



ALTERNATIVE WORKING ARRANGEMENTS, AUSTRALIA, MARCH TO MAY 1982 (PRELIMINARY)

PHONE INQUIRIES *for more information about these statistics*—contact Mr Geoff Winter on Canberra (062) 52 6507 or any of our State offices.

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MAIL INQUIRIES *write to* Information Services, ABS, P.O. Box 10, Belconnen, A.C.T. 2616 or any of our State offices.

MAIN FEATURES

A special survey was conducted from March to May 1982 to obtain information about certain aspects of the working arrangements of employees and their preferences for any changes. Preliminary results of this survey indicate that:

Of employees who usually worked 10 hours or more per week—

About 90 per cent were employed on a 'permanent' basis;

About 8 per cent would, given the opportunity, work less hours and accept a commensurate decrease in pay but about 20 per cent would, given the opportunity, work more hours for a commensurate increase in pay;

About 15 per cent had some control over the arrangement of their working days;

About 27 per cent had some control over their starting/finishing times (and a further 27 per cent would have preferred to have some control);

Of employees aged 45 years and over, who usually worked 30 hours or more per week in permanent employment—

About 21 per cent preferred 'tapered' retirement;

About 65 per cent were members of a super-annuation scheme.

employed persons. It differed from the current survey by not seeking details of preferences for alternatives to current and expected future working patterns. Results of the former survey were published in *Working Hours Arrangements, Australia, February to May 1981* (6338.0).

3. The current survey was based on a multi-stage area sample of private dwellings (about 15,000 houses, flats, etc.) and non-private dwellings (hotels, motels, etc.) and covered about one-third of one per cent of the population in Australia. Information was obtained from the occupants of selected dwellings by carefully chosen and specially trained interviewers.

Scope

4. The survey of alternative working arrangements included all persons aged fifteen years and over except:

- (a) certain diplomatic personnel of overseas governments, customarily excluded from census and estimated populations;
- (b) overseas visitors holidaying in Australia;
- (c) members of non-Australian defence forces (and their dependants) stationed in Australia;
- (d) all school students, some patients in hospitals and sanatoria, or inmates of gaols, reformatories, etc.
- (e) persons classified as employers or who were self-employed.

Definitions

5. For the purposes of this survey, a *permanent* worker was defined as an employee who was entitled to paid holidays or sick pay in his/her main job. A *casual* worker was therefore an employee who was not entitled to paid holidays or sick pay in his/her main job. Similar definitions applied in relation to employees' preferred mode of employment.

6. Employees who preferred to *work less* were those who, given the opportunity, would have preferred to work less hours and receive commensurately less pay. Similarly those who preferred to *work more* would have preferred to do so on the understanding that they would earn commensurately more pay, and those who preferred to *work the same hours* expected to continue earning the same amount of pay.

EXPLANATORY NOTES

Introduction

During the period March to May 1982 a survey was conducted throughout Australia to obtain information about aspects of employees' working arrangements and their preferences for any changes to them. This publication contains preliminary results from the survey; more detailed estimates will be published as soon as possible.

2. A similar survey was conducted during the period February to May 1981 to obtain information about the different types of working patterns actually worked by

7. A *19-day month* was defined as one full working day off from work on full pay in every four working weeks, achieved by rearrangement of actual working hours. A *10-day fortnight* was a different arrangement of working days over a two-week period compared with the arrangement applicable to a *5-day week*, and similarly with an *8-day fortnight* and *4-day week*, etc.

8. Employees who *had, or preferred, some say in start/finish times* (and/or usual working days arrangement), were those able, or who preferred, within limits, to choose the times (and/or days) when they worked, e.g. 'flexitime', flexible working hours, respectively.

9. Employees who *preferred tapered retirement* wanted to work less than their current usual total working time in the period immediately preceding their retirement by working either fewer weeks per year, fewer days per week or fewer hours per day.

Classification of occupation

10. Occupation is classified according to the *Classification and Classified List of Occupations, Revised June 1981*.

Reliability of the estimates

11. Since the estimates are based on information obtained from occupants of a sample of dwellings they are subject to sampling variability; that is they may differ by chance from the figures that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the *standard error*. There are about two chances in three that a sample estimate will differ by less than one standard error from the figure that would have been obtained if all dwellings had been included in the survey, and about nineteen chances in twenty that the difference will be less than two standard errors. Another measure of the likely difference is the relative standard error which is obtained by expressing the standard error as a percentage of the estimate.

