

# *Taking up the Right to Disconnect?*

*Unsatisfactory Working Hours  
and Unpaid Overtime*

*2024 update*

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## About the Author

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## Acknowledgement

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# Introduction and Summary

This year marks the sixteenth 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.

The Australian labour market has remained relatively strong over 2024 although interest rate rises have pushed unemployment to over four per cent. Recent growth in wages has not been enough to take pressure off household budgets, or to offset the major reductions in real wages that occurred following the COVID pandemic. Across the economy, large numbers of workers want more paid work hours. However, the underemployment problem co-exists with overwork and with unpaid overtime that contributes to the loss of substantial amounts of income for working households.

During the past two years there has been a great deal of public attention and debate about a right to disconnect from work outside work hours. New “Right to Disconnect” laws came into effect in August 2024. While it is early days, these laws could already be having a positive impact including through raised awareness that workers should be free to enjoy their personal time without work demands. Our research indicates that unpaid overtime hours were fewer in 2024 than in previous years, both pre- and post-COVID pandemic years.

Since 2009, the Centre for Future Work and the Australia Institute have commissioned an annual survey to investigate overwork and unpaid overtime in Australia. This year’s poll of 1,099 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, see Appendices A, B and C. Full results are reported in Appendix D.

Of the 1,099 respondents, 730 (or 66%) were in paid work. The survey asked this sub-sample questions regarding their working time and preferences for more or fewer hours. The survey also asked whether, and if so, how much and why they performed unpaid overtime in their jobs. The survey also about experiences and impacts of unpaid overtime and work outside of scheduled hours, and about the importance of disconnecting from work. This report summarises the results of our polling and places them in the context of national labour force and economic trends:

## Unpaid overtime

- On average, employees reported they performed **3.6 hours of unpaid work in the week of the survey, equivalent to 10.9% of total working hours.**

- Full-time employees reported the greatest incidence of unpaid overtime, on average 4.1 hours per week.
- Workers aged between 18-29 performed on average the most unpaid overtime, of 4.4 hours per week.
- This unpaid overtime equates to almost **188 hours per year per worker, or almost five standard 38-hour work weeks.**
  - If that unpaid overtime were valued at median wage rates, this means the average worker is losing \$7,713 per year or \$297 a fortnight.
  - At the economy-wide level, this equates to more than **\$91 billion of lost income per year.**
    - This is 1.7 times the Commonwealth’s annual expenditure on education in 2024-25.
- The social costs of working outside of normal hours include negative consequences for health and wellbeing and relationships:
  - Four in ten workers report physical tiredness (42%) and feeling mentally drained (40%).
  - A third of workers experience stress or anxiety (32%), and one in four experienced interference with personal life/relationships (29%).
  - One in five workers experience disrupted sleep (22%).
- One in three workers (36%) indicate that **unpaid overtime** is either expected or encouraged in their workplace.
  - Most workers (70%) see work outside scheduled work hours as necessary to meet their employers’ expectations.
  - The most common reason for working outside scheduled work hours is too much work (41%), with the second most common reason being staff shortages when other staff are absent or on leave (31%).

#### **Dissatisfaction with working hours**

- Across the whole labour market, **almost half of all employed workers (45%) are unsatisfied with their working hours** – wanting either more or fewer hours.
  - One in three workers (32%) reported that they wanted more paid hours. This desire was especially strong among workers in casual jobs (51%). Over four in ten workers (43%) aged 18 to 30 years of age wanted more paid hours.
  - Just over half of workers (55%) indicated their hours were about right.

# Hours of Work

Table 1 provides an overview of the employment arrangements and paid work hours reported by respondents to the survey. Two thirds of survey respondents (66%) were employed. This figure is broadly consistent with the population employment rate estimated by the Australian Bureau of Statistics (ABS) and reported in the monthly labour force survey.<sup>1</sup> The proportion of respondents in paid employment remains largely unchanged from previous surveys.

Of those employed, 64% worked in ‘standard’ permanent full-time positions, while the remainder worked in permanent part-time (19%), casual or temporary (10%) employment or were self-employed (7%). In our sample, more than one in three employed Australians (36%) – including self-employed people – are in part-time, casual or temporary work. This corresponds with overall labour market averages reported by the ABS, suggesting that our sample provides an accurate representation of the broader labour market.<sup>2</sup>

**Table 1: Survey sample employment status and form of employment**

All respondents				
	Employed		Not employed	
<b>Employment status</b>	66%		34%	
Employed respondents				
Form of employment	Full-time	Part-time	Casual	Self-employed
<b>Percentage of employed</b>	64%	19%	10%	7%
<b>Average paid work hours a week</b>	38.4	23.7	17.6	22.6

Totals may not add to 100 due to rounding.

On average, survey respondents in paid employment worked 32.5 hours of paid work per week (34.5 hours among men and 30.5 hours for women).<sup>3</sup> This is slightly lower

<sup>1</sup> The employment to population ratio was 64.4% in September 2024; see ABS (2024a).

<sup>2</sup> 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.

<sup>3</sup> 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.

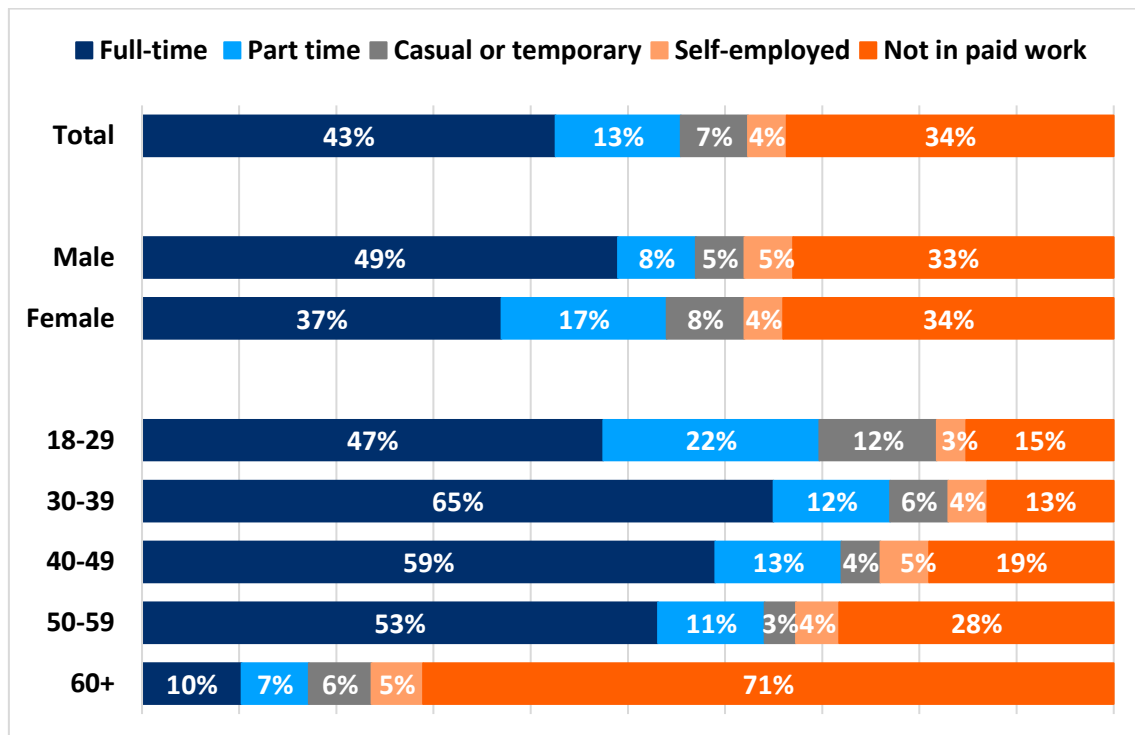
than the reported ABS average working hours for all workers, which was 32 hours per week (ABS, 2024a).

Full-time workers in the sample reported working an average of 38.4 hours per week. Permanent part-timers worked an average of 23.7 hours per week, compared to 17.6 hours per week for casual or temporary workers and 22.6 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, 17% compared to 8% respectively.

A half or more of all respondents in the age groups 30-39, 40-49, and 50-59 were in full-time work, while just under half of respondents aged 18-29 were employed full-time work. Respondents aged 18-29 were more likely to be in part-time or casual work than respondents in the older age groups. One in five of all 18-29 year olds (22%) responding to the survey were in part-time work and one in eight (12%) were in casual or temporary employment.<sup>4</sup>

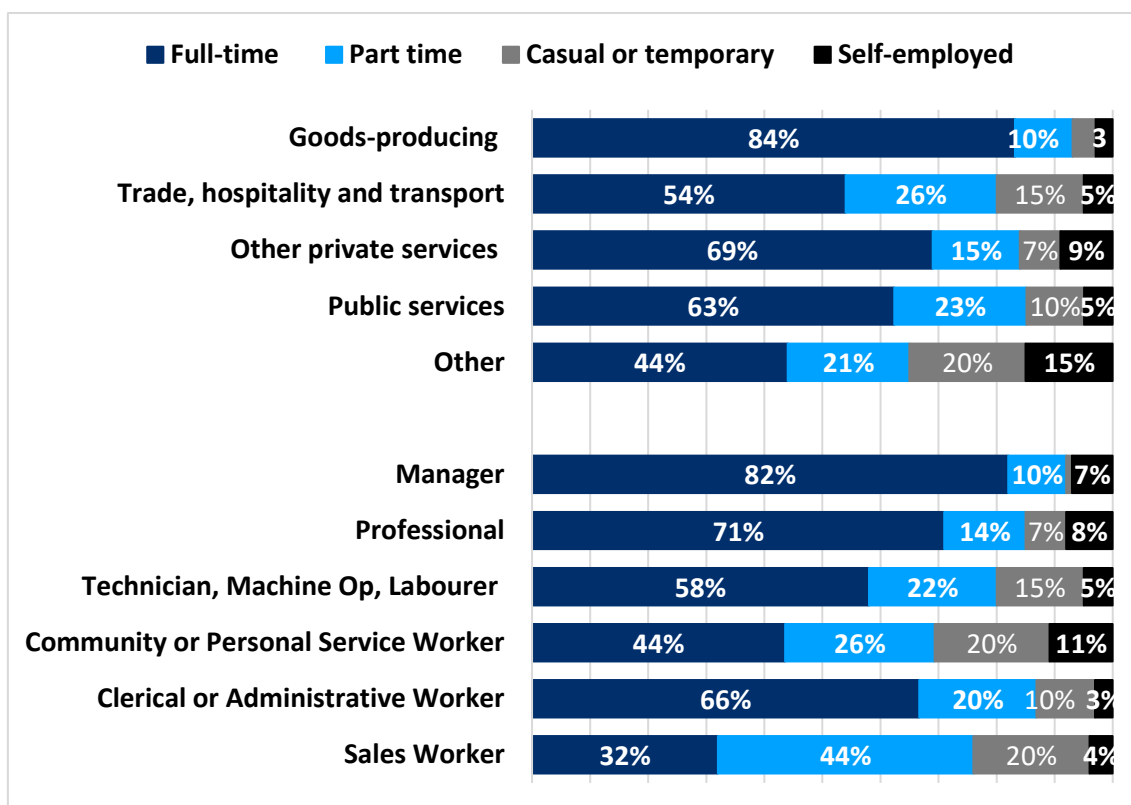
**Figure 1: Employment status and form of employment by gender and age, % of all respondents**



<sup>4</sup> Note the ABS uses slightly different age and employment categories; see ABS (2024a).

Figure 2 illustrates the breakdown of forms of employment by industry and occupation for survey respondents who were in paid work. Forms of employment differ greatly between sectors in the Australian economy and between workers in different occupations, contributing to the polarisation of working conditions experienced by workers across the labour force.

**Figure 2: Form of employment by industry and occupation, percentage of employed<sup>5</sup>**



Goods-producing industries including mining, manufacturing, utilities, construction, and agriculture were the most likely to have workers in full-time positions (84%). Workers in full-time roles make up a smaller majority of workers in most other industries:

- over two-thirds of those employed in ‘other private services’ (69%), which includes financial and insurance services, rental hiring and real estate and professional, scientific and technical services, work full-time
- just under two thirds of those working in ‘public services’ (63%), including public administration and safety, and publicly-funded healthcare, social assistance, and education and training organisations, work full time

<sup>5</sup> The “Other” industries category includes a small proportion of responses (6.3%) and comprises mostly “don’t know/not sure” responses.



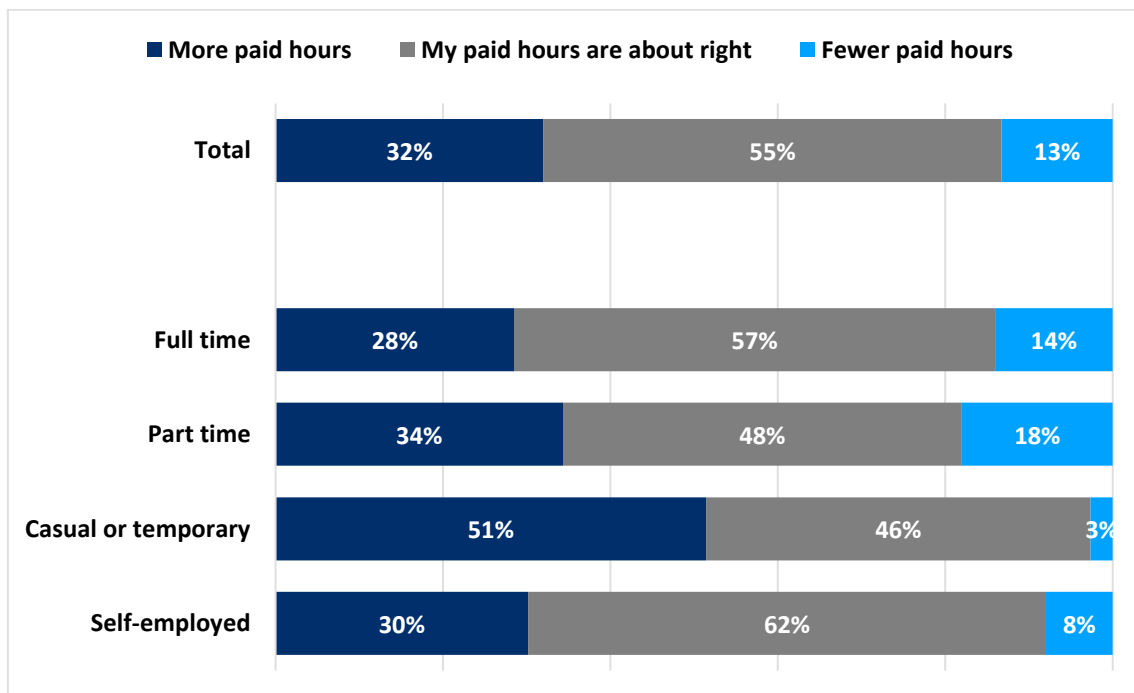
- just over half of workers in ‘trade, hospitality, and transport (54%) which includes retail and wholesale trade, accommodation and food services, and transport, postal and warehousing, work full time.

