



SURVEY OF EMPLOYMENT ARRANGEMENTS, RETIREMENT & SUPERANNUATION

April - July 2007

PROMPT CARDS

Sample Only

1. Real estate agent
2. State or territory housing authority

Person not in the same household

3. Parent / Other relative
4. Other person
5. Owner / Manager of caravan park

Employer

6. Defence Housing Authority
7. Government
8. Other employer

Other landlord

9. Housing co-operative / Community / Church group
10. Other

Employment Reasons

1. No jobs or vacancies in locality / line of work
2. Employer reduced working hours
3. Hours conditions applicable to current job / profession / business
4. Other employment reasons

Personal Reasons

5. Own ill health / injury / disability
6. Study purposes
7. Other personal reasons

Family Reasons

8. Caring for children
9. Unable to find suitable child care
10. Caring for ill / disabled / elderly person
11. Pregnancy
12. Home duties
13. Other family reasons
14. Other reasons (please specify)

Work pressures

- 1. Too much work / to get work done / meet deadlines**
- 2. Employer expected it**
- 3. Needed to prepare business for opening / closing**
- 4. Not enough staff / short of staff**
- 5. Extra shifts / requirements of roster**
- 6. Requirement of industry / industry norm**

Personal

- 7. Wanted more income**
- 8. Other**

(More than one response allowed)

- 1. Part of work agreement / contract / salary package**
- 2. Time off**
- 3. Other benefit (please specify)**
- 4. Not compensated for working extra hours**

Sample Only

EXHR_Q11

- 1. Too much work / to get work done / meet deadlines**
- 2. Employer expected it**
- 3. Needed to prepare business for opening / closing**
- 4. Not enough staff / short of staff**
- 5. Requirement of industry / industry norm**
- 6. Other**

Sample Only

- 1. Employer / supervisor / manager / foreman**
- 2. Business / person contracted to**
- 3. Customer / client**
- 4. Business partner**
- 5. Board of management / chairman of the board**
- 6. Franchising company**
- 7. Government or other regulatory authority**
- 8. Other entity**

Sample Only

Employment Reasons

1. No overheads / no rent
2. No other work available
3. Preference of employer or client / part of job
4. To catch up on work / meet deadlines
5. To operate own business / to help family business
6. Other employment reasons

Personal Reasons

7. Control over work / life issues / to pursue own ideas
8. Flexible working hours
9. Reached retirement age
10. Does not want to travel to work
11. Cost or time of travel
12. Other personal reasons

Family Reasons

13. Caring for children
14. Unable to find suitable childcare
15. Caring for ill / disabled / elderly person
16. Pregnancy
17. Home duties
18. Other family reasons
19. Other reason

1. Fewer hours than you work now
2. About the same hours as you work now
3. More hours than you work now

Sample Only

Employment reasons

1. **Current job regularly involves long hours**
2. **Work less unpaid overtime**
3. **Other employment reasons**

Personal reasons

4. **Own ill health / injury / disability**
5. **Only wants / needs limited income**
6. **Study purposes**
7. **Social reasons / recreational activities / free time**
8. **Other personal reasons**

Family reasons

9. **Caring for children**
10. **Unable to find suitable child care**
11. **Caring for ill / disabled / elderly person**
12. **Pregnancy**
13. **Home duties**
14. **Other family reasons**

15. **Other reasons**

- 1. No change**
- 2. Weekdays only**
- 3. Weekends only**
- 4. Both weekdays and weekends**

Sample Only

1. **No change**
2. **Prefer only to work daytime hours**
3. **Prefer only to work night time hours**
4. **Prefer mix of day time and night time hours**

Sample Only

1. **No change**
2. **Work one job only**
3. **Work two jobs**
4. **Work more than two jobs**

Sample Only

- 1. No change**
- 2. Paid sick leave**
- 3. Paid holiday leave**
- 4. Both paid sick and holiday leave**

Sample Only

10. Has job to go to

Personal Reasons

- 11. Own ill health / injury / disability
- 12. Study purposes
- 13. No need to work / retired
- 14. Welfare payments may be affected
- 15. Moved house
- 16. On holidays
- 17. Other personal reasons