12. A table of standard errors for estimates of numbers of employees is given below. Although this publication

does not include any percentages, users may be interested in standard errors for any they may wish to calculate themselves. The reliability of an estimated percentage computed by using sample data for both numerator and denominator depends upon both the size of the numerator and the size of the denominator. The relative standard error of an estimated percentage can be approximated by the relative standard error of the numerator, which may be obtained from the table below. The relative standard error for large percentage estimates (greater than 50 per cent) will generally be lower than the relative standard error of the estimate of the numerator.

13. Some very small estimates are subject to such high relative standard errors as to detract seriously from their value for most reasonable uses. Although figures for these small components can in some cases be derived by subtraction, they should not be regarded as reliable. More information about this topic will be found in the final publication for this survey, to be released in the near future.

Related publications

14. Other ABS publications which may be of interest include:

The Labour Force, Australia (6203.0)—issued monthly
Work Patterns of Employees, Australia, November 1976 (6328.0)

Working Hours Arrangements, Australia, February to May 1981 (6338.0)

15. Current publications produced by the ABS are listed in the *Catalogue of Publications, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Publications Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Publications Advice are available from any ABS office.

Symbols and other usages

- * Subject to sampling variability too high for most practical uses. See paragraphs 11 to 13.
- .. Not applicable.

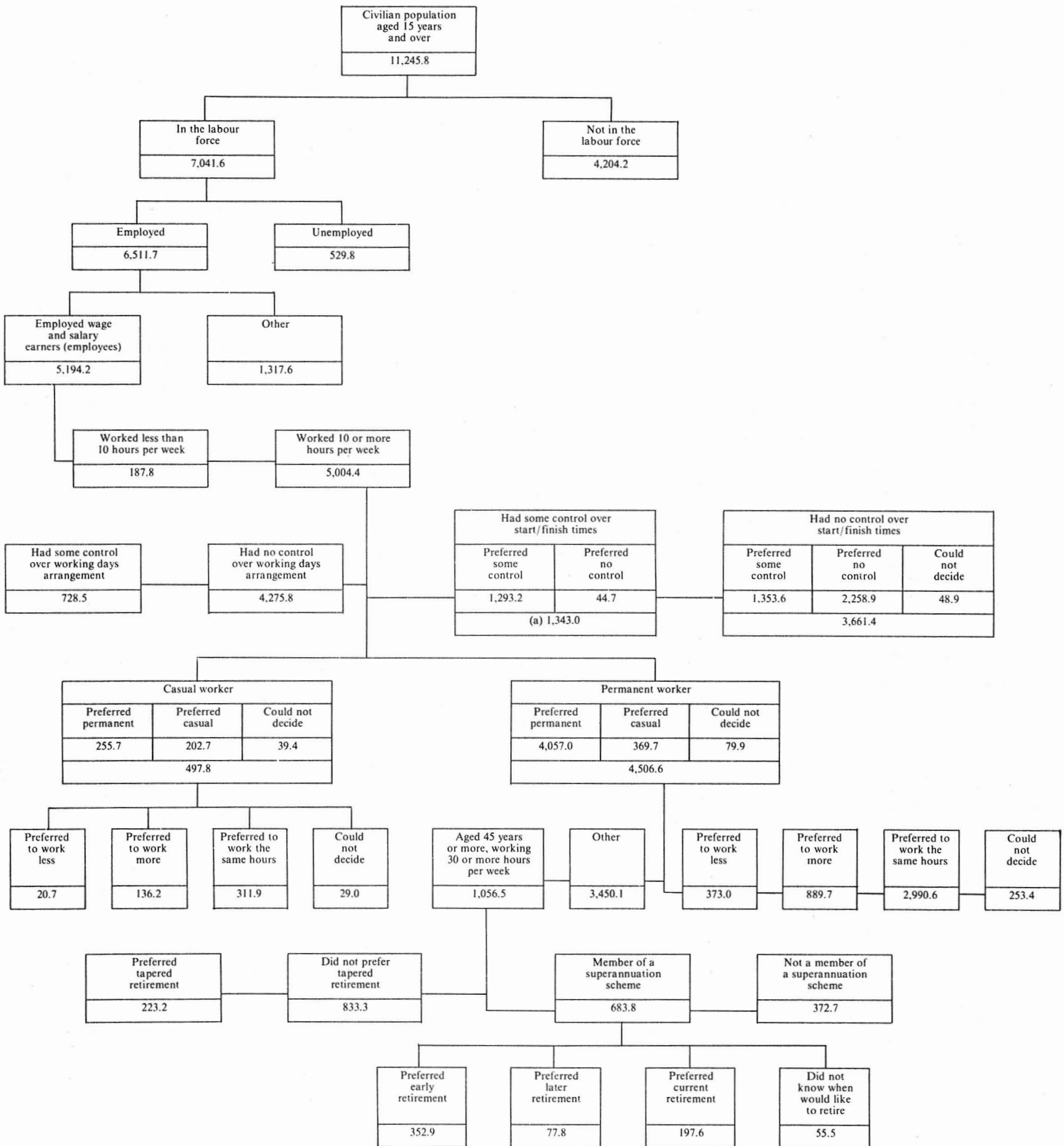
Figures have been rounded and discrepancies may occur between sums of the component items and totals.

