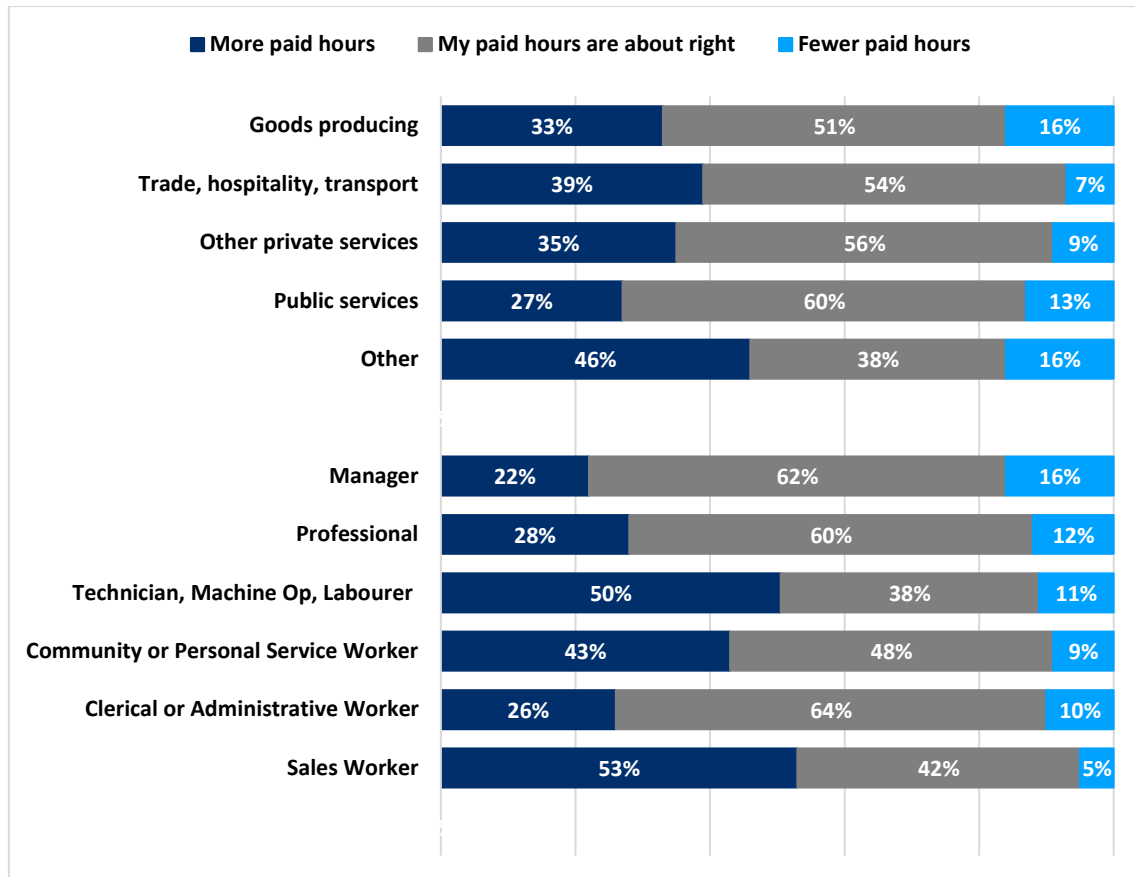
Source: Survey results as described in text.

Young workers (18-29) are more likely to want additional paid hours (54%) than workers in any other age group. As young people on average earn less than older workers, they in particular are likely struggling to cover the rising cost of living. The desire for more hours of work declines successively with age, but then increases for people aged 60 and over – with one in four older workers (25%) reporting a desire for more hours.

Differences in working hours preferences can also be observed across industry and occupation, as shown in Figure 5. Along with workers in the 'other' industry grouping, workers in trade, hospitality and transport industries – industries with high rates of part-time and casual work – are the most likely to want additional work, with two in five workers (39%) indicating they wanted more paid hours. Workers in trade, hospitality and transport industries also had the lowest share of workers seeking fewer

paid hours (7%). More than half of workers reported their paid hours are about right in every industry other than the 'other' category. In all industry groups, however, a substantial share of workers (ranging from 27% in public services, to 46% in other industries) would prefer more hours.

Figure 5: Preferences for more or less hours of paid work by industry and occupation



Source: Survey results as described in text.

By occupation, more than half of sales workers (53%) wanted to work more paid hours, while managers, professional workers, and clerical and administrative workers were least likely to want more paid hours (22%, 28% and 26% respectively). Among community and personal service workers 43% want more paid hours, while half of all technicians, machine operators and labourers want more paid hours (Figure 5). Managers (62%), professionals (60%), and clerical and administrative workers (64%) were most likely to report that their hours were about right. In all other occupations, fewer than half of workers reported their hours were about right.

In sum, young people and those in casual or temporary employment expressed stronger preferences for more hours of paid work than older workers, while older workers and those in full-time positions were more likely than other workers to want

fewer hours. The coexistence of underwork and overwork is a persistent irony in Australia. Resolving this evident polarisation of working hours in the labour market will require a multitude of policy responses.

In the more precarious segments of the labour market, limits must be placed on the ability of employers to mobilise a contingent workforce into jobs with inadequate and uncertain hours. Casual work should be used for its intended purpose (as a supplementary workforce to help smooth out seasonal or cyclical fluctuations in business), not as a regular, permanent staffing system. Workers need more stability in rosters and work schedules: including the right to advance notice for regular rosters, and compensation when schedules are changed. These measures would place limits on employers' current preference for using workers as a hyper-flexible resource, causing disruption and poverty among many workers in precarious jobs.

New legislation proposed by the Commonwealth government would help to ameliorate some of these negative side-effects of widespread insecure employment practices. The *Fair Work Legislation Amendment (Closing Loopholes) Bill 2023* (Parliament of Australia 2023) includes several measures to limit inappropriate use of casual employment, ensure fair pay for temporary labour-hire workers, and empower the Fair Work Commission to establish sector-wide working standards in selected platform and 'gig' industries. All of these reforms would provide workers in these insecure, non-standard employment arrangements with more protection and bargaining power, including to win working hours that are more secure and better aligned with their preferences.

At the other end of the labour market, full-time workers also need support to attain a better balance of work and life responsibilities. This includes limits on overtime work, more personal freedom to turn down overtime, and better access to leave (including long-service, educational and family leaves; see Henderson, 2016). One possibility for reform is the introduction of a 'right to disconnect', which we explored in more detail in a previous GHOTD report (Littleton and Raynes 2022).