The incidence of full-time, part-time and casual or temporary work also differs across occupations. Managers responding to the survey were most likely to be in full-time work (82%), followed by professionals (71%), clerical and administrative workers (66%), and technicians, machine operators, and labourers (58%). Occupational groups with fewer than half of workers in full-time work were community and personal service workers (44%) and sales workers (32%); these occupations also had the highest levels of part-time and casual employment, with 64% of sales workers and 46% of community and personal service workers in part-time, casual or temporary employment.

## POLARISATION OF WORKING HOURS

Almost half of all workers (45%) are dissatisfied with their working hours – wanting either more or fewer hours. One in every eight workers (13%) would prefer fewer paid hours, 55% of workers indicated their hours were about right, and one in three workers (32%) wanted more paid hours. The proportions of the workforce wanting more and fewer paid hours are similar to those in our 2023 survey, when 35% of workers wanted more paid work hours and 11% wanted fewer hours.

**Figure 3: Hours of paid work preferences, by form of employment**



There are significant differences in working hours preferences depending on current working hours and form of employment, as shown in Figure 3. Self-employed workers were most likely to indicate they had the right number of hours (62%), followed by full-time workers (57%). Permanent part-time workers (48%) and casual and temporary (46%) workers were less likely to indicate they had the right number of hours.

People in part-time and full-time employment were most likely to say they preferred to work fewer hours (18% and 14% respectively) whereas 8% of self-employed workers and only 3% of casual and temporary workers preferred fewer hours. Casual and temporary workers were far more likely to report that they wanted more paid hours, with over half (51%) preferring to work more hours. In comparison, 34% of part-time workers and 28% of full-time workers wanted more paid hours.<sup>6</sup>

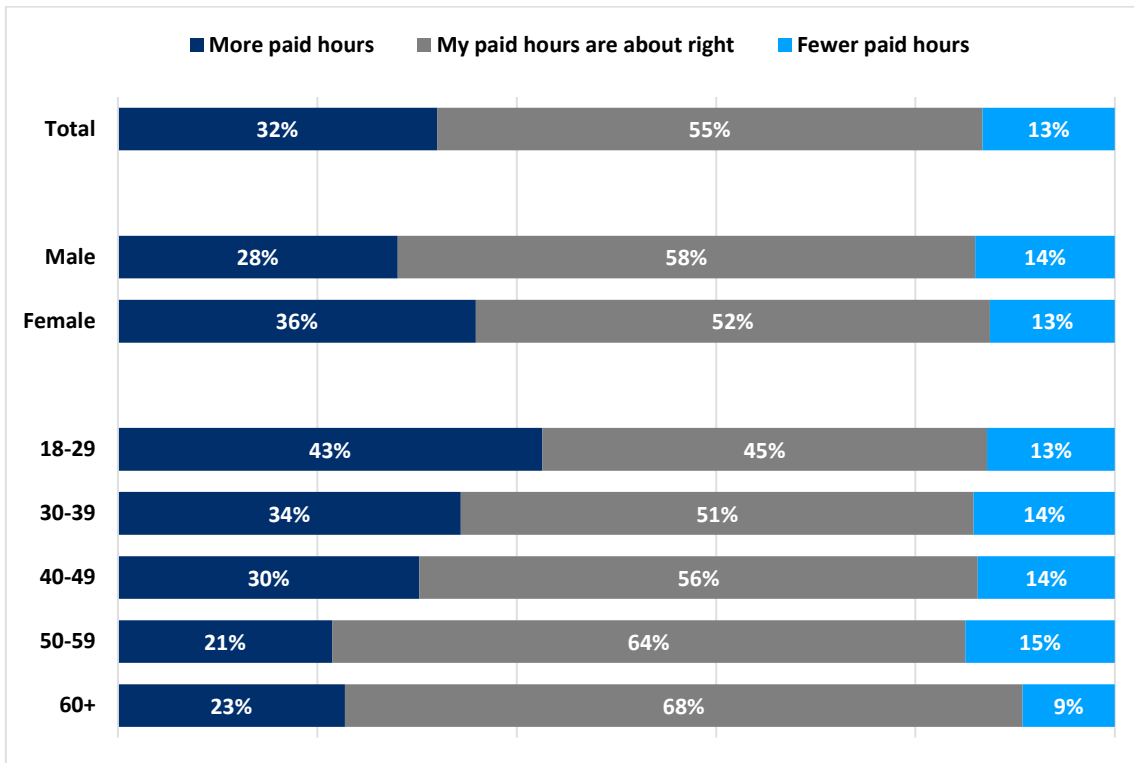
Our survey results reaffirm a continuing polarisation of working hours in Australia's labour market. Across the economy, many workers (32%) want more hours of work, including a significant minority of part-time and even full-time workers, while the problem is most acute among workers in casual and temporary employment. Conversely, the problem of too many hours is most common among permanent full-time and among part-time workers

As with the ABS data, the GHOTD results reveal some differences in underemployment and working time preferences across age groups and between women and men. Underemployment is higher among women and, among women in part-time work, underemployment has been growing (ABS 2024b). In the 2024 GHOTD survey the proportion of all employed women wanting more paid work hours (36%) was greater than the proportion of men (28%), as shown in Figure 4. A much higher proportion of female workers are in part-time, temporary and casual employment (38%) compared with male workers in these forms of employment (20%).

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<sup>6</sup> For various reasons, including the phrasing of survey questions and criteria for defining underemployment, ABS data on underemployment differ from the GHOTD survey findings. The GHOTD survey indicates that 32% of workers want more hours, which is more than three times the 10.3% underemployment rate reported by the ABS in May 2024 (ABS 2024b).

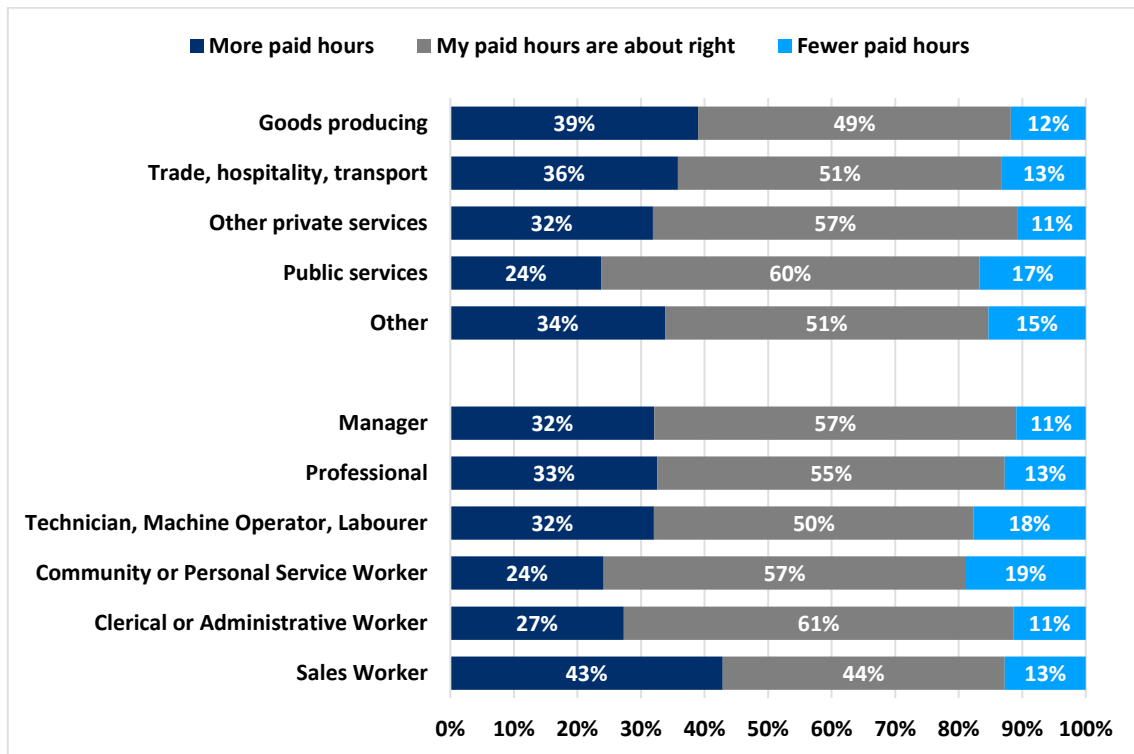
**Figure 4: Preferences for more or fewer hours of paid work by gender and age**



Young workers (18-29) were more likely to want additional paid hours (43%) than workers in any other age group. Young people have higher rates of part-time casual and temporary employment than older age groups (see Figure 1 in this report); they are also likely to earn less than older workers and to be struggling to cover the rising costs of living. While satisfaction with paid hours of work is higher and desire for more paid work is lower among workers in older age groups, the proportion of workers who want fewer hours of work remains about the same across age groups. Among men and women and among all age groups up to the age of 60 about one in six or seven workers would prefer to work fewer hours.

Patterns of satisfaction and dissatisfaction with working hours are similar across industries and occupations. The biggest differences between workers across industries is in the desire for more hours of work, with this ranging from one in four public services workers (24%) wanting more hours to 39% of workers in goods producing industries wanting more hours. In each industry group, a half or more of workers reported their paid hours were about right.

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



Source: Survey results as described in text.

Sales workers were more likely to want to work more paid hours (43%) than workers in other occupations (which had between a quarter and a third of workers preferring to work more paid hours). While about one in four community and personal services workers and clerical and administrative workers preferred to work more hours (24% and 27% respectively), around a third of professional workers (33%), managers (32%) and technicians and labourers (32%) preferred to work more hours. In all occupations except for sales workers, a half or more survey respondents reported their paid hours were about right. Fewer than half of sales workers reported their paid hours were about right (44%).

Across different industries and occupations, between 10% and 20% of workers preferred fewer paid hours work. Desire for fewer hours was highest among community and personal services workers (19%), technicians and labourers (18%), and workers in public services (17%).

## ADDRESSING WORKING HOURS POLARISATION

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The persistence of both underwork and overwork in the Australian labour market provides a good indicator of the disparities and inequalities that exist in work and earnings. The incidence of overwork is similar among men and women and among workers in all age groups. However, underemployment (as indicated by preference for more paid hours) is more common among young workers, and it is more common among women than men.

Polarisation of working time has developed over decades, in part affected by changes in the composition of the labour force, but more due to the growth of insecure work. Employers have been able to treat workers as a flexible on-demand resource by using part-time, casual and temporary employment to reduce the costs of business fluctuations. Workers face variable work hours, unpredictable working time, short notice of shifts, split shifts and reduced compensation and penalties for unsocial hours. These arrangements can leave workers short of the number of hours they need to make a living. At the same time, workers across all forms of employment, industries and occupations are vulnerable to overwork as they combine paid work with other responsibilities including education and training and unpaid child and other care responsibilities.

Insecure work arrangements that create and exacerbate disadvantage and inequalities in the labour market require a variety of policy responses. Recent industrial relations reforms are designed to tackle these issues through addressing insecure work, and through addressing the gendered undervaluation of work that underlies the low pay and poor conditions experienced by workers in some large female-dominated industries and occupations. The impacts of some of these reforms are already evident, although it will take time before the full effects of the legislative changes are known.

Reforms enacted as part of the Federal government's 2022 *Secure Jobs Better Pay* industrial relations reform package and 2023 *Closing Loopholes* reforms (Parliament of Australia 2022, 2023) are designed to limit insecure work, including through measures designed 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. These reforms were designed to provide workers in insecure, non-standard employment arrangements with greater protections and more bargaining power, including to win working hours that are more secure and better aligned with their preferences.

# Unpaid Overtime

## UNPAID OVERTIME HOURS WORKED

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 amounts to 10.9% of total paid working hours. In other words, for every 10 hours an average worker performs for pay, they work another hour for their employer for free. The ubiquity of unpaid overtime means that Australian workers are losing substantial amounts of income. This widespread unpaid work amounts to the effective theft of workers' time.

On average, employed respondents to our survey reported they had worked 3.6 hours of unpaid work in the last seven days (Table 2).<sup>7</sup> This was fewer than the 5.4 hours reported in the 2023 GHOTD survey, and fewer than reported unpaid overtime in pre-pandemic years (5.1 hours in 2017, 6 hours in 2018, 4.6 hours in 2019).<sup>8</sup> The largest difference in reported unpaid overtime in 2024 from previous years is in the amount of unpaid overtime reported by full-time workers: falling from 6.2 hours in 2023 to 4.1 hours in 2024.

**Table 2: Unpaid overtime hours by form of employment**

	Full time	Part time	Casual or temporary	Self-employed	Total*
<b>Unpaid overtime per week</b>	4.1	2.8	2.3	3.5	3.6
<b>Share of paid hours worked</b>	10.6%	11.7%	13.1%	15.6%	10.9%

\*Total excludes self-employed (see footnote 8).

As shown in Table 2, unpaid overtime hours were longest for full-time workers, who worked an average of 4.1 hours of unpaid overtime per week. Part-time and casual and

<sup>7</sup> The total for all workers does not include self-employed workers. The concept of unpaid overtime is difficult to apply to self-employed workers (who may not be paid a formal wage and are compensated instead through the business's profit).

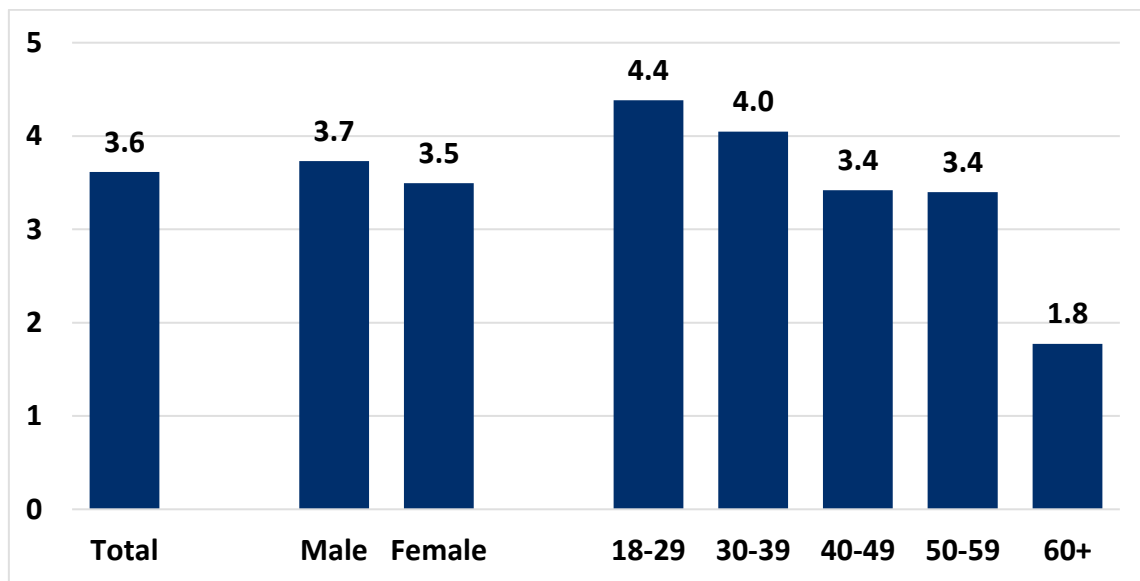
<sup>8</sup> All previous Go Home on Time Day reports are available at <https://australiainstitute.org.au/>

temporary employees worked fewer hours of unpaid overtime (2.8 and 2.3 hours, respectively). However, *as a proportion* of their paid hours, both part-time and casual workers' unpaid overtime hours were equivalent to or greater than those of full-time workers (11.7% for part-time workers and 13.1% for casual and temporary workers, compared to 10.6% for full-time workers).