A. R. BAGNALL
Acting Australian Statistician

STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	Approximate standard error of estimate		Size of estimate (persons)	Approximate standard error of estimate	
	Persons	Per cent of estimate		Persons	Per cent of estimate
4,000	1,300	33	50,000	4,200	8.3
5,000	1,450	29	100,000	5,500	5.5
6,000	1,600	27	200,000	7,200	3.6
8,000	1,800	23	500,000	10,000	2.0
10,000	2,000	20	1,000,000	13,000	1.3
15,000	2,400	16	2,000,000	16,000	0.8
20,000	2,800	14	5,000,000	21,000	0.4

SUMMARY OF FINDINGS
(' 000)



(a) Includes employees who could not decide.

TABLE 1. EMPLOYEES WHO USUALLY WORKED 10 OR MORE HOURS PER WEEK(a) : PERMANENT OR CASUAL WORKER, PREFERENCE FOR PERMANENT OR CASUAL WORK AND USUAL HOURS WORKED PER WEEK(a)
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Preference for permanent or casual work	Usual hours worked per week								Total
	10-19	20-29	30-34	35	36-39	40	41-48	49 and over	
MALES									
'Permanent' worker—									
Preferred permanent	*	10.2	31.6	110.3	420.8	1,084.1	533.2	476.2	2,669.7
Preferred casual	*	*	*	9.8	33.3	102.5	46.7	63.9	260.0
Could not decide	*	*	*	*	4.1	17.7	9.1	17.5	51.8
Total	*	11.1	35.1	122.3	458.2	1,204.3	589.0	557.6	2,981.5
'Casual' worker—									
Preferred permanent	10.4	9.7	5.2	5.8	4.4	28.9	9.8	18.3	92.4
Preferred casual	6.1	7.8	5.3	*	*	21.3	6.8	19.7	72.1
Could not decide	*	*	*	*	*	*	*	6.4	18.0
Total	19.4	19.3	11.6	9.4	7.1	53.6	17.7	44.4	182.5
Total—									
Preferred permanent	13.6	19.9	36.9	116.2	425.2	1,113.1	542.9	494.5	2,762.1
Preferred casual	6.8	7.8	8.5	13.0	35.2	123.8	53.5	83.6	332.1
Could not decide	*	*	*	*	5.0	21.0	10.3	23.9	69.8
Total	23.3	30.4	46.7	131.7	465.3	1,257.9	606.7	601.9	3,164.0
FEMALES									
'Permanent' worker—									
Preferred permanent	47.5	79.3	80.0	110.0	271.6	622.1	121.1	55.6	1,387.3
Preferred casual	6.8	9.5	6.5	9.1	17.9	45.0	8.7	6.3	109.7
Could not decide	*	*	*	*	4.0	10.4	*	*	28.1
Total	55.8	92.2	89.7	121.2	293.5	677.4	131.1	64.2	1,525.1
'Casual' worker—									
Preferred permanent	57.5	47.4	19.0	7.7	8.5	16.7	4.7	*	163.3
Preferred casual	58.1	39.8	12.9	5.1	4.3	6.4	*	*	130.6
Could not decide	11.3	4.4	*	*	*	*	*	*	21.4
Total	127.0	91.6	32.9	13.6	14.9	24.2	6.9	4.1	315.3
Total—									
Preferred permanent	105.0	126.7	99.0	117.7	280.1	638.8	125.9	57.4	1,550.6
Preferred casual	65.0	49.4	19.4	14.2	22.2	51.3	10.8	8.1	240.3
Could not decide	12.8	7.7	4.3	*	6.2	11.6	*	*	49.5
Total	182.8	183.8	122.7	134.9	308.4	701.7	137.9	68.3	1,840.4
PERSONS									
'Permanent' worker—									
Preferred permanent	50.7	89.6	111.6	220.4	692.4	1,706.2	654.3	531.8	4,057.0
Preferred casual	7.6	9.5	9.6	18.9	51.1	147.5	55.4	70.1	369.7
Could not decide	*	4.2	*	4.2	8.2	28.1	10.4	19.8	79.9
Total	59.7	103.3	124.8	243.5	751.7	1,881.7	720.1	621.8	4,506.6
'Casual' worker—									
Preferred permanent	67.9	57.1	24.3	13.5	12.8	45.7	14.5	20.1	255.7
Preferred casual	64.2	47.6	18.3	8.3	6.2	27.7	8.9	21.5	202.7
Could not decide	14.3	6.2	*	*	*	4.5	*	6.9	39.4
Total	146.3	110.9	44.6	23.1	22.0	77.9	24.6	48.5	497.8
Total—									
Preferred permanent	118.6	146.6	135.9	233.9	705.2	1,751.9	668.8	551.9	4,312.7
Preferred casual	71.8	57.1	27.9	27.2	57.3	175.1	64.3	91.7	572.4
Could not decide	15.7	10.4	5.6	5.5	11.1	32.6	11.6	26.7	119.3
Total	206.0	214.2	169.4	266.6	773.7	1,959.6	744.7	670.3	5,004.4