Steady improvements to labour productivity provide a real economic foundation for shorter working hours, and the pressing need to help families balance work and home responsibilities makes this goal all the more relevant. Revitalising the historic trend toward shorter working hours (for full-time workers) would help to strengthen employment opportunities (including for currently underemployed workers) and support healthier personal lives.

Unpaid Overtime

Survey respondents were asked about the number of hours they worked unpaid for their employers in the past seven days. This could include arriving early at work, staying late, working through breaks (such as tea or lunch breaks), working from home in the evenings and on weekends, taking calls or e-mails outside of working hours and other forms of unpaid labour. Across all forms of employment, unpaid overtime represents 16.9% of total working hours for paid workers. The ubiquity of unpaid overtime means that Australian workers are losing substantial amounts of income.

On average, employed respondents to our survey reported they had worked 5.4 hours of unpaid work in the last seven days (Table 2).⁶ This is higher than the reported 4.3 hours in the 2022 GHOTD survey, although broadly consistent with reported unpaid overtime in pre-pandemic years.

Unpaid overtime was most severe for full-time workers, who worked an average of 6.2 hours of unpaid overtime per week. Self-employed and part-time workers worked less unpaid overtime (4.7 and 4.1 hours, respectively). Even among casual workers, unpaid overtime is common, with respondents reporting 3.9 hours per week.

Table 2: Unpaid overtime by employment status

	Full time	Part time	Casual or temporary	Self-employed	Total*
Unpaid overtime per week	6.2	4.1	3.9	4.7	5.4
Share of paid hours worked	16.0%	17.1%	19.3%	17.0%	16.9%

Source: Survey results as described in text. *Total excludes self-employed.

On an annualised basis,⁷ 5.4 hours of unpaid overtime per week translates to 280.8 hours of unpaid overtime over the year for each worker. Based on a 38-hour work week, this is equivalent to more than 7 weeks of unpaid work per worker per year. Extrapolated across Australia's employed workforce, this implies total unpaid overtime of 3.3 billion hours per year.

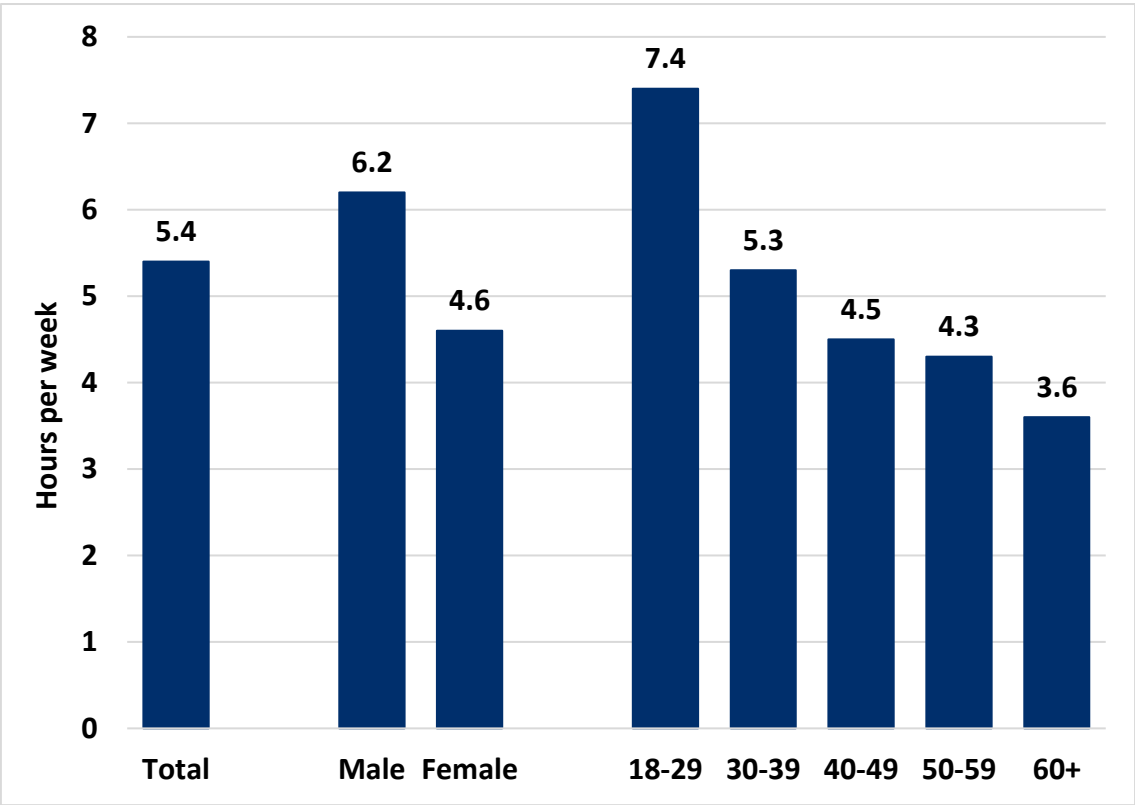
Figure 6 illustrates average unpaid overtime per week by gender and age group. Men reported an average of 6.2 hours of unpaid overtime per week, compared to 4.6 hours

⁶ The concept of unpaid overtime is more difficult to measure for self-employed workers (who may not be paid a formal wage and are compensated instead through the business's profit).

⁷ Assuming a constant rate of unpaid overtime throughout the year.

for women. Of course, these figures refer to unpaid work time in a formal job, and do not include unpaid caring and household work in workers’ families – a disproportionate share of which is performed by women. According to a recent ABS survey, women spend 41% more time than men on unpaid work activities including domestic, childcare, adult care, and voluntary work activities (ABS, 2022a).