Family Reasons

- 18. Caring for children
- 19. Caring for ill / disabled / elderly person
- 20. Pregnancy
- 21. Home duties
- 22. Other family reasons

Believes no work available or couldn't find work because:

- 23. Employers think too young
- 24. Employers think too old
- 25. Difficulties with language or ethnic background
- 26. Lack necessary skills or expertise
- 27. No jobs or vacancies in locality / line of work / at all
- 28. No jobs with suitable conditions / arrangements
- 29. Other reason
- 30. Don't know

NOTCW_Q21

Sample Only

1. Before and/or after school care
2. Long day care centre
3. Family Day Care
4. An occasional care centre
5. School holiday/vacation care program

Sample Only

Family

- 1. Child's other parent who does not live in this household**
- 2. Child's grandparents**
- 3. Child's brother or sister**
- 4. Other relatives**

Non-related people

- 5. Friends / neighbours**
- 6. Paid carer e.g. nanny / baby sitter**
- 7. Other non-related person**

1. Once only
2. Every day
3. 2 - 6 times a week
4. Once a week
5. Once a fortnight
6. Once a month
7. Less than one day a month
8. Other (please specify)

Sample Only

- 1. Short-term sickness or injury**
- 2. Long-term health condition or disability**
- 3. Frail / aged care**
- 4. Other**

Sample Only

- 1. Once only**
- 2. Every day**
- 3. 2 - 6 times a week**
- 4. Once a week**
- 5. Once a fortnight**
- 6. Once a month**
- 7. Less than one day a month**
- 8. Other (please specify)**

Sample Only

(more than one response allowed)

Family

- 1. Partner / spouse that does not live with them**
- 2. Parent /s**
- 3. Grandparent/s**
- 4. Brother or sister**
- 5. Other related person**

Non - Related People

- 6. Friends / neighbours**
- 7. Paid carer, e.g. respite carer**
- 8. Other non - related person**

1. **Carer's / family leave**
2. **Parental / maternity / paternity leave**
3. **Flex leave**
4. **Annual / holiday / recreational leave**
5. **Long service leave**
6. **Sick leave**
7. **Other (please specify)**
8. **Don't know**

Sample Only

(more than one response allowed)

- 1. Flexible working hours**
- 2. Rostered day off**
- 3. Working from home**
- 4. Informal arrangement with employer**
- 5. Took child into work**
- 6. Other (please specify)**

Sample Only

1. **Applied or asked but was refused**
2. **Do not have adequate working arrangements**
3. **Did not apply as thought would be refused**
4. **Nature of work makes using flexible working arrangements difficult**
5. **Work commitments**
6. **Not paid for time off (e.g. casual / shift worker)**
7. **Subtle or other pressure from boss/es or other workers**
8. **Other (specify)**

Sample Only

(more than one response allowed)

- 1. Paid leave**
- 2. Unpaid leave**
- 3. Flexible working hours**
- 4. Rostered day off**
- 5. Working from home**
- 6. Informal arrangement with employer**
- 7. Other (please specify)**

Sample Only

1. No need / did not take time off work last week
2. Applied or asked but was refused
3. Do not have adequate working arrangements
4. Did not apply as thought would be refused
5. Nature of work makes using flexible working arrangements difficult
6. Work commitments
7. Not paid for time off (e.g. casual / shift worker)
8. Subtle or other pressure from boss/es or other workers
9. Other (specify)

(more than one response allowed)

- 10. Changed jobs**
- 11. Quit a job**
- 12. Permanently reduced the total number of hours usually worked**
- 13. Permanently changed usual start or finish times**
- 14. Started working from home**
- 15. Started working more hours from home**
- 16. Started shift work**
- 17. Started casual work**
- 18. Started part time work**
- 19. Started job share**
- 20. Informal arrangement with employer**
- 21. Other (please specify)**
- 22. None of these**

More than one response is allowed.