(a) In main job.

**TABLE 2. EMPLOYEES WHO USUALLY WORKED 10 OR MORE HOURS PER WEEK(a):
PERMANENT OR CASUAL WORKER, PREFERRED WORKING HOURS AND AGE**
(' 000)

<i>Permanent or casual worker and preferred working hours</i>	<i>Age group (years)</i>							<i>Total</i>
	<i>15-19</i>	<i>20-24</i>	<i>25-34</i>	<i>35-44</i>	<i>45-54</i>	<i>55-59</i>	<i>60 and over</i>	
MALES								
'Permanent' worker—								
Work less	5.0	20.1	42.6	39.1	27.4	21.4	10.9	166.7
Work more	91.5	150.0	238.8	129.0	70.6	20.5	9.3	709.6
Work the same hours	165.1	243.5	493.8	421.6	352.8	174.6	85.4	1,936.6
Could not decide	15.2	27.5	49.3	38.9	25.1	9.8	*	168.6
Total	276.8	441.2	824.4	628.6	475.9	226.3	108.4	2,981.5
'Casual' worker—								
Work less	*	*	*	*	*	*	*	6.2
Work more	11.5	13.9	23.5	9.3	4.3	*	*	64.6
Work the same hours	12.2	20.0	23.5	19.1	9.2	*	9.4	97.2
Could not decide	*	*	*	*	*	*	*	14.5
Total	25.0	38.7	51.9	33.2	16.2	6.4	11.1	182.5
Total—								
Work less	5.3	21.0	44.6	39.9	29.3	21.7	11.1	172.9
Work more	102.9	163.9	262.3	138.3	74.9	22.3	9.7	774.3
Work the same hours	177.3	263.5	517.3	440.7	362.0	178.3	94.8	2,033.8
Could not decide	16.3	31.4	52.1	42.9	25.9	10.5	*	183.1
Total	301.8	479.9	876.2	661.7	492.1	232.7	119.5	3,164.0
FEMALES								
'Permanent' worker—								
Work less	5.1	28.7	62.5	58.1	36.4	9.8	5.6	206.3
Work more	39.4	52.5	48.0	25.2	11.6	*	*	180.0
Work the same hours	142.6	239.0	252.4	197.4	150.0	54.5	18.1	1,053.9
Could not decide	14.2	21.0	20.5	16.4	10.7	*	*	84.8
Total	201.2	341.2	383.4	297.1	208.8	68.5	25.0	1,525.1
'Casual' worker—								
Work less	*	*	4.8	*	4.2	*	*	14.5
Work more	10.0	17.1	24.6	10.3	8.4	*	*	71.5
Work the same hours	16.5	25.3	63.2	63.9	34.5	6.7	4.5	214.7
Could not decide	*	*	5.4	4.0	*	*	*	14.5
Total	28.7	45.1	98.0	80.7	48.5	8.4	5.8	315.3
Total—								
Work less	5.6	29.9	67.3	60.7	40.6	10.6	6.1	220.8
Work more	49.4	69.5	72.6	35.5	20.0	*	*	251.6
Work the same hours	159.1	264.3	315.6	261.3	184.5	61.2	22.7	1,268.7
Could not decide	15.8	22.5	25.9	20.4	12.2	*	*	99.3
Total	229.9	386.3	481.4	377.9	257.3	76.9	30.8	1,840.4
PERSONS								
'Permanent' worker—								
Work less	10.1	48.9	105.1	97.3	63.9	31.2	16.6	373.0
Work more	130.8	202.5	286.8	154.1	82.2	23.3	10.0	889.7
Work the same hours	307.7	482.5	746.1	619.0	502.8	229.0	103.5	2,990.6
Could not decide	29.4	48.5	69.8	55.3	35.8	11.2	*	253.4
Total	477.9	782.3	1,207.8	925.7	684.7	294.8	133.4	4,506.6
'Casual' worker—								
Work less	*	*	6.8	*	6.0	*	*	20.7
Work more	21.5	31.0	48.0	19.7	12.7	*	*	136.2
Work the same hours	28.7	45.4	86.8	83.0	43.7	10.4	13.9	311.9
Could not decide	*	5.3	8.3	7.9	*	*	*	29.0
Total	53.7	83.8	149.9	113.9	64.8	14.8	16.9	497.8
Total—								
Work less	10.9	50.9	111.9	100.5	69.9	32.3	17.2	393.7
Work more	152.3	233.4	334.8	173.8	94.9	25.9	10.6	1,025.9
Work the same hours	336.3	527.9	832.9	702.0	546.5	239.4	117.4	3,302.5
Could not decide	32.1	53.8	78.0	63.3	38.2	12.0	5.0	282.4
Total	531.7	866.1	1,357.7	1,039.6	749.5	309.6	150.3	5,004.4