Figure 6: Unpaid overtime by gender and age



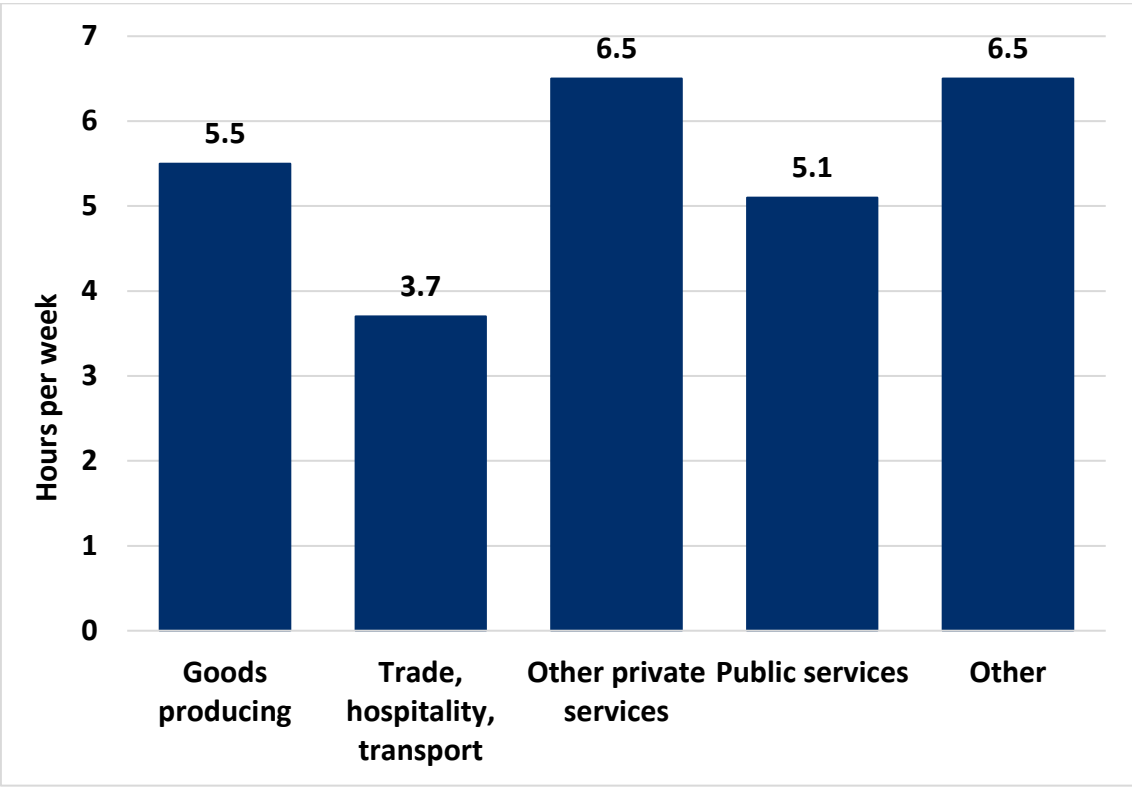
Source: Survey results as described in text. Total does not include self-employed.

The youngest age group, 18-29 year-olds, performed the most unpaid overtime (7.4 hours, see Figure 6). This cohort is particularly vulnerable to exploitation as workers tend to have less experience and qualifications, placing them at a disadvantage competing for jobs, even in a tight labour market. As previously discussed, even with low unemployment the pervasiveness of job insecurity and underemployment makes workers vulnerable to time theft: workers are pressured to accept demands for unpaid overtime, for fear of having their hours cut, not having temporary contracts renewed, or losing their jobs altogether. Young people are also overrepresented in casualised industries rife with time theft, such as hospitality and retail, where it is common to be expected to complete unpaid work (such as opening or closing a store or restaurant, or unpaid ‘training’ time). Unpaid overtime is somewhat lower in older age groups, at 5.3

hours in the 30-39 age group, and declining to 3.6 hours among workers aged 60 and over.

There are clear disparities in the amount of unpaid overtime completed by workers in different industries (Figure 7). On average, workers in ‘other private services’ industries, which includes arts and recreation, financial services, professional and technical services, real estate and administrative services, reported working the highest number of unpaid hours per week (6.5 hours), along with workers in ‘other’ industries. Workers in goods producing industries (including agriculture, mining, manufacturing, utilities, and construction) reported working an average of 5.5 hours of unpaid overtime per week, followed by workers in public services industries. Workers in trade, hospitality and transport worked the least unpaid overtime.

Figure 7: Unpaid overtime by industry

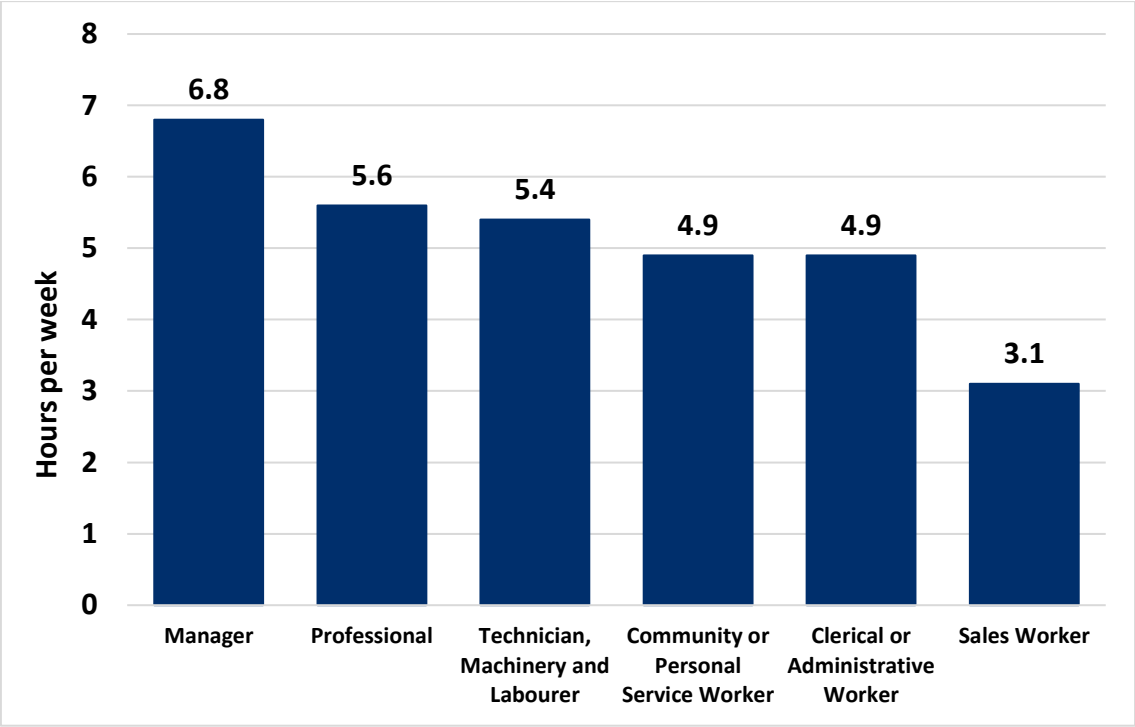


Source: Survey results as described in text.