On an annualised basis,<sup>9</sup> 3.6 hours of unpaid overtime each week translates to 187.9 hours of unpaid overtime over the year for each worker. Based on a 38-hour work week, this is equivalent to almost 5 weeks of unpaid work per worker per year. Extrapolated across Australia's employed workforce, this suggests total unpaid overtime of 2.2 billion hours a year.

Figure 6 illustrates average unpaid overtime hours worked by survey respondents in the past week by gender and age. Men reported an average of 3.7 hours of unpaid overtime per week. Despite more women working part-time, women's unpaid overtime hours were very similar to means, at 3.5 hours per week.

**Figure 6: Unpaid overtime hours by gender and age**



Younger workers, aged from 18 to 29, performed on average the most unpaid overtime (4.4 hours). Workers in this age group have less experience and can be at a disadvantage when it comes to gaining secure jobs, even in a tight labour market, making them vulnerable to pressures to work unpaid overtime. Young people are overrepresented in industries with high levels of insecure casualised jobs in which expectations to perform unpaid work are not uncommon. Unpaid overtime is somewhat lower in older age groups, at 4.0 hours in the 30-39 age group, and

<sup>9</sup> Assuming a constant rate of unpaid overtime throughout the year for 52 weeks.

declining to 3.4 hours among workers aged 40-49 and 50-59. Workers aged 60 years and over work, on average, fewer hours of unpaid overtime (1.8 hours) than younger workers.

The amount of unpaid overtime completed by workers does not vary greatly across industries (Figure 7). Unpaid overtime hours range from a high of 4.2 hours in goods producing industries to 3.4 hours in public services, with the fewest hours reported by respondents in the 'other' industries category.

**Figure 7: Unpaid overtime hours by industry of employment**

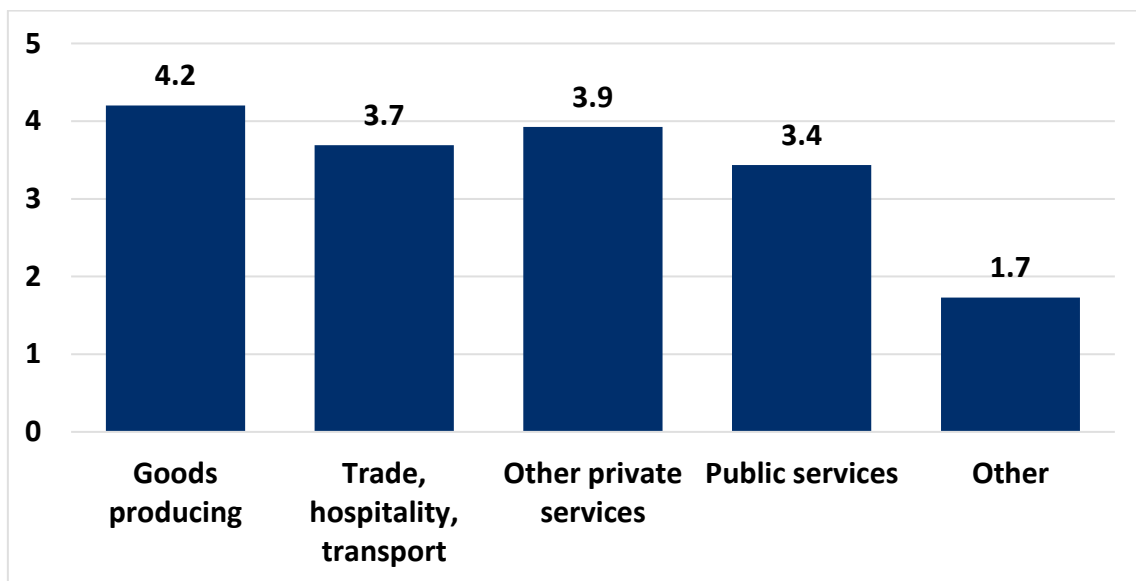
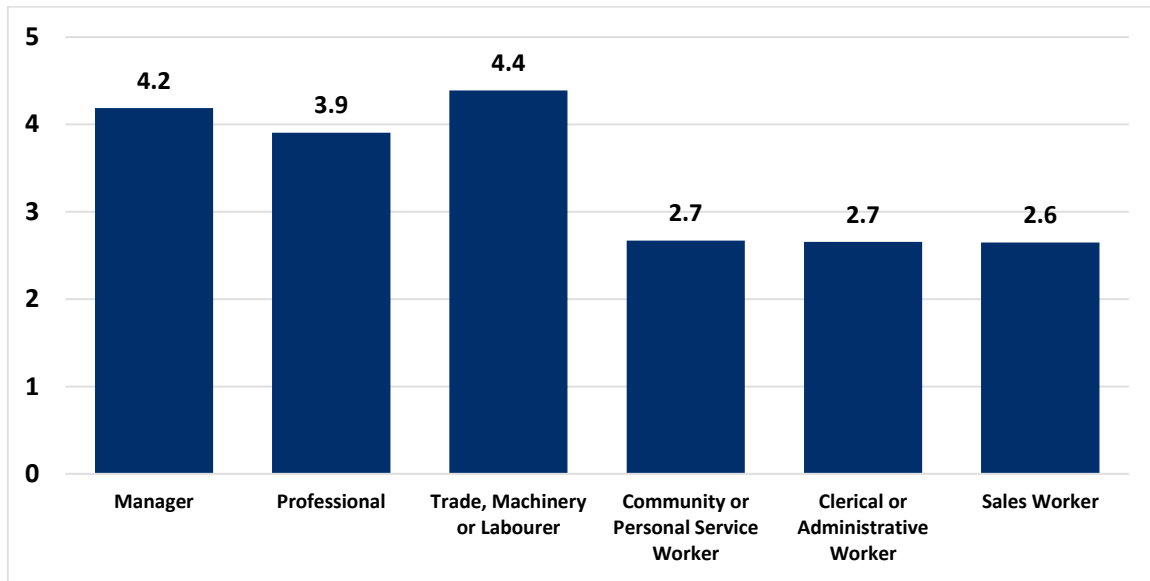


Figure 8 shows average unpaid overtime hours reported by workers in different occupational groups. Managers, technicians and tradespeople, and professional workers reported the highest levels of unpaid overtime (between 3.9 and 4.4 hours a week). These occupational groups are dominated by full-time jobs. Workers in other occupations that are dominated by part-time hours jobs reported fewer hours of unpaid overtime. Community and personal service workers, clerical and administrative workers and sales workers reported unpaid overtime of 2.6 to 2.7 hours a week.



**Figure 8: Unpaid overtime hours by occupation of employment**

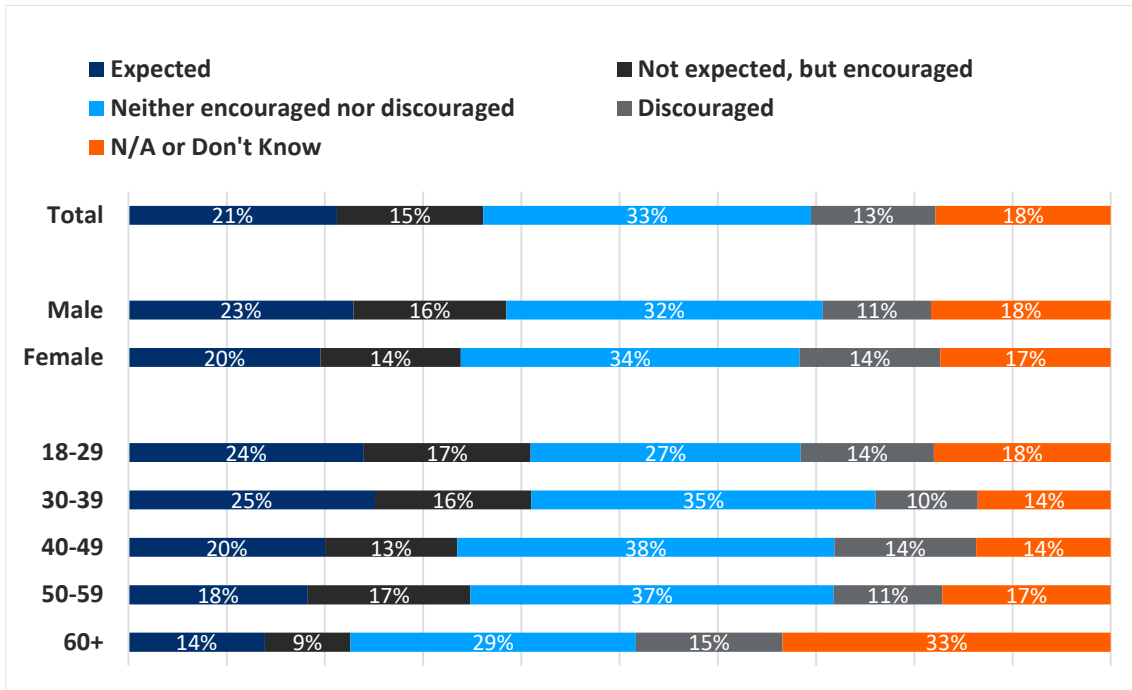


## WHY WORK UNPAID OVERTIME?

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Over a third of survey respondents reported that, in their workplace, performing unpaid work was expected or encouraged (36%). A third reported unpaid overtime was neither encouraged or discouraged (33%) and a much smaller number reported unpaid overtime was discouraged (13%). Among men and women and among workers in all age groups (except for those 60 years and over), at least a third or more workers reported unpaid overtime was either expected or encouraged in their workplace, as shown in Figure 9. Younger workers aged 18-29 and 30-39 were more likely to report that unpaid overtime was expected or encouraged in their workplaces (both 41%) than 40-49 and 50-59 year olds (33% and 35% respectively).

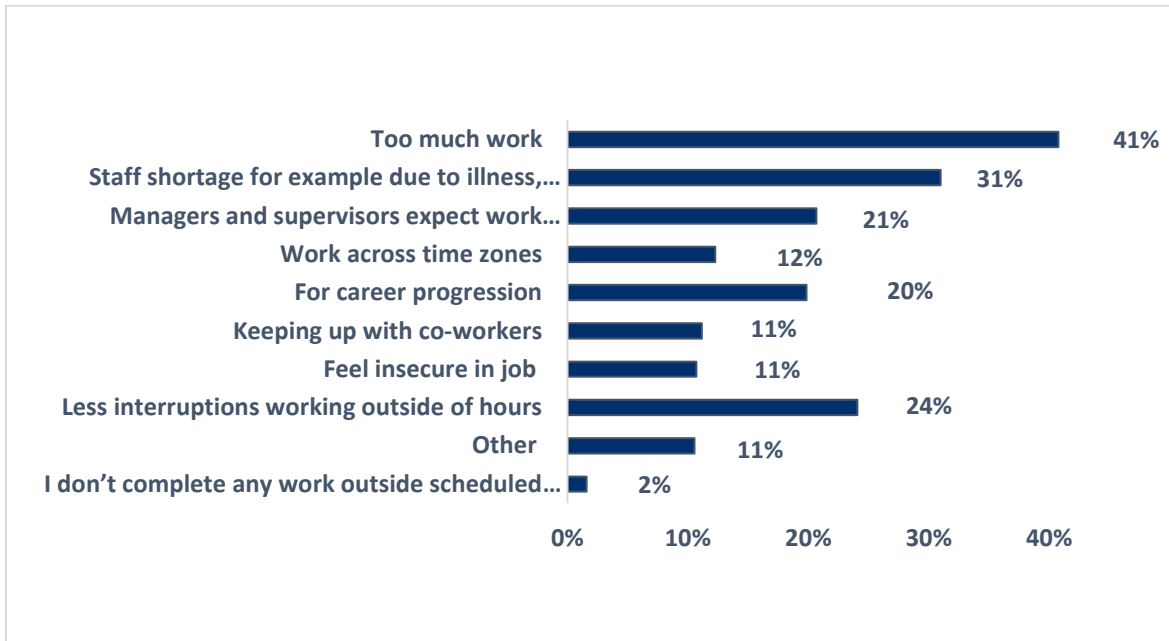
**Figure 9: Workplace expectations regarding performing unpaid work outside of scheduled working hours**



Survey respondents who reported working outside scheduled hours were asked if they felt it was necessary to do so to meet the expectations of their employer. Only 13% of people responded ‘no’, while one in four (26%) reported it was often necessary to meet the expectations of their employer, and another 44% reported it was sometimes necessary. Responses were similar for men and women and workers of all ages, except for those over 60 years.

The main reasons people give for working outside scheduled work hours are work demands (including work volume), staff shortages, interruptions at work and managers’ expectations. As shown in Figure 11, the most common reason for working outside scheduled work hours is having too much work (41%), followed by staff shortages when other staff are absent or on leave (31%), fewer interruptions outside work hours (24%), and managers’ expectations (21%). One in five workers (20%) reported that they worked outside scheduled hours to enhance their career progression.