(a) In main job.

**TABLE 3. EMPLOYEES WHO USUALLY WORKED 10 OR MORE HOURS PER WEEK(a) :
USUAL HOURS WORKED EACH WEEK(a) AND PREFERRED WORKING HOURS**
(' 000)

Preferred working hours	Usual hours worked each week								Total
	10-19	20-29	30-34	35	36-39	40	41-48	49 and over	
Males—									
Work less	*	*	*	6.2	27.4	49.7	34.5	50.9	172.9
Work more	11.0	12.4	11.5	28.0	115.4	324.2	145.5	126.2	774.3
Work the same hours	10.3	13.4	29.2	92.3	302.5	819.4	392.7	374.1	2,033.8
Could not decide	*	*	*	5.3	20.0	64.7	34.1	50.8	183.1
Total	23.3	30.4	46.7	131.7	465.3	1,257.9	606.7	601.9	3,164.0
Females—									
Work less	4.8	8.8	15.2	20.8	43.4	91.1	23.6	13.2	220.8
Work more	41.3	35.7	11.9	18.6	40.2	81.8	16.8	5.4	251.6
Work the same hours	130.1	133.1	88.3	88.8	211.6	484.1	89.2	43.4	1,268.7
Could not decide	6.6	6.2	7.3	6.7	13.2	44.6	8.3	6.4	99.3
Total	182.8	183.8	122.7	134.9	308.4	701.7	137.9	68.3	1,840.4
Persons—									
Work less	5.0	10.5	17.6	26.9	70.8	140.8	58.1	64.0	393.7
Work more	52.3	48.1	23.4	46.5	155.6	406.1	162.3	131.6	1,025.9
Work the same hours	140.4	146.5	117.5	181.1	514.1	1,303.5	481.9	417.5	3,302.5
Could not decide	8.3	9.1	10.9	12.0	33.2	109.3	42.4	57.1	282.4
Total	206.0	214.2	169.4	266.6	773.7	1,959.6	744.7	670.3	5,004.4

(a) In main job.

TABLE 4. EMPLOYEES WHO USUALLY WORKED 10 OR MORE HOURS PER WEEK(a) : USUAL WORKING ARRANGEMENT, PREFERRED WORKING ARRANGEMENT AND WHETHER HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT ('000)