Figure 8 breaks down average unpaid overtime by occupational category. Managers (6.8 hours), followed by technicians and tradespeople (5.4 hours) and professional workers (5.6 hours), report the highest levels of unpaid overtime. Community and personal service workers and clerical and administrative workers (both 4.9 hours) reported the next highest levels. Sales workers reported the least hours of unpaid overtime (3.1 hours). The differences in unpaid overtime are closely correlated to the

form of employment most common in each of these occupations – managers, technicians, and professionals are more likely to work in full time jobs, which is where the incidence of unpaid overtime is highest.

Figure 8: Unpaid overtime by occupation



Source: Survey results as described in text.

Cost of Time Theft

Our survey results paint a picture of very different work experiences for people in Australia, with inadequate paid hours, overwork, and demands for unpaid overtime simultaneously imposed on various types of workers. This combination of time pressures has significant negative consequences for Australia's society and economy. The frequent incidence of unpaid overtime means that workers are losing substantial amounts of income. This is particularly concerning when worker's share of national income remains at a historically low level, wage growth is not keeping up with inflation, and the cost of living is rising.

Figure 9 shows that in June 2023 the labour share of GDP was 46.8%, having risen from 44.1% in June 2022 when the labour share was at its lowest point since the ABS began gathering this data. Over the past 48 years, the labour share has fallen from a high of 58% of GDP in 1975. Meanwhile the profits share of GDP has doubled from 15% in the 1970s to record highs in the early 2020s, and it remains at 29.8% in 2023 (ABS, 2023a).⁸

Figure 9: Labour compensation as a proportion of GDP, 1959-2023



Source: Authors calculations based on ABS (2023a) Australian National Accounts: National Income, Expenditure and Produce, June 2023, Table 7 (seasonally adjusted, current prices)

⁸Corporate profits were highest in 2020 when JobKeeper subsidies to employers artificially boosted profits.

Over the past year, pay increases for workers have accelerated modestly, reflecting workers' improved bargaining power in conditions of low unemployment, reinforced by strong minimum wage and award wage increases, and the federal government's industrial relations reforms. However, real wages are still 5% lower than when the pandemic struck, due to wages lagging behind prices for three consecutive years. Households are facing significant cost-of living pressures.

Against this backdrop, unpaid overtime is adding insult to injury. Australian workers are still not receiving a fair share of national income, but they are also not being paid by employers for a significant portion of their total working time. The phenomenon of time theft (through endemic unpaid overtime) compounds the more general experience of time pressure and work-life balance experienced by so many Australian households (Anxo and Karlsson, 2019).

Unpaid overtime has financial as well as social costs for individual workers. The 6.2 hours of unpaid overtime performed by the average full-time worker per week, translates into over \$13,600 in foregone wages per year when evaluated at the median full-time hourly wage. For permanent part-time workers, the lost wages are worth almost \$8,000 per year. Workers in casual positions lose well over \$6,000 per year in lost income, due to the failure of employers to fully compensate the time they work. Across all categories of employees, the average worker loses over \$11,000 per year due to uncompensated overtime. The income lost could help hard-pressed families cope with the effects of falling real wages and cost-of-living pressures.

The fact that even casual workers, whose work schedules are typically irregular and at the discretion of employers, also experience hundreds of hours of time theft per year, worth thousands of dollars of lost income, attests to the extreme vulnerability that they experience in their jobs. They are often compelled to work this time without complaint for fear of losing future shifts, or not having contracts renewed. This is another dimension of the inequality and exploitation faced by workers in non-standard employment arrangements – and highlights the need for enhanced protections and supports for casual workers (such as contained in the proposed *Closing Loopholes* legislation currently being debated in Parliament).

Table 3: Aggregate value of employees' unpaid overtime, 2023

Job Status	Number of Employed (million)	Median Wage (\$/hr)	Avg. Unpaid Overtime (hrs/wk)	Value of Lost Wages per Worker per Year (\$)	Annual Total Value (\$billion/yr)
Permanent					
<i>Full-Time</i>	7.46	\$42.20	6.2	\$13,605	\$101.5
<i>Part-Time</i>	1.72	\$38.45*	4.1	\$8,197	\$14.1
Casual					
<i>Full-Time</i>	0.82	\$31.30	3.9	\$6,348	\$4.0
<i>Part-Time</i>	1.83	\$30.94*	3.9	\$6,275	\$11.6
Total	11.84		5.4	\$11,055	\$131.2

Source: Author's calculations from survey results, ABS (2023c) Table EQ4 and ABS (2022b) Table 1.2.

* Includes superannuation contributions for part-time and casual employees. Superannuation is not required to be paid on overtime hours of full-time employees..

The value of this stolen time is especially shocking when viewed at an aggregate level for the overall labour market. Table 3 quantifies the cost of time theft by estimating the income that would have been received by workers if their unpaid labour had in fact been compensated. Our survey showed that on average waged workers perform 5.4 hours of unpaid overtime per week. This works out to 3.3 billion hours of unpaid work over the year, by the 11.84 million waged workers in Australia.⁹

The ABS reports the total number of Australian employees working in each of the four main categories of waged employment and the median hourly earnings for each category. Thus data can be used to estimate the aggregate income lost to workers by the failure of employers to compensate workers for unpaid overtime. The calculation assumes that overtime hours would have been paid at the same rate as average median earnings.¹⁰ As shown in Table 3, **this suggests that unpaid overtime represents a collective loss of \$131 billion in income for Australian workers in 2023.**

To put this figure into perspective, that \$131 billion is equivalent to 12.7% of all wages and salaries paid out in Australia over the last year (ABS 2023d). It is also equivalent to 40% of what the Commonwealth Government is expected to collect in income taxes from individuals in 2023-24, and 98% of what the Government is expected to collect in company and resource rent taxes (\$133.9 billion) in 2023-24 (Treasury, 2023). It is almost \$25 billion more than the Commonwealth's annual expenditure on healthcare (\$106.5 billion in 2023-24) (Australian Government, 2023). In short, the value of unpaid overtime represents an enormous drain on Australia's economy, resulting in

⁹ This table only includes waged employees; it does not include workers who are self-employed as unpaid overtime is a less precise category for individuals running their own enterprises.

¹⁰ In practice, most overtime work should incur a higher hourly rate, so this assumption is conservative.

lost incomes for households, lost consumer spending power, and less revenues for government.

Conclusion

The fifteenth annual *Go Home on Time Day* report has once again highlighted the persistent and simultaneous problems of unpaid overtime, inadequate hours, and overwork in Australia. The common practice of expecting workers to perform unpaid work outside of normal (paid) working hours is imposing an enormous cost on Australian workers and on the national economy. Ironically, this imposition of excess unpaid overtime on one group of Australian workers coexists with an equally pressing challenge facing those who cannot find enough hours of work – and, as a result, are relegated to inadequate and irregular part-time and casual work. Yet even workers, who can't get enough hours of *paid* work, are expected by their employers to perform hundreds of hours of extra *unpaid* work per year, further exacerbating the financial stresses they and their families experience. All this is happening against the backdrop of high inflation and severe cost-of-living pressures which persist despite the recent modest acceleration of wages growth.