- 1. Change jobs**
- 2. Apply for promotion**
- 3. Change total number of hours worked**
- 4. Change usual start or finish times**
- 5. Anything else (please specify)**

Sample Only

1. Trying to balance work and family responsibilities
2. Pressure of work / study
3. Demands of family
4. Take too much on
5. Not good at managing time
6. Too much to do / too many demands placed on you
7. Unpredictable working hours
8. Transport difficulties
9. Other

Sample Only

Sample Only

(more than one response allowed)

- 1. Change to a different line of work**
- 2. Work on a contract basis**
- 3. Work more hours at home**
- 4. Change from working in own business to working for someone else**
- 5. Change from working for someone else to working in own business**
- 6. No other plans**

Sample Only

- 1. Reduce duties / job with less responsibility / less demanding job**
- 2. Spend more time working from home**
- 3. Work on a contract basis**
- 4. No further plans**

Sample Only

1. **Change to a different line of work**
2. **Work in a less demanding job / less responsibility**
3. **Work more hours from home**
4. **Work on a contract basis**
5. **Change from working in own business to working for someone else**
6. **Change from working for someone else to working in own business**
7. **None of the above**

Sample Only

Financial reasons

10. Reaching the eligibility age for an old age (or service) pension.
11. Ability to access other government pensions or benefits
12. Ability to access superannuation funds
13. Financial security
14. Spouse/partner's income will enable me to retire

Job-related reasons

15. Being retrenched or made redundant
16. Job too stressful or pressured
17. Declining interest in work

Personal reasons

18. Retirement of partner
19. Personal health or physical abilities
20. Need to care for partner or family
21. Spend more time with partner / family
22. Have more personal / leisure time
23. Never intend to give up paid work
24. Other
25. Don't know

(More than one response is allowed)

Income

- 10. Profit or loss from own unincorporated business or share partnership**
- 11. Profit or loss from rental property**
- 12. Dividends or interest**
- 13. Government pension or allowance**
- 14. Superannuation or Annuity**
- 15. Workers' Compensation**
- 16. Partner / spouse's income**

Other

- 17. Living off savings**
- 18. Selling assets**
- 19. Other**
- 20. Don't know**

10. Financial need / financial 'top-up'
11. Bored / needed something to do
12. Social / miss contact with people
13. Interesting opportunity came up
14. Employer / business asked back
15. Own health improved
16. No longer needed to care for a partner or family member
17. Death of partner
18. Separation / divorce from partner
19. Other

Financial reasons

10. Reached the eligibility age for the Age (or Service) Pension
11. Ability to access other government pensions or benefits
12. Ability to access superannuation funds
13. Financial security
14. Spouse's / partner's income enabled me to retire

Job-related reasons

15. Retrenched / made redundant
16. Job too stressful or pressured
17. Declining interest in work
18. Reached compulsory retirement age
19. Not enough challenging duties

Personal reasons

20. Personal health or physical abilities
21. Need to care for partner or family member
22. To raise a family
23. Retirement of partner
24. Spend more time with spouse / partner / family
25. Have more personal / leisure time
26. Required to leave work after marriage
27. Other
28. Don't know

(More than one response is allowed)

- 10. Profit or loss from own unincorporated business or share in a partnership**
- 11. Profit or loss from rental property**
- 12. Dividends or interest**
- 13. Government pension or allowance**
- 14. Superannuation or Annuity**
- 15. Workers' Compensation**
- 16. Partner / spouse's income**

Other

- 17. Living off savings**
- 18. Selling assets**
- 19. Other (please specify)**
- 20. Don't know**

(Only one response allowed)

- 1. Australian Age Pension**
- 2. Newstart Allowance**
- 3. Mature Age Allowance**
- 4. Service Pension (DVA) (exclude superannuation, e.g. DFRDB)**
- 5. Disability support pension**
- 6. Wife pension**
- 7. Carer Payment**
- 8. Sickness Allowance**
- 9. Widow allowance / Widow B pension (Centrelink)**
- 10. Special Benefit**
- 11. Partner allowance**
- 12. No/none of these**
- 13. Don't know**

(More than one response is allowed)