Usual working arrangement	Preferred working arrangement						Total
	4-day week	5-day week	9-day fortnight	19-day month	Other	Could not decide	
HAD SOME CONTROL OVER USUAL WORKING ARRANGEMENT							
4-day fortnight or 2-day week	37.2	5.0	4.0	*	9.5	*	59.0
7-day fortnight	6.1	*	*	*	35.5	*	49.0
8-day fortnight	*	*	*	*	30.1	*	38.4
9-day fortnight	10.8	*	26.5	*	*	*	40.0
10-day fortnight	*	7.6	5.6	*	*	*	19.1
19-day month	*	*	*	4.3	*	*	11.3
5-day week	82.7	130.8	94.3	15.4	31.0	10.8	364.9
6-day week	11.1	32.7	12.8	*	29.7	8.7	97.1
7-day week	*	9.1	*	*	16.1	*	31.9
Other	*	*	*	*	9.1	*	17.9
Total	161.9	196.0	149.0	25.9	164.3	31.3	728.5
HAD NO CONTROL OVER USUAL WORKING ARRANGEMENT							
4-day fortnight or 2-day week	63.5	12.7	11.8	*	13.9	*	106.6
7-day fortnight	10.6	13.5	*	*	42.2	*	74.3
8-day fortnight	5.6	4.2	*	*	32.8	*	46.8
9-day fortnight	30.4	5.3	81.6	*	*	*	123.7
10-day fortnight	9.1	22.3	16.8	*	*	*	59.0
19-day month	5.6	4.3	8.1	15.0	*	*	35.2
5-day week	653.5	1,261.7	1,035.3	168.0	133.3	96.0	3,347.8
6-day week	44.7	155.9	84.0	15.2	51.3	10.3	361.5
7-day week	4.3	22.2	7.8	*	20.3	4.8	62.6
Other	8.3	16.8	14.4	*	11.9	4.4	58.4
Total	835.6	1,518.8	1,264.5	208.2	316.4	132.4	4,275.8
TOTAL							
4-day fortnight or 2-day week	100.7	17.7	15.8	*	23.4	6.2	165.6
7-day fortnight	16.7	16.6	4.7	*	77.7	6.4	123.3
8-day fortnight	9.2	6.0	*	*	62.9	4.8	85.2
9-day fortnight	41.2	6.8	108.1	*	*	*	163.7
10-day fortnight	11.5	29.9	22.4	*	9.1	4.7	78.1
19-day month	7.7	5.6	11.5	19.4	*	*	46.4
5-day week	736.2	1,392.4	1,129.6	183.4	164.3	106.7	3,712.7
6-day week	55.8	188.6	96.8	17.3	81.0	19.0	458.6
7-day week	7.4	31.2	7.8	*	36.4	7.8	94.5
Other	11.0	20.1	15.2	4.2	21.0	4.7	76.2
Total	997.6	1,714.8	1,413.5	234.1	480.7	163.7	5,004.4

(a) In main job.

**TABLE 5. EMPLOYEES WHO USUALLY WORKED 10 OR MORE HOURS PER WEEK(a):
CONTROL OVER STARTING/FINISHING TIMES AT WORK AND OCCUPATION
(' 000)**

Control over starting/finishing times at work	Occupation group							Total(b)	
	Professional, technical, etc.	Administrative, executive, etc.	Clerical	Sales	Farming, fishing, etc.	Transport and communication	Trades and production- process workers and labourers, n.e.c.		Service, sport and recreation
MALES									
Start/finish times set—									
Preferred some control	111.3	29.3	77.9	33.9	13.4	55.0	412.6	63.1	806.2
Preferred set times	100.1	54.1	84.5	57.9	42.0	138.9	814.3	102.0	1,418.7
Could not decide	*	*	*	*	*	*	15.6	4.8	35.1
Total	215.1	86.0	163.2	93.4	56.5	197.5	1,242.5	169.9	2,260.0
Had some control over start/finish times—									
Preferred some control	210.2	154.8	128.3	66.5	50.8	37.4	180.5	36.8	868.7
Preferred set times	7.1	5.8	4.6	*	*	*	7.9	*	31.2
Total(c)	218.5	161.1	132.9	69.3	52.2	38.1	189.8	38.6	904.0
Total—									
Preferred some control	321.5	184.1	206.2	100.4	64.2	92.4	593.1	99.9	1,674.9
Preferred set times	107.2	59.9	89.2	60.3	43.4	139.1	822.2	103.8	1,449.9
Could not decide	4.9	*	*	*	*	4.1	17.0	4.8	39.1
Total	433.6	247.1	296.1	162.8	108.7	235.6	1,432.2	208.5	3,164.0
FEMALES									
Start/finish times set—									
Preferred some control	124.1	6.3	210.4	50.6	*	10.7	67.3	76.3	547.4
Preferred set times	170.9	13.5	241.2	89.7	4.8	22.5	125.2	172.0	840.2
Could not decide	*	*	*	*	*	*	4.0	*	13.7
Total	297.2	20.2	453.1	141.6	6.8	33.7	196.6	251.8	1,401.3
Had some control over start/finish times—									
Preferred some control	88.2	18.6	216.7	29.9	5.6	4.9	19.3	41.1	424.5
Preferred set times	*	*	6.8	*	*	*	*	*	13.4
Total(c)	91.3	19.4	224.5	30.8	5.6	4.9	20.2	42.3	439.0
Total—									
Preferred some control	212.3	24.9	427.1	80.5	7.3	15.6	86.6	117.4	971.9
Preferred set times	173.8	14.3	248.0	90.6	4.8	22.5	126.1	173.1	853.6
Could not decide	*	*	*	*	*	*	4.0	*	14.9
Total	388.5	39.6	677.5	172.4	12.4	38.6	216.8	294.1	1,840.4
PERSONS									
Start/finish times set—									
Preferred some control	235.4	35.6	288.3	84.5	15.1	65.7	479.9	139.3	1,353.6
Preferred set times	271.0	67.6	325.7	147.7	46.8	161.4	939.5	274.0	2,258.9
Could not decide	5.9	*	*	*	*	4.2	19.6	8.4	48.9
Total	512.3	106.2	616.2	235.0	63.3	231.2	1,439.0	421.7	3,661.4
Had some control over start/finish times—									
Preferred some control	298.4	173.4	345.0	96.5	56.4	42.3	199.8	78.0	1,293.2
Preferred set times	10.0	6.6	11.4	*	*	*	8.8	*	44.7
Total(c)	309.8	180.5	357.4	100.1	57.8	43.0	210.0	80.9	1,343.0
Total—									
Preferred some control	533.8	209.0	633.3	180.9	71.5	107.9	679.7	217.3	2,646.8
Preferred set times	281.0	74.2	337.1	150.9	48.2	161.7	948.3	276.9	2,303.5
Could not decide	7.3	*	*	*	*	4.6	21.0	8.4	54.0
Total	822.0	286.7	973.6	335.1	121.1	274.2	1,649.0	502.6	5,004.4