This report has outlined key issues in working time in Australia's current labour market. These include insecure, non-standard working arrangements; limited ability for workers to achieve optimal working hours; and the scale and cost of unpaid overtime. To ensure that workers are able to arrange working hours that fit with their preferences and personal and family circumstances and earn adequate and stable income flows to support their standard of living, these challenges need to be addressed through a range of responses.

Solutions must reduce the burden of unpaid overwork and transfer the corresponding labour demand to workers who want and need more work. Workers in insecure jobs (including casual, temporary, labour-hire, and 'gig' platform jobs) need basic rights and protections – including the right to stable, regular hours of work, and payment for all hours of work performed – such as the measures contained in the current *Closing Loopholes* legislation. To end the epidemic of time theft, regulators must rigorously enforce existing rules regarding maximum hours of work, and payment for all time worked, on a more consistent basis. Trade union delegates and officials need to have the ability to inspect payroll data to ensure workers are being fairly and fully paid.¹¹ Finally, workers (individually and through their unions) must demand that employers respect their right to leisure time – for their own benefit, and for the good of Australian society.

¹¹ The *Closing Loopholes* legislation includes new legislative protections for union delegates to perform their duties in workplaces, including verifying payroll practices and inspecting for wage theft.

Appendix A - Method

From 29 August and 6 September 2023, The Australia Institute surveyed 1002 adults living in Australia, online through Dynata's panel, with nationally representative samples by gender, age group and state/territory. A further 511 South Australians and 127 Queenslanders were sampled to produce more precise results, but weighting was used to ensure that people from these states were not over-represented in national results.

Voting crosstabs show voting intentions for the House of Representatives Those who were undecided were asked which way they were leaning; these leanings are included in voting intention crosstabs.

The research is compliant with the [Australian Polling Council Quality Mark standards](#).

The long methodology disclosure statement follows.

Long disclosure statement

The results were weighted by three variables (gender, age group and state or territory) based on Australian Bureau of Statistics ["National, state and territory population"](#) data, using the raking method. Those who answered the gender identity question as "Non-binary", "I use a different term", or "Prefer not to answer" had their responses included with females for the purpose of reporting, due to constraints from weighting data availability. This resulted in an effective sample size of 1142.

The margin of error (95% confidence level) for the national results is $\pm 3\%$.

Results are shown only for larger states.

Voting intention questions appeared just after the initial demographic questions, before policy questions. Respondents who answered "Don't know / Not sure" for voting intention were then asked a leaning question; these leanings are included in voting intention crosstabs. "Coalition" includes separate responses for Liberal and National. "Other" refers to Independent/Other, and minor parties in cases where they were included in the voting intention but represent too small a sample to be reported separately in the crosstabs.



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Appendix B - Survey Questions

These are the questions that were asked in the survey described in this report.

No preceding questions in the poll are expected to have influenced the results of the questions published here.

Are you currently in paid work?

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

What best describes the industry you work in?

Response options were presented in random order.

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

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

Response options were presented in random order.

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

Are you a member of a union?

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

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

[NUMBER Open answer] ___ hours

Would you like to work...?

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

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

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

[NUMBER Open answer] ___ hours

Appendix C - Sample Distribution

	N =	% sample
Total Employed	1001	61%
Male*	512	64%
Female*	489	58%
Age		
18-29	288	29%
30-39	228	23%
40-49	222	22%
50-59	154	15%
60+	109	11%
Employment Status		
Permanent full time	599	60%
Permanent part-time	213	21%
Casual or temporary	104	10%
Self-employed	85	8%
Occupation		
Manager	190	19%
Professional	299	30%
Technician or Trades Worker	53	5%
Community or Personal Service Worker	79	8%
Clerical or Administrative Worker	146	15%
Sales Worker	109	11%
Machinery Operator and Driver	32	3%
Labourer	74	7%
Don't know/Not sure	20	2%
Industry		
Agriculture, Forestry and Fishing	10	1%
Mining	11	1%
Manufacturing	49	5%
Electricity, Gas, Water and Waste Services	14	1%
Construction	61	6%
Wholesale Trade	29	3%
Retail Trade	113	11%
Accommodation and Food Services	38	4%
Transport, Postal and Warehousing	35	4%

Information Media and Telecommunications	28	3%
Financial and Insurance Services	72	7%
Rental, Hiring and Real Estate Services	20	2%
Professional, Scientific and Technical Services	96	10%
Administrative and Support Services	46	5%
Public Administration and Safety	36	4%
Education and Training	98	10%
Health Care and Social Assistance	113	11%
Arts and Recreation Services	22	2%
Other Services	101	10%
Don't know/Not sure	7	1%
Union membership		
Yes	178	18%
No	800	80%
Don't know/Not sure	23	2%

- Percentage of employed respondents

Appendix D - Detailed Results

Key:

Industry groups:

GPI = Good Producing industries

THT = Trade, Hospitality and Transport

OPS = Other Private Services

PuBS = Public Services

Oth = Other

Occupations:

Manager=manager

Prof = Professional,

TML = Technician or Trades Worker, Machinery Operator and Driver, Labourer

CPS = Community or Personal Service Worker

CorA = Clerical or Administrative Worker

SW = Sales Worker

DK = Don't know/Not sure

No preceding questions in the poll are expected to have influenced the results of the questions published here.

Are you currently in paid work?