- 1. War Widow's Pension (DVA)**
- 2. Disability Pension (DVA)**
- 3. Carer Allowance**
- 4. Overseas Pensions/benefits**
- 5. Family tax benefit (Parts A and B)**
- 6. Parenting Payment**
- 7. Youth Allowance**
- 8. Other**
- 9. No/none of these**
- 10. Don't know**

10. Financial need / financial 'top-up'
11. Bored / needed something to do
12. Social / missed contact with people
13. Interesting opportunity came up
14. Employer / business asked back
15. Own health improved
16. No longer needed to care for a partner or family member
17. Death of partner
18. Separation / divorce from partner
19. Other

(More than one response is allowed)

1. **More flexibility / control over the **hours** you work**
2. **More flexibility / control over the **days** you work**
3. **Duties are less demanding / less responsibilities**
4. **On contract**
5. **More opportunity to work from home**
6. **Other**

Sample Only

1. Returned to study
2. Travel / holiday
3. Maternity / paternity reasons
4. Looking after family member(s)
5. Retired
6. Changed jobs / sought other employment
7. Seasonal temporary job
8. Fixed contract
9. Employer or business closing down / downsizing
10. Completed current work
11. Other

Sample Only

1. Lifetime guaranteed pension
2. Allocated pension / annuity
3. Other

Sample Only

1. Just one employer or business
2. More than one employer or business
3. Yourself
4. Spouse / partner
5. No one

Sample Only

1. **Has life insurance or other superannuation scheme**
2. **Already covered by employer superannuation**
3. **Spouse has cover**
4. **Plans to join soon / has applied to join**
5. **Cost / cannot afford to**
6. **Paying mortgage**
7. **Too young / too old**
8. **Has other investments**
9. **Inadequate tax concessions**
10. **Already have cover close to / above reasonable benefit limit**
11. **Have not bothered / never thought about it / not interested**
12. **Does not intend to stay long with job or employer**
13. **Other**

(More than one response allowed)

- 1. Retired from job**
- 2. Resigned from job**
- 3. Retrenched from job**
- 4. Voluntary retirement package**
- 5. Early release of superannuation funds on compassionate grounds**
- 6. Early release of superannuation funds for financial hardship**
- 7. Other**

Sample Only

- 1. Rolled it over / invested in approved deposit fund, deferred annuity or other superannuation scheme**
- 2. Purchased an immediate annuity**
- 3. Invested the money elsewhere / Personal savings / Bank**
- 4. Paid off home / paid for home improvements / bought new home**
- 5. Bought or paid off car / vehicle**
- 6. Cleared other outstanding debts**
- 7. Paid for a holiday**
- 8. Assisted family members**
- 9. Other**

(More than one response allowed)

- 1. Profit or loss from own unincorporated business or share in a partnership**
- 2. Profit or loss from rental property**
- 3. Dividends or interest**

Sample Only

(More than one response allowed)

- 1. Wages or salary (including from own incorporated business)**
- 2. Government pension or allowance (include Family Tax Benefit if received as a payment from Centrelink)**
- 3. Child support / Maintenance**
- 4. Superannuation / Annuity / Allocated pension**
- 5. Workers compensation**
- 6. Any other regular source (excluding profit or loss from business, rent or investment)**
- 7. Living off savings**
- 8. Selling assets**
- 9. Partner's/spouse's income**

(Only one response allowed)

- 1. Australian Age Pension**
- 2. Newstart Allowance**
- 3. Mature Age Allowance**
- 4. Service Pension (DVA) (exclude superannuation, e.g. DFRDB)**
- 5. Disability Support Pension**
- 6. Wife Pension**
- 7. Carer Pension**
- 8. Sickness Allowance**
- 9. Widow Allowance / Widow B Pension (Centrelink)**
- 10. Special Benefit**
- 11. Partner Allowance**
- 12. No/none of these**
- 13. Don't know**

(More than one response is allowed)

- 1. War Widow's Pension (DVA)**
- 2. Disability Pension (DVA)**
- 3. Carer Allowance**
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- 5. Family Tax Benefit (Parts A and B)**
- 6. Parenting Payment**
- 7. Youth Allowance**
- 8. Other**
- 9. No/none of these**
- 10. Don't know**

Sample Only