**Figure 10: Reasons for competing work outside of scheduled work hours**

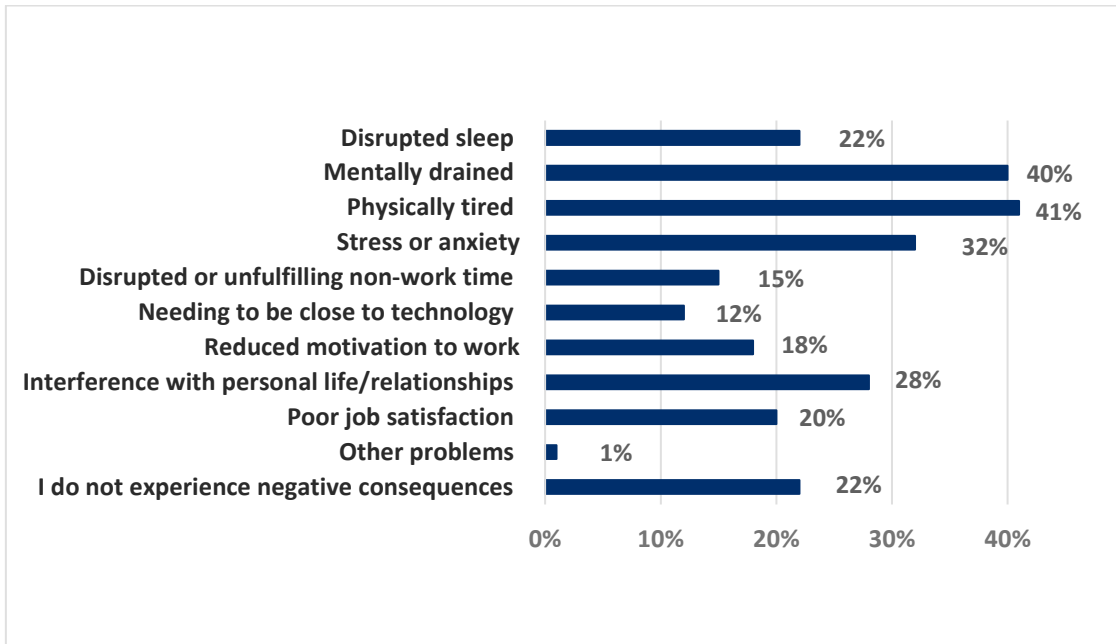


## PERSONAL AND SOCIAL COSTS OF UNPAID OVERTIME

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The consequences of long hours of work and unpaid overtime are multiple and common among workers who work outside their scheduled work hours, including physical tiredness (41%), feeling mentally drained (40%), stress or anxiety (32%) and interference with personal life/relationships (28%). For more than one in five workers (22%) disrupted sleep was a negative consequence, as shown in Figure 11.

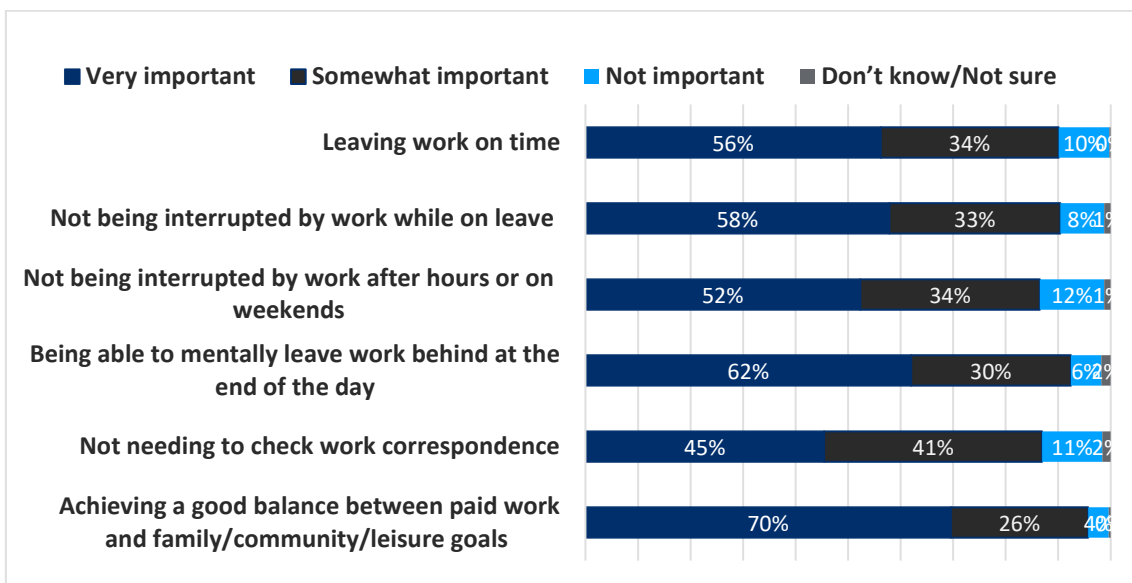
**Figure 11: Negative consequences of working outside of scheduled hours**



## DISCONNECTING FROM WORK

Our survey results show that being able to disconnect from work outside of scheduled work hours is very important to workers. Being able to leave work on time and not be interrupted after the end of the scheduled work day, on the weekend, and when on leave were each reported as being either very or somewhat important by around nine out of ten survey respondents.

**Figure 12: Importance of disconnecting from work out of scheduled work hours**

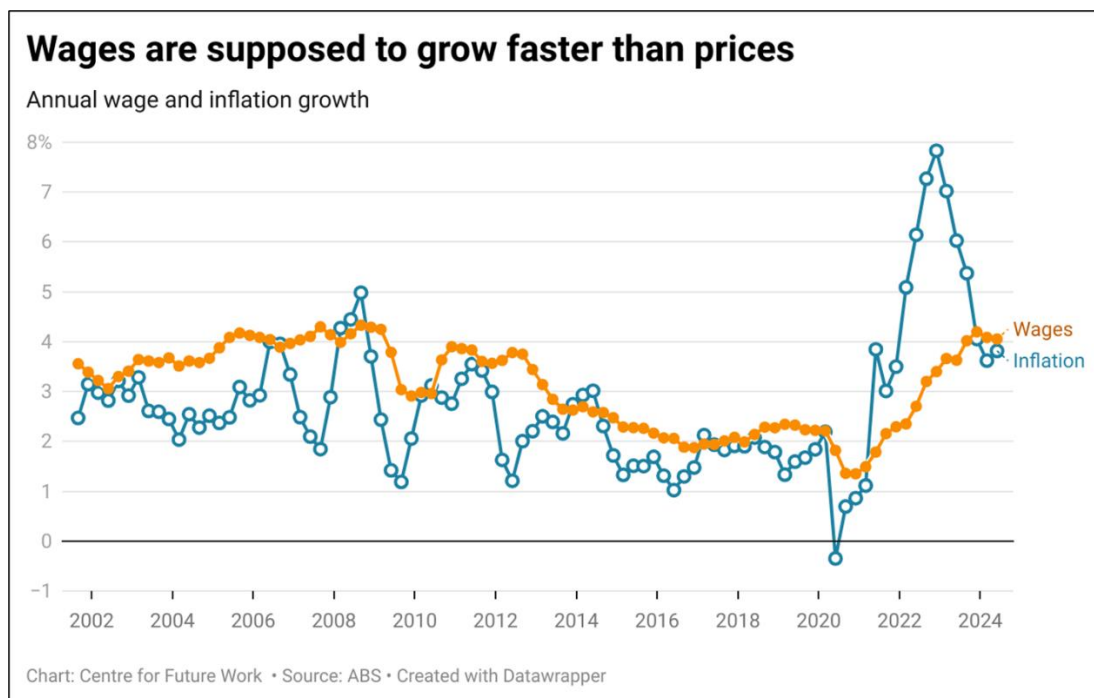


These survey results show the vast majority of workers want to switch off from work at the end of the day and be free of interruptions outside of their scheduled paid work hours. The survey results align with results of another recent Centre for Future Work (2024) survey that sought peoples' views on the Federal Government's 'Right to Disconnect' laws. That poll showed strong support for a right to disconnect from work outside paid work hours, with three in four Australians (76%) supporting, and only one in nine (11%) opposing, the right to disconnect laws. Right to Disconnect laws came into effect in August 2024. The new legal right for workers to refuse unreasonable out-of-hours requests from their employers could be expected to contribute to a decline in unpaid overtime as awareness of this right increases.

## FINANCIAL COSTS OF TIME THEFT

The extent of unpaid overtime worked means that workers are losing substantial amounts of income. Unpaid overtime has both financial and social costs for workers. This is particularly concerning as wage growth is not keeping up with inflation, and cost of living pressures are severe. Figure 13 shows how annual wages have lagged behind inflation in recent years

**Figure 13: Year-over-year wage growth and inflation**



Wage growth has accelerated notably over the past two years, reflecting workers' improved bargaining power, minimum wage and award wage increases, and the impact of the Federal government's industrial relations reforms. During 2024, wage growth has slightly exceeded inflation, producing small real wage gains. However, real wages are still much lower than prior to the pandemic due to rapid inflation in 2022 and 2023, and households are facing significant cost-of living pressures

At an aggregate level for the overall labour market, the enormity of unpaid working time is staggering. Our survey shows that, on average, waged workers perform 3.6 hours of unpaid overtime per week. This works out to 2.2 billion hours of unpaid work over the year, by the 11.85 million waged employees in Australia.<sup>10</sup>

In Table 3 the cost of time theft is quantified by estimating the income that would have been received by workers if their unpaid labour had been compensated. The ABS reports the total number of Australian employees working in each of the four main forms of waged employment, and median hourly earnings for each of those forms (ABS 2023). These 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 unpaid overtime hours would have been paid at the same rate as average median earnings.<sup>11</sup> For part-time and casual staff, we also include the value of foregone superannuation contributions.<sup>12</sup>

The 4.1 hours of unpaid overtime performed by the average full-time worker per week, translates into over \$9,466 in foregone wages a year when measured at the median full-time hourly wage. For permanent part-time workers, the lost wages are worth almost \$6,000 per year. Workers in casual positions lose over \$4,000 per year in income due to unpaid work for their employers. Across all categories of employees the average worker loses over \$7,713 per year due to uncompensated overtime. This income could certainly help hard-pressed families cope with the effects of falling real wages and cost-of-living pressures.

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<sup>10</sup> For this discussion we include only waged employees; we do not consider self-employed workers, as unpaid overtime is a less precise category for individuals running their own enterprises.

<sup>11</sup> In practice, most overtime work (especially for full-time workers) should incur a higher hourly rate, so this assumption is conservative.

<sup>12</sup> Superannuation contributions are not required on overtime hours for full-time staff, so we do not include superannuation in our estimate of the value of unpaid overtime for that category of workers.

**Table 3: Aggregate value of employees' unpaid overtime, 2024**

Form of Employment	Number of Employed (million)	Median Wage (\$/hr) <sup>1</sup>	Avg. Unpaid Overtime (hrs/wk)	Value of Lost Wages per Worker per Year (\$)	Annual Total Value (\$billion/yr)
<b>Permanent</b>					
<i>Full-Time</i>	7.40	\$44.40	4.1	\$9,466	\$70.0
<i>Part-Time</i>	1.79	\$41.26*	2.8	\$5,957	\$10.7
<b>Casual</b>					
<i>Full-Time</i>	0.76	\$34.30	2.3	\$4,111	\$3.14
<i>Part-Time</i>	1.89	\$33.45*	2.3	\$4,009	\$7.56
<b>Total</b>	<b>11.85</b>		<b>3.6</b>	<b>\$7,713</b>	<b>\$91.40</b>

<sup>1</sup> Source: ABS (2023) Employee earnings, Table 1. Does not include self-employed workers.

\* Includes superannuation contributions for part-time permanent and casual workers.

As shown in Table 3, unpaid overtime represents a collective loss of \$91.4 billion in income for Australian workers in 2024.

That \$91.4 billion is equivalent to 8% of all wages and salaries paid out in Australia over the last year (ABS 2024c). It is also equivalent to 81% of the amount the Commonwealth Government's 2024-25 health budget, 1.7 times the education budget and 64% of the amount the government expected to collect in company and resource rent taxes (\$143.8-billion) in 2024-25 (Treasury, 2024, 59). The value of unpaid overtime resulting in lost incomes for households increases cost-of-living pressures for households and may reduce revenue for government.

# Conclusion

The sixteenth annual Go Home on Time Day report again highlights the persistent and simultaneous problems of long work hours and overwork existing alongside inadequate work hours and underemployment. This report has outlined key issues in working time in Australia's labour market. These issues include insecure, non-standard working arrangements, limited ability for workers to achieve optimal working hours, and the large scale and costs of unpaid overtime.

A key factor behind the ongoing problem of underemployment in casual, and also in permanent part-time, work is that employers have used these forms of work to minimise business risks and costs by having a highly-flexible "just-in-time" workforce that can be deployed for short periods. Employers' demands and expectations for full-time workers are one factor driving the problem of overwork. Typically, workers look to longer work hours to increase their earnings when cost-of living pressures are high, as they are at the present time.<sup>13</sup> A desire for fewer paid work hours often reflects difficulties workers are experiencing juggling paid work with other responsibilities.

The report shines a spotlight on the problem of unpaid overtime, a problem that affects employees in all forms of employment – full-time, part-time, casual and temporary jobs. Even workers in part-time and casual jobs who can't get enough paid hours work may be expected by their employers to perform many hours of extra unpaid work per year. As the report shows, unpaid overtime is primarily driven by workplace expectations and demands, and it has multiple negative consequences for workers, including exacerbating financial stresses. This is happening against a backdrop of high inflation and severe cost-of-living pressures which persist despite the recent modest acceleration of wages growth.

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. Yet, this year, there are signs that employers have reduced their demand on employees to work unpaid overtime hours and/or that employees are having more success in resisting such employers' demands.

New right to disconnect laws introduced in 2024 as part of the Federal government's industrial relations reform package likely help to explain this reduction in unpaid overtime. These laws have strong public support. Workers now have more legal rights

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<sup>13</sup> Evidence of this trend was provided in *Doing it Tough: How Australians are experiencing the cost-of-living crisis*, by Lisa Heap (Canberra: Centre for Future Work, October 2024), pp. 11-12.



to resist unreasonable demands to perform outside of normal working hours (including that employers cannot punish them for refusing unreasonable contact via phone, email, or messaging apps). Public debate over the new legislation raised awareness among many Australians that workers should not have to be available for their employers at all times. While it will take time for this new legislation to have full effect, it may already be having an impact in helping to reduce the incidence and extent of unpaid overtime.

Nevertheless, the problem of unpaid overtime remains ubiquitous in Australia's labour market. The toll of unpaid overtime on workers and their families – measured in both human and social costs, and the tens of billions of dollars of foregone income resulting from this effective theft of their time – should motivate workers, their unions, employers and governments to take further actions to address this problem.

Much has been done through recent industrial relations reforms to tackle insecure work and to give workers more rights to win fair and predictable working time schedules and earn adequate and stable incomes. However, many challenges remain, as demonstrated by the large number of workers with fewer hours of work than they want. Meanwhile, these industrial relations reforms must also be accompanied by measures to boost wages and ease cost-of-living pressures to reduce the economic compulsion that is also pushing Australians to work more hours.

# Appendix A - Method

From 29 August to 6 September 2024, The Australia Institute surveyed 1099 adults living in Australia, online through Dynata's panel, with nationally representative samples by gender, age group and state/territory.

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 1082.

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.