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>NSW</i>	<i>VIC</i>	<i>QLD</i>	<i>WA</i>
Yes, permanent full time	37%	43%	30%	40%	38%	28%	40%
Yes, permanent part time	13%	8%	18%	14%	15%	12%	14%
Yes, casual or temporary	6%	6%	7%	6%	7%	5%	8%
Yes, self-employed	5%	7%	4%	5%	5%	7%	1%
No	39%	36%	42%	36%	36%	48%	37%

	Total	Labor	Coalition	Greens	One Nation	Other
Yes, permanent full time	37%	38%	38%	42%	18%	24%
Yes, permanent part time	13%	14%	13%	11%	13%	9%
Yes, casual or temporary	6%	7%	3%	6%	20%	11%
Yes, self-employed	5%	3%	5%	8%	5%	11%
No	39%	37%	41%	33%	44%	45%

	Total	18—29	30—39	40—49	50—59	60+
Yes, permanent full time	37%	54%	50%	54%	32%	8%
Yes, permanent part time	13%	17%	14%	18%	14%	6%
Yes, casual or temporary	6%	10%	6%	6%	6%	4%
Yes, self-employed	5%	6%	4%	4%	7%	5%
No	39%	13%	26%	18%	41%	77%

		Industry groups				
	<i>total</i>	GPI	THT	OPS	PuBS	Oth
Yes, permanent full time	37%	78%	47%	68%	57%	46%
Yes, permanent part time	13%	16%	31%	13%	24%	22%
Yes, casual or temporary	6%	1%	16%	5%	13%	21%
Yes, self-employed	5%	4%	6%	14%	5%	12%
No	39%	0%	0%	0%	0%	0%

		Occupations						
	<i>total</i>	Manager	Prof	TML	CPS	CorA	SW	DK
Yes, permanent full time	37%	84%	63%	64%	26%	65%	29%	17%
Yes, permanent part time	13%	9%	16%	20%	39%	23%	44%	18%
Yes, casual or temporary	6%	4%	8%	9%	23%	7%	21%	43%
Yes, self-employed	5%	3%	13%	7%	12%	5%	6%	22%
No	39%	0%	0%	0%	0%	0%	0%	0%

What best describes the industry you work in?

Response options were presented in random order

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>NSW</i>	<i>VIC</i>	<i>QLD</i>	<i>WA</i>
Agriculture, Forestry and Fishing	1%	2%	0%	2%	1%	1%	0%
Mining	1%	2%	0%	0%	1%	1%	7%
Manufacturing	5%	6%	4%	6%	4%	7%	4%
Electricity, Gas, Water and Waste Services	1%	1%	1%	2%	2%	1%	0%
Construction	6%	8%	4%	4%	7%	6%	8%
Wholesale Trade	3%	4%	2%	2%	4%	1%	2%
Retail Trade	11%	11%	12%	12%	12%	9%	11%
Accommodation and Food Services	4%	3%	5%	5%	3%	4%	5%
Transport, Postal and Warehousing	4%	5%	2%	3%	2%	4%	5%
Information Media and Telecommunications	3%	4%	1%	4%	2%	3%	4%
Financial and Insurance Services	7%	8%	6%	7%	11%	3%	9%
Rental, Hiring and Real Estate Services	2%	2%	2%	2%	2%	3%	0%
Professional, Scientific and Technical Services	10%	12%	7%	10%	12%	8%	3%
Administrative and Support Services	5%	5%	4%	5%	4%	4%	9%
Public Administration and Safety	4%	4%	4%	4%	2%	2%	7%
Education and Training	10%	9%	11%	11%	10%	9%	7%
Health Care and Social Assistance	11%	5%	18%	10%	11%	17%	12%
Arts and Recreation Services	2%	2%	3%	4%	2%	1%	0%
Other Services	10%	9%	12%	9%	9%	14%	7%
Don't know / Not sure	1%	0%	1%	1%	1%	1%	0%

	Total	Labor	Coalition	Greens	One Nation	Other
Agriculture, Forestry and Fishing	1%	1%	1%	1%	6%	0%
Mining	1%	1%	1%	1%	0%	0%
Manufacturing	5%	4%	8%	3%	1%	3%
Electricity, Gas, Water and Waste Services	1%	1%	2%	0%	0%	2%
Construction	6%	8%	7%	5%	3%	1%
Wholesale Trade	3%	3%	2%	3%	8%	2%
Retail Trade	11%	14%	9%	12%	12%	4%
Accommodation and Food Services	4%	4%	3%	4%	5%	4%
Transport, Postal and Warehousing	4%	3%	2%	2%	11%	8%
Information Media and Telecommunications	3%	3%	2%	3%	0%	5%
Financial and Insurance Services	7%	6%	10%	7%	4%	3%
Rental, Hiring and Real Estate Services	2%	2%	2%	1%	3%	2%
Professional, Scientific and Technical Services	10%	9%	11%	10%	1%	12%
Administrative and Support Services	5%	5%	6%	3%	4%	4%
Public Administration and Safety	4%	3%	3%	5%	0%	9%
Education and Training	10%	10%	9%	11%	9%	10%
Health Care and Social Assistance	11%	12%	10%	12%	19%	8%
Arts and Recreation Services	2%	2%	2%	3%	1%	6%
Other Services	10%	9%	8%	12%	10%	18%
Don't know / Not sure	1%	0%	1%	1%	4%	0%

	Total	18—29	30—39	40—49	50—59	60+
Agriculture, Forestry and Fishing	1%	1%	2%	1%	1%	0%
Mining	1%	1%	3%	1%	1%	0%
Manufacturing	5%	5%	4%	4%	4%	11%
Electricity, Gas, Water and Waste Services	1%	1%	1%	3%	1%	1%
Construction	6%	8%	6%	6%	8%	1%
Wholesale Trade	3%	5%	1%	4%	2%	0%
Retail Trade	11%	13%	11%	11%	10%	10%
Accommodation and Food Services	4%	4%	2%	5%	3%	4%
Transport, Postal and Warehousing	4%	3%	1%	6%	6%	1%
Information Media and Telecommunications	3%	3%	5%	2%	2%	2%
Financial and Insurance Services	7%	6%	6%	9%	9%	6%
Rental, Hiring and Real Estate Services	2%	3%	2%	1%	2%	2%
Professional, Scientific and Technical Services	10%	8%	14%	6%	7%	15%
Administrative and Support Services	5%	5%	5%	5%	3%	5%
Public Administration and Safety	4%	1%	4%	6%	4%	5%
Education and Training	10%	10%	9%	9%	7%	17%
Health Care and Social Assistance	11%	9%	15%	10%	15%	8%
Arts and Recreation Services	2%	2%	3%	2%	2%	3%
Other Services	10%	11%	8%	9%	14%	10%
Don't know / Not sure	1%	1%	0%	1%	0%	0%