(a) In main job. (b) Includes mining and quarrying occupations. (c) Includes employees who could not decide.

TABLE 6. EMPLOYEES AGED 45 YEARS AND OVER USUALLY WORKING 30 HOURS OR MORE PER WEEK IN PERMANENT EMPLOYMENT : WHETHER MEMBER OF A SUPERANNUATION, ETC. SCHEME, WHETHER PREFERRED "TAPERED" RETIREMENT AND AGE
(* 000)

Age group (years)	Member of a superannuation, etc. scheme			Not a member of a superannuation, etc. scheme			Total		
	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total	Preferred 'tapered' retirement	Did not prefer 'tapered' retirement	Total
MALES									
45-49	28.2	148.0	176.2	11.3	48.9	60.2	39.5	196.9	236.4
50-54	27.8	151.0	178.9	13.5	45.9	59.5	41.3	197.0	238.3
55	6.0	25.5	31.4	*	10.2	12.2	8.0	35.6	43.7
56	7.3	27.1	34.4	*	13.0	15.5	9.9	40.0	49.9
57	4.7	24.1	28.8	*	11.6	12.0	5.1	35.7	40.8
58	9.0	28.9	37.9	*	10.0	11.7	10.8	38.8	49.6
59	7.5	22.4	29.9	*	8.3	10.7	9.9	30.6	40.6
60	*	15.5	17.2	*	8.5	9.5	*	24.0	26.7
61	*	9.3	12.4	*	6.1	8.1	5.1	15.4	20.5
62	*	11.1	12.3	*	7.4	8.8	*	18.5	21.2
63	*	8.1	9.2	*	4.4	5.6	*	12.5	14.8
64	*	7.5	8.7	*	*	5.5	*	11.4	14.2
65 and over	*	*	*	*	5.6	5.6	*	7.8	8.2
<i>Total</i>	<i>98.9</i>	<i>480.8</i>	<i>579.7</i>	<i>41.4</i>	<i>183.6</i>	<i>225.0</i>	<i>140.3</i>	<i>664.4</i>	<i>804.7</i>
FEMALES									
45-49	11.3	26.3	37.6	22.2	31.8	53.9	33.4	58.1	91.5
50-54	10.1	22.2	32.3	16.9	32.9	49.8	27.0	55.1	82.1
55	*	5.3	7.3	*	5.8	9.5	5.6	11.1	16.8
56	*	4.4	5.9	*	7.1	9.3	*	11.4	15.1
57	*	*	4.7	*	4.2	5.0	*	6.7	9.8
58	*	*	4.4	*	*	4.3	*	6.2	8.6
59	*	*	*	*	*	4.7	*	6.0	8.6
60 and over	*	4.4	8.2	*	9.8	11.1	5.1	14.2	19.3
<i>Total</i>	<i>34.0</i>	<i>70.2</i>	<i>104.1</i>	<i>48.9</i>	<i>98.8</i>	<i>147.7</i>	<i>82.9</i>	<i>168.9</i>	<i>251.8</i>
PERSONS									
45-49	39.5	174.3	213.7	33.4	80.7	114.2	72.9	255.0	327.9
50-54	37.9	173.2	211.1	30.4	78.9	109.3	68.3	252.1	320.5
55	8.0	30.8	38.7	5.7	16.0	21.7	13.7	46.8	60.4
56	8.8	31.5	40.3	4.7	20.0	24.8	13.5	51.5	65.0
57	6.9	26.6	33.5	*	15.8	17.1	8.3	42.4	50.6
58	10.6	31.7	42.3	*	13.4	16.0	13.2	45.0	58.2
59	9.0	24.7	33.7	*	12.0	15.4	12.4	36.7	49.1
60	*	17.0	18.7	*	11.5	12.8	*	28.5	31.5
61	5.3	11.0	16.3	*	8.3	10.3	7.3	19.2	26.6
62	*	12.0	13.7	*	8.0	10.4	4.0	20.1	24.1
63	*	8.3	9.3	*	4.6	5.8	*	12.9	15.1
64	*	7.7	9.5	*	5.4	7.1	*	13.1	16.6
65 and over	*	*	*	*	7.8	7.8	*	10.1	10.9
<i>Total</i>	<i>132.9</i>	<i>551.0</i>	<i>683.8</i>	<i>90.3</i>	<i>282.4</i>	<i>372.7</i>	<i>223.2</i>	<i>833.3</i>	<i>1,056.5</i>