## **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

## **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

**Do you ever perform work outside of your scheduled working hours?**

1. Yes
2. No [SKIP the next four questions]

**In your workplace, is performing unpaid work outside of scheduled working hours...**

1. Expected
2. Not expected, but encouraged
3. Neither encouraged nor discouraged
4. Discouraged
5. Not applicable
6. Don't know/Not sure

**Do you feel that it is necessary to work outside of scheduled work hours in order to meet the expectations of your employer?**

1. Yes – often
2. Yes – sometimes
3. Yes – rarely
4. No
5. Don't know/Not sure

**Why do you complete work outside of your scheduled working hours?**

1. Too much work
2. Staff shortage for example due to illness, parental leave
3. Managers and supervisors expect work outside of hours
4. Work across time zones
5. For career progression
6. Keeping up with co-workers
7. Feel insecure in job
8. Less interruptions working outside of hours
9. Other [text box]
10. I don't complete any work outside scheduled hours

**What negative consequences do you experience due to working outside of your scheduled hours, if any?**

1. Disrupted sleep
2. Mentally drained
3. Physically tired
4. Stress or anxiety
5. Disrupted or unfulfilling non-work time
6. Needing to be close to technology
7. Reduced motivation to work
8. Interference with personal life/relationships
9. Poor job satisfaction
10. Other problems [text box]
11. I do not experience negative consequences

**How important are the following to you?**

Very important      Somewhat important      Not important      Don't know/Not sure

- Leaving work on time
- Not being interrupted by work while on leave (for example annual leave)
- Not being interrupted by work after hours or on weekends
- Being able to mentally leave work behind at the end of the day
- Not needing to check work correspondence
- Achieving a good balance between paid work and family/community/leisure goals

# Appendix C - Sample Distribution

	N =	% sample*
<b>Total Employed</b>	730	66%
Male	362	50%
Female	367	50%
<b>Age</b>		
18-29	188	26%
30-39	180	25%
40-49	146	20%
50-59	125	17%
60+	91	12%
<b>Employment Status</b>		
Permanent full time	470	64%
Permanent part-time	138	19%
Casual or temporary	73	10%
Self-employed	49	7%
<b>Occupation</b>		
Manager	151	21%
Professional	197	27%
Trades, Machinery Operator or Labourer	116	16%
Community or Personal Service Worker	46	6%
Clerical or Administrative Worker	144	20%
Sales Worker	68	9%
Don't know/Not sure	8	1%
<b>Industry</b>		
Goods producing industries	108	15%
Trade, hospitality and transport	165	23%
Other private services	219	30%
Public services	178	24%
Other	60	8%
<b>Union membership</b>		
Yes	163	22%
No	546	75%
Don't know/Not sure	21	3%

\*Percentages are 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>
<b>Yes, permanent full time</b>	43%	49%	37%	50%	45%	40%	41%
<b>Yes, permanent part time</b>	13%	8%	17%	12%	14%	12%	15%
<b>Yes, casual or temporary</b>	7%	5%	8%	7%	4%	7%	6%
<b>Yes, self-employed</b>	4%	5%	4%	4%	5%	5%	1%
<b>No</b>	34%	33%	34%	27%	32%	36%	37%



	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Yes, permanent full time</b>	43%	44%	44%	48%	30%	33%
<b>Yes, permanent part time</b>	13%	12%	11%	16%	17%	13%
<b>Yes, casual or temporary</b>	7%	6%	6%	8%	7%	9%
<b>Yes, self-employed</b>	4%	3%	5%	4%	2%	8%
<b>No</b>	34%	35%	34%	23%	42%	37%

	<i>Total</i>	<i>18–29</i>	<i>30–39</i>	<i>40–49</i>	<i>50–59</i>	<i>60+</i>
<b>Yes, permanent full time</b>	43%	47%	65%	59%	53%	10%
<b>Yes, permanent part time</b>	13%	22%	12%	13%	11%	7%
<b>Yes, casual or temporary</b>	7%	12%	6%	4%	3%	6%
<b>Yes, self-employed</b>	4%	3%	4%	5%	4%	5%
<b>No</b>	34%	15%	13%	19%	28%	71%

#### Sub-sample of respondents in employment

		<b>Industry groups</b>				
	<i>total</i>	<i>GPI</i>	<i>THT</i>	<i>OPS</i>	<i>PuBS</i>	<i>Oth</i>
<b>Yes, permanent full time</b>	64%	84%	54%	69%	63%	44%
<b>Yes, permanent part time</b>	19%	10%	26%	15%	23%	21%
<b>Yes, casual or temporary</b>	10%	4%	15%	7%	10%	20%
<b>Yes, self-employed</b>	7%	3%	5%	9%	5%	15%

		<b>Occupations</b>						
	<i>total</i>	<i>Manager</i>	<i>Prof</i>	<i>TML</i>	<i>CPS</i>	<i>CorA</i>	<i>SW</i>	<i>DK</i>
<b>Yes, permanent full time</b>	64%	82%	71%	58%	44%	66%	32%	15%
<b>Yes, permanent part time</b>	19%	10%	14%	22%	26%	20%	44%	0%
<b>Yes, casual or temporary</b>	10%	1%	7%	15%	20%	10%	20%	48%
<b>Yes, self-employed</b>	7%	7%	8%	5%	11%	3%	4%	37%

**What best describes the industry you work in? (sub-sample in paid work)**

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>
<b>Agriculture, Forestry and Fishing</b>	1%	3%	0%	0%	2%	2%	0%
<b>Mining</b>	1%	2%	1%	0%	0%	3%	5%
<b>Manufacturing</b>	5%	6%	3%	4%	5%	6%	3%
<b>Electricity, Gas, Water and Waste Services</b>	1%	2%	1%	2%	1%	2%	2%
<b>Construction</b>	6%	9%	4%	5%	7%	6%	9%
<b>Wholesale Trade</b>	3%	3%	3%	4%	2%	1%	6%
<b>Retail Trade</b>	10%	12%	8%	10%	14%	13%	9%
<b>Accommodation and Food Services</b>	5%	3%	6%	4%	5%	5%	6%
<b>Transport, Postal and Warehousing</b>	5%	7%	3%	6%	5%	3%	3%
<b>Information Media and Telecommunications</b>	4%	4%	5%	7%	3%	3%	3%
<b>Financial and Insurance Services</b>	5%	6%	5%	7%	6%	4%	2%
<b>Rental, Hiring and Real Estate Services</b>	2%	1%	2%	3%	1%	1%	3%
<b>Professional, Scientific and Technical Services</b>	10%	11%	8%	10%	12%	7%	12%
<b>Administrative and Support Services</b>	6%	5%	7%	5%	4%	5%	7%
<b>Public Administration and Safety</b>	4%	4%	5%	4%	4%	4%	7%
<b>Education and Training</b>	8%	6%	10%	9%	8%	8%	9%
<b>Health Care and Social Assistance</b>	12%	6%	17%	11%	8%	15%	14%
<b>Arts and Recreation Services</b>	3%	3%	3%	2%	5%	3%	0%
<b>Other Services</b>	8%	6%	9%	8%	8%	7%	3%
<b>Don't know / Not sure</b>	1%	1%	0%	0%	0%	2%	0%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Agriculture, Forestry and Fishing</b>	1%	2%	1%	0%	7%	0%
<b>Mining</b>	1%	2%	1%	0%	0%	1%
<b>Manufacturing</b>	5%	2%	6%	9%	10%	1%
<b>Electricity, Gas, Water and Waste Services</b>	1%	2%	1%	0%	0%	1%
<b>Construction</b>	6%	6%	8%	6%	0%	6%
<b>Wholesale Trade</b>	3%	3%	4%	1%	3%	1%
<b>Retail Trade</b>	10%	11%	10%	8%	10%	10%
<b>Accommodation and Food Services</b>	5%	3%	4%	5%	20%	4%
<b>Transport, Postal and Warehousing</b>	5%	4%	6%	4%	6%	4%
<b>Information Media and Telecommunications</b>	4%	6%	3%	5%	0%	7%
<b>Financial and Insurance Services</b>	5%	5%	6%	5%	0%	4%
<b>Rental, Hiring and Real Estate Services</b>	2%	2%	2%	2%	10%	0%
<b>Professional, Scientific and Technical Services</b>	10%	13%	7%	9%	7%	10%
<b>Administrative and Support Services</b>	6%	6%	5%	11%	0%	4%
<b>Public Administration and Safety</b>	4%	5%	4%	2%	4%	5%
<b>Education and Training</b>	8%	8%	8%	10%	7%	12%
<b>Health Care and Social Assistance</b>	12%	9%	12%	15%	16%	10%
<b>Arts and Recreation Services</b>	3%	3%	2%	6%	0%	4%
<b>Other Services</b>	8%	8%	7%	4%	0%	16%
<b>Don't know / Not sure</b>	1%	0%	1%	0%	0%	0%

	<i>Total</i>	<i>18-29</i>	<i>30-39</i>	<i>40-49</i>	<i>50-59</i>	<i>60+</i>
<b>Agriculture, Forestry and Fishing</b>	1%	3%	0%	1%	3%	0%
<b>Mining</b>	1%	1%	1%	2%	2%	0%
<b>Manufacturing</b>	5%	2%	4%	4%	9%	7%
<b>Electricity, Gas, Water and Waste Services</b>	1%	1%	2%	2%	1%	2%
<b>Construction</b>	6%	8%	6%	4%	8%	5%
<b>Wholesale Trade</b>	3%	3%	3%	3%	2%	4%
<b>Retail Trade</b>	10%	15%	10%	6%	6%	14%
<b>Accommodation and Food Services</b>	5%	9%	5%	3%	1%	2%
<b>Transport, Postal and Warehousing</b>	5%	2%	4%	5%	7%	8%
<b>Information Media and Telecommunications</b>	4%	5%	5%	6%	3%	2%
<b>Financial and Insurance Services</b>	5%	4%	3%	8%	9%	3%
<b>Rental, Hiring and Real Estate Services</b>	2%	1%	2%	3%	2%	3%
<b>Professional, Scientific and Technical Services</b>	10%	6%	12%	12%	7%	11%
<b>Administrative and Support Services</b>	6%	9%	8%	4%	3%	4%
<b>Public Administration and Safety</b>	4%	2%	3%	6%	7%	4%
<b>Education and Training</b>	8%	10%	7%	10%	7%	8%
<b>Health Care and Social Assistance</b>	12%	8%	16%	8%	16%	9%
<b>Arts and Recreation Services</b>	3%	2%	3%	4%	1%	7%
<b>Other Services</b>	8%	9%	7%	8%	6%	7%
<b>Don't know / Not sure</b>	1%	2%	0%	0%	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>
<b>Agriculture, Forestry and Fishing</b>	1%	1%	3%	0%	2%
<b>Mining</b>	1%	2%	0%	0%	0%
<b>Manufacturing</b>	5%	7%	1%	1%	0%
<b>Electricity, Gas, Water and Waste Services</b>	1%	2%	0%	1%	0%
<b>Construction</b>	6%	8%	4%	3%	4%
<b>Wholesale Trade</b>	3%	3%	2%	2%	2%
<b>Retail Trade</b>	10%	7%	19%	14%	9%
<b>Accommodation and Food Services</b>	5%	3%	6%	13%	5%
<b>Transport, Postal and Warehousing</b>	5%	5%	3%	5%	2%
<b>Information Media and Telecommunications</b>	4%	6%	2%	4%	2%
<b>Financial and Insurance Services</b>	5%	6%	4%	0%	4%
<b>Rental, Hiring and Real Estate Services</b>	2%	2%	2%	1%	2%
<b>Professional, Scientific and Technical Services</b>	10%	12%	6%	1%	12%
<b>Administrative and Support Services</b>	6%	6%	6%	10%	3%
<b>Public Administration and Safety</b>	4%	6%	3%	0%	0%
<b>Education and Training</b>	8%	8%	8%	12%	6%
<b>Health Care and Social Assistance</b>	12%	9%	19%	12%	11%
<b>Arts and Recreation Services</b>	3%	1%	3%	4%	18%
<b>Other Services</b>	8%	6%	7%	16%	17%
<b>Don't know / Not sure</b>	1%	0%	2%	0%	2%

<b>Industry Groups</b>						
	<b>Total</b>	<b>GPI</b>	<b>THT</b>	<b>OPS</b>	<b>PuBS</b>	<b>Oth</b>
<b>Agriculture, Forestry and Fishing</b>	1%	9%	0%	0%	0%	0%
<b>Mining</b>	1%	8%	0%	0%	0%	0%
<b>Manufacturing</b>	5%	32%	0%	0%	0%	0%
<b>Electricity, Gas, Water and Waste Services</b>	1%	8%	0%	0%	0%	0%
<b>Construction</b>	6%	43%	0%	0%	0%	0%
<b>Wholesale Trade</b>	3%	0%	13%	0%	0%	0%
<b>Retail Trade</b>	10%	0%	46%	0%	0%	0%
<b>Accommodation and Food Services</b>	5%	0%	20%	0%	0%	0%
<b>Transport, Postal and Warehousing</b>	5%	0%	21%	0%	0%	0%
<b>Information Media and Telecommunications</b>	4%	0%	0%	15%	0%	0%
<b>Financial and Insurance Services</b>	5%	0%	0%	17%	0%	0%
<b>Rental, Hiring and Real Estate Services</b>	2%	0%	0%	6%	0%	0%
<b>Professional, Scientific and Technical Services</b>	10%	0%	0%	32%	0%	0%
<b>Administrative and Support Services</b>	6%	0%	0%	20%	0%	0%
<b>Public Administration and Safety</b>	4%	0%	0%	0%	18%	0%
<b>Education and Training</b>	8%	0%	0%	0%	35%	0%
<b>Health Care and Social Assistance</b>	12%	0%	0%	0%	47%	0%
<b>Arts and Recreation Services</b>	3%	0%	0%	10%	0%	0%
<b>Other Services</b>	8%	0%	0%	0%	0%	94%
<b>Don't know / Not sure</b>	1%	0%	0%	0%	0%	6%