	<i>Total</i>	<i>Yes, permanent full time</i>	<i>Yes, permanent part time</i>	<i>Yes, casual or temporary</i>	<i>Yes, self- employed</i>
Agriculture, Forestry and Fishing	1%	1%	0%	1%	0%
Mining	1%	2%	0%	0%	0%
Manufacturing	5%	7%	4%	0%	1%
Electricity, Gas, Water and Waste Services	1%	2%	0%	0%	0%
Construction	6%	7%	7%	0%	6%
Wholesale Trade	3%	5%	1%	0%	0%
Retail Trade	11%	6%	23%	22%	5%
Accommodation and Food Services	4%	2%	6%	5%	6%
Transport, Postal and Warehousing	4%	4%	1%	6%	4%
Information Media and Telecommunications	3%	3%	2%	1%	2%
Financial and Insurance Services	7%	9%	4%	2%	6%
Rental, Hiring and Real Estate Services	2%	2%	1%	0%	6%
Professional, Scientific and Technical Services	10%	12%	4%	4%	14%
Administrative and Support Services	5%	5%	6%	3%	1%
Public Administration and Safety	4%	5%	1%	2%	0%
Education and Training	10%	9%	10%	14%	9%
Health Care and Social Assistance	11%	9%	18%	15%	6%
Arts and Recreation Services	2%	1%	1%	2%	19%
Other Services	10%	8%	10%	19%	15%
Don't know / Not sure	1%	0%	1%	2%	0%

Industry Groups						
	total	GPI	THT	OPS	PuBS	Oth
Agriculture, Forestry and Fishing	1%	7%	0%	0%	0%	0%
Mining	1%	8%	0%	0%	0%	0%
Manufacturing	5%	34%	0%	0%	0%	0%
Electricity, Gas, Water and Waste Services	0%	10%	0%	0%	0%	0%
Construction	6%	42%	0%	0%	0%	0%
Wholesale Trade	3%	0%	14%	0%	0%	0%
Retail Trade	11%	0%	53%	0%	0%	0%
Accommodation and Food Services	4%	0%	17%	0%	0%	0%
Transport, Postal and Warehousing	4%	0%	16%	0%	0%	0%
Information Media and Telecommunications	3%	0%	0%	10%	0%	0%
Financial and Insurance Services	7%	0%	0%	25%	0%	0%
Rental, Hiring and Real Estate Services	2%	0%	0%	7%	0%	0%
Professional, Scientific and Technical Services	10%	0%	0%	34%	0%	0%
Administrative and Support Services	5%	0%	0%	16%	0%	0%
Public Administration and Safety	4%	0%	0%	0%	15%	0%
Education and Training	10%	0%	0%	0%	40%	0%
Health Care and Social Assistance	11%	0%	0%	0%	46%	0%
Arts and Recreation Services	2%	0%	0%	8%	0%	0%
Other Services	10%	0%	0%	0%	0%	94%
Don't know / Not sure	1%	0%	0%	0%	0%	6%

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
Agriculture, Forestry and Fishing	1%	3%	0%	3%	0%	0%	0%	0%
Mining	1%	3%	0%	3%	0%	0%	0%	0%
Manufacturing	5%	10%	4%	7%	2%	5%	0%	0%
Electricity, Gas, Water and Waste Services	1%	4%	1%	0%	0%	1%	0%	0%
Construction	6%	6%	2%	20%	1%	4%	5%	1%
Wholesale Trade	3%	4%	1%	4%	2%	4%	3%	0%
Retail Trade	11%	10%	2%	5%	2%	5%	65%	0%
Accommodation and Food Services	4%	7%	2%	7%	0%	0%	3%	18%
Transport, Postal and Warehousing	4%	3%	0%	14%	3%	2%	0%	9%
Information Media and Telecommunications	3%	6%	4%	1%	0%	2%	1%	0%
Financial and Insurance Services	7%	7%	10%	3%	2%	12%	3%	0%
Rental, Hiring and Real Estate Services	2%	3%	2%	1%	1%	5%	0%	0%
Professional, Scientific and Technical Services	10%	8%	21%	4%	2%	4%	5%	0%
Administrative and Support Services	5%	1%	1%	2%	8%	20%	0%	0%
Public Administration and Safety	4%	3%	4%	2%	2%	10%	0%	0%
Education and Training	10%	8%	19%	2%	12%	8%	1%	8%
Health Care and Social Assistance	11%	3%	16%	7%	42%	8%	0%	13%
Arts and Recreation Services	2%	1%	4%	1%	1%	2%	2%	6%
Other Services	10%	9%	7%	13%	20%	7%	9%	31%
Don't know / Not sure	1%	1%	0%	0%	0%	0%	2%	13%

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

Response options were presented in random order

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>NSW</i>	<i>VIC</i>	<i>QLD</i>	<i>WA</i>
Manager	19%	24%	14%	20%	13%	19%	27%
Professional	30%	29%	30%	31%	35%	25%	23%
Technician or Trades Worker	5%	8%	2%	5%	4%	6%	9%
Community or Personal Service Worker	8%	4%	11%	8%	9%	8%	7%
Clerical or Administrative Worker	15%	10%	20%	13%	15%	17%	13%
Sales Worker	11%	7%	15%	11%	12%	10%	7%
Machinery Operator and Driver	3%	6%	1%	2%	1%	4%	8%
Labourer	7%	11%	4%	9%	7%	7%	7%
Don't know / Not sure	2%	1%	3%	0%	3%	5%	0%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
Manager	19%	19%	21%	17%	16%	17%
Professional	30%	29%	29%	32%	24%	35%
Technician or Trades Worker	5%	7%	5%	3%	5%	4%
Community or Personal Service Worker	8%	9%	7%	9%	8%	4%
Clerical or Administrative Worker	15%	12%	19%	14%	7%	13%
Sales Worker	11%	12%	8%	11%	24%	7%
Machinery Operator and Driver	3%	2%	3%	6%	6%	4%
Labourer	7%	9%	7%	3%	10%	7%
Don't know / Not sure	2%	1%	1%	4%	1%	8%

	<i>Total</i>	<i>18—29</i>	<i>30—39</i>	<i>40—49</i>	<i>50—59</i>	<i>60+</i>
Manager	19%	14%	27%	20%	19%	14%
Professional	30%	26%	34%	26%	27%	43%
Technician or Trades Worker	5%	9%	3%	4%	5%	3%
Community or Personal Service Worker	8%	7%	11%	6%	8%	7%
Clerical or Administrative Worker	15%	12%	7%	21%	19%	18%
Sales Worker	11%	15%	9%	8%	9%	11%
Machinery Operator and Driver	3%	6%	1%	3%	5%	0%
Labourer	7%	8%	6%	10%	8%	5%
Don't know / Not sure	2%	4%	1%	2%	0%	0%