TABLE 7. EMPLOYEES AGED 45 YEARS AND OVER USUALLY WORKING 30 HOURS OR MORE PER WEEK IN PERMANENT EMPLOYMENT WHO WERE MEMBERS OF A SUPERANNUATION, ETC. SCHEME: EARLIEST RETIREMENT AGE ON FULL BENEFITS AND RETIREMENT PREFERENCES ('000)

Retirement preferences	Earliest retirement age with full benefits (years)					Total
	Under 60	60	61-64	65 and over	Did not know	
MALES						
Preferred to retire earlier—						
Even if with reduced benefits or higher contributions (years before current earliest retirement age)—						
1-3	*	6.8	*	7.1	..	16.6
4-5	*	46.2	*	115.2	..	165.7
5 or less	*	53.0	5.4	122.3	..	182.3
6-9	*	*	*	6.5	..	8.6
10 or more	*	*	*	35.3	..	37.6
Total(a)	*	57.7	6.1	164.9	..	230.3
Not if with reduced benefits or higher contributions	*	23.9	*	51.6	..	80.5
Total	4.2	81.6	8.4	216.5	..	310.8
Preferred to retire at the same age	9.1	71.0	*	82.0	..	165.0
Preferred to retire later	15.2	29.3	*	19.8	..	65.4
Did not know when preferred to retire	*	6.3	*	6.4	23.4	38.5
Total	30.6	188.1	12.9	324.7	23.4	579.7
FEMALES						
Preferred to retire earlier—						
Even if with reduced benefits or higher contributions (years before current earliest retirement age)—						
5 or less	*	14.8	*	4.1	..	21.2
6 or more	*	5.9	*	4.8	..	11.0
Total(a)	*	21.1	*	8.9	..	32.7
Not if with reduced benefits or higher contributions	*	6.6	*	*	..	9.4
Total	*	27.7	*	10.8	..	42.1
Preferred to retire at same age	6.1	20.8	*	5.5	..	32.6
Preferred to retire later	4.1	8.2	*	*	..	12.4
Did not know when preferred to retire	*	*	*	*	13.0	17.0
Total	12.8	58.2	*	18.5	13.0	104.1
PERSONS						
Preferred to retire earlier—						
Even if with reduced benefits or increased contributions (years before current earliest retirement age)—						
1-3	*	7.8	*	7.6	..	18.6
4-5	*	59.9	*	118.9	..	185.0
5 or less	*	67.8	6.2	126.5	..	203.6
6-9	*	*	*	7.6	..	12.0
10 or more	*	6.3	*	39.0	..	45.3
Total(a)	*	78.8	6.9	173.7	..	263.0
Not if with reduced benefits or increased contributions	*	30.5	*	53.6	..	89.9
Total	6.3	109.3	9.9	227.3	..	352.9
Preferred to retire at same age	15.2	91.8	*	87.6	..	197.6
Preferred to retire later	19.3	37.6	*	19.8	..	77.8
Did not know when preferred to retire	*	7.7	*	8.5	36.4	55.5
Total	43.3	246.3	14.6	343.2	36.4	683.8

(a) Includes employees who did not know how many years before their current earliest retirement age they wished to retire.