<b>Occupations</b>								
	<b>total</b>	<b>Manager</b>	<b>Prof</b>	<b>TML</b>	<b>CPS</b>	<b>CorA</b>	<b>SW</b>	<b>DK</b>
<b>Agriculture, Forestry and Fishing</b>	1%	1%	0%	7%	0%	0%	0%	0%
<b>Mining</b>	1%	1%	1%	5%	0%	0%	0%	0%
<b>Manufacturing</b>	5%	9%	1%	10%	0%	4%	1%	0%
<b>Electricity, Gas, Water and Waste Services</b>	1%	1%	1%	3%	0%	1%	0%	0%
<b>Construction</b>	6%	6%	6%	15%	0%	6%	0%	0%
<b>Wholesale Trade</b>	3%	4%	1%	5%	0%	4%	4%	0%
<b>Retail Trade</b>	10%	12%	3%	4%	0%	6%	57%	0%
<b>Accommodation and Food Services</b>	5%	3%	1%	8%	13%	3%	7%	13%
<b>Transport, Postal and Warehousing</b>	5%	6%	0%	11%	4%	6%	2%	0%
<b>Information Media and Telecommunications</b>	4%	9%	6%	1%	2%	4%	0%	0%
<b>Financial and Insurance Services</b>	5%	6%	5%	1%	3%	7%	9%	0%
<b>Rental, Hiring and Real Estate Services</b>	2%	3%	1%	1%	0%	4%	0%	0%
<b>Professional, Scientific and Technical Services</b>	10%	9%	21%	5%	0%	4%	3%	0%
<b>Administrative and Support Services</b>	6%	4%	2%	3%	5%	17%	3%	0%
<b>Public Administration and Safety</b>	4%	3%	5%	1%	2%	12%	0%	0%
<b>Education and Training</b>	8%	5%	18%	2%	14%	5%	3%	15%
<b>Health Care and Social Assistance</b>	12%	9%	18%	3%	37%	9%	1%	11%
<b>Arts and Recreation Services</b>	3%	3%	4%	2%	11%	1%	2%	0%
<b>Other Services</b>	8%	5%	6%	12%	8%	7%	7%	49%
<b>Don't know / Not sure</b>	1%	0%	0%	2%	0%	0%	0%	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>
<b>Manager</b>	21%	25%	17%	24%	19%	20%	19%
<b>Professional</b>	27%	27%	27%	31%	27%	19%	22%
<b>Technician or Trades Worker</b>	7%	10%	4%	6%	8%	7%	9%
<b>Community or Personal Service Worker</b>	6%	4%	9%	3%	6%	8%	13%
<b>Clerical or Administrative Worker</b>	20%	12%	27%	19%	19%	23%	19%
<b>Sales Worker</b>	9%	8%	11%	9%	11%	11%	10%
<b>Machinery Operator and Driver</b>	2%	4%	0%	2%	1%	2%	3%
<b>Labourer</b>	7%	10%	3%	6%	8%	7%	4%
<b>Don't know / Not sure</b>	1%	1%	2%	1%	1%	2%	1%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Manager</b>	21%	19%	22%	20%	33%	19%
<b>Professional</b>	27%	31%	25%	26%	13%	27%
<b>Technician or Trades Worker</b>	7%	8%	9%	4%	10%	3%
<b>Community or Personal Service Worker</b>	6%	5%	4%	8%	11%	10%
<b>Clerical or Administrative Worker</b>	20%	18%	19%	24%	13%	24%
<b>Sales Worker</b>	9%	9%	8%	10%	6%	11%
<b>Machinery Operator and Driver</b>	2%	2%	3%	1%	3%	0%
<b>Labourer</b>	7%	8%	7%	5%	11%	5%
<b>Don't know / Not sure</b>	1%	1%	1%	2%	0%	1%

	<i>Total</i>	<i>18—29</i>	<i>30—39</i>	<i>40—49</i>	<i>50—59</i>	<i>60+</i>
<b>Manager</b>	21%	15%	22%	24%	25%	18%
<b>Professional</b>	27%	19%	32%	36%	23%	25%
<b>Technician or Trades Worker</b>	7%	9%	5%	6%	11%	4%
<b>Community or Personal Service Worker</b>	6%	5%	6%	4%	10%	6%
<b>Clerical or Administrative Worker</b>	20%	15%	22%	21%	19%	23%
<b>Sales Worker</b>	9%	17%	8%	4%	4%	11%
<b>Machinery Operator and Driver</b>	2%	4%	1%	2%	1%	4%
<b>Labourer</b>	7%	13%	3%	3%	6%	9%
<b>Don't know / Not sure</b>	1%	3%	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>
<b>Manager</b>	21%	27%	11%	1%	22%
<b>Professional</b>	27%	30%	20%	18%	34%
<b>Technician or Trades Worker</b>	7%	7%	8%	3%	10%
<b>Community or Personal Service Worker</b>	6%	4%	9%	12%	10%
<b>Clerical or Administrative Worker</b>	20%	20%	21%	20%	10%
<b>Sales Worker</b>	9%	5%	21%	19%	6%
<b>Machinery Operator and Driver</b>	2%	2%	1%	4%	0%
<b>Labourer</b>	7%	5%	10%	17%	2%
<b>Don't know / Not sure</b>	1%	0%	0%	5%	6%

<b>Industry Groups</b>						
	<i>total</i>	<b>GPI</b>	<b>THT</b>	<b>OPS</b>	<b>PuBS</b>	<b>Oth</b>
<b>Manager</b>	21%	26%	24%	24%	14%	12%
<b>Professional</b>	27%	18%	5%	36%	45%	19%
<b>Technician or Trades Worker</b>	7%	18%	7%	5%	2%	12%
<b>Community or Personal Service Worker</b>	6%	0%	5%	4%	14%	6%
<b>Clerical or Administrative Worker</b>	20%	14%	17%	25%	20%	18%
<b>Sales Worker</b>	9%	1%	29%	5%	2%	8%
<b>Machinery Operator and Driver</b>	2%	8%	3%	0%	0%	0%
<b>Labourer</b>	7%	15%	11%	1%	2%	16%
<b>Don't know / Not sure</b>	1%	0%	1%	0%	1%	9%

Occupations								
	Total	Manager	Prof	TML	CPS	CorA	SW	DK
Manager	21%	100%	0%	0%	0%	0%	0%	0%
Professional	27%	0%	100%	0%	0%	0%	0%	0%
Technician or Trades Worker	7%	0%	0%	44%	0%	0%	0%	0%
Community or Personal Service Worker	6%	0%	0%	0%	100%	0%	0%	0%
Clerical or Administrative Worker	20%	0%	0%	0%	0%	100%	0%	0%
Sales Worker	9%	0%	0%	0%	0%	0%	100%	0%
Machinery Operator and Driver	2%	0%	0%	13%	0%	0%	0%	0%
Labourer	7%	0%	0%	43%	0%	0%	0%	0%
Don't know / Not sure	1%	0%	0%	0%	0%	0%	0%	100%

Are you a member of a union?

	Total	Male	Female	NSW	VIC	QLD	WA
Yes	22%	24%	21%	23%	18%	24%	26%
No	75%	73%	77%	73%	80%	74%	73%
Don't know / Not sure	3%	3%	2%	4%	2%	2%	1%

	Total	Labor	Coalition	Greens	One Nation	Other
Yes	22%	24%	23%	23%	24%	14%
No	75%	74%	75%	74%	73%	82%
Don't know / Not sure	3%	2%	3%	4%	3%	4%

	Total	18—29	30—39	40—49	50—59	60+
Yes	22%	25%	23%	20%	26%	16%
No	75%	67%	76%	78%	74%	83%
Don't know / Not sure	3%	8%	1%	2%	1%	1%

	<i>Total</i>	Yes, permanent full time	Yes, permanent part time	Yes, casual or temporary	Yes, self-employed
<b>Yes</b>	22%	28%	16%	12%	2%
<b>No</b>	75%	71%	80%	75%	98%
<b>DK/Not sure</b>	3%	1%	4%	12%	0%

<b>Industry Groups</b>						
	total	GPI	THT	OPS	PuBS	Oth
<b>Yes</b>	22%	20%	20%	17%	34%	20%
<b>No</b>	75%	77%	74%	82%	64%	78%
<b>Don't know / Not sure</b>	3%	3%	6%	1%	1%	3%

<b>Occupations</b>								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
<b>Yes</b>	22%	22%	25%	26%	40%	14%	15%	24%
<b>No</b>	75%	74%	74%	69%	58%	84%	80%	64%
<b>Don't know / Not sure</b>	3%	3%	1%	5%	2%	2%	5%	13%

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

	<i>Total</i>	Male	Female	NSW	VIC	QLD	WA
<b>Mean</b>	32	34	31	33	33	32	33

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Mean</b>	32	32	33	32	35	31

	<i>Total</i>	18—29	30—39	40—49	50—59	60+
<b>Mean</b>	32	31	34	35	34	26

	<i>Total</i>	Yes, permanent full time	Yes, permanent part time	Yes, casual or temporary	Yes, self-employed
<b>Mean</b>	32	38	24	18	23

Industry groups						
	total	GPI	THT	OPS	PuBS	Oth
<b>Mean</b>	32	38	30	33	33	26

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
<b>Mean</b>	32	36	34	32	27	33	26	21

Would you like to work...?

	<i>Total</i>	Male	Female	NSW	VIC	QLD	WA
<b>More paid hours</b>	32%	28%	36%	38%	33%	28%	33%
<b>Fewer paid hours</b>	13%	14%	13%	11%	15%	12%	16%
<b>My paid hours are about right</b>	55%	58%	52%	51%	52%	60%	52%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>More paid hours</b>	32%	31%	28%	40%	44%	32%
<b>Fewer paid hours</b>	13%	10%	15%	15%	18%	12%
<b>My paid hours are about right</b>	55%	59%	57%	45%	38%	55%

	<i>Total</i>	18-29	30-39	40-49	50-59	60+
<b>More paid hours</b>	32%	43%	34%	30%	21%	23%
<b>Fewer paid hours</b>	13%	13%	14%	14%	15%	9%
<b>My paid hours are about right</b>	55%	45%	51%	56%	64%	68%

	<i>Total</i>	Yes, permanent full time	Yes, permanent part time	Yes, casual or temporary	Yes, self-employed
<b>More paid hours</b>	32%	28%	34%	51%	30%
<b>Fewer paid hours</b>	13%	14%	18%	3%	8%
<b>My paid hours are about right</b>	55%	57%	48%	46%	62%

Industry Groups						
	<i>total</i>	GPI	THT	OPS	PuBS	Oth
<b>More paid hours</b>	32%	39%	36%	32%	24%	34%
<b>Fewer paid hours</b>	13%	12%	13%	11%	17%	15%
<b>My paid hours are about right</b>	55%	49%	51%	57%	60%	51%

Occupations								
	<i>total</i>	Manager	Prof	TML	CPS	CorA	SW	DK
<b>More paid hours</b>	32%	32%	33%	32%	24%	27%	43%	52%
<b>Fewer paid hours</b>	13%	11%	13%	18%	19%	11%	13%	12%
<b>My paid hours are about right</b>	55%	57%	55%	50%	57%	61%	44%	36%

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
<b>Mean</b>	4	4	3	4	4	4	2

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Mean</b>	4	3	4	4	5	3

	<i>Total</i>	18—29	30—39	40—49	50—59	60+
<b>Mean</b>	4	4	4	3	3	2

	<i>Total</i>	Yes, permanent full time	Yes, permanent part time	Yes, casual or temporary	Yes, self-employed
<b>Mean</b>	4	4	3	2	4

Industry Groups						
	total	GPI	THT	OPS	PuBS	Oth
<b>Mean</b>	4	4	4	4	3	2

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
<b>Mean</b>	4	4	4	4	3	3	3	5

In your workplace, is performing unpaid work outside of scheduled working hours...?

	<i>Total</i>	Male	Female	NSW	VIC	QLD	WA
<b>Expected</b>	21%	23%	20%	24%	21%	16%	25%
<b>Not expected, but encouraged</b>	15%	16%	14%	12%	16%	18%	12%
<b>Neither encouraged nor discouraged</b>	33%	32%	34%	32%	32%	35%	39%
<b>Discouraged</b>	13%	11%	14%	16%	13%	16%	7%
<b>Not applicable</b>	15%	15%	15%	14%	16%	12%	11%
<b>Don't know/Not sure</b>	3%	3%	2%	2%	3%	4%	6%

	<i>Total</i>	Labor	Coalition	Greens	One Nation	Other
<b>Expected</b>	21%	22%	25%	18%	20%	11%
<b>Not expected, but encouraged</b>	15%	14%	13%	22%	14%	14%
<b>Neither encouraged nor discouraged</b>	33%	32%	34%	32%	37%	37%
<b>Discouraged</b>	13%	12%	11%	18%	10%	12%
<b>Not applicable</b>	15%	16%	15%	8%	20%	19%
<b>Don't know/Not sure</b>	3%	3%	2%	2%	0%	8%

	<i>Total</i>	18—29	30—39	40—49	50—59	60+
<b>Expected</b>	21%	24%	25%	20%	18%	14%
<b>Not expected, but encouraged</b>	15%	17%	16%	13%	17%	9%
<b>Neither encouraged nor discouraged</b>	33%	27%	35%	38%	37%	29%
<b>Discouraged</b>	13%	14%	10%	14%	11%	15%
<b>Not applicable</b>	15%	13%	10%	11%	17%	30%
<b>Don't know/Not sure</b>	3%	5%	3%	2%	0%	3%

	<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>
<b>Expected</b>	21%	25%	12%	16%	23%
<b>Not expected, but encouraged</b>	15%	18%	9%	12%	4%
<b>Neither encouraged nor discouraged</b>	33%	32%	43%	29%	26%
<b>Discouraged</b>	13%	13%	18%	10%	2%
<b>Not applicable</b>	15%	11%	14%	27%	40%
<b>Don't know/Not sure</b>	3%	2%	4%	5%	6%

<b>Industry Groups</b>						
	<i>total</i>	<i>GPI</i>	<i>THT</i>	<i>OPS</i>	<i>PuBS</i>	<i>Oth</i>
<b>Expected</b>	21%	21%	17%	26%	21%	15%
<b>Not expected, but encouraged</b>	15%	18%	8%	18%	16%	11%
<b>Neither encouraged nor discouraged</b>	33%	34%	38%	31%	33%	29%
<b>Discouraged</b>	13%	16%	13%	13%	12%	8%
<b>Not applicable</b>	15%	11%	19%	10%	16%	29%
<b>Don't know/Not sure</b>	3%	1%	4%	2%	3%	7%

<b>Occupations</b>								
	<i>total</i>	<i>Manager</i>	<i>Prof</i>	<i>TML</i>	<i>CPS</i>	<i>CorA</i>	<i>SW</i>	<i>DK</i>
<b>Expected</b>	21%	31%	30%	16%	11%	11%	12%	25%
<b>Not expected, but encouraged</b>	15%	14%	20%	10%	12%	16%	10%	11%
<b>Neither encouraged nor discouraged</b>	33%	32%	30%	40%	35%	37%	26%	27%
<b>Discouraged</b>	13%	11%	10%	9%	6%	19%	21%	12%
<b>Not applicable</b>	15%	10%	9%	21%	27%	14%	24%	13%
<b>Don't know/Not sure</b>	3%	1%	0%	4%	9%	2%	7%	13%

**Do you ever perform work outside of your scheduled work hours?**

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>NSW</i>	<i>VIC</i>	<i>QLD</i>	<i>WA</i>
<b>Yes</b>	57%	59%	55%	60%	53%	58%	49%
<b>No</b>	43%	41%	45%	40%	47%	42%	51%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Yes</b>	57%	54%	62%	58%	60%	46%
<b>No</b>	43%	46%	38%	42%	40%	54%

	<i>Total</i>	<i>18—29</i>	<i>30—39</i>	<i>40—49</i>	<i>50—59</i>	<i>60+</i>
<b>Yes</b>	57%	51%	60%	59%	57%	58%
<b>No</b>	43%	49%	40%	41%	43%	42%

	<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>
<b>Yes</b>	57%	61%	51%	40%	64%
<b>No</b>	43%	39%	49%	60%	36%

<b>Industry Groups</b>						
	<i>total</i>	<i>GPI</i>	<i>THT</i>	<i>OPS</i>	<i>PuBS</i>	<i>Oth</i>
<b>Yes</b>	57%	61%	47%	59%	63%	51%
<b>No</b>	43%	39%	53%	41%	37%	49%