	<i>Total</i>	<i>Yes, permanent full time</i>	<i>Yes, permanent part time</i>	<i>Yes, casual or temporary</i>	<i>Yes, self-employed</i>
Manager	19%	27%	8%	7%	8%
Professional	30%	31%	23%	22%	46%
Technician or Trades Worker	5%	6%	4%	1%	5%
Community or Personal Service Worker	8%	3%	14%	17%	11%
Clerical or Administrative Worker	15%	16%	16%	10%	8%
Sales Worker	11%	5%	22%	22%	8%
Machinery Operator and Driver	3%	4%	1%	3%	3%
Labourer	7%	7%	10%	9%	5%
Don't know / Not sure	2%	1%	2%	8%	5%

Industry Groups						
	total	GPI	THT	OPS	PuBS	Oth
Manager	19%	34%	22%	18%	11%	16%
Professional	30%	14%	7%	44%	47%	20%
Technician or Trades Worker	5%	17%	6%	2%	2%	5%
Community or Personal Service Worker	8%	1%	3%	4%	18%	14%
Clerical or Administrative Worker	15%	11%	7%	23%	16%	10%
Sales Worker	11%	4%	36%	4%	1%	12%
Machinery Operator and Driver	3%	4%	8%	2%	1%	0%
Labourer	7%	15%	8%	3%	4%	14%
Don't know / Not sure	2%	0%	2%	0%	2%	8%

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
Manager	19%	100%	0%	0%	0%	0%	0%	0%
Professional	30%	0%	100%	0%	0%	0%	0%	0%
Technician or Trades Worker	5%	0%	0%	33%	0%	0%	0%	0%
Community or Personal Service Worker	8%	0%	0%	0%	100%	0%	0%	0%
Clerical or Administrative Worker	15%	0%	0%	0%	0%	100%	0%	0%
Sales Worker	11%	0%	0%	0%	0%	0%	100%	0%
Machinery Operator and Driver	3%	0%	0%	20%	0%	0%	0%	0%
Labourer	7%	0%	0%	47%	0%	0%	0%	0%
Don't know / Not sure	2%	0%	0%	0%	0%	0%	0%	100%

Are you a member of a union?

	<i>Total</i>	Male	Female	NSW	VIC	QLD	WA
Yes	18%	20%	15%	18%	17%	14%	18%
No	80%	78%	82%	79%	82%	84%	80%
Don't know / Not sure	2%	2%	3%	3%	1%	2%	2%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
Yes	18%	20%	13%	27%	22%	7%
No	80%	78%	84%	70%	78%	91%
Don't know / Not sure	2%	2%	3%	3%	0%	2%

	<i>Total</i>	18—29	30—39	40—49	50—59	60+
Yes	18%	29%	17%	10%	12%	14%
No	80%	66%	81%	88%	88%	86%
Don't know / Not sure	2%	5%	2%	2%	0%	0%

	<i>Total</i>	Yes, permanent full time	Yes, permanent part time	Yes, casual or temporary	Yes, self-employed
Yes	18%	21%	18%	12%	2%
No	80%	77%	79%	83%	98%
Don't know / Not sure	2%	2%	2%	5%	0%

Industry Groups						
	total	GPI	THT	OPS	PuBS	Oth
Yes	18%	20%	16%	17%	21%	13%
No	80%	77%	78%	82%	77%	87%
Don't know / Not sure	2%	3%	6%	1%	2%	0%

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
Yes	18%	14%	19%	32%	22%	7%	12%	6%
No	80%	84%	79%	67%	78%	91%	81%	84%
Don't know / Not sure	2%	2%	2%	1%	0%	2%	7%	10%

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

	<i>Total</i>	Male	Female	NSW	VIC	QLD	WA
Mean	32.0	33.4	30.4	32.2	32.2	30.4	32.6

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
Mean	32.0	32.9	33.0	30.4	26.2	29.5

	<i>Total</i>	18—29	30—39	40—49	50—59	60+
Mean	32.0	31.4	33.2	34.0	33.0	25.4

	<i>Total</i>	Yes, permanent full time	Yes, permanent part time	Yes, casual or temporary	Yes, self-employed
Mean	32.0	37.7	23.4	20.2	27.6

Industry groups						
	total	GPI	THT	OPS	PuBS	Oth
Mean	32.0	35.7	29.7	33.4	30.5	30.9

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
Mean	32.0	37.6	33.1	33.2	24.9	31.5	25.4	18.5

Would you like to work...?

	<i>Total</i>	Male	Female	NSW	VIC	QLD	WA
More paid hours	35%	38%	32%	36%	41%	31%	27%
Fewer paid hours	11%	11%	12%	13%	9%	9%	12%
My paid hours are about right	54%	52%	56%	50%	50%	60%	61%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
More paid hours	35%	32%	35%	38%	53%	34%
Fewer paid hours	11%	10%	10%	18%	5%	13%
My paid hours are about right	54%	58%	55%	44%	43%	53%

	<i>Total</i>	18—29	30—39	40—49	50—59	60+
More paid hours	35%	54%	34%	25%	21%	25%
Fewer paid hours	11%	8%	13%	12%	16%	8%
My paid hours are about right	54%	37%	53%	63%	63%	67%

	<i>Total</i>	Yes, permanent full time	Yes, permanent part time	Yes, casual or temporary	Yes, self- employed
More paid hours	35%	32%	40%	49%	27%
Fewer paid hours	11%	14%	8%	3%	15%
My paid hours are about right	54%	55%	52%	48%	58%

Industry Groups						
	total	GPI	THT	OPS	PuBS	Oth
More paid hours	35%	33%	39%	35%	27%	46%
Fewer paid hours	11%	16%	7%	9%	13%	16%
My paid hours are about right	54%	51%	54%	56%	60%	38%

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
More paid hours	35%	22%	28%	50%	43%	26%	53%	73%
Fewer paid hours	11%	16%	12%	11%	9%	10%	5%	9%
My paid hours are about right	54%	62%	60%	38%	48%	64%	42%	18%

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

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

	<i>Total</i>	Male	Female	NSW	VIC	QLD	WA
Mean	5.4	6.2	4.6	6.3	6.2	4.2	3.2

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
Mean	5.4	5.0	4.7	8.1	5.8	5.3

	<i>Total</i>	18—29	30—39	40—49	50—59	60+
Mean	5.4	7.4	5.3	4.5	4.3	3.6

	<i>Total</i>	Yes, permanent full time	Yes, permanent part time	Yes, casual or temporary	Yes, self- employ ed
Mean	5.4	6.2	4.1	3.9	4.7

Industry Groups						
	total	GPI	THT	OPS	PuBS	Oth
Mean	5.4	5.5	3.7	6.5	5.1	6.5

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
Mean	5.4	6.8	5.6	5.4	4.9	4.9	3.1	7.4

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