<b>Occupations</b>								
	<i>total</i>	<i>Manager</i>	<i>Prof</i>	<i>TML</i>	<i>CPS</i>	<i>CorA</i>	<i>SW</i>	<i>DK</i>
<b>Yes</b>	57%	65%	68%	45%	44%	48%	54%	50%
<b>No</b>	43%	35%	32%	55%	56%	52%	46%	50%

**Do you feel that it is necessary to work outside of scheduled work hours in order to meet the expectations of your employer?**

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>NSW</i>	<i>VIC</i>	<i>QLD</i>	<i>WA</i>
<b>Yes – often</b>	26%	27%	26%	25%	24%	32%	36%
<b>Yes – sometimes</b>	44%	43%	44%	47%	49%	38%	29%
<b>Yes – rarely</b>	16%	15%	16%	16%	14%	14%	18%
<b>No</b>	13%	13%	13%	10%	11%	14%	17%
<b>Don't know/Not sure</b>	1%	1%	1%	2%	2%	1%	0%



	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Yes – often</b>	26%	26%	28%	27%	30%	20%
<b>Yes – sometimes</b>	44%	49%	44%	38%	37%	36%
<b>Yes – rarely</b>	16%	15%	14%	15%	11%	30%
<b>No</b>	13%	10%	13%	17%	23%	11%
<b>Don't know/Not sure</b>	1%	1%	1%	3%	0%	3%

	<i>Total</i>	<i>18–29</i>	<i>30–39</i>	<i>40–49</i>	<i>50–59</i>	<i>60+</i>
<b>Yes – often</b>	26%	29%	22%	33%	31%	14%
<b>Yes – sometimes</b>	44%	49%	50%	35%	40%	41%
<b>Yes – rarely</b>	16%	10%	16%	19%	17%	19%
<b>No</b>	13%	9%	11%	12%	11%	27%
<b>Don't know/Not sure</b>	1%	4%	1%	0%	1%	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>
<b>Yes – often</b>	26%	32%	14%	14%	19%
<b>Yes – sometimes</b>	44%	44%	46%	53%	27%
<b>Yes – rarely</b>	16%	15%	21%	13%	16%
<b>No</b>	13%	8%	19%	20%	35%
<b>Don't know/Not sure</b>	1%	2%	0%	0%	3%

<b>Industry Groups</b>						
	<i>Total</i>	<i>GPI</i>	<i>THT</i>	<i>OPS</i>	<i>PuBS</i>	<i>Oth</i>
<b>Yes – often</b>	26%	31%	21%	28%	30%	13%
<b>Yes – sometimes</b>	44%	45%	41%	46%	41%	44%
<b>Yes – rarely</b>	16%	17%	18%	12%	13%	33%
<b>No</b>	13%	4%	19%	12%	14%	11%
<b>Don't know/Not sure</b>	1%	3%	1%	1%	2%	0%

Occupations								
	Total	Manager	Prof	TML	CPS	CorA	SW	DK
<b>Yes – often</b>	26%	22%	33%	29%	27%	24%	11%	78%
<b>Yes – sometimes</b>	44%	50%	44%	39%	51%	40%	41%	22%
<b>Yes – rarely</b>	16%	13%	14%	16%	7%	23%	22%	0%
<b>No</b>	13%	14%	10%	13%	10%	12%	24%	0%
<b>Don't know/Not sure</b>	1%	1%	0%	4%	5%	1%	3%	0%

### Why do you complete work outside of your scheduled working hours?

Selected	Total	Male	Female	NSW	VIC	QLD	WA
<b>Too much work</b>	41%	36%	45%	36%	48%	40%	38%
<b>Staff shortage for example due to illness, parental leave</b>	31%	25%	36%	30%	32%	30%	25%
<b>Managers and supervisors expect work outside of hours</b>	21%	23%	18%	19%	25%	17%	32%
<b>Work across time zones</b>	12%	10%	14%	16%	17%	6%	9%
<b>For career progression</b>	20%	21%	19%	24%	17%	21%	15%
<b>Keeping up with co-workers</b>	11%	10%	12%	15%	9%	10%	6%
<b>Feel insecure in job</b>	11%	8%	13%	11%	14%	10%	5%
<b>Less interruptions working outside of hours</b>	24%	23%	25%	22%	22%	28%	30%
<b>Other</b>	11%	12%	9%	6%	11%	15%	5%
<b>I don't complete any work outside scheduled hours</b>	2%	2%	1%	1%	5%	0%	0%

	<b>Total</b>	<b>Labor</b>	<b>Coalition</b>	<b>Greens</b>	<b>One Nation</b>	<b>Other</b>
<b>Too much work</b>	41%	42%	41%	49%	32%	27%
<b>Staff shortage for example due to illness, parental leave</b>	31%	33%	26%	40%	34%	22%
<b>Managers and supervisors expect work outside of hours</b>	21%	21%	20%	29%	24%	8%
<b>Work across time zones</b>	12%	12%	14%	13%	0%	11%
<b>For career progression</b>	20%	19%	22%	22%	0%	21%
<b>Keeping up with co-workers</b>	11%	14%	9%	14%	6%	5%
<b>Feel insecure in job</b>	11%	7%	13%	12%	11%	11%
<b>Less interruptions working outside of hours</b>	24%	21%	24%	31%	17%	28%
<b>Other</b>	11%	11%	9%	9%	16%	17%
<b>I don't complete any work outside scheduled hours</b>	2%	1%	2%	0%	0%	5%

	<b>Total</b>	<b>18—29</b>	<b>30—39</b>	<b>40—49</b>	<b>50—59</b>	<b>60+</b>
<b>Too much work</b>	41%	38%	48%	43%	48%	15%
<b>Staff shortage for example due to illness, parental leave</b>	31%	39%	33%	32%	24%	18%
<b>Managers and supervisors expect work outside of hours</b>	21%	17%	21%	23%	26%	15%
<b>Work across time zones</b>	12%	13%	17%	11%	9%	7%
<b>For career progression</b>	20%	28%	22%	21%	11%	9%
<b>Keeping up with co-workers</b>	11%	17%	11%	12%	8%	5%
<b>Feel insecure in job</b>	11%	14%	14%	12%	8%	0%
<b>Less interruptions working outside of hours</b>	24%	17%	26%	26%	22%	33%
<b>Other</b>	11%	4%	9%	11%	11%	25%
<b>I don't complete any work outside scheduled hours</b>	2%	1%	3%	1%	0%	3%

	<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>
<b>Too much work</b>	41%	42%	46%	32%	22%
<b>Staff shortage for example due to illness, parental leave</b>	31%	32%	30%	41%	13%
<b>Managers and supervisors expect work outside of hours</b>	21%	22%	16%	18%	20%
<b>Work across time zones</b>	12%	14%	8%	3%	13%
<b>For career progression</b>	20%	23%	9%	11%	20%
<b>Keeping up with co-workers</b>	11%	11%	15%	7%	7%
<b>Feel insecure in job</b>	11%	10%	17%	3%	10%
<b>Less interruptions working outside of hours</b>	24%	25%	19%	19%	28%
<b>Other</b>	11%	8%	11%	7%	33%
<b>I don't complete any work outside scheduled hours</b>	2%	1%	5%	3%	0%

<b>Industry Groups</b>						
	<b>Total</b>	<b>GPI</b>	<b>THT</b>	<b>OPS</b>	<b>PuBS</b>	<b>Oth</b>
<b>Too much work</b>	41%	29%	30%	46%	50%	39%
<b>Staff shortage for example due to illness, parental leave</b>	31%	28%	36%	28%	31%	34%
<b>Managers and supervisors expect work outside of hours</b>	21%	23%	22%	21%	20%	14%
<b>Work across time zones</b>	12%	14%	8%	18%	8%	13%
<b>For career progression</b>	20%	19%	16%	27%	18%	7%
<b>Keeping up with co-workers</b>	11%	14%	11%	10%	12%	8%
<b>Feel insecure in job</b>	11%	15%	18%	8%	4%	16%
<b>Less interruptions working outside of hours</b>	24%	19%	24%	21%	31%	19%
<b>Other</b>	11%	16%	10%	15%	5%	3%
<b>I don't complete any work outside scheduled hours</b>	2%	0%	2%	1%	2%	3%

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
<b>Too much work</b>	41%	46%	43%	15%	45%	51%	33%	53%
<b>Staff shortage for example due to illness, parental leave</b>	31%	33%	26%	37%	38%	31%	27%	25%
<b>Managers and supervisors expect work outside of hours</b>	21%	31%	19%	14%	5%	18%	19%	47%
<b>Work across time zones</b>	12%	13%	20%	5%	10%	4%	11%	0%
<b>For career progression</b>	20%	28%	18%	15%	20%	10%	31%	0%
<b>Keeping up with co-workers</b>	11%	13%	13%	12%	10%	1%	14%	47%
<b>Feel insecure in job</b>	11%	10%	12%	9%	10%	8%	14%	25%
<b>Less interruptions working outside of hours</b>	24%	28%	25%	9%	15%	31%	27%	0%
<b>Other</b>	11%	4%	13%	16%	10%	11%	13%	0%
<b>I don't complete any work outside scheduled hours</b>	2%	0%	0%	4%	5%	3%	5%	0%

**What negative consequences do you experience due to working outside of your scheduled hours, if any?**

Selected	Total	Male	Female	NSW	VIC	QLD	WA
<b>Disrupted sleep</b>	22%	20%	25%	20%	23%	26%	12%
<b>Mentally drained</b>	40%	36%	43%	33%	45%	44%	33%
<b>Physically tired</b>	41%	37%	46%	42%	40%	42%	38%
<b>Stress or anxiety</b>	32%	25%	40%	28%	43%	36%	15%
<b>Disrupted or unfulfilling non-work time</b>	15%	15%	15%	16%	18%	12%	15%
<b>Needing to be close to technology</b>	12%	11%	12%	15%	10%	14%	12%
<b>Reduced motivation to work</b>	18%	15%	21%	19%	21%	15%	24%
<b>Interference with personal life/relationships</b>	28%	23%	34%	29%	34%	18%	27%
<b>Poor job satisfaction</b>	20%	19%	20%	18%	24%	18%	17%
<b>Other problems</b>	1%	1%	1%	1%	0%	3%	0%
<b>I do not experience negative consequences</b>	22%	28%	16%	22%	18%	21%	27%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Disrupted sleep</b>	22%	20%	21%	26%	24%	27%
<b>Mentally drained</b>	40%	43%	32%	52%	23%	46%
<b>Physically tired</b>	41%	45%	37%	47%	30%	41%
<b>Stress or anxiety</b>	32%	32%	26%	46%	29%	40%
<b>Disrupted or unfulfilling non-work time</b>	15%	16%	11%	25%	7%	18%
<b>Needing to be close to technology</b>	12%	9%	14%	17%	0%	12%
<b>Reduced motivation to work</b>	18%	14%	14%	35%	12%	26%
<b>Interference with personal life/relationships</b>	28%	26%	24%	44%	13%	38%
<b>Poor job satisfaction</b>	20%	21%	17%	21%	24%	20%
<b>Other problems</b>	1%	1%	0%	2%	6%	0%
<b>I do not experience negative consequences</b>	22%	22%	28%	8%	37%	14%

	<i>Total</i>	<i>18—29</i>	<i>30—39</i>	<i>40—49</i>	<i>50—59</i>	<i>60+</i>
<b>Disrupted sleep</b>	22%	26%	26%	26%	19%	5%
<b>Mentally drained</b>	40%	46%	44%	43%	36%	16%
<b>Physically tired</b>	41%	51%	45%	38%	42%	22%
<b>Stress or anxiety</b>	32%	39%	40%	30%	28%	15%
<b>Disrupted or unfulfilling non-work time</b>	15%	17%	19%	20%	7%	7%
<b>Needing to be close to technology</b>	12%	19%	13%	10%	8%	4%
<b>Reduced motivation to work</b>	18%	27%	21%	19%	11%	3%
<b>Interference with personal life/relationships</b>	28%	27%	29%	36%	23%	23%
<b>Poor job satisfaction</b>	20%	24%	27%	16%	16%	7%
<b>Other problems</b>	1%	1%	1%	1%	0%	0%
<b>I do not experience negative consequences</b>	22%	4%	13%	20%	32%	63%

	<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>
<b>Disrupted sleep</b>	22%	24%	22%	3%	19%
<b>Mentally drained</b>	40%	43%	38%	26%	20%
<b>Physically tired</b>	41%	44%	39%	33%	31%
<b>Stress or anxiety</b>	32%	34%	31%	28%	28%
<b>Disrupted or unfulfilling non-work time</b>	15%	15%	14%	15%	20%
<b>Needing to be close to technology</b>	12%	13%	14%	7%	3%
<b>Reduced motivation to work</b>	18%	18%	21%	14%	16%
<b>Interference with personal life/relationships</b>	28%	29%	25%	24%	29%
<b>Poor job satisfaction</b>	20%	20%	24%	19%	10%
<b>Other problems</b>	1%	1%	0%	4%	0%
<b>I do not experience negative consequences</b>	22%	18%	21%	42%	46%

<b>Industry Groups</b>						
	<b>Total</b>	<b>GPI</b>	<b>THT</b>	<b>OPS</b>	<b>PuBS</b>	<b>Oth</b>
<b>Disrupted sleep</b>	22%	15%	20%	21%	31%	13%
<b>Mentally drained</b>	40%	38%	29%	41%	44%	48%
<b>Physically tired</b>	41%	41%	37%	38%	52%	27%
<b>Stress or anxiety</b>	32%	21%	35%	31%	39%	31%
<b>Disrupted or unfulfilling non-work time</b>	15%	15%	10%	17%	20%	7%
<b>Needing to be close to technology</b>	12%	9%	12%	13%	11%	13%
<b>Reduced motivation to work</b>	18%	16%	12%	17%	26%	17%
<b>Interference with personal life/relationships</b>	28%	25%	17%	30%	39%	19%
<b>Poor job satisfaction</b>	20%	14%	26%	18%	23%	10%
<b>Other problems</b>	1%	0%	1%	2%	0%	0%
<b>I do not experience negative consequences</b>	22%	23%	27%	20%	17%	33%

Occupations								
	total	Manager	Prof	TML	CPS	CorA	SW	DK
Disrupted sleep	22%	23%	26%	17%	21%	19%	20%	0%
Mentally drained	40%	43%	40%	26%	47%	43%	41%	24%
Physically tired	41%	36%	49%	36%	52%	38%	34%	29%
Stress or anxiety	32%	25%	36%	22%	39%	39%	40%	25%
Disrupted or unfulfilling non-work time	15%	19%	19%	10%	10%	11%	9%	24%
Needing to be close to technology	12%	16%	11%	4%	6%	8%	23%	25%
Reduced motivation to work	18%	17%	18%	12%	21%	21%	20%	49%
Interference with personal life/relationships	28%	32%	35%	17%	25%	20%	23%	55%
Poor job satisfaction	20%	22%	18%	16%	23%	21%	18%	24%
Other problems	1%	1%	0%	2%	0%	1%	0%	0%
I do not experience negative consequences	22%	20%	19%	32%	15%	25%	19%	22%

How important are the following to you?

Leaving work on time

	Total	Male	Female	NSW	VIC	QLD	WA
Very important	56%	55%	57%	57%	53%	59%	57%
Somewhat important	34%	31%	37%	33%	38%	32%	34%
Not important	10%	14%	6%	9%	9%	8%	10%
Don't know/Not sure	0%	1%	0%	0%	0%	2%	0%

	Total	Labor	Coalition	Greens	One Nation	Other
Very important	56%	55%	55%	59%	54%	61%
Somewhat important	34%	35%	32%	37%	30%	32%
Not important	10%	10%	12%	4%	13%	7%
Don't know/Not sure	0%	0%	0%	0%	3%	0%

	Total	18–29	30–39	40–49	50–59	60+
Very important	56%	55%	62%	61%	53%	43%
Somewhat important	34%	37%	34%	28%	34%	37%
Not important	10%	7%	4%	11%	12%	20%
Don't know/Not sure	0%	1%	0%	0%	1%	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>
<b>Very important</b>	56%	58%	57%	49%	44%
<b>Somewhat important</b>	34%	34%	35%	34%	29%
<b>Not important</b>	10%	7%	7%	17%	27%
<b>Don't know/Not sure</b>	0%	0%	0%	0%	0%

<b>Industry Groups</b>						
	<i>Total</i>	<i>GPI</i>	<i>THT</i>	<i>OPS</i>	<i>PuBS</i>	<i>Oth</i>
<b>Very important</b>	56%	51%	51%	55%	63%	60%
<b>Somewhat important</b>	34%	39%	38%	30%	33%	29%
<b>Not important</b>	10%	7%	11%	14%	4%	11%
<b>Don't know/Not sure</b>	0%	2%	0%	0%	0%	0%

<b>Occupations</b>								
	<i>Total</i>	<i>Manager</i>	<i>Prof</i>	<i>TML</i>	<i>CPS</i>	<i>CorA</i>	<i>SW</i>	<i>DK</i>
<b>Very important</b>	56%	58%	59%	49%	51%	58%	53%	62%
<b>Somewhat important</b>	34%	30%	32%	36%	38%	34%	43%	38%
<b>Not important</b>	10%	11%	9%	13%	11%	8%	4%	0%
<b>Don't know/Not sure</b>	0%	1%	0%	1%	0%	0%	0%	0%

**Not being interrupted by work while on leave (for example annual leave)**

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>NSW</i>	<i>VIC</i>	<i>QLD</i>	<i>WA</i>
<b>Very important</b>	58%	56%	59%	62%	54%	60%	52%
<b>Somewhat important</b>	33%	31%	34%	28%	38%	30%	42%
<b>Not important</b>	8%	11%	6%	8%	8%	8%	5%
<b>Don't know/Not sure</b>	1%	1%	1%	2%	1%	2%	0%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Very important</b>	58%	58%	53%	69%	66%	56%
<b>Somewhat important</b>	33%	34%	35%	24%	18%	35%
<b>Not important</b>	8%	7%	10%	7%	12%	6%
<b>Don't know/Not sure</b>	1%	1%	2%	0%	3%	3%

	<b>Total</b>	<b>18—29</b>	<b>30—39</b>	<b>40—49</b>	<b>50—59</b>	<b>60+</b>
<b>Very important</b>	58%	52%	63%	65%	58%	47%
<b>Somewhat important</b>	33%	40%	30%	26%	33%	31%
<b>Not important</b>	8%	7%	6%	7%	7%	20%
<b>Don't know/Not sure</b>	1%	2%	0%	1%	2%	1%

	<b>Total</b>	<b>Yes, permanent full time</b>	<b>Yes, permanent part time</b>	<b>Yes, casual or temporary</b>	<b>Yes, self-employed</b>
<b>Very important</b>	58%	62%	55%	50%	35%
<b>Somewhat important</b>	33%	31%	33%	33%	41%
<b>Not important</b>	8%	6%	9%	14%	19%
<b>Don't know/Not sure</b>	1%	0%	3%	3%	4%

<b>Industry Groups</b>						
	<b>Total</b>	<b>GPI</b>	<b>THT</b>	<b>OPS</b>	<b>PuBS</b>	<b>Oth</b>
<b>Very important</b>	58%	46%	58%	57%	68%	53%
<b>Somewhat important</b>	33%	38%	36%	33%	24%	35%
<b>Not important</b>	8%	12%	5%	9%	8%	11%
<b>Don't know/Not sure</b>	1%	3%	1%	1%	1%	2%

<b>Occupations</b>								
	<b>Total</b>	<b>Manager</b>	<b>Prof</b>	<b>TML</b>	<b>CPS</b>	<b>CorA</b>	<b>SW</b>	<b>DK</b>
<b>Very important</b>	58%	57%	60%	53%	56%	63%	53%	37%
<b>Somewhat important</b>	33%	37%	28%	31%	35%	31%	38%	63%
<b>Not important</b>	8%	6%	12%	12%	9%	5%	4%	0%
<b>Don't know/Not sure</b>	1%	0%	1%	3%	0%	1%	4%	0%

**Not being interrupted by work after hours or on weekends**

	<b>Total</b>	<b>Male</b>	<b>Female</b>	<b>NSW</b>	<b>VIC</b>	<b>QLD</b>	<b>WA</b>
<b>Very important</b>	52%	50%	55%	56%	46%	53%	49%
<b>Somewhat important</b>	34%	35%	34%	31%	41%	30%	42%
<b>Not important</b>	12%	14%	10%	11%	12%	16%	8%
<b>Don't know/Not sure</b>	1%	1%	1%	2%	1%	2%	0%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Very important</b>	52%	54%	48%	59%	51%	55%
<b>Somewhat important</b>	34%	35%	35%	34%	33%	31%
<b>Not important</b>	12%	11%	16%	6%	16%	12%
<b>Don't know/Not sure</b>	1%	0%	2%	1%	0%	2%

	<i>Total</i>	<i>18—29</i>	<i>30—39</i>	<i>40—49</i>	<i>50—59</i>	<i>60+</i>
<b>Very important</b>	52%	50%	62%	50%	54%	40%
<b>Somewhat important</b>	34%	39%	29%	38%	31%	33%
<b>Not important</b>	12%	9%	8%	11%	14%	27%
<b>Don't know/Not sure</b>	1%	2%	1%	1%	2%	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>
<b>Very important</b>	52%	55%	52%	44%	36%
<b>Somewhat important</b>	34%	34%	34%	32%	37%
<b>Not important</b>	12%	9%	12%	23%	27%
<b>Don't know/Not sure</b>	1%	1%	2%	1%	0%

<b>Industry Groups</b>						
	<i>Total</i>	<i>GPI</i>	<i>THT</i>	<i>OPS</i>	<i>PuBS</i>	<i>Oth</i>
<b>Very important</b>	52%	45%	52%	55%	54%	47%
<b>Somewhat important</b>	34%	39%	34%	29%	36%	40%
<b>Not important</b>	12%	14%	12%	15%	9%	11%
<b>Don't know/Not sure</b>	1%	2%	2%	1%	1%	2%

<b>Occupations</b>								
	<i>Total</i>	<i>Manager</i>	<i>Prof</i>	<i>TML</i>	<i>CPS</i>	<i>CorA</i>	<i>SW</i>	<i>DK</i>
<b>Very important</b>	52%	53%	51%	46%	36%	59%	57%	75%
<b>Somewhat important</b>	34%	36%	34%	34%	47%	30%	30%	25%
<b>Not important</b>	12%	9%	14%	17%	17%	8%	12%	0%
<b>Don't know/Not sure</b>	1%	1%	0%	3%	0%	2%	1%	0%

## Being able to mentally leave work behind at the end of the day

	<i>Total</i>	<i>Male</i>	<i>Female</i>	<i>NSW</i>	<i>VIC</i>	<i>QLD</i>	<i>WA</i>
<b>Very important</b>	62%	57%	67%	63%	56%	66%	52%
<b>Somewhat important</b>	30%	32%	29%	27%	36%	28%	41%
<b>Not important</b>	6%	9%	3%	8%	5%	4%	7%
<b>Don't know/Not sure</b>	2%	2%	2%	2%	3%	1%	0%

	<i>Total</i>	<i>Labor</i>	<i>Coalition</i>	<i>Greens</i>	<i>One Nation</i>	<i>Other</i>
<b>Very important</b>	62%	60%	57%	72%	73%	66%
<b>Somewhat important</b>	30%	31%	34%	24%	23%	29%
<b>Not important</b>	6%	9%	5%	3%	3%	4%
<b>Don't know/Not sure</b>	2%	1%	3%	1%	0%	1%

	<i>Total</i>	<i>18–29</i>	<i>30–39</i>	<i>40–49</i>	<i>50–59</i>	<i>60+</i>
<b>Very important</b>	62%	59%	66%	60%	68%	55%
<b>Somewhat important</b>	30%	31%	26%	34%	29%	34%
<b>Not important</b>	6%	7%	5%	5%	2%	9%
<b>Don't know/Not sure</b>	2%	2%	3%	1%	1%	2%

	<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>
<b>Very important</b>	62%	62%	67%	67%	43%
<b>Somewhat important</b>	30%	32%	25%	18%	49%
<b>Not important</b>	6%	5%	6%	10%	8%
<b>Don't know/Not sure</b>	2%	1%	2%	5%	0%

<b>Industry Groups</b>						
	<i>Total</i>	<i>GPI</i>	<i>THT</i>	<i>OPS</i>	<i>PuBS</i>	<i>Oth</i>
<b>Very important</b>	62%	59%	59%	61%	68%	62%
<b>Somewhat important</b>	30%	32%	34%	30%	27%	30%
<b>Not important</b>	6%	5%	5%	8%	4%	5%
<b>Don't know/Not sure</b>	4%	4%	1%	1%	2%	3%

Occupations								
	Total	Manager	Prof	TML	CPS	CorA	SW	DK
<b>Very important</b>	62%	59%	61%	56%	58%	71%	65%	50%
<b>Somewhat important</b>	30%	36%	30%	30%	33%	24%	30%	50%
<b>Not important</b>	6%	5%	7%	10%	9%	3%	3%	0%
<b>Don't know/Not sure</b>	2%	1%	2%	4%	0%	1%	1%	0%

### Not needing to check work correspondence

	Total	Male	Female	NSW	VIC	QLD	WA
<b>Very important</b>	45%	41%	50%	48%	43%	46%	41%
<b>Somewhat important</b>	41%	42%	41%	40%	45%	40%	48%
<b>Not important</b>	11%	15%	8%	11%	11%	11%	11%
<b>Don't know/Not sure</b>	2%	2%	1%	1%	2%	2%	0%

	Total	Labor	Coalition	Greens	One Nation	Other
<b>Very important</b>	45%	42%	41%	60%	44%	51%
<b>Somewhat important</b>	41%	42%	46%	33%	37%	40%
<b>Not important</b>	11%	15%	11%	6%	16%	7%
<b>Don't know/Not sure</b>	2%	1%	2%	1%	3%	2%

	Total	18—29	30—39	40—49	50—59	60+
<b>Very important</b>	45%	41%	48%	47%	52%	38%
<b>Somewhat important</b>	41%	45%	43%	44%	35%	36%
<b>Not important</b>	11%	12%	8%	8%	12%	23%
<b>Don't know/Not sure</b>	2%	2%	0%	2%	1%	3%

	Total	Yes, permanent full time	Yes, permanent part time	Yes, casual or temporary	Yes, self-employed
<b>Very important</b>	45%	48%	42%	44%	36%
<b>Somewhat important</b>	41%	42%	44%	27%	46%
<b>Not important</b>	11%	9%	12%	25%	17%
<b>Don't know/Not sure</b>	2%	1%	2%	4%	2%

Industry Groups						
	Total	GPI	THT	OPS	PuBS	Oth
Very important	45%	36%	49%	45%	49%	43%
Somewhat important	41%	48%	35%	39%	45%	43%
Not important	11%	14%	13%	14%	5%	11%
Don't know/Not sure	2%	2%	3%	1%	1%	3%

Occupations								
	Total	Manager	Prof	TML	CPS	CorA	SW	DK
Very important	45%	46%	46%	42%	41%	49%	41%	62%
Somewhat important	41%	40%	43%	39%	43%	40%	46%	25%
Not important	11%	11%	10%	16%	13%	11%	9%	13%
Don't know/Not sure	2%	2%	1%	3%	2%	0%	4%	0%

#### Achieving a good balance between paid work and family/community/leisure goals

	Total	Male	Female	NSW	VIC	QLD	WA
Very important	70%	65%	74%	73%	65%	69%	63%
Somewhat important	26%	30%	22%	21%	31%	27%	32%
Not important	4%	4%	3%	5%	3%	3%	4%
Don't know/Not sure	0%	1%	0%	0%	0%	1%	0%

	Total	Labor	Coalition	Greens	One Nation	Other
Very important	70%	69%	65%	82%	68%	69%
Somewhat important	26%	27%	29%	16%	25%	29%
Not important	4%	4%	5%	2%	7%	1%
Don't know/Not sure	0%	0%	1%	0%	0%	1%

	Total	18—29	30—39	40—49	50—59	60+
Very important	70%	65%	73%	67%	73%	72%
Somewhat important	26%	29%	23%	29%	27%	22%
Not important	4%	5%	4%	4%	0%	6%
Don't know/Not sure	0%	1%	0%	0%	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>
<b>Very important</b>	70%	69%	76%	74%	51%
<b>Somewhat important</b>	26%	28%	17%	18%	45%
<b>Not important</b>	4%	2%	7%	7%	4%
<b>Don't know/Not sure</b>	0%	0%	0%	1%	0%

<b>Industry Groups</b>						
	<b>Total</b>	<b>GPI</b>	<b>THT</b>	<b>OPS</b>	<b>PuBS</b>	<b>Oth</b>
<b>Very important</b>	70%	65%	70%	67%	78%	60%
<b>Somewhat important</b>	26%	33%	25%	26%	20%	34%
<b>Not important</b>	4%	1%	4%	6%	2%	5%
<b>Don't know/Not sure</b>	0%	1%	1%	0%	0%	2%

<b>Occupations</b>								
	<b>Total</b>	<b>Manager</b>	<b>Prof</b>	<b>TML</b>	<b>CPS</b>	<b>CorA</b>	<b>SW</b>	<b>DK</b>
<b>Very important</b>	70%	63%	75%	61%	60%	76%	77%	63%
<b>Somewhat important</b>	26%	34%	21%	32%	29%	22%	19%	37%
<b>Not important</b>	4%	3%	4%	5%	9%	1%	4%	0%
<b>Don't know/Not sure</b>	0%	0%	0%	2%	2%	0%	0%	0%

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